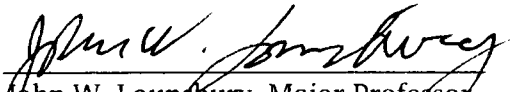
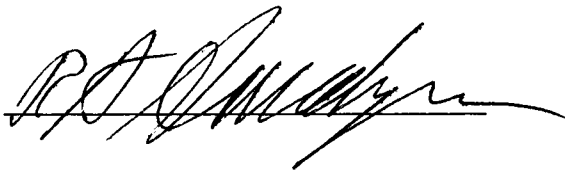


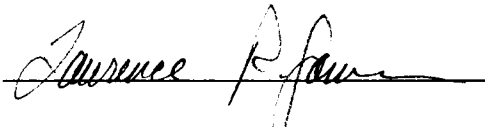
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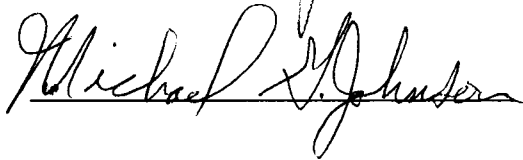
I am submitting herewith a dissertation written by Jeffrey Raymond Polik entitled "The Impact of a Vacation from Work on Acute Stressors, Strains, and Subjective Well-being". I have examined the final copy of this dissertation for form and content and recommend that it be accepted in partial fulfillment of the requirements for the degree of Doctor of Philosophy, with a major in Industrial/Organizational Psychology.


John W. Lounsbury, Major Professor

We have read this dissertation
and recommend its acceptance:







Accepted for the Council:


Associate Vice Chancellor
and Dean of the Graduate School

THE IMPACT OF A VACATION FROM WORK ON ACUTE WORK
STRESSORS, STRAINS, AND SUBJECTIVE WELL-BEING

A Dissertation

Presented for the

Doctor of Philosophy

Degree

The University of Tennessee, Knoxville

Jeffrey Raymond Polik

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ABSTRACT

This study examined the impact of a vacation from work on acute levels of work-stressors, strains, and subjective well-being. In order to assess the duration of a vacation's effects, data were collected at three times: within one week prior to departing on vacation, within one week after returning, and approximately two weeks after returning from a vacation. Additionally, a control group matched as closely as possible to vacationers in terms of job content, age, sex, and tenure was used to minimize threats to internal validity.

A convenience sample of 158 vacationers and 158 control group members was drawn for this study. Demographic analyses resulted in no significant differences between vacationers and controls. All data were collected via questionnaire.

The results for this study suggested that a vacation served to reduce strain despite no differences in perceptions of work-stressors across time. Life satisfaction increased following a vacation, but this effect waned two weeks later. Job satisfaction did not change as a result of a vacation. Job involvement/central-life-interest decreased following a vacation and declined further two weeks later. Also, the moderating effects of pre-vacation strain and vacation constraint were assessed. In addition to these results, limitations and future research issues are discussed.

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CHAPTER 1

INTRODUCTION

This study examines the impact of a vacation from work on acute levels of work-stressors, strains, and subjective mental well-being. The investigation develops out of the small, but growing, body of research examining work and non-work outcomes associated with a vacation (Eden, 1990; Lounsbury & Hoopes, 1986; Lounsbury & Polik, 1992; Utecht & Aldag, 1991).

It was only 30 years ago that economic "experts" predicted that automation, productivity growth, and consumer satiation would cause a "crisis" of excess leisure time complete with "attendant boredom and ennui" (Parker, 1971). Views such as this reflect the underlying attitude of this era; that leisure time was potentially undesirable--something with which one had to cope. One by-product of the forecasted "leisure problem" was the attention of American social scientists whom, for the most part, had yet to acknowledge the importance of leisure to the human experience. Research began to accumulate focusing on leisure needs, satisfactions, and attributes of activities associated with the leisure experience (c.f. Neulinger, 1974).

Definitions of leisure almost invariably include two components: (1) Freedom from the demands of work and duty, and (2) Time available for recreation, relaxation, or freely chosen activity (Iso-Ahola, 1979; Kelly, 1972; Neulinger, 1981). To date numerous empirical studies have demonstrated what philosophers (e.g. de Grazia, 1962) have long contended; that leisure is an invaluable source of well-being and satisfaction with life (Hawes, 1978; London, et al, 1977; Ragheb, 1993; Ragheb & Griffin, 1982; Russel, 1987). Coincidentally, the increasing recognition of the importance of leisure by

social scientists and laypeople alike comes at a time when finding time available for leisure appears to be decreasing (Gibbs, 1989).

Currently, economic time-budget studies indicate that the typical full-time employee in the United States works an average of 138 more hours per year now than twenty years ago (Gibbs, 1989). This observation, coupled with increasing time spent commuting to work, led economists to conclude that Americans are spending an extra month each year on work. Furthermore, paid time-off such as that for vacations and holidays has dropped roughly 15% in the 1980's (Schor, 1991). The average American worker had 16.1 days of a year in 1989, down from 19.8 days in 1981. As predicted three decades ago, a "crisis" with regard to leisure does now exist; however, it is one of scarcity rather than surplus.

From the perspective of work, one central leisure category is the vacation. The vacation from work offers a unique opportunity for the pursuit of leisure in that the individual is afforded not only a change of scenery, but also a larger block of time than that offered by the typical weekend (de Grazia, 1962). These qualities combine to form a situation rich with opportunity for the meeting of various needs often left unmet when facing the demands of everyday life (Lounsbury & Polik, 1992). Not surprisingly, vacations are highly valued by American and European workers (Klausner, 1968).

In a survey of blue collar workers, Nealy and Goodale (1967) found that extra paid vacation time was preferred to a 4-day work week, a 5-week unpaid annual sabbatical, a 2% pay raise, and an early retirement program. In a similar vein, Quinn and Staines (1979) surveyed over 1,500 employees across the United States and found that 81% of the sample received a paid vacation from their employer, and 47% rated the

paid vacation as one of their most important benefits. Furthermore, 52% of those respondents reported that they would rather have more paid vacation days than a 10% pay raise. Even unpaid vacation time is lucrative to some individuals. Rubenstein (1980) found that 27% of those sampled would take up to one-half year of vacation with no pay if given the permission from their employer.

A recent survey of business executives conducted by Hyatt Hotels Corporation offers some explanation as to why people seem to place such importance on the vacation from work. Schollossberg (1991) reported that 76% of the Hyatt study respondents considered vacations "essential" to the prevention of burnout and 75% believed that vacations improve their personal lives and subsequent job performance.

Moreover, beliefs about the value of a vacation from work to subsequent job performance are not reserved to executives or Americans alone. In a study of 361 German steel workers, Klausner (1968) found that 25% of those surveyed believed that their efficiency at work had improved following a vacation and 16% felt that their jobs had become "more interesting".

The belief that vacations serve as a unique opportunity for self-renewal, hence permitting more work to be undertaken, is pervasive among workers across organizational levels and cultures. Despite these beliefs, no empirical data has appeared in the literature to support such contentions. Is this appreciation for leisure and the vacation the result of clever tourism marketing aimed at circumventing the "crisis" of surplus freetime, effectively creating a need where one doesn't naturally exist? Or, is leisure, and the vacation in particular, essential in the maintenance of mental, physical, and spiritual well-being, affording the individual an opportunity for "re-creation"? While

proponents of tourism advertising undoubtedly play a role in the maintenance of such beliefs about vacations, the recurring theme across the aforementioned studies indicates that individuals do, at times, feel depleted, and believe that the vacation offers a remedy.

In summary, the previously mentioned studies indicate that not only do people place great value on vacation time, but they also have specific beliefs regarding the impact of a vacation on their personal well-being, job attitudes, and job performance. Unfortunately, empirical research substantiating these beliefs is very limited.

The present study extends the small body of existing research examining work and non-work outcomes associated with a vacation. In addition to job and life satisfaction and job involvement/central-life-interest measured in previous vacation research (Lounsbury and Hoopes, 1986), this study assesses changes in job stressors and strains as a result of a vacation from work. In order to frame the present study in the proper context a brief review of the literature is presented.

Vacation Research

Despite the existence of journals devoted entirely to tourism such as the Annals of Tourism Research, there is a dearth of research examining vacations from a psychological perspective. The majority of the tourism research has come from a marketing perspective, from which the research questions are usually of minimal interest to those within the field of psychology (e.g. Hirshmann & Holbrook, 1982). Nevertheless, one research issue which has increasingly gained attention across disciplines, including psychology, is that of needs or motivations associated with pleasure vacations (Crompton, 1979).

Crompton (1979) investigated the factors influencing vacation destination choice and found that among those he interviewed, the physical/environmental aspects of the destination were less important than its ability to provide adequate opportunity for need gratification. Consequently, he identified nine psychological motives for pleasure vacation: Escape, self-exploration, relaxation, prestige, regression, social, kinship, novelty, and education.

Along similar lines, Rubenstein (1980) categorized respondents based on their descriptions of a hypothetically ideal vacation. The majority of responses cited relaxation as the main reason for vacation. Other "vacation motives" were: Intellectual/spiritual enrichment, adventure, social, and escape. A limitation of this study, however, is the reliance on a hypothetical rather than a "real" vacation.

In a study of motivations for international pleasure travel, Fisher and Price (1992), related four motives for vacationing--education, escape, coping, and social/kinship--to satisfaction with the vacation. The seemingly similar coping and escape motives differed in that coping was defined as an interest in confronting some problem or source of stress in one's life, whereas escape referred to the avoidance of thought about "everything else". They found positive relationships for the escape and social/kinship motivations with vacation satisfaction and a negative relationship between the coping motive and vacation satisfaction. The opposing findings for the similar coping and escape motives may be explained in terms of need gratification (or a lack thereof). It may be that escape motive was more easily satisfied than that of coping, resulting in satisfaction for those pursuing escape, and frustration for those seeking coping. Unfortunately however, Fisher and Price measured motives without assessing

the degree to which they were satisfied while on vacation. Another major limitation of their study was the use of a post-only design which relied on retrospective accounts of pre-vacation motives. According to Cook and Campbell (1976), the results post-only designs are open to numerous interpretations unrelated to the treatment, making conclusions tenuous at best.

Addressing some of the limitations noted about the previous study, Lounsbury and Polik (1992) assessed vacation needs prior to a vacation and met needs following a vacation in four domains: social, intellectual, competence mastery, and stimulus avoidance. They found significant positive relations for all four met-needs measures with vacation satisfaction. Additionally, for men, pre-vacation expressed intellectual and competence mastery needs were positively related to vacation satisfaction, while for women the expressed social need was negatively related to vacation satisfaction. Although the authors explained the high levels of multicollinearity found between met-needs on the post-vacation survey in terms of a vacation's capacity to meet "bundles" of needs, the influence of mono-method bias could not be ruled out as a threat to this interpretation.

Other studies have honed down the number of motivations to vacate. Mannel and Iso-Ahola (1987) concluded that post-hoc satisfaction with the tourist experiences was the result of the need, "to escape from routine and stressful environments, and to seek recreational activities". Dann (1977) also proposed only two motives for vacation: escape and status-seeking.

The overlap in terms of motives identified across the aforementioned studies is unquestionable; An underlying theme identified in all of these studies is the notion of personal enrichment. Hill (1965) captured this idea well when he stated:

A holiday (vacation) is undertaken in response to a sense of internal damage or depletion and represents a period of replenishment and restoration. When he goes on holiday, the holiday maker is hoping to take in and store "internal goods" with which he will return enriched, regenerated, and recharged to his own environment.

Recognizing the potential importance of the vacation in relation to work, Lounsbury and Hoopes (1986) investigated changes in work and non-work outcomes following a vacation. In their study they included measures of job satisfaction, life satisfaction, job involvement/central-life-interest, job involvement/valued-self, organizational commitment, and turnover intention. Results indicated that life satisfaction and turnover intention increased while job involvement/central-life-interest decreased. Though important as an exploratory study, they used a single-group, pre-test/post-test design exposing the interpretation of their results to threats to internal validity such as history or maturation (Cook & Campbell, 1979). Lounsbury and Hoopes' assumption that the changes in work-related variables from pre- to post-vacation were due to the vacation, has been criticized for not considering the rival hypothesis that characteristics of the job changed during the vacationer's absence, thereby accounting for changes in work-related perceptions (Eden, 1990). For example, unusually high levels of

acute work-related stressors may be present prior to departing on vacation. In an effort to make up for the work-time "lost" as a result of a vacation, it would not be unusual for an additional workload to be self-imposed or brought on by one's supervisor prior to and/or just after returning from vacation. A similar case can be made for other work stressors. A more powerful research design and the inclusion of measures of job characteristics/stressors would clarify this issue, enhancing understanding of the vacation in relation to work.

Since Lounsbury and Hoopes' study, two articles focusing on the question of vacations in relation to work have appeared in the psychological literature. Utecht and Aldag (1989) examined types of discrepancies between ideal and real vacations for a group of manufacturing employees. Discrepancies were found to be related to such factors as job level, job satisfaction, absenteeism, and performance evaluation. A serious limitation of this study is that they examined ideal versus real vacations in the abstract and did not assess the features or experiences associated with an actual vacation from work.

Eden (1990) studied stress and strain among users of a university computer center before, during, and after a two-week shut down. He found that the "vacation respite" from computer work was less stressful in terms of perceived job stressors, but equivalent in terms of psychological and physiological strain, compared to the period of shutdown and re-opening. The counterintuitive finding that strain did not decrease while on vacation may be explained by the nature of the vacation. An important limitation of this study from a vacation perspective, is that the participants had no choice regarding the timing of their vacation--the computer center was shutting down whether

they liked it or not. This lack of freedom with regard to the timing of the vacation is particularly dubious considering Coleman's (1993) finding that the benefit of leisure as a coping mechanism, preventing stressors from resulting in strain, was dependent on perceived freedom with regard to leisure participation. In other words, a plausible alternative explanation as to why Eden found equivalent levels of physiological and psychological strain before, during, and after the vacation was the lack of freedom in participant choice associated with the timing of the vacation, reducing the benefit of the vacation as a coping mechanism.

Furthermore, the implicit rationale used by Eden was that the absence of work constituted a vacation; however, it is argued here that a vacation is more than simply time off from the job. For example, time off spent at home fixing up the house is quite different from time off spent traveling and pursuing leisure. The benefit of a vacation is not likely to be due solely to the absence of work, but rather, in the participation in freely chosen leisure. In the words of de Grazia (1962):

Leisure and free time live in two different worlds. Anybody can have free time. Not everybody can have leisure. Leisure refers to a state of being, a condition of man, which few desire and even fewer achieve.

In other words, the essence of leisure lies in discretionary activity presumably aimed at the gratification of intrinsic needs not met in everyday life.

Another reason the generalizability of Eden's (1990) study to other studies of vacations from work is tenuous is due to the unique circumstances surrounding the job

he studied. Eden himself noted that the very nature of the computer center job was to change dramatically following the Passover respite. Clearly this is a unique situation as compared to that which the typical vacationer faces when he or she returns to work. While he should be commended for taking advantage of an "natural" opportunity for data collection, Eden's results provide more information about strain in relation to critical job events (i.e. extreme role ambiguity) than they do for stressor and strain levels as they relate to a vacation from everyday work.

Nevertheless, Eden's study is not without merit. Although more relevant as a study of critical job events, his research did recognize the importance of investigating work stressors and strains in relation to a vacation. Furthermore, the longitudinal design he employed provides some insight as to the appropriate timing for post-vacation data collection. Eden's first wave of post-vacation data was collected 8 to 16 days after the re-opening. Although he offered no rationale as to why he chose to collect this data when he did, the finding that post-strain remained the same as pre-vacation levels may possibly be explained in terms of a deterioration of the benefit. In other words, strain may have been lower in the week immediately following the vacation, only to return to pre-vacation levels two weeks after returning to work. The present study investigated this notion by including data collected at both occasions: within one week after vacation and approximately two weeks after returning from vacation.

Stress Research

As evidence begins to accumulate supporting the mind/body link and the subsequent stress/health connection, the importance that individuals and organizations place on minimizing the impacts of stress is on the rise. Though formerly a topic of

interest exclusive to those in health-related fields, increasingly, the study of employee health is receiving recognition by researchers in industrial and organizational psychology (Beehr & Franz, 1987).

Research indicates that stress is more than a mere discomfort, reducing well-being, but a major immunosuppressant, exposing the stressed individual to a wide range of mental, emotional, and physical afflictions (Beehr & Newman, 1978; Caplan, 1971; Caplan et al, 1975; Dohrenwend & Dohrenwend, 1974; Goldberg & Breznitz, 1982; Kobasa, 1979). Not surprisingly, the nature of work is frequently implicated as a primary source of stress. Relations between perceptions of the work environment and a variety of psychological and physiological health outcomes are well established (Cooper & Payne, 1978; Hurrell, 1988; Karasek, Gardell, & Lindell, 1987; Spector, et al, 1988). In addition to affecting the individual employee, stress at work also has been shown to increase organization's economic costs (Shuler, 1980; Steffy, Jones, & Murphy, 1987).

Although numerous studies have established relationships among purported causes of stress and various individual and organizational outcomes, comparisons across studies have been hampered by a lack of consistency in the operationalization of important constructs (Ivancevich & Matteson, 1980; Newman & Beehr, 1979). For example, Jex, Beehr, and Roberts, (1992) noted that investigations about work-stress have typically defined stress in one of three ways: as a stimulus, a response, or a stimulus-response relationship.

The "stimulus" referred to above is any environmental event in the workplace which requires an adaptive response from an individual, and is more appropriately labeled a work or job "stressor" (Lazarus, 1964). Commonly studied subjective stressors

include--but are not limited to--role ambiguity (e.g. Kahn et al, 1964), role conflict (e.g. Rizzo et al, 1970), quantitative workload (e.g. Caplan & Jones, 1975), and interpersonal conflict (e.g. Keenan & Newton, 1985).

The “response” definition of stress is synonymous with what will hereafter be referred to as strain. Strain is defined as any potentially harmful effect on an individual in reaction to a stressor (Lazarus, 1964). Correspondingly, strains can be psychological (e.g. depression), physiological (e.g. hypertension), behavioral (e.g. eating disorders), or some combination of the above (Caplan, 1971; Caplan et al, 1975; Selye, 1976). The “stimulus-response” definition of stress simply refers to the interaction between stressors and strains as defined above. In the present study the term “stressor” will be used when referring to perceptions of job characteristics, and the term “strain” will be used in reference to individual responses to these perceptions.

Another important distinction frequently neglected in the study of work-stress is that between “acute” and “chronic” types of stressors and strains (Eckenrode, 1984; Eden, 1982; Lazarus, et al, 1985). Adding to the confusion, some studies measuring acute levels of stressors do not define them (e. g. Keenan & Newton, 1985).

The term “chronic” refers to a stressor or strain that is present on an ongoing and relatively unfluctuating basis, usually with an unclear time of onset (Eckenrode, 1984). By and large, the majority of the research investigating work-stressors and strains include chronic forms of these variables (Payne et al, 1982). “Acute” stressors and strains, on the other hand, are typically defined as those with a discernible time onset (Werbel, 1983). Also, they are usually more severe, but of a shorter intensity than their chronic counterparts (Loo, 1986).

In the study of the impact of an acute positive event such as a vacation, acute rather than chronic measures of outcomes are more appropriate for several reasons. One indication of the inappropriateness of chronically worded measures is that the time frame assessed by such measures is unclear and subjective. For example, the chronic wording of the item "too much work has been a problem with my job" requires the respondent to form an aggregate rating reflecting the average experience associated with a purely subjective period of time that could range from days for some respondents, to years for others. Similarly, chronic measures are by definition insensitive to short-term changes. As a result, the repeated collection of chronic ratings over a relatively short-time span is likely to contain overlap between ratings, effectively masking the impact of acute events occurring during the interim. Acute measurements, on the other hand, require minimal aggregation of experience, and the relevant period of time is clearly specified. Therefore, in the assessment of an acute event such as a vacation from work, acute measurements of the variables of interest are likely to be more sensitive to possible change and less contaminated by overlap, than their chronic counterparts.

Whether acute or chronic, of particular interest is the interplay between work stressors and health-related, or strain outcomes. Although it is well established that stressors are usually related to strain outcomes (c.f. Jackson & Shuler, 1985; Kahn et al, 1964), the causal order and the possibility of third variable explanations for these relationships has come under recent scrutiny (Spector, Dwyer, and Jex, 1988). In an attempt to assess the causal nature of the stressor-strain relationship, Spector, Dwyer, and Jex (1988) concluded that the environment influences perceptions which in turn lead to strain outcomes--consistent with the stimulus-response type model described

earlier. However, they note that their findings do not rule out a reciprocal relationship between outcomes and perceptions as described by James and Tetrick (1986).

With regard to third variable or sets of variables as an explanation for the stressor-strain relationship, the previously mentioned study utilized a multitrait-multimethod matrix and concluded that common method explained a negligible portion of the variance among constructs. Other studies (e.g. Spector 1987) corroborate this finding. Additionally, the most commonly cited third variable explanation, that of negative affectivity, does not account for a large portion of the variance in stressor-affective strain correlation (Chen & Spector, 1991; Schaubroeck et al, 1992).

An individual's perception of his or her work environment and the demands therein is crucial in defining the situation and one's subsequent reaction (Payne et al, 1982). Much research has been conducted investigating factors, either internal to the individual (e.g. hardiness) or external (e.g. social support), that help in the coping with stressors, hence minimizing or preventing the experience of strain (c.f. Newman & Beehr, 1979). One such external buffer is leisure participation.

Leisure and Health Research

Recently, the relationship between leisure and health has become a popular topic among leisure researchers (Brown, 1991; Caldwell & Smith, 1988; Graef, et al, 1983; Iso-Ahola & Weissinger, 1984; Ragheb, 1993). Iso-Ahola and Coleman (1993) reviewed the literature with regard to the health benefits of leisure and argued that leisure participation promotes good mental health by facilitating in the coping with stressors in two ways: (1) by providing an opportunity for social support, and (2) by allowing for self-determination or perceptions of control. In an empirical study of these propositions

Coleman (1993) found that participating in leisure characterized by perceived freedom helped individuals to cope with life stressors, minimizing the experience of strain. To the extent that a vacation can be viewed as an opportunity to participate in freely chosen leisure, it too should serve as a coping mechanism, reducing strains in spite of the presence of normal to acutely high levels of job stressors before and after the vacation.

Other studies of the benefit of leisure in reducing strain have suggested that benefits can be dependent on such factors as type of leisure activity, level of participation, and/or pre-existing strain levels (Wheeler and Frank, 1988). In an investigation of leisure benefit to strain reduction, Reich and Zautra (1981) found that engaging in a variety of leisure activities helped to reduce strain in those experiencing high amounts of life stressors, but did not reduce strain in those experiencing low levels of stressors. In a similar vein, Caltabiano (1988) found that strain reduction occurred regardless of pre-existing strain levels for those participating in minimal, but regular amounts of outdoor recreation. However, with cultural activities high amounts of participation were necessary, and only those with high levels of pre-existing strain experienced benefit in the form of strain reduction.

The findings from these studies suggest that the buffering effect of a vacation in terms of strain reduction may not occur for those whose lives are relatively strain-free. In other words, for a vacation to have a benefit in the form of strain reduction, relatively high levels of stressors and corresponding strains must be present, necessitating coping. For low-strain individuals, on the other hand, the impact of a vacation is more likely to be recognized in terms of other outcomes such as increased life satisfaction. Considering that Coleman (1993) found perceived freedom in leisure mediated the relationship

between life stressors and negative health outcomes, it is proposed that a vacation characterized by constraint should lessen perceptions of control thus reducing it's capacity to reduce strain.

Jackson (1988) defines a constraint to leisure as anything that inhibits a person's ability to participate in leisure activities, to spend more time in participation, to take advantage of leisure services, or to achieve a desired level of satisfaction. Though definitions of leisure typically include "freedom from obligation or constraint" these represent leisure as an ideal. From a practical standpoint, everyday leisure is perhaps best viewed as varying on a continuum of obligation. Although the absolute levels of constraint in leisure should be considerably lower those present in work, the presence of some constraint is nearly inevitable in "real-life" leisure activities.

Recognizing the impact obligations or constraints could have on satisfaction with a vacation, Golledge-Franz (1991) developed a questionnaire measuring perceived constraint associated with a vacation. Using a convenience sample of 260 subjects, she found an inverse relationship between constraint and vacation satisfaction. While important as an exploratory study, the generalizability of her findings is limited in that 75% of the sample were college students. Also, a single-group, pre-test/post-test design was used, exposing results to the alternative explanations of history and/or maturation (Cook & Campbell, 1979).

The previously mentioned studies point to the potential importance of constraint as related to a vacation. Correspondingly, to the extent that an individual experiences increased constraint associated with his or her vacation, he or she should perceive

decreased freedom and control, thereby decreasing or even eliminating any benefit in the form of strain reduction.

Design and Rationale of the Present Study

The present study seeks to extend and strengthen the foundation laid by previous work-vacation research by employing a more powerful research design than those used by previous researchers. Recall that Lounsbury and Hoopes (1986) used a single-group, pre-test post-test design with all of the attendant threats to internal and external validity. Likewise, although Eden's (1990) study included several measurement occasions, the lack of a control group and the questionable definition of the vacation reduce the generalizability of his findings. To date, no work-vacation research has utilized a control group which can greatly enhance the confidence with which valid causal inferences can be made (Cook & Campbell, 1979). Without this control, threats to validity, for example history or maturation, cannot be directly assessed, and therefore ruled-out as explanations for results. This study includes the addition of a non-vacationing control group of individuals matched in terms of job content, tenure, sex, and age. Also, in addition to the pre-vacation measure collected within one week prior to departing and the post-vacation survey done within one week after returning, a third wave of "follow-up" data was collected approximately two weeks after returning from vacation in order to ascertain the fortitude/deterioration of a vacation's effects on measured outcomes. The decision to collect data two weeks following the vacation was based on a generalization from the findings of several studies of acute strain in relation to critical job events that found strain levels dropped steadily shortly after the precipitating event

(Eden 1982; and Eden, 1990; Friedman, Rosenman, & Carroll, 1988; and Kasl, Cobb, & Brooks, 1968).

The variables of interest in this study are the acute levels of stressors, strains, job involvement/central-life-interest, job satisfaction, and life satisfaction. The following work stressors were included for assessment: quantitative workload, role ambiguity, role conflict, and co-worker relations. In addition to their popularity in recent stress research, these variables were selected because of their applicability across occupations and their representation of the content domain of work stressors (Dijkhuizen & Reiche, 1980; Kahn, 1973).

The strain variables included in the present study are: global perceived stress, depression, somatic complaint, and job-induced tension. Again, these variables were selected due to their commonality in the work stress literature, and the range of content they cover (Beehr & Newman, 1978; Watson & Clark, 1985). Additionally, a composite strain variable comprised of the aforementioned four strains was created to assist in moderator analysis and to simplify discussion.

Also, measures of life satisfaction, job satisfaction, and job involvement/central-life-interest were included in this study in an effort to replicate and extend previous vacation research by assessing the impact of a vacation on these variables over-time, with a more powerful research design than was used previously. Correspondingly, the hypotheses for the present study are as follows:

HYPOTHESIS #1: Work Stressors

(1A) Within the vacation group, quantitative workload was predicted to: (1) not differ significantly from pre-vacation to post-vacation, and (2) decrease from post-vacation to

follow-up. Compared to non-vacationing controls, vacationer workload levels were predicted to: (1) be greater pre-vacation, (2) be greater post-vacation, and (3) not differ significantly on the follow-up measure.

(1B) Within the vacation group, role ambiguity was predicted to: (1) not differ significantly from pre-vacation to post-vacation, and (2) decrease from post-vacation to follow-up. Compared to non-vacationing controls, vacationer role ambiguity levels were predicted to: (1) be greater pre-vacation, (2) be greater post-vacation, and (3) not differ significantly on the follow-up measure.

(1C) Within the vacation group, role conflict was predicted to: (1) not differ significantly from pre-vacation to post-vacation, and (2) decrease from post-vacation to follow-up. Compared to non-vacationing controls, vacationer role conflict levels were predicted to: (1) be greater pre-vacation, (2) be greater post-vacation, and (3) not differ significantly on the follow-up measure.

(1D) Within the vacation group, co-worker relations were predicted to: (1) not differ significantly from pre-vacation to post-vacation, and (2) decrease from post-vacation to follow-up. Compared to non-vacationing controls, vacationer co-worker relation levels were predicted to: (1) be greater pre-vacation, (2) be greater post-vacation, and (3) not differ significantly on the follow-up measure.

HYPOTHESIS #2: Strains

(2A) Within the vacation group, composite strain was predicted to: (1) decrease from pre-vacation to post-vacation, (2) increase from post-vacation to follow-up, and (3) decrease from pre-vacation to follow-up. Compared to non-vacationing controls,

vacationer composite strain levels were predicted to be: (1) greater pre-vacation, (2) lower post-vacation, and (3) not different on the follow-up measure.

(2B) Within the vacation group, global perceived stress was predicted to: (1) decrease from pre-vacation to post-vacation, (2) increase from post-vacation to follow-up, and (3) decrease from pre-vacation to follow-up. Compared to non-vacationing controls, vacationer perceived stress levels were predicted to be: (1) greater pre-vacation, (2) lower post-vacation, and (3) not different on the follow-up measure.

(2C) Within the vacation group, depression was predicted to: (1) decrease from pre-vacation to post-vacation, (2) increase from post-vacation to follow-up, and (3) decrease from pre-vacation to follow-up. Compared to non-vacationing controls, vacationer depression levels were predicted to be: (1) greater pre-vacation, (2) lower post-vacation, and (3) not different on the follow-up measure.

(2D) Within the vacation group, somatic complaints were predicted to: (1) decrease from pre-vacation to post-vacation, (2) increase from post-vacation to follow-up, and (3) decrease from pre-vacation to follow-up. Compared to non-vacationing controls, vacationer somatic complaint levels were predicted to: (1) be greater pre-vacation, (2) be lower post-vacation, and (3) not differ significantly on the follow-up measure.

(2E) Within the vacation group, job-induced tension was predicted to: (1) decrease from pre-vacation to post-vacation, (2) increase from post-vacation to follow-up, and (3) decrease from pre-vacation to follow-up. Compared to non-vacationing controls, vacationer job-induced tension levels were predicted to: (1) be greater pre-vacation, (2) be lower post-vacation, and (3) not differ significantly on the follow-up measure.

HYPOTHESIS #3: Life Satisfaction

Within the vacation group, life satisfaction was predicted to: (1) increase from pre-vacation to post-vacation, (2) decrease from post-vacation to follow-up, and (3) not differ significantly from pre-vacation to follow-up. Compared to non-vacationing controls, vacationer life satisfaction levels were predicted to: (1) not differ significantly pre-vacation, (2) be greater post-vacation, and (3) not differ significantly on the follow-up measure.

HYPOTHESIS #4: Job Satisfaction

Within the vacation group, no significant differences in job satisfaction were predicted among the pre-vacation, post-vacation, and follow-up measures. Similarly, no significant differences in job satisfaction were predicted between vacationers and controls across the three occasions.

HYPOTHESIS #5: Job Involvement

Within the vacation group, job involvement was hypothesized to: (1) decrease from pre-vacation to post-vacation, (2) increase from post-vacation to follow-up, and (3) not differ significantly from pre-vacation to follow-up. Compared to non-vacationing controls, vacationer job involvement levels were predicted to: (1) not differ significantly pre-vacation, (2) be lower post-vacation, and (3) not differ significantly on the follow-up measure.

MODERATOR HYPOTHESES

HYPOTHESIS #6: Composite Strain

Based on a median-split of pre-vacation composite strain (HS, LS) within the vacation group the following was predicted:

The benefit in terms of strain reduction outlined in hypotheses 2A-E was predicted to occur only for those in the high strain (HS) group. Low strain (LS) vacationers were predicted to indicate no significant differences in the strains across the three occasions.

HYPOTHESIS #7: Vacation Constraint

Based on a median split of post-vacation vacation constraint (HC, LC) within the vacation group the following was predicted:

The benefit in terms of strain reduction (hypotheses 2A-E) was predicted to occur for those in the low constraint (LC) group only. High constraint (HC) vacationers were predicted to indicate no significant differences in the strains across the three occasions.

CHAPTER 2

METHOD

Participants

The participants in this study comprise a convenience sample of 158 vacationers and 158 non-vacationing controls. Four criteria were used in selecting participants: 1) Participants had to be taking a vacation which lasted at least 4 days (except controls); 2) they had to be willing to complete the research instruments on each of three occasions; 3) they had to be employed at a regular job or self-employed at least 20 hours per week; and 4) they had to be at least 18 years of age. Control group selection was made by having vacationers identify a co-worker as similar in job content, tenure, age, and sex as possible. Also, control group members had not been on vacation for at least one month prior to completing the non-vacationing control pre-survey, and were not planning to initiate a vacation for at least two weeks after completing the non-vacationing follow-up measure. Demographic variables and corresponding significance tests between treatment and control groups are described in Table 2.1.

Design

The study employed a quasi-experimental design comparing a vacation group and a non-vacationing control group (between) across three measurement occasions: pre-vacation, post-vacation, and follow-up (within). The inclusion of the non-vacationing control group matched with the vacationing group in terms of job content, tenure, sex, and age increases the confidence in assessing the impact of a vacation from work on the variables of interest.

Table 2.1. Demographic statistics for vacationers and controls

Variable	Subgroup	<u>Vacationers</u>		<u>Controls</u>	
		Frequency	%	Frequency	%
Age	18-25	39	24.6	45	28.5
	26-35	45	28.5	39	24.6
	36-45	40	25.3	30	19.0
	46 & up	30	19.0	30	19.0
	missing	4	2.5	5	3.2
	t (305) = .00, p>.05				
Sex	Male	88	55.7	78	49.4
	Female	70	44.3	80	50.6
Chi-square (1, n = 316) = 1.27, n.s.					
Education	Some H.S.	1	.6	0	0.0
	H.S. Diploma	11	7.0	15	9.5
	Some College	49	31.0	48	30.4
	A.A. Degree	5	3.2	15	9.5
	B.S. or B.A.	51	32.3	53	33.5
	Some Grad	21	13.3	15	9.5
	Grad. Degree	18	11.4	8	5.1
	missing	2	1.2	4	2.5
Chi-square (6, n = 310) = 11.4, n.s.					
Marital Status	Married	93	58.9	77	48.7
	Living Together	1	.6	0	0.0
	Divorced	4	2.5	15	9.5
	Separated	5	3.1	5	3.2
	Single	51	32.3	57	36.1
	Widowed	2	1.3	1	.6
	missing	2	1.3	3	1.9
Chi-square (6, n = 311) = 9.67, n.s.					
Length of Marriage	< 5 years	18	18.6	16	21.3
	5 to 9 years	15	15.5	11	14.7
	10 to 14 years	11	11.3	10	13.3
	15 to 19 years	13	13.4	7	9.3
	20 to 25 years	19	19.6	15	20.0
	> 25 years	19	19.6	16	21.3
t (169) = .47, p>.05					

Table 2.1. (continued)

Variable	Subgroup	<u>Vacationers</u>		<u>Controls</u>	
		Frequency	%	Frequency	%
Occupation	Clerical	18	11.4	29	18.4
	Professional	52	32.9	44	27.8
	Administrative	29	18.4	24	15.2
	Sales	12	7.6	13	8.2
	Service	27	17.1	26	16.5
	Laborer/Other	20	12.6	22	14.0
Chi-square (5, n = 316) = 3.86, n.s.					
Tenure	< 1 year	21	13.3	31	19.6
	1 to 2 years	27	17.1	32	20.3
	2.1 to 4 years	39	24.7	25	15.8
	4.1 to 6 years	14	8.9	22	13.9
	6.1 to 10 years	19	12.0	15	9.5
	10.1 to 15 years	7	4.4	11	7.0
	> 15 years	24	15.2	15	9.5
	missing	6	3.8	7	4.4
t (301) = 1.14, p>.05					
Hours per Week	<30 hours	14	8.9	18	11.4
	30-39 hours	22	14.0	25	15.8
	40-49 hours	75	47.5	82	51.9
	50+ hours	37	23.4	25	15.8
	missing	10	6.3	8	5.1
t (296) = 1.75, p>.05					
Income	< \$5,000	3	1.9	5	3.2
	5,000 to 9,999	4	2.5	4	2.5
	10,000 to 14,999	13	8.2	12	7.6
	15,000 to 19,999	9	5.7	15	9.5
	20,000 to 24,999	12	7.6	14	8.9
	25,000 to 29,999	10	6.3	3	1.9
	30,000 to 39,999	10	6.3	14	8.9
	40,000 to 49,999	22	13.9	22	13.9
	50,000 to 74,999	28	17.7	31	19.6
	75,000 or more	39	24.7	29	18.4
	missing	8	5.1	9	5.7
t(297) = 1.02, p>.05					

Materials

All data were collected via six paper and pencil questionnaires; three for vacationers and three for their non-vacationing control counterparts. Each survey corresponds to one of three data collection periods: (1) Pre-vacation, completed within one week prior to the vacationer's departure; (2) Post-vacation, completed within one week after the vacationer's return; and (3) Follow-up, completed approximately two weeks after the vacationer's return. All questionnaires are essentially identical in content, except that the Pre-vacation surveys for both groups contain demographic questions, and the Post-vacation survey for vacationers contains items dealing with vacation satisfaction and vacation constraint. The questionnaires in their entirety appear in the Appendix.

Measures

In order to assess acute levels of the variables of interest, items were rated in terms of how an individual felt the last two days, similar to the method used by Eden (1982). As many of the scales used here were previously developed to assess chronic levels of these constructs, slight changes in item wording were necessary to ensure grammatical congruity. Additionally, all items were rated on a 5-point likert scale ranging from strongly disagree to strongly agree which required minor changes in some item stems. Coefficient alphas for each scale at each measurement occasion are displayed by group and time in the Results section (chapter 3), Table 3.1.

Stressors

Role conflict was measured using a shortened version of the Rizzo, House, and Lirtzman's (1970) scale. Six items with the highest factor loadings and the greatest

applicability to all jobs were included on the questionnaires. This scale measures the extent to which an individual perceives incongruity in the requirements of the job as compared to a set of conditions or standards which infringe upon performance of the job (Rizzo, House, and Lirtzman, 1970). A sample role conflict item is, "I've had to do things at work that should have been done differently". Higher scores reflect greater role conflict.

Role ambiguity was also measured using a shortened version of the Rizzo, House, and Lirtzman's (1970) scale. Again, items were selected based on their applicability for all jobs, and their centrality to the construct. In contrast to conflict, role ambiguity refers to the clarity or lack thereof concerning ones' job duties, authority, allocation of time, and the outcomes associated with various courses of action (Rizzo, House, and Lirtzman (1970). A sample item is, "I know exactly what is expected of me at work". Higher scores reflect greater levels of role ambiguity.

Interpersonal conflict at work was assessed using a four-item scale developed by Spector (1987). This scale contains items aimed at assessing disharmony between an individual and co-workers, supervisors, and/or subordinates. A sample item is, "My co-workers have been easy to talk to" (reversed). Higher scores reflect greater interpersonal conflict at work.

Quantitative workload was measured using four-items taken from scales developed by Caplan(1971) and Beehr, Walsh, and Taber (1976). Items were selected based on their appropriateness for use with all types of jobs, rather than just white-collar. This scale contains items measuring perceptions of absolute quantities of work, in contrast to qualitative workload which refers to a situation in which task requirements

exceed abilities. A sample item is, "I have had more work than one person can do".

Higher scores reflect greater quantitative workload.

Strains

Job-induced tension was assessed using five items developed by House and Rizzo (1972). Items were selected based on factor loadings and appropriateness for all types of jobs. Items combine to form a construct aimed at assessing strain that is believed to be the direct result of one's job. A sample item is "Problems associated with my job have kept me awake at night" Higher scores reflect greater levels of job-induced tension.

Global perceived stress was measured using six of the fourteen items from the Perceived Stress Scale which is designed to identify the degree to which the situations in one's life are perceived as stressful (Cohen, Kamarck, & Mermelstein, 1983). A sample item is, "I've been unable to control the irritations in my life". Higher scores reflect greater levels of global perceived stress.

Depression was measured using six items from the Taylor Manifest Anxiety Scale (Taylor, 1953). This scale contains items dealing with feelings of inadequacy, self-blame, and inability to concentrate. A sample item is, "I find it hard to keep my mind on a task or job". Higher scores reflect greater feelings of depression.

Somatic complaints were measured using six items from the Taylor Manifest Anxiety Scale (Taylor, 1953). Items include complaints such as headaches, sleeplessness, stomach problems, sweating, and shaking. Correspondingly, a sample item is, "I've had a loss of appetite". Higher scores reflect greater complaints.

Composite strain was created by combining the items from each of the previously mentioned strain scales.

Other Outcome Variables

Life Satisfaction was assessed using an 18-item condensed version of the 50-item scale developed by Andrews and Withey (1976). This scale has been previously used in vacation research (c.f. Lounsbury and Polik, 1993). It contains items assessing the satisfaction associated with various aspects of one's life ranging from the community in which one lives to satisfaction with one's self. Again, higher scores reflect greater levels of life satisfaction.

Job Satisfaction was assessed using the eight-item scale used by Lounsbury and Hoopes (1986) which is comprised of items from scales developed by Quinn and Staines (1979) and Andrews and Withey (1976). Assessing facets of the job, items deal with satisfaction with co-workers, pay and fringe benefits, promotion opportunities, job supervision, physical surroundings, as well as the job as a whole. Higher scores reflect increased satisfaction with the job.

Job Involvement was assessed using five items from Saleh and Hosek's (1976) job involvement/central-life interest scale. This scale contains items assessing the degree to which one's work role dominates other life roles. A sample item is, "I live, eat, and breathe my job". Higher scores reflect increased job involvement.

Vacation Constraint was assessed using an 18-item scale developed by Golledge-Franz (1991) and was included only on the post-vacation survey for vacationers. This scale measures the extent to which individuals felt they had freedom, or a lack thereof, to choose what they did and who they did it with while on vacation. Also, items reflecting financial and time constraints were included. A sample item is, "I was able to

do as I pleased while on vacation". Higher scores reflect greater levels of obligation/constraint.

Procedure

The setting for this study was primarily a medium-sized southeastern city in the United States. Because of difficulties in gaining access to adequate numbers of participants via organizations, a convenience sample was drawn. A data collection team comprised of undergraduate students seeking course credit was organized to help identify interested subjects, and to distribute and collect materials. Potential participants were identified and approached by a trained member of the study's research team. At this time individuals were informed regarding the general nature of the study including time demands and the need to identify a non-vacationing co-worker to serve in the control group, and then solicited for participation. The distribution and collection of materials was arranged on an individual basis in order to maximize response rate and convenience to the participant.

The following guidelines were adhered to in the administration of materials: Within one week prior to departing on vacation, subjects completed their pre-vacation survey which took approximately twenty minutes to finish. Then, within one week after the vacation, participants filled-out the post-vacation survey which also took about twenty minutes. Lastly, approximately two weeks after the vacation, the 10 to 15-minute follow-up vacation survey was completed. The measurement procedure did not differ between vacationers and controls however, as previously mentioned, slight differences in content exist between the vacationing and non-vacationing control surveys as vacation-specific items were not included in the latter.

All questionnaires were distributed between June, 1993 and December, 1993. Following data collection and analysis, participants were offered a letter of debriefing which described the purpose and findings of the study.

CHAPTER 3

RESULTS

In this chapter the psychometric and descriptive characteristics of the major study variables are described first. Next, data pertaining to the testing of the hypotheses proposed in chapter one is presented.

Psychometric Properties of the Scales and Descriptive Statistics

Standardized coefficient alpha reliability estimates are presented in Table 3.1. Note that separate alphas are offered for each of the groups (vacation and control), at each of the three times (pre-vacation, post-vacation, and follow-up). Also, due to missing data on some items, the number of participants varies as indicated.

Table 3.2 presents descriptive statistics (means and standard deviations) about the study variables for vacation and control groups, respectively. Correlation matrices for each group at each measurement occasion are presented in Appendix A.

Hypothesis Tests

The main hypotheses for stressors, strains, job and life satisfaction, and job involvement were tested using a repeated measures analysis of variance procedure (SPSS MANOVA). This procedure allowed for comparisons between 'Groups', vacationers and controls; across the three 'Times': pre-vacation, post-vacation, and follow-up. For purposes of discussion the three levels of 'Time'; pre-vacation, post-vacation, and follow-up, will hereafter be referred to as 'Time 1', 'Time 2', and 'Time 3', respectively.

Of particular interest was the group-by-time interaction for a given variable. Due to the number of variables of interest, a family-wise protection level set at alpha less

Table 3.1. Standardized coefficient alpha reliability estimates for major study variables

Variable	<u>Pre-Vacation</u>		<u>Post-Vacation</u>		<u>Follow-up</u>	
	Vacs (n)	Cons (n)	Vacs (n)	Cons (n)	Vacs (n)	Cons (n)
Composite Strain (23 items)	.89 (158)	.87 (158)	.91 (145)	.91 (158)	.93 (156)	.91 (157)
Global Perceived Stress (6 items)	.74 (158)	.73 (158)	.79 (145)	.75 (158)	.81 (156)	.75 (157)
Depression (6 items)	.70 (158)	.67 (158)	.78 (145)	.76 (158)	.83 (156)	.78 (157)
Somatic Complaints (6 items)	.85 (158)	.83 (158)	.88 (158)	.87 (158)	.85 (155)	.88 (157)
Job-Induced Tension (6 items)	.75 (158)	.71 (158)	.81 (158)	.80 (158)	.83 (155)	.74 (157)
Quantitative Workload (4 items)	.83 (158)	.81 (158)	.78 (158)	.82 (158)	.73 (155)	.80 (157)
Role Ambiguity (6 items)	.82 (158)	.77 (158)	.80 (158)	.83 (158)	.87 (155)	.72 (157)
Role Conflict (6 items)	.78 (158)	.82 (158)	.83 (158)	.84 (158)	.85 (155)	.80 (157)
Co-worker Relations (4 items)	.82 (158)	.84 (158)	.84 (157)	.84 (158)	.87 (155)	.85 (156)
Job Involvement (5 items)	.67 (158)	.70 (158)	.70 (144)	.71 (158)	.68 (155)	.71 (157)
Life Satisfaction (18 items)	.89 (157)	.89 (158)	.91 (152)	.91 (158)	.93 (155)	.90 (157)
Job Satisfaction (8 items)	.80 (157)	.74 (158)	.83 (152)	.83 (158)	.86 (155)	.81 (157)
Vacation Constraint (18 items)			.89 (157)			

Note: (n) = number of respondents

Table 3.2. Descriptive statistics for major study variables

Variable	<u>Pre- Vacation</u>		<u>Post- Vacation</u>		<u>Follow-up Measure</u>	
	Mean	SD	Mean	SD	Mean	SD
Vacation group (n=158)						
Composite Strain	2.57	.63	2.38	.61	2.37	.61
Global Perceived Stress	2.59	.72	2.36	.63	2.35	.63
Depression	2.46	.71	2.30	.69	2.25	.71
Somatic Complaints	2.34	.91	2.20	.88	2.21	.80
Job-Induced Tension	2.90	.84	2.67	.84	2.68	.81
Quantitative Workload	2.93	.95	2.78	.80	2.79	.76
Role Ambiguity	2.22	.71	2.22	.60	2.22	.65
Role Conflict	2.95	.82	2.84	.78	2.87	.74
Co-worker Relations	2.35	.75	2.39	.73	2.34	.67
Job Involvement	2.83	.71	2.70	.67	2.63	.66
Job Satisfaction	3.61	.58	3.66	.59	3.61	.61
Life Satisfaction	3.47	.57	3.64	.57	3.55	.61
Vacation Constraint			2.35	.71		

Table 3.2 continued

Variable	<u>Pre- Vacation</u>		<u>Post- Vacation</u>		<u>Follow-up Measure</u>	
	Mean	SD	Mean	SD	Mean	SD
Control group (n=158)						
Composite Strain	2.39	.54	2.40	.60	2.38	.58
Global Perceived Stress	2.43	.64	2.48	.63	2.49	.62
Depression	2.31	.65	2.32	.68	2.34	.68
Somatic Complaints	2.16	.78	2.18	.83	2.19	.84
Job-Induced Tension	2.65	.73	2.60	.79	2.49	.72
Quantitative Workload	2.78	.85	2.73	.85	2.63	.75
Role Ambiguity	2.25	.62	2.24	.67	2.23	.53
Role Conflict	2.78	.79	2.87	.81	2.84	.71
Co-worker Relations	2.42	.75	2.45	.72	2.45	.70
Job Involvement	2.78	.67	2.80	.67	2.79	.65
Job Satisfaction	3.66	.48	3.63	.57	3.63	.55
Life Satisfaction	3.55	.53	3.50	.55	3.52	.51

than .01 was used to indicate significance. Significance at this level permitted further analysis in the form of t tests to ascertain the specific nature of the interaction. An alpha level set at less than .05 was used for the t test analyses. Table 3.3 presents a summary of the repeated measures analyses and specific contrasts, when warranted, for each of the study variables.

Work Stressor Hypotheses

Hypotheses 1A-D: Quantitative Workload, Role Ambiguity, Role Conflict & Co-worker Relations

Within the vacation group, the work stressors quantitative workload, role ambiguity, and role conflict were each hypothesized to: (1) not differ significantly from Time 1 to Time 2, and (2) decrease from Time 2 to Time 3. Compared to non-vacationing controls, vacationer workload, role ambiguity, and role conflict levels were each predicted to: (1) be greater at Time 1, (2) be greater at Time 2, and (3) not differ significantly at Time 3.

Contrary to these hypotheses, results of the repeated measures analysis of variance indicated no significant group-by-time interactions for the stressor variables: quantitative workload $\{F(2, 620) = 0.83, p > .01\}$, role ambiguity $\{F(2, 620) = 0.04, p > .01\}$, role conflict $\{F(2, 620) = 4.22, p > .01\}$, and co-worker relations $\{F(2, 620) = 0.14, p > .01\}$. As a result, no t tests were performed between means. Quantitative workload, role ambiguity, role conflict, and co-worker relations means are presented graphically for vacationers and controls, across the three times, in Figures 3.1-3.4.

Table 3.3. Summary of repeated measures analyses & contrasts (t-tests) for study variables

COMPOSITE STRAIN

Source	MS	df	F	Sig of F
GROUP	.52	(1, 297)	.62	.431
TIME	1.04	(2, 594)	10.00	.000
GROUP X TIME	1.06	(2, 594)	10.22	.000

V1 vs V2, t(144) = 4.07*** V1 vs V3, t(154) = 5.09*** V2 vs V3, t(141) = 1.05
 V1 vs C1, t(314) = 2.83** V2 vs C2, t(301) = -.24 V3 vs C3, t(310) = -.12

GLOBAL PERCEIVED STRESS

Source	MS	df	F	Sig of F
GROUP	.35	(1, 298)	.44	.508
TIME	.97	(2, 596)	4.57	.011
GROUP X TIME	2.52	(2, 596)	11.88	.000

V1 vs V2, t(144) = 3.69*** V1 vs V3, t(155) = 4.42*** V2 vs V3, t(142) = .76
 V1 vs C1, t(314) = 2.13* V2 vs C2, t(301) = -1.60 V3 vs C3, t(311) = -2.10*

DEPRESSION

Source	MS	df	F	Sig of F
GROUP	.03	(1, 298)	.03	.855
TIME	.96	(2, 596)	5.01	.007
GROUP X TIME	1.43	(2, 596)	7.44	.001

V1 vs V2, t(144) = 2.78** V1 vs V3, t(155) = 3.80*** V2 vs V3, t(142) = 1.51
 V1 vs C1, t(314) = 2.01* V2 vs C2, t(301) = -.19 V3 vs C3, t(311) = -1.16

SOMATIC COMPLAINTS

Source	MS	df	F	Sig of F
GROUP	1.45	(1, 310)	.86	.353
TIME	.26	(2, 620)	1.16	.314
GROUP X TIME	.75	(2, 620)	3.34	.036

JOB-INDUCED TENSION

Source	MS	df	F	Sig of F
GROUP	6.56	(1, 310)	4.46	.036
TIME	2.93	(2, 620)	14.37	.000
GROUP X TIME	.70	(2, 620)	3.44	.033

QUANTITATIVE WORKLOAD

Source	MS	df	F	Sig of F
GROUP	3.34	(1, 310)	2.31	.129
TIME	1.72	(2, 620)	5.51	.004
GROUP X TIME	.26	(2, 620)	.83	.437

Note: p < .05 = *; p < .01 = **; p < .001 = ***

GROUP (Vacation "V", Control "C")

TIME (Pre-vacation "1", Post-vacation "2", Follow-up "3")

Table 3.3. (continued)

ROLE AMBIGUITY

Source	MS	df	F	Sig of F
GROUP	.09	(1, 310)	.11	.741
TIME	.01	(2, 620)	.08	.927
GROUP X TIME	.01	(2, 620)	.04	.962

ROLE CONFLICT

Source	MS	df	F	Sig of F
GROUP	.63	(1, 310)	.47	.495
TIME	.02	(2, 620)	.09	.916
GROUP X TIME	.93	(2, 620)	4.22	.015

CO-WORKER RELATIONS

Source	MS	df	F	Sig of F
GROUP	1.40	(1, 308)	1.29	.258
TIME	.09	(2, 616)	.38	.686
GROUP X TIME	.03	(2, 616)	.14	.866

LIFE SATISFACTION

Source	MS	df	F	Sig of F
GROUP	.28	(1, 303)	.38	.540
TIME	.23	(2, 606)	2.55	.079
GROUP X TIME	.88	(2, 606)	9.75	.000

V1 vs V2, $t(150) = -5.24^{***}$	V1 vs V3, $t(153) = -1.94$	V2 vs V3, $t(148) = 2.57^{**}$
V1 vs C1, $t(313) = -1.38$	V2 vs C2, $t(308) = 2.29^*$	V3 vs C3, $t(310) = .42$

JOB SATISFACTION

Source	MS	df	F	Sig of F
GROUP	.02	(1, 303)	.02	.883
TIME	.03	(2, 606)	.33	.720
GROUP X TIME	.10	(2, 606)	1.18	.307

JOB INVOLVEMENT

Source	MS	df	F	Sig of F
GROUP	1.41	(1, 296)	1.34	.248
TIME	.62	(2, 592)	4.20	.015
GROUP X TIME	.79	(2, 592)	5.35	.005

V1 vs V2, $t(143) = 2.23^*$	V1 vs V3, $t(154) = 3.97^{***}$	V2 vs V3, $t(142) = 1.99^*$
V1 vs C1, $t(314) = .61$	V2 vs C2, $t(300) = -1.27$	V3 vs C3, $t(310) = -2.12^*$

Note: $p < .05 = *$; $p < .01 = **$; $p < .001 = ***$

GROUP (Vacation "V", Control "C")

TIME (Pre-vacation "1", Post-vacation "2", Follow-up "3")

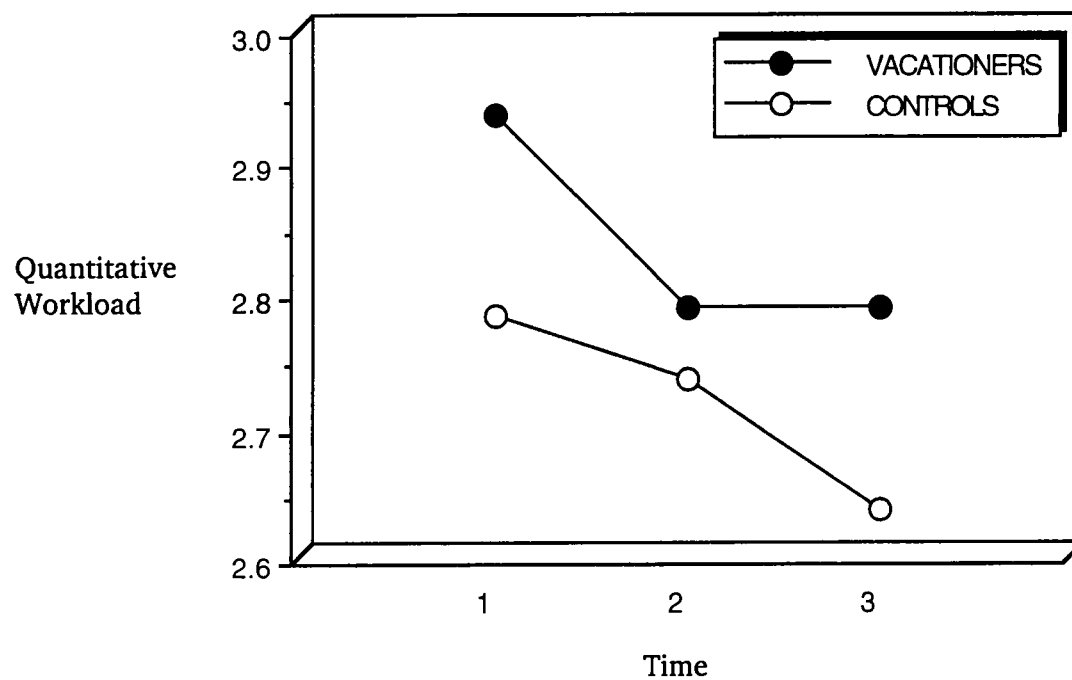


Figure 3.1. Mean quantitative workload across time for vacationers and controls

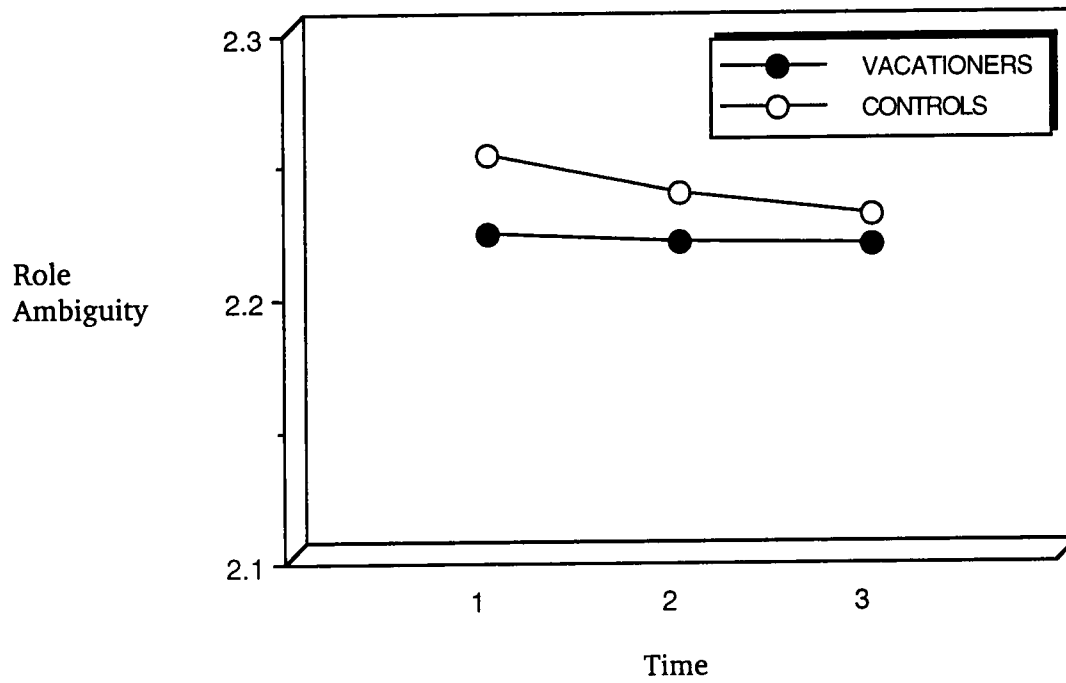


Figure 3.2. Mean role ambiguity across time for vacationers and controls

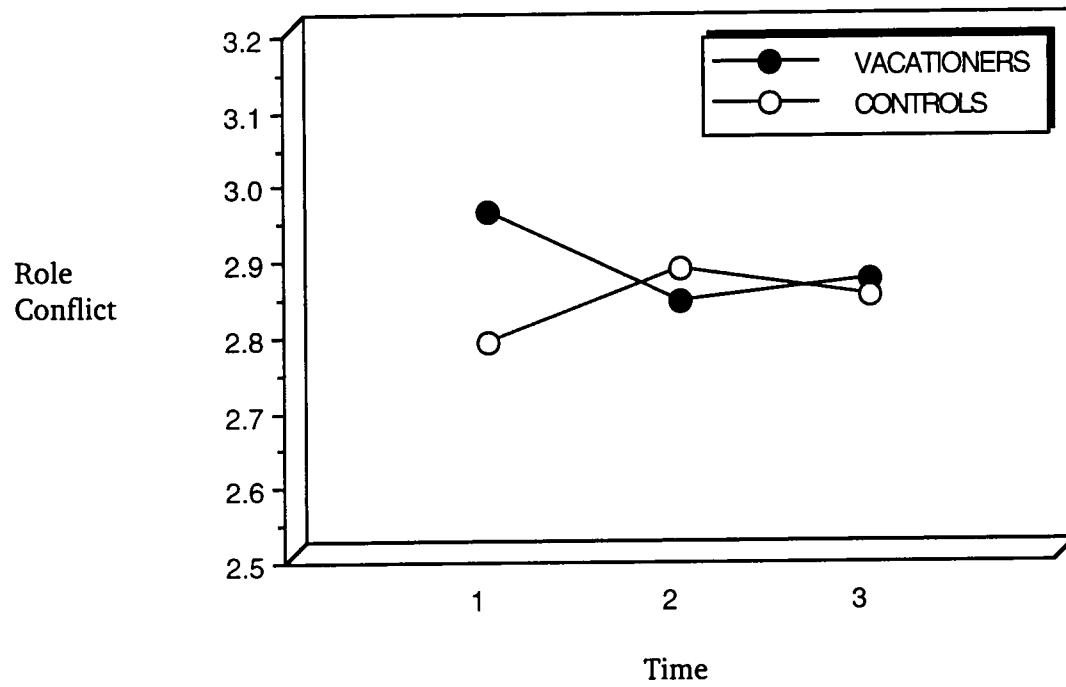


Figure 3.3. Mean role conflict across time for vacationers and controls

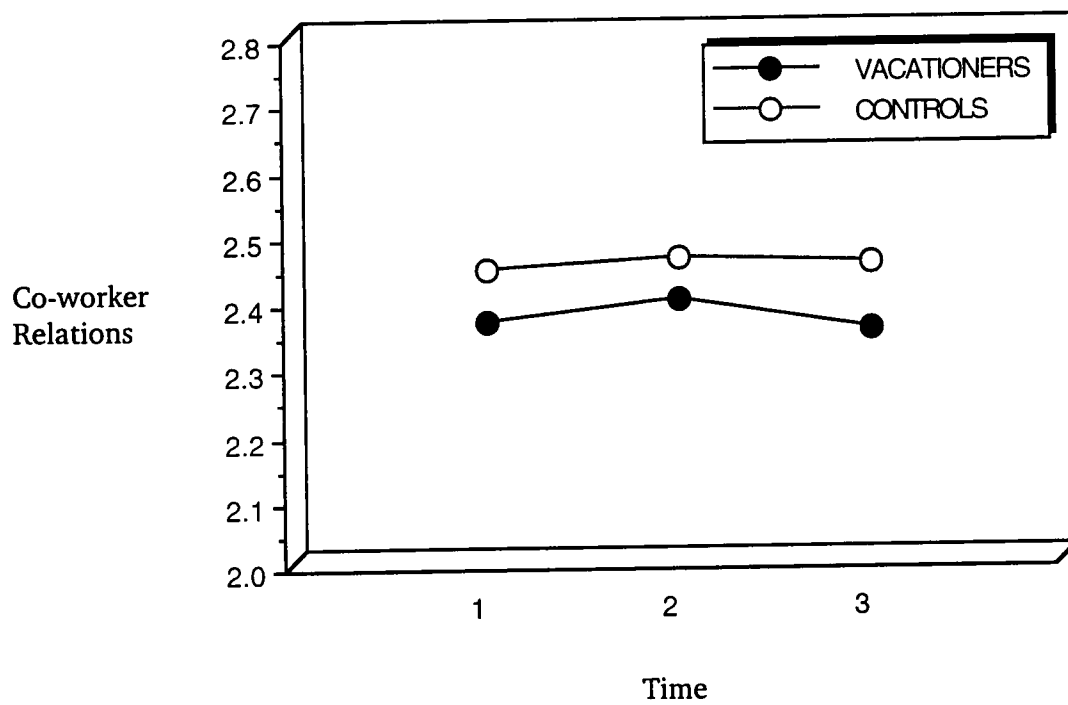


Figure 3.4. Mean co-worker relations across time for vacationers and controls

Strain Hypotheses

Hypotheses 2A-E: Composite Strain, Global Perceived Stress, Depression, Somatic Complaint, and Job-Induced Tension

Within the vacation group, each of the strains was hypothesized to: (1) decrease from Time 1 to Time 2, (2) increase from Time 2 to Time 3, and (3) decrease from Time 1 to Time 3. Compared to non-vacationing controls, vacationer strain levels were predicted to be: (1) greater at Time 1, (2) lower at Time 2, and (3) not different at Time 3.

In partial support of hypothesis 2A, the group-by-time interaction for the composite strain variable was significant $\{F(2, 594) = 10.22, p < .01\}$. Within group analyses indicated that vacationer composite strain significantly decreased from Time 1 to Time 2 $\{t(144) = 4.07, p < .05\}$ and from Time 1 to Time 3 $\{t(154) = 5.09, p < .05\}$; however, no significant difference was found between Time 2 and Time 3 $\{t(141) = 1.05, p > .05\}$. No significant differences were found for controls across the three times. Between groups t tests indicated that vacationers were significantly more strained than controls at Time 1 $\{t(314) = 2.83, p < .05\}$, but no significant differences were found between these groups at Time 2 $\{t(301) = -0.24, p > .05\}$ or Time 3 $\{t(310) = -0.12, p > .05\}$. Composite strain means for vacationers and controls, across the three times, are presented graphically in Figure 3.5.

In partial support of hypothesis 2B, a significant group-by-time interaction was found for global perceived stress $\{F(2, 596) = 11.88, p < .01\}$. Within group comparisons indicate that vacationers expressed significantly more perceived stress at Time 1 as compared to Time 2 $\{t(144) = 3.69, p < .05\}$, and at Time 1 as compared to

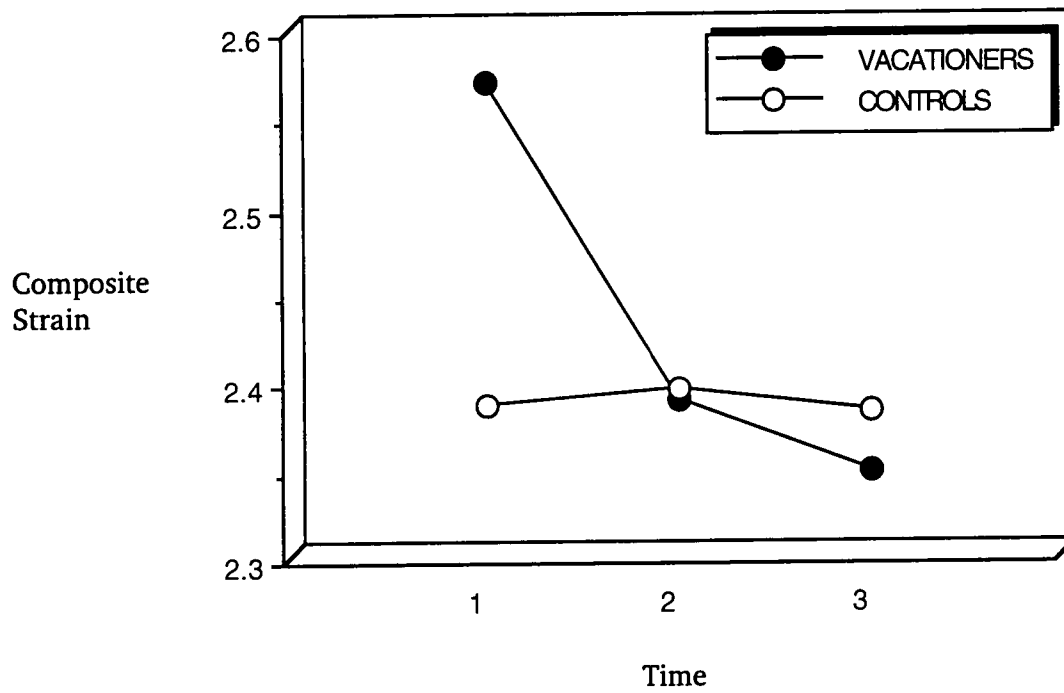


Figure 3.5. Mean composite strain across time for vacationers and controls

Time 3 $\{t(155) = 4.42, p < .05\}$, but no difference was found between Time 2 and Time 3 $\{t(142) = 0.76, p > .05\}$. No significant differences were found across the three times for control group members. Between groups contrasts indicate that vacationers reported significantly more perceived stress than controls at Time 1 $\{t(314) = 2.13, p < .05\}$, and Time 3 $\{t(311) = -2.1, p < .05\}$; however, no difference between these groups was found at Time 2 $\{t(301) = -1.6, p > .05\}$. Global perceived stress means for vacationers and controls, across the three times, are presented graphically in Figure 3.6.

In partial support of hypothesis 2C, the group-by-time interaction for depression was also found to be significant $\{F(2, 596) = 7.44, p < .01\}$. Comparisons within vacation group revealed that vacationers were significantly more depressed at Time 1 as compared to Time 2 $\{t(144) = 2.78, p < .05\}$, and at Time 1 as compared to Time 3 $\{t(155) = 3.8, p < .05\}$, but not at Time 2 as compared to Time 3 $\{t(142) = 1.51, p > .05\}$. Again, no significant differences were found across time for controls. Between groups analyses resulted in significantly higher depression levels for vacationers than for controls at Time 1 $\{t(314) = 2.01, p < .05\}$, but no significant differences existed at Time 2 $\{t(301) = -0.19, p > .05\}$ or Time 3 $\{t(311) = -1.16, p > .05\}$. Depression means for vacationers and controls, across the three times, are presented graphically in Figure 3.7.

Hypotheses 2D and 2E were not supported as the group-by-time interaction terms were not significant for somatic complaints $\{F(2, 620) = 3.34, p > .01\}$ and job-induced tension $\{F(2, 620) = 3.44, p > .01\}$. Correspondingly, no t tests were performed. Somatic complaint and job-induced tension means for vacationers and controls, across the three times, are presented graphically in Figures 3.8 and 3.9, respectively.

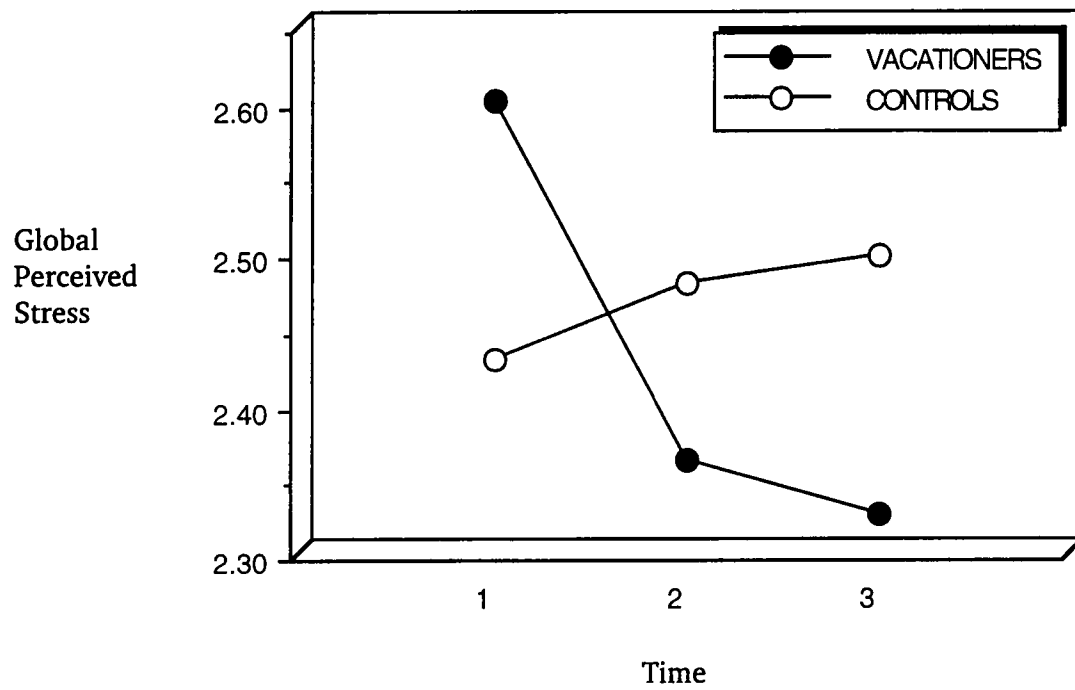


Figure 3.6. Mean global perceived stress across time for vacationers and controls

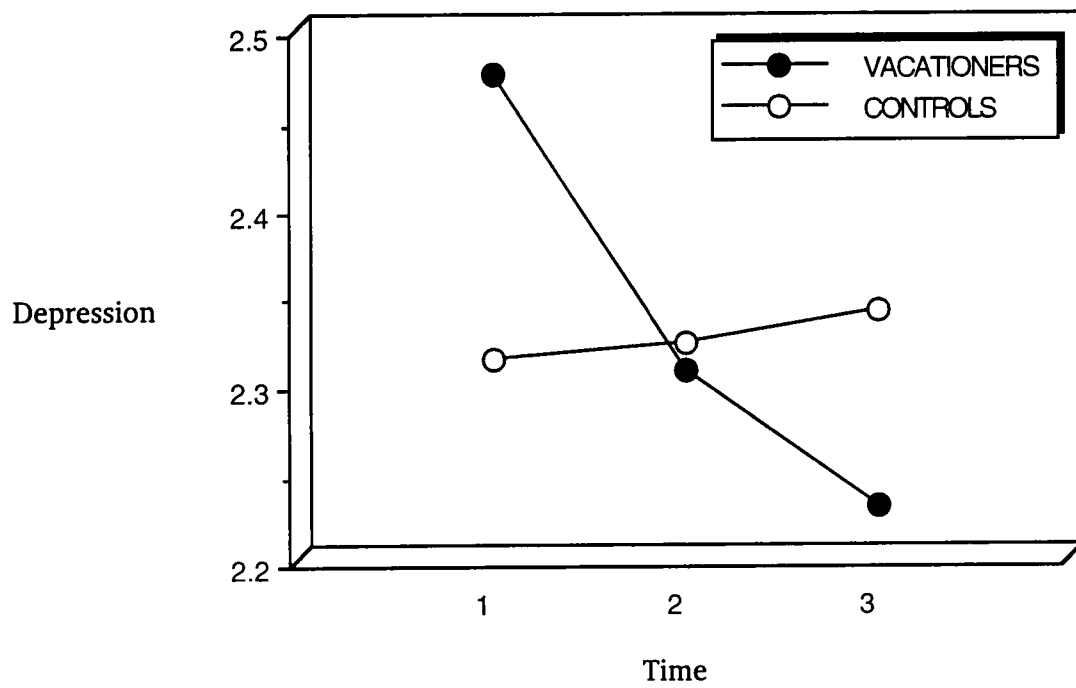


Figure 3.7. Mean depression across time for vacationers and controls

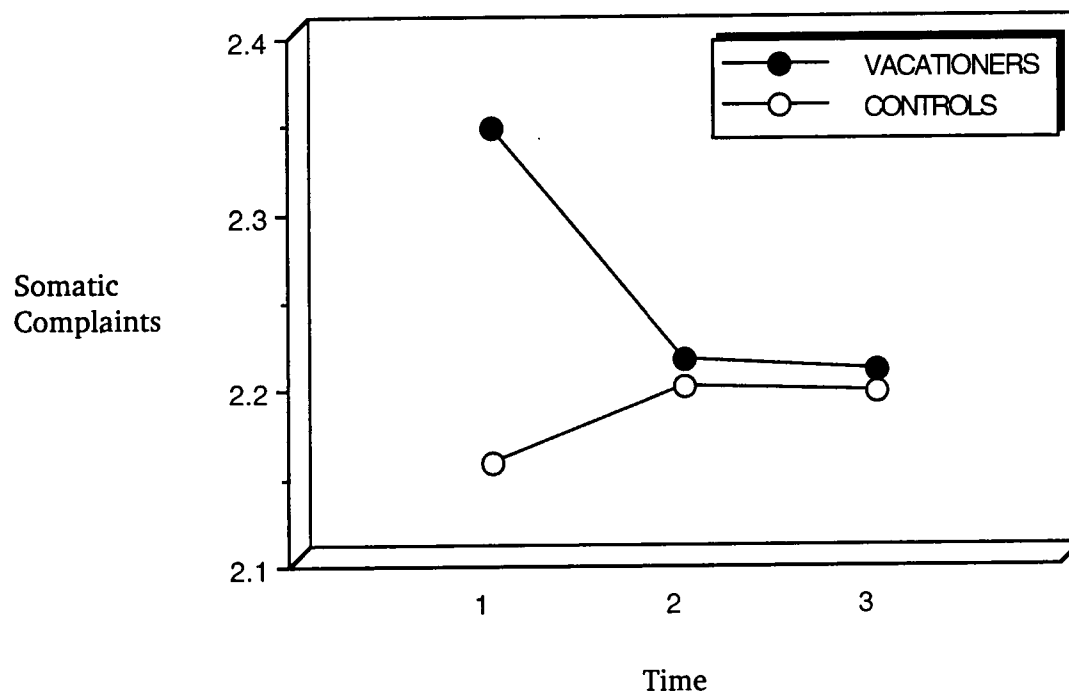


Figure 3.8. Mean somatic complaints across time for vacationers and controls

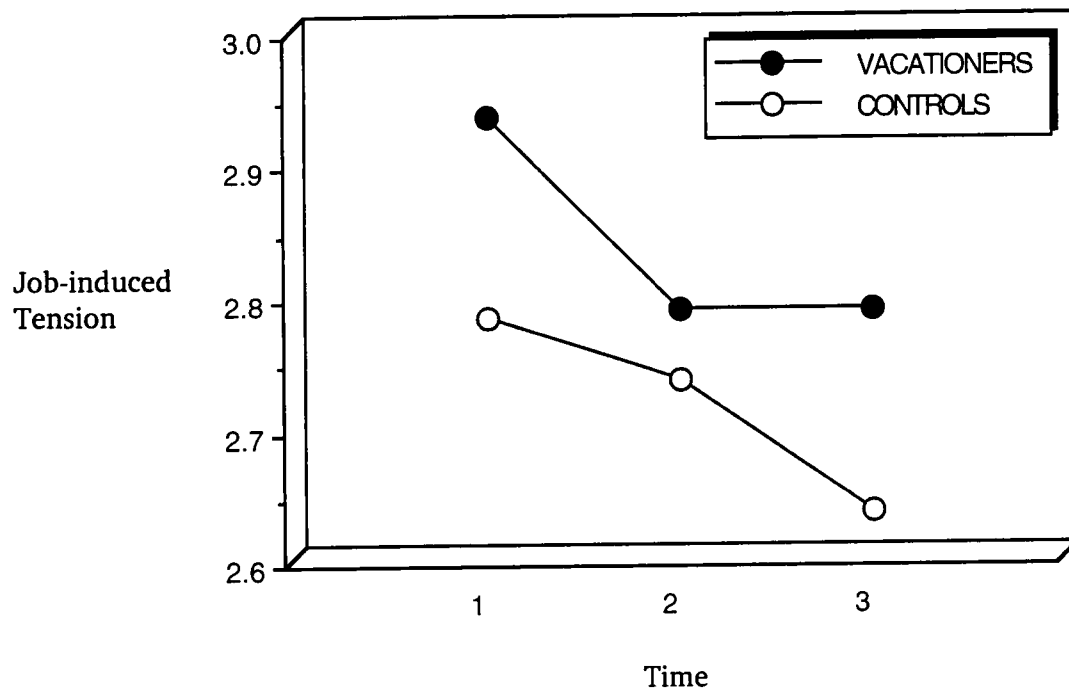


Figure 3.9. Mean job-induced tension across time for vacationers and controls

Life & Job Satisfaction and Job Involvement

Other variables analyzed in the same fashion as above were life satisfaction, job satisfaction, and job involvement.

Hypothesis 3: Life Satisfaction

Within the vacation group, life satisfaction was predicted to: (1) increase from Time 1 to Time 2, (2) decrease from Time 2 to Time 3, and (3) not differ significantly from Time 1 to Time 3. Compared to non-vacationing controls, vacationer life satisfaction levels were predicted to: (1) not differ significantly at Time 1, (2) be greater at Time 2, and (3) not differ significantly at Time 3.

In support of this hypothesis, a significant group-by-time interaction was found for life satisfaction [$F(2, 606) = 9.75, p < .01$]. Specific t tests performed across time for vacationers indicate that life satisfaction increased from Time 1 to Time 2 [$t(150) = 5.24, p < .05$], decreased from Time 2 to Time 3 [$t(148) = 2.57, p < .05$], and did not differ significantly from Time 1 to Time 3 [$t(153) = -1.94, p > .05$]. No significant differences were found for control group life satisfaction across the three times. Comparisons between groups indicate that vacationers expressed significantly more life satisfaction at Time 2 [$t(308) = 2.29, p < .05$], but did not differ from controls at Time 1 [$t(313) = -1.38, p > .05$] and Time 3 [$t(310) = 0.42, p > .05$]. Life satisfaction means for vacationers and controls, across the three times, are presented graphically in Figure 3.10.

Hypothesis 4: Job Satisfaction

Within the vacation group, no significant differences in job satisfaction were predicted among the three times. Similarly, no significant differences in job satisfaction

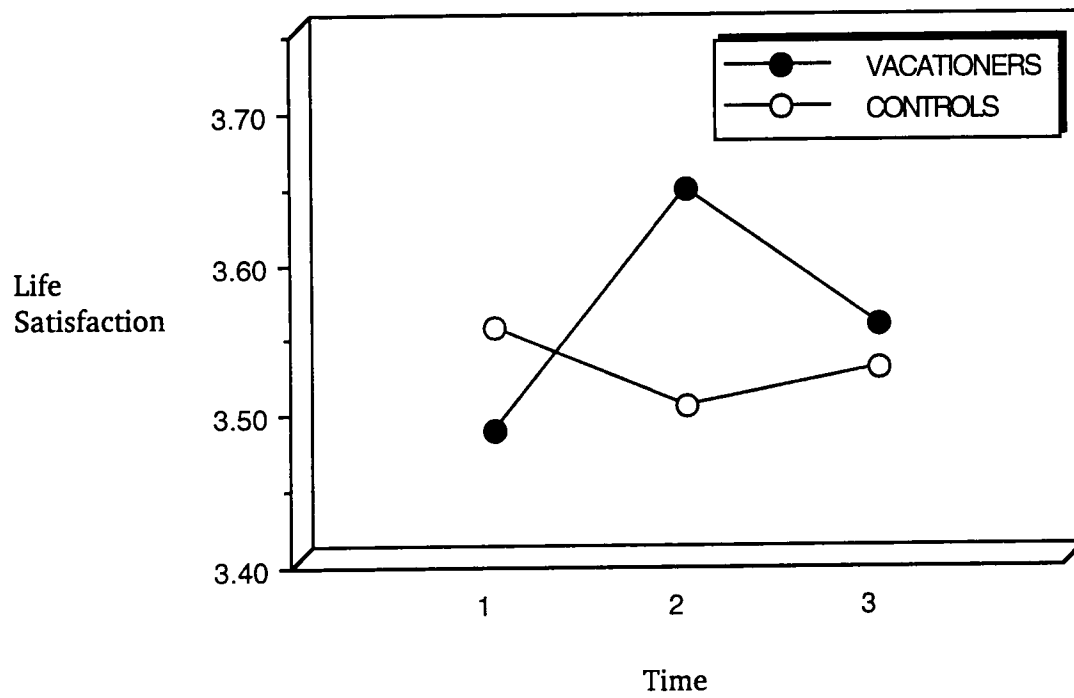


Figure 3.10. Mean life satisfaction across time for vacationers and controls

were predicted between vacationers and controls across the three times. In support of this hypothesis, for job satisfaction no significant group-by-time interaction was found $\{F(2, 606) = 1.18, p > .01\}$, and thus no contrasts were performed. Job satisfaction means for vacationers and controls, across the three times, are presented graphically in Figure 3.11.

Hypothesis 5: Job Involvement

Within the vacation group, job involvement was hypothesized to: (1) decrease from Time 1 to Time 2, (2) increase from Time 2 to Time 3, and (3) not differ significantly from Time 1 to Time 3. Compared to non-vacationing controls, vacationer job involvement levels were predicted to: (1) not differ significantly at Time 1, (2) be lower at Time 2, and (3) not differ significantly at Time 3.

In partial support of this hypothesis, analysis of the variable job involvement resulted in a significant group-by-time interaction $\{F(2, 592) = 5.35, p < .01\}$. Specific t tests indicated that vacation group members expressed a decrease in job involvement from Time 1 to Time 2 $\{t(143) = 2.23, p < .05\}$ and from Time 2 to Time 3 $\{t(142) = 1.99, p < .05\}$. No significant differences were found for controls across the three times.

Contrasts between vacationers and controls resulted in no significant differences between the groups at Time 1 $\{t(314) = 0.61, p > .05\}$ or Time 2 $\{t(300) = -1.27, p > .05\}$; however, vacationers were significantly lower than controls in job involvement at Time 3 $\{t(310) = -2.12, p < .05\}$. Job involvement means for vacationers and controls, across the three times, are presented graphically in Figure 3.12.

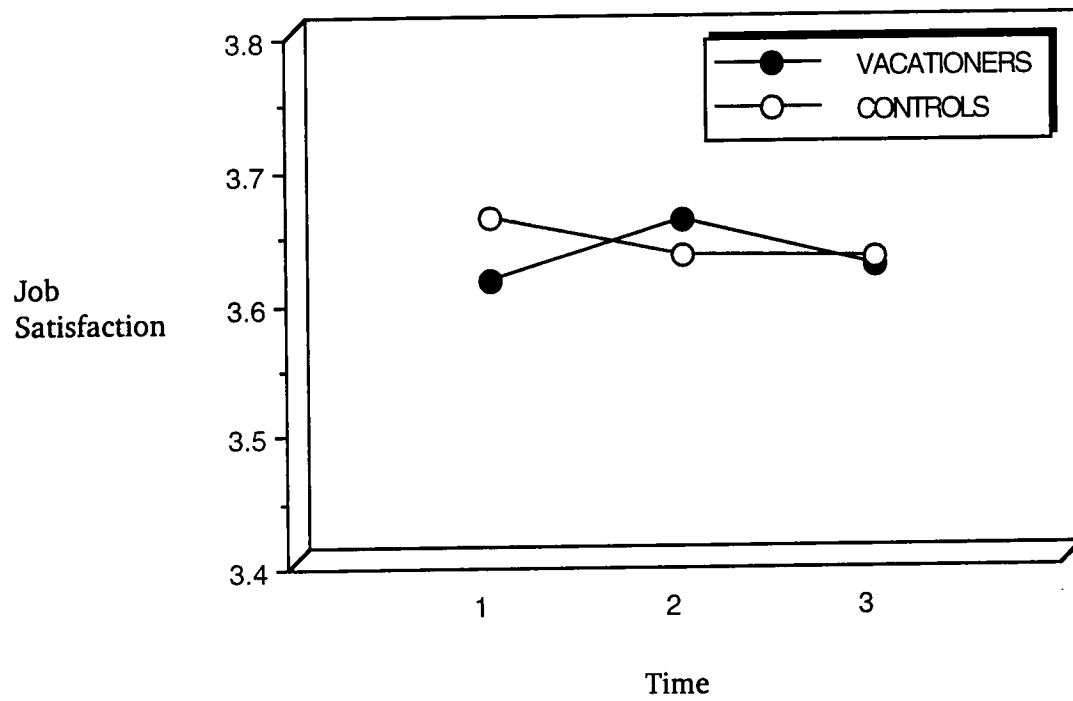


Figure 3.11. Mean job satisfaction across time for vacationers and controls

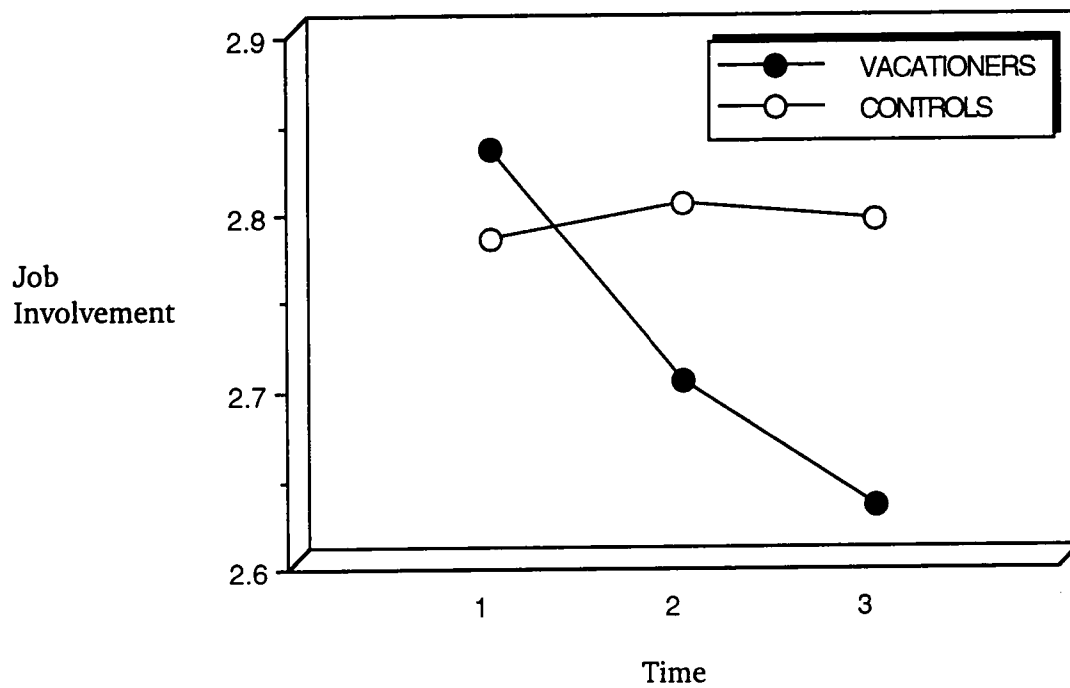


Figure 3.12. Mean job involvement across time for vacationers and controls

Moderator Hypotheses

Two sets of hypotheses were tested based on median splits of the vacation group on: (1) Pre-vacation composite strain and (2) Vacation constraint. Again, repeated measures analyses were performed, followed by t tests when appropriate. Also, a regression procedure (Cohen & Cohen, 1983) was used to test for moderating effects, however, the results did not differ from those from the median split procedure.

Hypothesis 6: Median Split of Time 1 Composite Strain

Hypothesis 6 was based on a median split of pre-vacation composite strain creating a high strain (HS), and a low strain (LS) group. A significant group-by-time interaction ($p < .01$) was a prerequisite to further analysis in the form of t tests.

The benefit in terms of strain reduction outlined in hypotheses 2A-E was hypothesized to occur only for those in the high strain (HS) group. Low strain (LS) vacationers were predicted to indicate no significant differences in the strains across the three occasions.

Significant group-by-time interactions were found for all of the measured strains: composite strain $\{F(2, 280) = 13.65, p < .01\}$, global perceived stress $\{F(2, 282) = 7.54, p < .01\}$, depression $\{F(2, 282) = 5.17, p < .01\}$, somatic complaints $\{F(2, 306) = 10.73, p < .01\}$, and job-induced tension $\{F(2, 306) = 6.5, p < .01\}$. Furthermore, in support of the hypothesis with regard to the HS group, t tests revealed significant reductions in each of the strains from Time 1 to Time 2, as well as from Time 1 to Time 3. Contrary to the hypothesis, however, none of the Time 2 to Time 3 tests were significant for the HS group. Table 3.4 presents a summary of the repeated measures analyses and contrasts for hypothesis 6.

Table 3.4. Summary of repeated measures analyses & contrasts for high (HS) and low (LS) pre-vacation composite strain groups.

COMPOSITE STRAIN

Source	MS	df	F	Sig of F
GROUP	52.56	(1, 140)	112.44	.000
TIME	2.04	(2, 280)	18.05	.000
GROUP X TIME	1.54	(2, 280)	13.65	.000

HS1 vs HS2, t(70) = 5.71***	HS1 vs HS3, t(77) = 7.14***	HS2 vs HS3, t(69) = .95
LS1 vs LS2, t(73) = .09	LS1 vs LS3, t(76) = .24	LS2 vs LS3, t(71) = .48

GLOBAL PERCEIVED STRESS

Source	MS	df	F	Sig of F
GROUP	28.35	(1, 141)	48.70	.000
TIME	3.19	(2, 282)	14.32	.000
GROUP X TIME	1.68	(2, 282)	7.54	.001

HS1 vs HS2, t(70) = 4.25***	HS1 vs HS3, t(78) = 5.87***	HS2 vs HS3, t(70) = 1.23
LS1 vs LS2, t(73) = .87	LS1 vs LS3, t(76) = .30	LS2 vs LS3, t(71) = -.40

DEPRESSION

Source	MS	df	F	Sig of F
GROUP	40.62	(1, 141)	58.89	.000
TIME	2.28	(2, 282)	10.23	.000
GROUP X TIME	1.15	(2, 282)	5.17	.006

HS1 vs HS2, t(70) = 3.91***	HS1 vs HS3, t(78) = 4.95***	HS2 vs HS3, t(70) = 1.26
LS1 vs LS2, t(73) = .17	LS1 vs LS3, t(76) = .51	LS2 vs LS3, t(71) = .88

SOMATIC COMPLAINTS

Source	MS	df	F	Sig of F
GROUP	89.56	(1, 153)	78.56	.000
TIME	.92	(2, 306)	3.73	.025
GROUP X TIME	2.63	(2, 306)	10.73	.000

HS1 vs HS2, t(78) = 4.19***	HS1 vs HS3, t(77) = 4.44***	HS2 vs HS3, t(77) = -.35
LS1 vs LS2, t(78) = -1.36	LS1 vs LS3, t(76) = -1.00	LS2 vs LS3, t(76) = .51

JOB-INDUCED TENSION

Source	MS	df	F	Sig of F
GROUP	85.65	(1, 153)	78.70	.000
TIME	2.66	(2, 306)	12.40	.000
GROUP X TIME	1.40	(2, 306)	6.50	.002

HS1 vs HS2, t(78) = 4.76***	HS1 vs HS3, t(77) = 5.07***	HS2 vs HS3, t(77) = -.20
LS1 vs LS2, t(78) = .88	LS1 vs LS3, t(76) = .98	LS2 vs LS3, t(76) = -.16

Note: p < .05 = *; p < .01 = **; p < .001 = ***

GROUP (High pre-vacation strain "HS", Low vacation strain "LS")

TIME (Pre-vacation "1", Post-vacation "2", Follow-up "3")

As expected, for the LS vacation group none of the t tests among the three times were significant. Composite strain means for the high and low pre-vacation strain groups, across the three times, are presented graphically in Figure 3.13.

Hypothesis 7: Median Split of Time 2 Vacation Constraint

Hypothesis 7 was based on a median split of post-vacation perceptions of vacation constraint, resulting in two groups: high constraint group (HC), and low constraint (LC). Here the group main effect, rather than the group-by-time interaction, was the prerequisite to further inquiry.

The benefit in terms of strain reduction outlined in hypotheses 2A-E was hypothesized to occur only for those in the low vacation constraint (LC) group. High vacation constraint (HC) group members were predicted to indicate no significant differences in the strains across the three occasions.

The following variables were included for this analysis: composite strain, global perceived stress, depression, somatic complaints, and job-induced tension. Table 3.5 presents a summary of the repeated measures analyses for hypothesis 7.

Contrary to the hypothesis, results of the repeated measures analyses indicated no significant group effects for any of tested strains at an alpha set at $p < .01$. As a result, no specific contrasts were made. Composite strain means for high and low vacation constraint groups, across the three times, are presented graphically in Figure 3.14.

In summary, the results of this study indicate general support for the hypotheses. Despite no significant changes in work stressors for vacationers across time, many of the strains decreased following a vacation. Life satisfaction increased following a vacation,

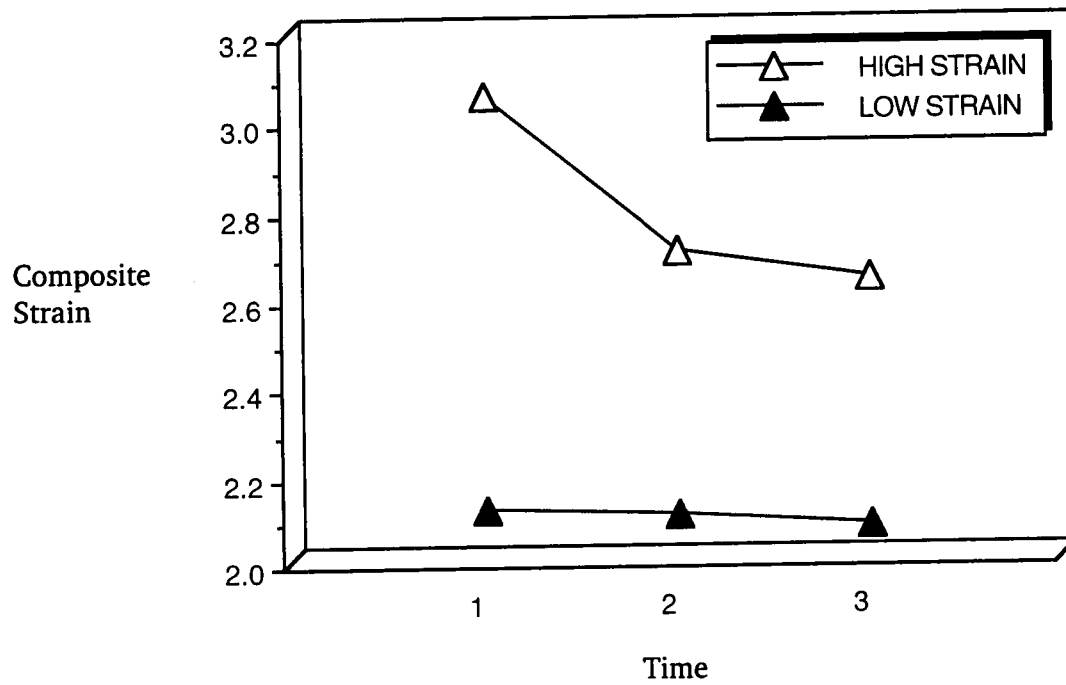


Figure 3.13. Mean composite strain across time for high and low pre-vacation strain groups (vacationers only)

Table 3.5. Summary of repeated measures analyses & contrasts for high (HC) and low (LC) vacation constraint groups.

COMPOSITE STRAIN

Source	MS	df	F	Sig of F
GROUP	2.70	(1, 140)	3.28	.072
TIME	1.99	(2, 280)	16.23	.000
GROUP X TIME	.19	(2, 280)	1.55	.214

GLOBAL PERCEIVED STRESS

Source	MS	df	F	Sig of F
GROUP	1.69	(1, 141)	2.19	.141
TIME	3.16	(2, 282)	13.57	.000
GROUP X TIME	.25	(2, 282)	1.07	.346

DEPRESSION

Source	MS	df	F	Sig of F
GROUP	4.72	(1, 141)	5.00	.027
TIME	2.27	(2, 282)	9.79	.000
GROUP X TIME	.05	(2, 282)	.21	.811

SOMATIC COMPLAINTS

Source	MS	df	F	Sig of F
GROUP	10.81	(1, 153)	6.53	.012
TIME	.92	(2, 306)	3.53	.030
GROUP X TIME	.22	(2, 306)	.86	.425

JOB-INDUCED TENSION

Source	MS	df	F	Sig of F
GROUP	4.07	(1, 153)	2.51	.115
TIME	2.67	(2, 306)	12.05	.000
GROUP X TIME	.34	(2, 306)	1.52	.220

Note: No contrasts were performed as none of the "GROUP" effects were significant ($p < .01$).

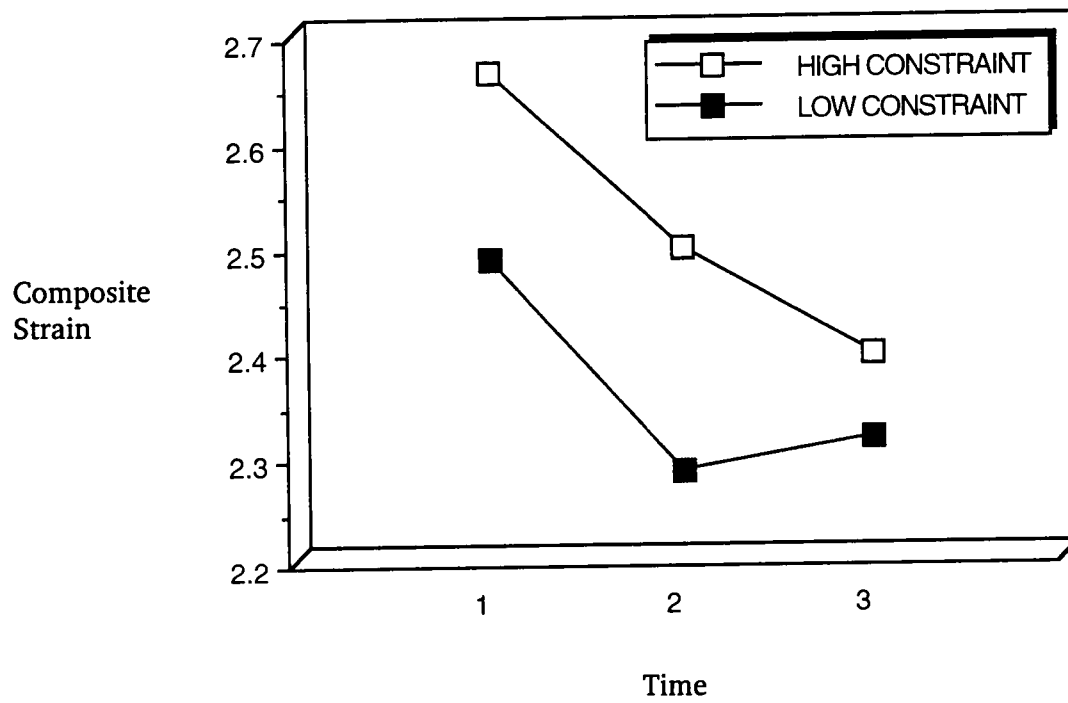


Figure 3.14. Mean composite strain across time for high and low vacation constraint groups (vacationers only)

but returned to a level not significantly different from that at pre-vacation two weeks after vacationing. As expected, job satisfaction did not change as a result of a vacation. Job involvement as a central-life-interest decreased following a vacation and declined further two weeks later. Also, moderator analyses revealed that those high in pre-vacation composite strain expressed a decrease in strains as a function of the vacation while those low in composite strain expressed no changes. Lastly, none of the hypotheses regarding the moderating effects of vacation constraint were supported.

CHAPTER 4

DISCUSSION

The purpose of the present study was to investigate the impact of a vacation from work on perceptions of work stressors, strains, and well-being. This study extended work-vacation research by employing a more powerful research design than has previously been used (c.f. Eden, 1990; Lounsbury & Hoopes, 1986). In order to investigate the duration of the effect of a vacation on work and non-work variables, measurements of study variables were taken at three points in time: (1) within one week prior to departing, (2) within one week after returning, and (3) approximately two weeks after returning from a vacation. Also, the use of a control group design provided a baseline against which vacation effects could be compared and allowed for the direct assessment of threats to internal validity such as history and maturation (Cook & Campbell, 1979). Comparisons between vacationers and controls across the three measurement occasions yielded several interesting, and in some cases, unexpected findings.

Work Stressors. The work stressors quantitative workload, role ambiguity, and role conflict were hypothesized to be greater for vacationers than controls at Time 1 and Time 2, and not different at Time 3. Furthermore, vacationer stressor levels were predicted to decrease or return to normal at Time 3. Contrary to the hypotheses, the results indicate that no significant differences existed between the groups across the three times.

One possible explanation for the failure of vacationer stressor levels to exceed those of controls at Times 1 and 2 pertains to the item wording in the stressor scales.

Although all of the stressor scales used here are well established in existing research, they are not only subjective in that they relied on individual perceptions, but they also included evaluative components. For example, a quantitative workload item “too much work has been a problem with my job” contains the perception that there has been a lot of work to be done, and the evaluation that the workload has been a problem. Having just returned from vacation refreshed and rejuvenated, the respondent may recognize that his or her workload has piled up, but doesn’t view this as a problem. This supports the contention that what is perceived as stressful is in the eye of the beholder (Payne & Burke, 1982).

Another possible explanation for the lack of a significant difference between vacation and control groups in the rating of stressors before and after a vacation is related to the nature of the participants’ jobs. Recall that it was argued that the workload and associated stressor levels for vacationers would increase just before and just after vacation because of either a self-imposed or supervisory attempt to make up for the time “lost” on vacation. While this may be the case with many jobs, for many others the workflow is not under the individual worker’s or organization’s control. For example, for most service type jobs (e.g. nurse, cashier, or waiter), it would not be possible to make up for lost time as the workflow is generally outside organizational influence. The present study included a cross-section of occupations in order to maximize generalizability to the general population. An unfortunate by-product of having sampled a variety of occupations is the probable inclusion of many for whom workload and other stressors will not “pile up” while one is away. The inclusion of

participants with jobs of this type could have served to keep mean workload and associated stressor levels for the vacation group lower than was hypothesized.

Strains. Within the vacation group, the strain variables, composite strain, global perceived stress, depression, somatic complaints, and job-induced tension were hypothesized to: decrease from Time 1 to Time 2, increase from Time 2 to Time 3, and decrease from Time 1 to Time 3. Compared to non-vacationing controls, vacationer strain levels were predicted to be: greater at Time 1, lower at Time 2, and not different at Time 3.

Partial support was found for composite strain, global perceived stress, and depression. Vacationers displayed a decrease in these strains from Time 1 to Time 2 as predicted; however, comparisons with the control group revealed an interesting, if not unexpected, result. Vacationers reported significantly higher levels of these strains than controls at Time 1, but displayed no differences at Times 2 or 3. In other words, although vacationers as a group experienced a reduction in strain, this reduction came from seemingly elevated pre-vacation levels which decreased to levels not different from those of the control group at post-vacation. Furthermore, the significantly higher Time 1 strain levels reported by vacationers as compared to controls cannot be adequately explained in terms of increased stressor levels as hypothesized because no significant differences in Time 1 stressors were found between vacationers and controls. These results highlight the importance of using a control group in research of this nature, because without it one could easily have mistakenly concluded that a vacation reduced the participant's strains to levels lower than those of his or her non-vacationing co-workers.

The finding that vacationer strain levels exceeded those of controls at Time 1, despite no differences in perceived stressors, may be the result of selection bias (Cook & Campbell, 1979). That is, individuals experiencing higher than average levels of strain may have been over-represented in the vacation group, having chosen to take a vacation based on the belief that it would provide relief. Previous research assessing people's beliefs about vacations (e.g. Klausner, 1968; Waldrop, 1991) is consistent with this explanation.

Another possible explanation for this finding is one of cognitive consistency or justification (Abelson et al, 1968). It is possible that having made the decision to take a vacation, and believing that vacations reduce strain, the individual may justify his or her decision citing too much strain. This explanation seems even more plausible considering the lack of job security perceived by many as a result of today's competitive job market. Also, the inclusion of stress-related items in the surveys could have elicited a demand for such a response.

Another possible explanation for the elevated pre-vacation strain levels for vacationer group members is that the vacation itself could have served as a stressor. It is well established in the life stress literature that positive events such as getting married or graduating from college can act as major stressors, resulting in strains in a manner similar to that of negative events (Dohrenwend & Dohrenwend, 1974; Kanner, et al, 1981). Furthermore, the mere anticipation of such events has been shown to elicit strain (Friedman, Rosenman, & Carrol, 1958; Kobasa, 1979). Considering the logistics associated with the planning and implementing of a vacation, it is conceivable that for

many in this study, the anticipation was a source of strain, elevating pre-vacation responses.

Contrary to the hypothesis that vacationer strains would decrease to levels below those of control group members at Time 2, no significant differences were found between the groups. A plausible explanation for this finding is with regard to what has been termed "post-vacation depression". Golledge-Franz (1991) found that 30% of vacationers experienced some depression upon returning from vacation. Similarly, Shapiro and Tuckman (1978) noted that some 60% of those interviewed reported depression post-vacation. Also, Rubenstein (1980) found that people seeking adventure and excitement on vacation tended to be younger and were more likely to experience depression following the vacation and the subsequent return to the mundane. These studies suggest that, although a vacation may serve to reduce strain, the effect may be offset by depression associated with the return to the mundane. Future research as to why some individuals experience post-vacation depression while others do not is worthy of attention.

The results also did not support the contention that strains would increase for vacationers from Time 2 to Time 3 as the positive effects of a vacation began to wane. Comparisons of strain means within the vacation group from Time 2 to Time 3 resulted in only one significant finding, and that was in the opposite direction from the hypothesis; a decrease in global perceived stress. Moreover, it should be noted that the trend, though not significant, for all of the measured strains except for job-induced tension was to decline from Time 2 to Time 3.

In order to explain the endurance of the strain reduction, we need to recall the rationale employed in the formulation of the hypotheses. Previous research on acute strains has focused on increases in strains associated with a negative precipitating event, and how long after the event they persisted before dropping to normal levels (Caplan & Jones, 1975; Eden, 1982; Eden, 1990). The present study, on the other hand, focused on how long decreases in strain would persist following a positive event such as a vacation. Perhaps the time associated with the recovery from a negative event is both quantitatively and qualitatively different from that associated with the benefit from a positive experience. Research on mood and memory (Hull, 1990) suggests that the recollection of positive or negative experiences has a dramatic effect on current mood, and that previous and current moods influence future moods. To the extent that one actively attempts to fondly recollect memories associated with positive experience, and to repress or forget those associated with negative experience, it is expected that the benefit of a positive event should outlast the detriment of a negative one.

Additionally, the lack of significant results for job-induced tension and somatic complaints needs to be addressed. First, it should be noted that both variables approached significance and the trends were in patterns much like those of the other strains. However, unlike the measures of depression and global perceived stress which contain "general" item wording, the job-induced tension and somatic complaint scales include items of a more specific nature. The increased specificity may have minimized the impact on these scales of generalized well-being following a vacation.

Life Satisfaction. Within the vacation group, life satisfaction was predicted to: increase from Time 1 to Time 2, decrease from Time 2 to Time 3, and not differ

significantly from Time 1 to Time 3. Compared to non-vacationing controls, vacationer life satisfaction levels were predicted to: not differ significantly at Time 1, be greater at Time 2, and not differ significantly at Time 3.

Similar to Lounsbury and Hoopes (1985, 1986), the results indicate support for all of the hypotheses for life satisfaction. It is interesting to note that unlike the benefit in the form of strain reduction, the benefit in terms of increased life satisfaction did decline at Time 3 to a level not significantly different from that at Time 1. This finding supports the notion that although life satisfaction and strain are negatively related constructs, they are not simply opposite ends of the same continuum as some have assumed (e.g. Schaubroeck et al, 1992).

Job Satisfaction. Within the vacation group, no significant differences in job satisfaction were hypothesized among the three times. Similarly, no significant differences in job satisfaction were predicted between vacationers and controls across the three occasions. Consistent with the results of Lounsbury and Hoopes (1986), no significant differences in job satisfaction were found among the pre-, post-, and follow-up means for vacationers (or controls). This result provides evidence that the positive affect following a vacation does not unduly influence ratings of variables theoretically unrelated to a vacation. Also, the finding that job satisfaction remained unchanged, while other variables did change as a result of a vacation, provides evidence against method-bias, a common limitation to vacation research.

Job Involvement. Within the vacation group, job involvement was hypothesized to: decrease from Time 1 to Time 2, increase from Time 2 to Time 3, and not differ significantly from Time 1 to Time 3. Compared to non-vacationing controls, vacationer

job involvement levels were predicted to: not differ significantly at Time 1, be lower at Time 2, and not differ significantly at Time 3.

In support of the hypothesis, the results indicated that job involvement did decrease for vacationers from Time 1 to Time 2, replicating the finding of Lounsbury and Hoopes (1986). Not predicted, however, was a finding of decreased job involvement from Time 2 to Time 3. This finding suggests that the decrease in job involvement associated with a vacation is not as short-lived as was predicted. Perhaps while on vacation individuals reprioritize their various life roles, shifting the importance of them. This explanation is consistent with Lounsbury and Hoopes' (1986) finding that job involvement as a central-life-interest decreased following a vacation, but job involvement as performance-self-esteem-contingency (Saleh & Hosek, 1976) remained unchanged. Although not measured in the present study, it is possible that involvement in leisure and family or social aspects of one's life may increase in importance subsequent to a vacation. Helson's (1964) Adaptation-level Theory provides a possible explanation for this contention. According to this theory, a "contrast" from a norm, such as that provided by a vacation in comparison to work, can influence perceptions about the former norm. In other words, a vacation serves as a contrast from work, shifting one's perceptions associated with work even though the job may not have changed. Furthermore, the lowered importance associated with work after returning from vacation, coupled with increased importance placed on other aspects of one's life, such as social relations, may serve to help the individual maintain low levels of strain. Perceptions of social support, for example, have been demonstrated to moderate the stressor-strain link (Barrera, 1986; Kessler & McLeod, 1985). At any rate, the steady

decline in job involvement reported by vacationers in this study is particularly interesting considering that other studies have reported that vacationers often believe that they return to work with renewed enthusiasm (Klausner, 1968; Sholossberg, 1991).

Consideration of the tenets of Reversal Theory (Apter, 1982, 1989) provides a potential theoretical framework for the interpretation of the findings for job involvement, as well as those for strains. In contrast to homeostatic theories of motivation/arousal that contend individuals have one equilibrium point (e.g. Crisis theory), or optimum arousal level, reversal theory proposes that an individual can be in one of two stable states with regard to arousal: “telic” or “paratelic”. According to Apter (1982), in a telic state the individual is motivated by goal-completion, experiencing low arousal as pleasant (calmness) and high arousal as unpleasant (anxiety). Conversely, in a paratelic state the individual is motivated by the process of the activity itself, experiencing low arousal as unpleasant (boredom) and high arousal as pleasant (excitement). A reversal is said to occur when an individual switches from one state to the other in order gain a more pleasurable outcome, (Apter, 1988). Research has indicated that work-time is typically spent in the telic state, whereas in leisure-time, the paratelic state is typically dominant (Kerr et al, 1993). Moreover, Murgatroyd and Apter (1984), suggested excessive involvement in work can have the consequence of becoming “stuck” in the telic mode most of the time, resulting in an inability to reverse, thereby causing strain. From a vacation perspective, it is likely that a vacation from work provides an environment conducive primarily to paratelic dominance. This shift from an environment characterized by the telic state (work), to one predominantly paratelic (vacation), may enable the individual to become “unstuck”, restoring a balance between

modes. While the weekend also affords the individual an opportunity to engage in paratelic behavior, it may not be sufficient in duration or salience to restore the ability to reverse between telic and paratelic modes when necessary. For the present study, reversal theory provides a possible explanation for the duration of a vacation's effects in terms of strain reduction and the decreased job involvement. The restoration of the increased ability to "reverse" between telic and paratelic modes as a result of a vacation should reduce strain and job involvement/central-life-interest. To the extent to which the individual can maintain the ability to reverse between modes, without allowing work and the associated telic mode to become excessively dominant, one would expect strain and job involvement to remain at lower levels than those pre-vacation. As the individual slips back into predominantly telic mode, perhaps weeks after vacationing, the effects of a vacation on strain and job involvement should wane.

Moderating effects of Pre-vacation Strain. The benefit in terms of strain reduction previously hypothesized was predicted to occur only for those in the high strain (HS) group. Low strain (LS) vacationers were predicted to indicate no significant differences in the strains across the three occasions.

The results indicated that a decrease in strains from Time 1 to Time 2 was reported by high strain vacationers, but no significant difference existed from Time 2 to Time 3. Also in support of the hypothesis, low strain individuals indicated no significant differences in strain across the three times. These results are consistent with Reich and Zautra's (1981) findings for those participating in a regular program of leisure. Other research investigating leisure and health (Caltabiano, 1988) found that the type of activity and amount of leisure participation were important factors in whether or not a

health benefit in the form of strain reduction was realized. Because a vacation offers an opportunity for high levels of participation in a number of activities (Lounsbury and Hoopes, 1985), it is not surprising that the results of the present study are consistent with those that studied the effects of regular/long-term leisure participation. This is not to suggest that a vacation should take the place of a regular program of participation in leisure; however, it does imply that a vacation does have a strong impact in the reduction of strain.

Moderating effects of Vacation Constraint. The benefit in terms of strain reduction was hypothesized to occur only for those in the low vacation constraint (LC) group. High vacation constraint (HC) group members were predicted to indicate no significant differences in the strains across the three occasions.

Contrary to the hypothesis, no significant differences in the measured strains were found between high and low vacation constraint groups at any of the three times. Perhaps a reason why constraint did not serve as a moderator has to do with the role of expectations (Golledge-Franz, 1991). It is possible that the many vacationers anticipated the constraints they would experience while on vacation and therefore were prepared to work within these boundaries to meet their needs, making the best of their situation. In other words, it may be that only unexpected constraint associated with a vacation would prevent a benefit in the form of strain reduction.

Another possible explanation for the lack of difference in strain reduction for high and low constraint groups is that the levels of constraint expressed by members of the high constraint group were not high enough to prevent one from fulfilling expectations

and experiencing a benefit in the form of strain reduction. Perhaps only extremely high levels of constraint serve to impede the benefit of a vacation.

Also, the rationale employed in formulating the vacation constraint hypothesis was based on the assumption that constraint represented one end of a continuum anchored by perceived freedom on the other. The incongruence between the results of the present study and Coleman's (1993) finding that perceived freedom did moderate the stressor-strain link may be due to qualitative difference between perceptions of constraint and freedom. In other words, it may be that a lack of constraint does not constitute perceived freedom. As both of these constructs have appeared regularly in recent leisure research (c.f. Caldwell & Smith, 1988; Jackson, 1990), vacation research, including measures of both of these constructs, relating them to a number of outcome variables is warranted.

Limitations and Future Research

Although care was taken to minimize threats to interpretation and generalizability, there are several limitations associated with the present study.

One limitation of this study is the sampling method used in acquiring participants. In an effort to gain adequate numbers of subjects, members of the research team had to identify and solicit participation out of convenience. Although this method resulted in a sample comprised of a variety of occupations from numerous organizations, it is possible that some form of systematic bias could have occurred, limiting the generalizability to the general population.

Another limitation of this study is the reliance on self-report, which raises concern about the potential for mono-method bias (Cook & Campbell, 1979). Although

much of the published work stress research includes physiological indices of strain such as blood pressure (e.g. Kasl et al, 1968), logistic and ethical concerns made such measurements impractical for the present study. The collection of physiological data would have required the identification of participants, the anonymity of which was a primary concern considering the potentially sensitive nature of the data. Also, the fact that participants were solicited from numerous organizations located throughout the Southeast, coupled with the longitudinal nature of the study, made the collection of physiological data impractical. It should be noted; however, that the threat of mono-method bias is minimized by having collected data at three points in time. Observed changes in some variables over time, while others remained unchanged (e.g. job satisfaction), suggests that bias of this type was minimal.

The issue of hypothesis guessing could also have biased the results of this study (Cook & Campbell, 1979). Potential participants were duly informed that the study was about vacations in relation to work, before having consented to participate. Having been asked to complete a questionnaire containing stress-related items before and after a vacation could have cued individuals to respond in a manner consistent with the strain hypotheses.

Another limitation of this study is with regard to the inherent bias in viewing a vacation from a stress framework. The examination of how a vacation benefits the individual who does not experience job stress is dealt with only tangentially. Future research focusing on the benefits of a vacation from other perspectives would be beneficial.

One direction for future research would be to establish baseline strain levels for a vacation group two weeks or more prior to departing on vacation. Although the inclusion of the control group in the present study was intended to serve as a baseline, high levels of pre-vacation strain were found for vacationers in the absence of high work-stressor levels; a finding which is subject to multiple explanations. Establishing vacationer baseline levels would help delineate whether this strain was due to anticipation or due to the previously mentioned selection bias hypothesis.

Another research question that arose out of this study is related to the nature of the participant's job. While it seems reasonable that stressors such as workload should increase prior to and after returning from a vacation due to "lost time" for some jobs, for other jobs for, example a nurse, this is not the case. Future research comparing these two categories of occupations on outcomes similar to those used in present study is warranted.

The finding that job involvement as a central life interest steadily declined following a vacation also points toward future research. The present study did not include measures of other involvements such as those with family or leisure. However, it makes intuitive sense that if one's job is decreasing in centrality to one's life, other aspects of life ought to be gaining in importance. Furthermore, it may be the increased importance placed on these other aspects of life (i.e. family) that increases individual resilience to job stressors, minimizing the experience of strain. Research aimed at measuring changes in the importance of various aspects of the vacationers life is a next logical step.

One issue not examined in the present study pertains to those experiencing excessively high levels of strain prior to departing on vacation. While the results support the notion that the benefit in the form of strain reduction occurred only for those higher in pre-vacation strain, Shapiro and Tuckman (1978) contended that vacationing while experiencing excessive strains could serve to exacerbate one's problems, increasing strains rather than reducing them. Inadequate numbers of participants in the present study reported sufficiently high levels of strain to allow for the analysis of this proposition, implying that most people probably do not choose to vacation at such critical times. However, Eden's (1990) participants experienced unusually high levels of strain coupled with a lack of choice associated with the timing of vacation, possibly explaining why he found no change in strain levels before, during, or after a vacation. Future research should address this issue.

Another avenue for future research is with regard to job performance. Although studies have shown that people believe that their job performance increases following a vacation (Klausner, 1968; Sholossberg, 1991), no research to date has tested this proposition. Research comparing supervisor ratings or other employee performance criteria before and after a vacation is a logical next step in the investigation of work outcomes associated with a vacation.

Also of interest is the relationship of during-vacation experiences with post-vacation outcomes. Although Eden (1990) measured stressors and strains while "on vacation", measures of actual experiences during the vacation were not included. The incongruence between the finding of this study, that strains declined following a vacation, and Eden's finding, that strains did not change, may be due to differences in

the characteristics and experiences associated with the vacations in each study. Future research assessing during-vacation experiences would help to illuminate how a vacation reduces strains.

In summary, the present study furnishes additional evidence for the importance of a vacation from work on both work and non-work related outcomes. Vacationers reported an increase in life satisfaction and decreases in composite strain, depression, and global perceived stress despite the recognition that the job was equally stressful (in terms of job stressors), and no more satisfying both before and after a vacation. These results are contrary to Eden's (1990) findings that strains did not change before, during, or after a vacation. Recall that in Eden's study the vacation from work was not freely chosen, nor was it necessarily used in the pursuit of leisure. It may be that in order for non-work time to be beneficial in terms of strain reduction, leisure as a discretionary activity must be an integral component.

Perhaps most intriguing, however, was the finding that job involvement/central-life-interest decreased following a vacation, and declined even more two weeks after returning. This finding suggests that a rearranging of priorities may occur as a result of a vacation. The decreased salience of work and the possibility of increased importance associated with other aspects of life may help to explain why strains decreased following a vacation and remained low two weeks after returning. Although not assessed in the present study, it may be that the duration of the reduction in strain following a vacation lasts as long as the individual maintains lower levels of job involvement and increased involvement in other priorities developed while vacationing. Reversal theory (Apter,

1982), provides an appropriate theoretical framework for the interpretation of this study's findings and the study of work/non-work linkages in general.

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APPENDICIES

APPENDIX A

Appendix A.1: Pre-Vacation (time 1) intercorrelations among major study variables for vacationers

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. Composite Strain	----	.73 ^c	.80 ^c	.81 ^c	.80 ^c	.48 ^c	.26 ^c	.35 ^c	.22 ^b	.42 ^c	-.13	-.46 ^c
2. Global Perceived Stress		----	.58 ^c	.38 ^c	.42 ^c	.37 ^c	.19 ^a	.17 ^a	.12	.23 ^b	-.15 ^a	-.45 ^c
3. Depression			----	.53 ^c	.48 ^c	.31 ^c	.18 ^a	.19 ^a	.17 ^a	.35 ^c	-.11	-.40 ^c
4. Somatic Complaints				----	.57 ^c	.26 ^c	.20 ^b	.31 ^a	.24 ^b	.36 ^c	-.09	-.38 ^c
5. Job-Induced Tension					----	.57 ^c	.24 ^b	.41 ^a	.15 ^a	.39 ^c	-.06	-.24 ^b
6. Quantitative Workload						----	.40 ^c	.32 ^a	.15 ^a	.29 ^c	-.16 ^a	-.40 ^c
7. Role Ambiguity							----	.08	.21 ^b	.17 ^a	-.19 ^a	-.16 ^a
8. Role Conflict								----	.20 ^b	.25 ^b	-.13	-.10
9. Coworker Relations									----	-.02	-.45 ^c	-.25 ^b
10. Job Involvement										----	.17 ^a	-.06
11. Job Satisfaction											----	.49 ^c
12. Life Satisfaction												----

Note: r^a = p < .05; r^b = p < .01; r^c = p < .001

Appendix A.2: Pre-Vacation (time 1) intercorrelations among major study variables for controls

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. Composite Strain	----	.74 ^c	.79 ^c	.82 ^c	.72 ^c	.35 ^c	.29 ^c	.47 ^c	.12	.17 ^a	-.20 ^b	-.43 ^c
2. Global Perceived Stress		----	.63 ^c	.40 ^c	.32 ^c	.26 ^c	.26 ^c	.34 ^c	.10	-.01	-.25 ^b	-.51 ^c
3. Depression			----	.54 ^c	.31 ^c	.22 ^b	.35 ^c	.30 ^c	.09	-.01	-.30 ^c	-.34 ^c
4. Somatic Complaints				----	.53 ^c	.19 ^a	.19 ^a	.43 ^c	.15 ^a	.12	-.11	-.24 ^b
5. Job-Induced Tension					----	.41 ^c	.11	.36 ^c	.04	.41 ^c	.03	-.27 ^c
6. Quantitative Workload						----	.13	.23 ^b	-.06	.26 ^c	-.01	-.26 ^c
7. Role Ambiguity							----	.26 ^c	.24 ^b	-.06	-.18 ^a	-.09
8. Role Conflict								----	.29 ^c	.12	-.22 ^b	-.25 ^b
9. Coworker Relations									----	-.06	-.42 ^c	-.12
10. Job Involvement										----	.25 ^b	.06
11. Job Satisfaction											----	.56 ^c
12. Life Satisfaction												----

Note: r^a = p < .05; r^b = p < .01; r^c = p < .001

Appendix A.3: Post-vacation (time 2) intercorrelations among major study variables for vacationers

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. Composite Strain	----	.78 ^c	.84 ^c	.84 ^c	.77 ^c	.52 ^c	.37 ^c	.46 ^c	.22 ^b	.43 ^c	-.31 ^c	-.53 ^c
2. Global Perceived Stress		----	.74 ^c	.50 ^c	.39 ^c	.42 ^c	.36 ^c	.35 ^c	.19 ^a	.23 ^b	-.26 ^c	-.57 ^c
3. Depression			----	.58 ^c	.46 ^c	.40 ^c	.30 ^c	.37 ^c	.23 ^b	.36 ^c	-.33 ^c	-.52 ^c
4. Somatic Complaints				----	.57 ^c	.27 ^c	.31 ^c	.31 ^c	.20 ^b	.38 ^c	-.26 ^c	-.40 ^c
5. Job-Induced Tension					----	.57 ^c	.18 ^a	.48 ^c	.09	.38 ^c	-.20 ^b	-.32 ^c
6. Quantitative Workload						----	.27 ^c	.45 ^c	.08	.34 ^c	-.13	-.27 ^c
7. Role Ambiguity							----	.23 ^b	.22 ^b	.17 ^a	-.26 ^c	-.30 ^c
8. Role Conflict								----	.20 ^b	.20 ^b	-.25 ^b	-.24 ^b
9. Coworker Relations									----	.03	-.39 ^c	-.33 ^c
10. Job Involvement										----	.15 ^a	.03
11. Job Satisfaction											----	.61 ^c
12. Life Satisfaction												----

Note: r^a = p < .05; r^b = p < .01; r^c = p < .001

Appendix A.4: Post-vacation (time 2) intercorrelations among major study variables for controls

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. Composite Strain	----	.78 ^c	.86 ^c	.83 ^c	.83 ^c	.43 ^c	.39 ^c	.48 ^c	.24 ^b	.15 ^a	-.38 ^c	-.52 ^c
2. Global Perceived Stress		----	.74 ^c	.46 ^c	.47 ^c	.35 ^c	.34 ^c	.35 ^c	.22 ^b	-.01	-.42 ^c	-.54 ^c
3. Depression			----	.56 ^c	.57 ^c	.33 ^c	.38 ^c	.44 ^c	.26 ^c	.01	-.41 ^c	-.51 ^c
4. Somatic Complaints				----	.64 ^c	.25 ^b	.29 ^c	.30 ^c	.16 ^a	.19 ^a	-.24 ^b	-.31 ^c
5. Job-Induced Tension					----	.50 ^c	.30 ^c	.49 ^c	.16 ^a	.26 ^c	-.22 ^b	-.39 ^c
6. Quantitative Workload						----	.22 ^b	.34 ^c	.13	.15 ^a	-.07	-.32 ^c
7. Role Ambiguity							----	.27 ^c	.43 ^c	-.19 ^a	-.44 ^c	-.33 ^c
8. Role Conflict								----	.28 ^c	.13	-.29 ^c	-.25 ^b
9. Coworker Relations									----	-.21 ^b	-.46 ^c	-.27 ^c
10. Job Involvement										----	.28 ^c	.12
11. Job Satisfaction											----	.68 ^c
12. Life Satisfaction												----

Note: r^a = p < .05; r^b = p < .01; r^c = p < .001

Appendix A.5: Follow-up (time 3) intercorrelations among major study variables for vacationers

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. Composite Strain	----	.81 ^c	.86 ^c	.84 ^c	.83 ^c	.60 ^c	.52 ^c	.49 ^c	.38 ^c	.45 ^c	-.33 ^c	-.46 ^c
2. Global Perceived Stress		----	.74 ^c	.51 ^c	.52 ^c	.49 ^c	.50 ^c	.38 ^c	.35 ^c	.27 ^c	-.39 ^c	-.50 ^c
3. Depression			----	.61 ^c	.56 ^c	.49 ^c	.55 ^c	.37 ^c	.32 ^c	.30 ^c	-.39 ^c	-.42 ^c
4. Somatic Complaints				----	.63 ^c	.40 ^c	.35 ^c	.43 ^c	.31 ^c	.39 ^c	-.23 ^b	-.40 ^c
5. Job-Induced Tension					----	.60 ^c	.36 ^c	.42 ^c	.29 ^c	.51 ^c	-.13	-.24 ^b
6. Quantitative Workload						----	.30 ^c	.38 ^c	.32 ^c	.32 ^c	-.23 ^b	-.29 ^c
7. Role Ambiguity							----	.29 ^c	.29 ^c	.19 ^a	-.35 ^c	-.20 ^b
8. Role Conflict								----	.23 ^b	.27 ^c	-.18 ^a	-.23 ^b
9. Coworker Relations									----	.00	-.41 ^c	-.40 ^c
10. Job Involvement										----	.11	-.04
11. Job Satisfaction											----	.63 ^c
12. Life Satisfaction												----

Note: r^a = p < .05; r^b = p < .01; r^c = p < .001

Appendix A.6: Follow-up (time 3) intercorrelations among major study variables for controls

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. Composite Strain	----	.75 ^c	.85 ^c	.86 ^c	.79 ^c	.49 ^c	.37 ^c	.40 ^c	.31 ^c	.29 ^c	-.30 ^c	-.50 ^c
2. Global Perceived Stress		----	.65 ^c	.44 ^c	.42 ^c	.31 ^c	.33 ^c	.31 ^c	.22 ^b	.16 ^a	-.34 ^c	-.50 ^c
3. Depression			----	.63 ^c	.49 ^c	.47 ^c	.37 ^c	.39 ^c	.30 ^c	.14	-.32 ^c	-.48 ^c
4. Somatic Complaints				----	.62 ^c	.39 ^c	.30 ^c	.33 ^c	.26 ^c	.28 ^c	-.20 ^b	-.35 ^c
5. Job-Induced Tension					----	.42 ^c	.22 ^b	.27 ^c	.22 ^b	.34 ^c	-.14	-.33 ^c
6. Quantitative Workload						----	.28 ^c	.38 ^c	.09	.19 ^a	-.03	-.35 ^c
7. Role Ambiguity							----	.24 ^b	.27 ^c	-.09	-.34 ^c	-.33 ^c
8. Role Conflict								----	.21 ^b	.06	-.24 ^b	-.24 ^b
9. Coworker Relations									----	-.12	-.48 ^c	-.28 ^c
10. Job Involvement										----	.27 ^c	.01
11. Job Satisfaction											----	.59 ^c
12. Life Satisfaction												----

Note: r^a = p < .05; r^b = p < .01; r^c = p < .001

APPENDIX B

VACATION STUDY INSTRUCTIONS FOR VACATIONING PARTICIPANTS

Thank you for volunteering to participate in my study. In order to better ascertain what changes in attitude can be attributed to a vacation from work I must ask you to participate in three phases of data collection (total estimated time = 1 hour):

- (1) Pre-vacation Survey: To be filled out within one week prior to departing on vacation.
- (2) Post-vacation Survey: To be filled out within one week after returning from vacation.
- (3) Follow-up Survey (short form): To be completed two-weeks after returning from vacation.

In addition, I would like you to identify a non-vacationing co-worker who is willing to participate in the study. This individual should be as similar as possible to you in job content, tenure, and sex. This non-vacationer will be asked to complete similar surveys to yours and will need to know what name/symbol you identify yourself with on your surveys so that his/hers can be matched with yours by me after you've returned them. Also, you will need to remember the name/symbol you chose and use it on all three surveys. Although you will need to share a name/symbol with your matched non-vacationer, **all responses are completely confidential, no one at your organization will see your completed surveys.**

As soon as I know your vacation plans I will make arrangements to get the Pre-vacation survey to you within a week before you go. Then, within a week after returning from vacation, I'll arrange for you to receive the Post-vacation survey, and two weeks later the Follow-up (You may receive all 3 at once in which case you should fill them out according to the time schedule above). It is very important that you participate in all three phases, else your responses cannot be used. After completing each survey you can return it to me at the address below or call me, Jeff Polik at (615) 523-9366 and I will make arrangements to pick up your responses. If it is impractical to return the surveys as you complete them, I will collect all 3 surveys from you after you complete the follow-up, however, I will have to ask that you don't look back at how you responded on earlier surveys when filling-out subsequent ones (eg. don't look at your pre-responses when completing the post-survey).

Thank you again for your participation, I appreciate your time and consideration!

Sincerely,

Jeff Polik
822 W. Hill Ave. #104
Knoxville, TN 37902

PRE-VACATION SURVEY

**(Please complete
within 1 week prior
to departing on
vacation).**

PRE-VACATION SURVEY (please fill out before you go on vacation)

Your Name (you may use a symbol if you wish to be anonymous, but you will need to remember it for identification on the post-vacation survey): _____

If you have any questions, please call the study director—Dr. John Lounsbury (615) 974-3423 of the Psychology Department at the University of Tennessee, or the study coordinator, Jeff Polik (615) 523-9366.

Today's date _____

Date you will leave for vacation _____

Date you will return _____

VACATION CHARACTERISTICS

Please tell us a few things about the vacation you will take.

1. Please briefly list the main reasons you are taking this vacation?
2. Have you visited your vacation destination before? (circle one) YES NO
3. How many vacations do you take per year on average? _____
4. On average, how long do these last? _____

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS) ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

	LAST 2 DAYS					IN GENERAL				
1. I feel that I am unable to control the important things in my life..	1	2	3	4	5	1	2	3	4	5
2. I feel confident about my ability to handle my personal problems.....	1	2	3	4	5	1	2	3	4	5
3. I feel that things are going my way.....	1	2	3	4	5	1	2	3	4	5
4. I feel that difficulties are piling up so high that I cannot overcome them.....	1	2	3	4	5	1	2	3	4	5
5. I feel nervous and "stressed".....	1	2	3	4	5	1	2	3	4	5
6. I find it difficult to cope with all the things that I have to do.....	1	2	3	4	5	1	2	3	4	5
7. I cannot keep my mind on one thing.....	1	2	3	4	5	1	2	3	4	5
8. I find it hard to keep my mind on a task or job.....	1	2	3	4	5	1	2	3	4	5
9. My sleep is restless and disturbed.....	1	2	3	4	5	1	2	3	4	5
10. I wish I could be as happy as others.....	1	2	3	4	5	1	2	3	4	5
11. I am happy.....	1	2	3	4	5	1	2	3	4	5
12. I've thought I am no good at all.....	1	2	3	4	5	1	2	3	4	5

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT
THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS)
ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

	LAST 2 DAYS	IN GENERAL
1. Too much work has been a problem with my job.....	1 2 3 4 5	1 2 3 4 5
2. I haven't had enough time to get everything done on my job.....	1 2 3 4 5	1 2 3 4 5
3. It seems like I've had too many projects and/or assignments.....	1 2 3 4 5	1 2 3 4 5
4. I've had time to think and contemplate things on my job.....	1 2 3 4 5	1 2 3 4 5
5. Clear, planned goals and objectives exist for my job.....	1 2 3 4 5	1 2 3 4 5
6. I know that I have divided my time properly at work.....	1 2 3 4 5	1 2 3 4 5
7. I know what my responsibilities are for my job.....	1 2 3 4 5	1 2 3 4 5
8. The explanation is clear of what has to be done for my job	1 2 3 4 5	1 2 3 4 5
9. I know exactly what is expected of me at work	1 2 3 4 5	1 2 3 4 5
10. At work, I've had to do things that should be done differently.....	1 2 3 4 5	1 2 3 4 5
11. I've received an assignment without the manpower and/or resources to complete it.....	1 2 3 4 5	1 2 3 4 5
12. I've had to buck a rule or policy in order to do my work.....	1 2 3 4 5	1 2 3 4 5
13. I've received incompatible requests from two or more people.....	1 2 3 4 5	1 2 3 4 5
14. In my job I've done things that are apt to be accepted by one person and not accepted by others.....	1 2 3 4 5	1 2 3 4 5
15. I've had to work on unnecessary/unimportant things.....	1 2 3 4 5	1 2 3 4 5
16. My co-workers have made my worklife easier.....	1 2 3 4 5	1 2 3 4 5
17. My co-workers could be relied on when things got tough at work.....	1 2 3 4 5	1 2 3 4 5
18. My co-workers have been easy to talk to.....	1 2 3 4 5	1 2 3 4 5
19. My co-workers have been willing to listen to my personal problems.....	1 2 3 4 5	1 2 3 4 5
20. My job tends to directly affect my health.....	1 2 3 4 5	1 2 3 4 5
21. I work under a great deal of tension.....	1 2 3 4 5	1 2 3 4 5
22. I have felt fidgety and nervous as a result of my job.....	1 2 3 4 5	1 2 3 4 5
23. Problems associated with my job have kept me awake at night....	1 2 3 4 5	1 2 3 4 5
24. I have "taken my job home with me" in the sense that I've thought about it when doing other things.....	1 2 3 4 5	1 2 3 4 5
25. The most important things that happen to me involve my work..	1 2 3 4 5	1 2 3 4 5
26. The major satisfaction in my life comes from my job.....	1 2 3 4 5	1 2 3 4 5
27. I will take on extra duties and responsibilities in my work.....	1 2 3 4 5	1 2 3 4 5
28. I live, eat, and breathe my job.....	1 2 3 4 5	1 2 3 4 5
29. I'll stay overtime to finish a job even if I'm not paid for it.....	1 2 3 4 5	1 2 3 4 5
30. I am able to use abilities I value on my job.....	1 2 3 4 5	1 2 3 4 5
31. I've had stomach trouble.....	1 2 3 4 5	1 2 3 4 5
32. I've had headaches.....	1 2 3 4 5	1 2 3 4 5
33. I've noticed my heart pounding.....	1 2 3 4 5	1 2 3 4 5
34. I've had a hard time sleeping.....	1 2 3 4 5	1 2 3 4 5
35. I've had a loss of appetite.....	1 2 3 4 5	1 2 3 4 5
36. I've lost sleep over worry.....	1 2 3 4 5	1 2 3 4 5

LIFE SATISFACTION Use the scale below to indicate how satisfied you have been with various aspects of your life over the **LAST TWO DAYS** AND **IN GENERAL**.
Leave the item blank if it is not applicable.

1 = VERY DISSATISFIED

2 = DISSATISFIED

3 = MIXED

4 = SATISFIED

5 = VERY SATISFIED

	LAST 2 DAYS					IN GENERAL				
1. Yourself.....	1	2	3	4	5	1	2	3	4	5
2. How much fun you are having.....	1	2	3	4	5	1	2	3	4	5
3. The way you handle problems that come up in your life.....	1	2	3	4	5	1	2	3	4	5
4. What you are accomplishing in your life.....	1	2	3	4	5	1	2	3	4	5
5. How you get on with other people.....	1	2	3	4	5	1	2	3	4	5
6. How much you are admired or respected by other people.....	1	2	3	4	5	1	2	3	4	5
7. The amount of free time you have.....	1	2	3	4	5	1	2	3	4	5
8. The chance you have to enjoy pleasant or beautiful things.....	1	2	3	4	5	1	2	3	4	5
9. Your marriage\relationship with significant other.....	1	2	3	4	5	1	2	3	4	5
10. Your own family life.....	1	2	3	4	5	1	2	3	4	5
11. Your own health and physical condition.....	1	2	3	4	5	1	2	3	4	5
12. Your friends.....	1	2	3	4	5	1	2	3	4	5
13. The pay and fringe benefits of your job.....	1	2	3	4	5	1	2	3	4	5
14. The security of your job.....	1	2	3	4	5	1	2	3	4	5
15. What it is like where you work--the physical surroundings.....	1	2	3	4	5	1	2	3	4	5
16. The supervision you receive on your job.....	1	2	3	4	5	1	2	3	4	5
17. The opportunities for promotion and advancement on your job...	1	2	3	4	5	1	2	3	4	5
18. The people you work with.....	1	2	3	4	5	1	2	3	4	5
19. The work you do on your job -- the work itself.....	1	2	3	4	5	1	2	3	4	5
20. YOUR JOB AS A WHOLE	1	2	3	4	5	1	2	3	4	5
21. The amount of relaxation in your life.....	1	2	3	4	5	1	2	3	4	5
22. How comfortable and well-off you are.....	1	2	3	4	5	1	2	3	4	5
23. The time you have for "yourself".....	1	2	3	4	5	1	2	3	4	5
24. Out door places you can go in your spare time.....	1	2	3	4	5	1	2	3	4	5
25. The things you do in your free time.....	1	2	3	4	5	1	2	3	4	5
26. YOUR LIFE AS A WHOLE	1	2	3	4	5	1	2	3	4	5

BACKGROUND INFORMATION

1. In what year were you born? _____
2. I am (CIRCLE ONE) MALE FEMALE
3. What is the highest level of education you have completed?

☐ None	☐ Some college
☐ Grade 1-7	☐ Professional or trade school degree (A.A.)
☐ Grade 8 (completed grade school)	☐ 4-year college degree
☐ Some high school	☐ Some graduate or professional education beyond college
☐ Completed high school or equivalent	☐ Advanced degree (M.A., Ph.D., D.V.S., M. D., etc...)
4. As for your marital status, are you:

☐ Married	☐ Divorced	☐ Single
☐ Married but spouse not in household	☐ Separated	☐ Widowed
☐ Living together, common law marriage		
5. If married or living together, for how long? ____ Years ____ Months
6. What is your job title? _____
7. Who do you work for? _____ For how long? ____ Years ____ Months
8. On average, how many hours per-week do you work for pay? _____
9. Does your spouse/partner work outside the home? (CIRCLE ONE) Yes No
10. What does (s)he do? _____
11. How many children under 18 are living with you? _____
12. How many children will you take on this vacation with you? _____
 What are their ages? ____ ____ ____ ____ ____ ____
13. Who will be vacationing with you, other than your children? (check all that apply)

☐ Spouse/significant other	☐ Friends (how many ____)
☐ Mother ____ Father ____	☐ Relatives (how many ____)
☐ Others _____	
14. Adding up your total family income, about how much do you make a year?

☐ less than \$5,000	☐ 25,000-29,999
☐ 5,000-9,999	☐ 30,000-39,999
☐ 10,000-14,999	☐ 40,000-49,999
☐ 15,000-19,999	☐ 50,000-74,999
☐ 20,000-24,999	☐ 75,000 or more

END OF PRE-VACATION SURVEY.

REMEMBER THAT YOU WILL BE ASKED TO COMPLETE A POST-VACATION SURVEY WITHIN A FEW DAYS OF YOUR RETURN TO WORK. THANK YOU FOR YOUR TIME AND HAVE A GOOD TRIP!

POST- VACATION SURVEY

**(Please complete
within 1 week after
returning from your
vacation).**

POST-VACATION SURVEY

(please fill out after you go on vacation)

Your Name (If you used a symbol on the pre-vacation survey be sure to use the same symbol now): _____

If you have any questions, please call the study director--Dr. John Lounsbury (615) 974-3423 of the Psychology Department at the University of Tennessee, or the study coordinator, Jeff Polik (615) 523-9366.

Today's date _____

Date you left for vacation _____

Date you returned _____

VACATION CHARACTERISTICS

Please tell us a few things about the vacation you took.

1. How long did it take before you felt you were "on vacation"
____ as soon as I left...(home, work, etc...)
____ within a day
____ within two (2) days
____ three (3) or more days
____ I never really was able to feel like I was "on vacation"
2. At the end of this vacation, were you more (CHECK ONE)
____ ready to return home
____ wishing the vacation were longer
3. How many days after your vacation were you due back to your job?
____ the next day
____ 2 days after I returned
____ 3 days after I returned
____ more than 3 days after I returned

FOR THE FOLLOWING QUESTIONS REGARDING VACATION SATISFACTIONS,
PLEASE INDICATE HOW SATISFIED YOU ARE ACCORDING TO THE SCALE BELOW:

1 = VERY DISSATISFIED

3 = MIXED

4 = SATISFIED

2 = DISSATISFIED

5 = VERY SATISFIED

- | | | | | | |
|---|---|---|---|---|---|
| 1. The way your plans worked out..... | 1 | 2 | 3 | 4 | 5 |
| 2. The way you felt emotionally..... | 1 | 2 | 3 | 4 | 5 |
| 3. The way you felt physically..... | 1 | 2 | 3 | 4 | 5 |
| 4. The pace-of-life you experienced..... | 1 | 2 | 3 | 4 | 5 |
| 5. Your opportunities for doing leisure activities..... | 1 | 2 | 3 | 4 | 5 |
| 6. The amount of fun you had..... | 1 | 2 | 3 | 4 | 5 |
| 7. The amount of relaxation you had..... | 1 | 2 | 3 | 4 | 5 |
| 8. The weather..... | 1 | 2 | 3 | 4 | 5 |
| 9. The food you ate..... | 1 | 2 | 3 | 4 | 5 |
| 10. The accomodations (lodging)..... | 1 | 2 | 3 | 4 | 5 |
| 11. The attractions and entertainment..... | 1 | 2 | 3 | 4 | 5 |
| 12. Your opportunities to do the things you wanted to do..... | 1 | 2 | 3 | 4 | 5 |
| 13. OVERALL, YOUR VACATION AS A WHOLE..... | 1 | 2 | 3 | 4 | 5 |

(1)

Many people, fulfill some sort of obligatory activities on their vacation, that is, things they feel they **ought** to do, even though they may or may not really want to. For example, they may feel they should (or have to) take along work to complete, visit relatives, etc... For the following list of activities that you may have done on your vacation, please indicate how obligated or constrained you feel you were to do these things.

1 = NONE

4 = CONSIDERABLE

3 = MODERATE

2 = VERY LITTLE

5 = UNAVOIDABLE

THERE IS _____ AMOUNT OF CONSTRAINT IN MY CHOICE:

1. To visit relatives.....	1	2	3	4	5
2. To visit friends.....	1	2	3	4	5
3. To do or think about work related to my job.....	1	2	3	4	5
4. To travel with children.....	1	2	3	4	5
5. To be a part of an organized group (daily schedules).....	1	2	3	4	5
6. To be a part of an unorganized group (package, cruise).....	1	2	3	4	5
7. Of place to vacation.....	1	2	3	4	5
8. Of planned accommodations.....	1	2	3	4	5
9. Of vacation budget.....	1	2	3	4	5
10. Of planned activities.....	1	2	3	4	5
11. Of the amount of time I have for my vacation.....	1	2	3	4	5
12. Of the time of year in which to take my vacation.....	1	2	3	4	5
13. To travel with relatives (parents, in-laws, etc...).....	1	2	3	4	5
14. To travel with friends.....	1	2	3	4	5
15. To travel with co-workers.....	1	2	3	4	5
16. To plan what activities I will do while on vacation.....	1	2	3	4	5
17. Of my overall vacation plans.....	1	2	3	4	5
18. To <u>take</u> a vacation (that I should have to or should take one).....	1	2	3	4	5

Regarding the various aspects of this vacation, overall, how much of your vacation was characterized by obligations or constraints.

- ___ This vacation was totally governed by things I had to do.
- ___ There was a considerable amount of constraint and obligation.
- ___ There was some amount of constraint and obligation.
- ___ There was a small amount of constraint and obligation.
- ___ I was totally free to do as I wished on this vacation.

How much effect do these constraints or obligations have upon how happy you are as you look back on this vacation?

- ___ I would be much happier if I had more freedom on this vacation.
- ___ I would be a little happier if I had more freedom.
- ___ The constraints I had during this vacation didn't really bother me.
- ___ I had no constraints during this vacation.

Was this vacation taken as part of a business-related trip? YES NO (circle one)

(2)

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT
THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS)
ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

	LAST 2 DAYS	IN GENERAL
1. Too much work has been a problem with my job.....	1 2 3 4 5	1 2 3 4 5
2. I haven't had enough time to get everything done on my job.....	1 2 3 4 5	1 2 3 4 5
3. It seems like I've had too many projects and/or assignments.....	1 2 3 4 5	1 2 3 4 5
4. I've had time to think and contemplate things on my job.....	1 2 3 4 5	1 2 3 4 5
5. Clear, planned goals and objectives exist for my job.....	1 2 3 4 5	1 2 3 4 5
6. I know that I have divided my time properly at work.....	1 2 3 4 5	1 2 3 4 5
7. I know what my responsibilities are for my job.....	1 2 3 4 5	1 2 3 4 5
8. The explanation is clear of what has to be done for my job	1 2 3 4 5	1 2 3 4 5
9. I know exactly what is expected of me at work	1 2 3 4 5	1 2 3 4 5
10. At work, I've had to do things that should be done differently.....	1 2 3 4 5	1 2 3 4 5
11. I've received an assignment without the manpower and/or resources to complete it.....	1 2 3 4 5	1 2 3 4 5
12. I've had to buck a rule or policy in order to do my work.....	1 2 3 4 5	1 2 3 4 5
13. I've received incompatible requests from two or more people.....	1 2 3 4 5	1 2 3 4 5
14. In my job I've done things that are apt to be accepted by one person and not accepted by others.....	1 2 3 4 5	1 2 3 4 5
15. I've had to work on unnecessary/unimportant things.....	1 2 3 4 5	1 2 3 4 5
16. My co-workers have made my worklife easier.....	1 2 3 4 5	1 2 3 4 5
17. My co-workers could be relied on when things got tough at work.....	1 2 3 4 5	1 2 3 4 5
18. My co-workers have been easy to talk to.....	1 2 3 4 5	1 2 3 4 5
19. My co-workers have been willing to listen to my personal problems.....	1 2 3 4 5	1 2 3 4 5
20. My job tends to directly affect my health.....	1 2 3 4 5	1 2 3 4 5
21. I work under a great deal of tension.....	1 2 3 4 5	1 2 3 4 5
22. I have felt fidgety and nervous as a result of my job.....	1 2 3 4 5	1 2 3 4 5
23. Problems associated with my job have kept me awake at night...	1 2 3 4 5	1 2 3 4 5
24. I have "taken my job home with me" in the sense that I've thought about it when doing other things.....	1 2 3 4 5	1 2 3 4 5
25. I've had stomach trouble.....	1 2 3 4 5	1 2 3 4 5
26. I've had headaches.....	1 2 3 4 5	1 2 3 4 5
27. I've noticed my heart pounding.....	1 2 3 4 5	1 2 3 4 5
28. I've had a hard time sleeping.....	1 2 3 4 5	1 2 3 4 5
29. I've had a loss of appetite.....	1 2 3 4 5	1 2 3 4 5
30. I've lost sleep over worry.....	1 2 3 4 5	1 2 3 4 5

LIFE SATISFACTION Use the scale below to indicate how satisfied you have been with various aspects of your life over the **LAST TWO DAYS** AND **IN GENERAL**.
Leave the item blank if it is not applicable.

1 = VERY DISSATISFIED
2 = DISSATISFIED
3 = MIXED
4 = SATISFIED
5 = VERY SATISFIED

	LAST 2 DAYS					IN GENERAL				
1. Yourself.....	1	2	3	4	5	1	2	3	4	5
2. How much fun you are having.....	1	2	3	4	5	1	2	3	4	5
3. The way you handle problems that come up in your life.....	1	2	3	4	5	1	2	3	4	5
4. What you are accomplishing in your life.....	1	2	3	4	5	1	2	3	4	5
5. How you get on with other people.....	1	2	3	4	5	1	2	3	4	5
6. How much you are admired or respected by other people.....	1	2	3	4	5	1	2	3	4	5
7. The amount of free time you have.....	1	2	3	4	5	1	2	3	4	5
8. The chance you have to enjoy pleasant or beautiful things.....	1	2	3	4	5	1	2	3	4	5
9. Your marriage\relationship with significant other.....	1	2	3	4	5	1	2	3	4	5
10. Your own family life.....	1	2	3	4	5	1	2	3	4	5
11. Your own health and physical condition.....	1	2	3	4	5	1	2	3	4	5
12. Your friends.....	1	2	3	4	5	1	2	3	4	5
13. The pay and fringe benefits of your job.....	1	2	3	4	5	1	2	3	4	5
14. The security of your job.....	1	2	3	4	5	1	2	3	4	5
15. What it is like where you work--the physical surroundings.....	1	2	3	4	5	1	2	3	4	5
16. The supervision you receive on your job.....	1	2	3	4	5	1	2	3	4	5
17. The opportunities for promotion and advancement on your job...	1	2	3	4	5	1	2	3	4	5
18. The people you work with.....	1	2	3	4	5	1	2	3	4	5
19. The work you do on your job -- the work itself.....	1	2	3	4	5	1	2	3	4	5
20. YOUR JOB AS A WHOLE	1	2	3	4	5	1	2	3	4	5
21. The amount of relaxation in your life.....	1	2	3	4	5	1	2	3	4	5
22. How comfortable and well-off you are.....	1	2	3	4	5	1	2	3	4	5
23. The time you have for "yourself".....	1	2	3	4	5	1	2	3	4	5
24. Out door places you can go in your spare time.....	1	2	3	4	5	1	2	3	4	5
25. The things you do in your free time.....	1	2	3	4	5	1	2	3	4	5
26. YOUR LIFE AS A WHOLE	1	2	3	4	5	1	2	3	4	5

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT
THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS)
ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

	LAST 2 DAYS					IN GENERAL				
1. I feel that I am unable to control the important things in my life..	1	2	3	4	5	1	2	3	4	5
2. I feel confident about my ability to handle my personal problems.....	1	2	3	4	5	1	2	3	4	5
3. I feel that things are going my way.....	1	2	3	4	5	1	2	3	4	5
4. I feel that difficulties are piling up so high that I cannot overcome them.....	1	2	3	4	5	1	2	3	4	5
5. I feel nervous and "stressed".....	1	2	3	4	5	1	2	3	4	5
6. I find it difficult to cope with all the things that I have to do....	1	2	3	4	5	1	2	3	4	5
7. I cannot keep my mind on one thing.....	1	2	3	4	5	1	2	3	4	5
8. I find it hard to keep my mind on a task or job.....	1	2	3	4	5	1	2	3	4	5
9. My sleep is restless and disturbed.....	1	2	3	4	5	1	2	3	4	5
10. I wish I could be as happy as others.....	1	2	3	4	5	1	2	3	4	5
11. I am happy most of the time.....	1	2	3	4	5	1	2	3	4	5
12. At times I think I am no good at all.....	1	2	3	4	5	1	2	3	4	5
13. The most important things that happen to me involve my work...	1	2	3	4	5	1	2	3	4	5
14. The major satisfaction in my life comes from my job.....	1	2	3	4	5	1	2	3	4	5
15. I will take on extra duties and responsibilities in my work.....	1	2	3	4	5	1	2	3	4	5
16. I live, eat, and breathe my job.....	1	2	3	4	5	1	2	3	4	5
17. I'll stay overtime to finish a job even if I'm not paid for it.....	1	2	3	4	5	1	2	3	4	5
18. I am able to use abilities I value on my job.....	1	2	3	4	5	1	2	3	4	5

END OF POST-SURVEY. THANK YOU FOR YOUR TIME!

FOLLOW-UP VACATION SURVEY

**(Please complete
2 weeks after
returning from
vacation).**

FOLLOW-UP VACATION SURVEY

Please list the name or symbol you used on the pre- and post- surveys: _____

If you have any questions, please call the study director--Dr. John Lounsbury (615) 974-3423 of the Psychology Department at the University of Tennessee, or the study coordinator, Jeff Polik (615) 523-9366.

Today's date _____

1. Has anything unusually positive or negative happened at work in the past few days that may influence your responses to this survey?
If yes, please describe briefly. YES NO (circle one)

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS ACCORDING TO THE 5-POINT SCALE BELOW:

1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

LAST
2 DAYS

1. I feel that I am unable to control the important things in my life.....	1	2	3	4	5
2. I feel confident about my ability to handle my personal problems.....	1	2	3	4	5
3. I feel that things are going my way.....	1	2	3	4	5
4. I feel that difficulties are piling up so high that I cannot overcome them.....	1	2	3	4	5
5. I feel nervous and "stressed".....	1	2	3	4	5
6. I find it difficult to cope with all the things that I have to do.....	1	2	3	4	5
7. I cannot keep my mind on one thing.....	1	2	3	4	5
8. I find it hard to keep my mind on a task or job.....	1	2	3	4	5
9. My sleep is restless and disturbed.....	1	2	3	4	5
10. I wish I could be as happy as others.....	1	2	3	4	5
11. I am happy.....	1	2	3	4	5
12. I think I am no good at all.....	1	2	3	4	5

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS ACCORDING TO THE 5-POINT SCALE BELOW:

1 = STRONGLY DISAGREE

2 = DISAGREE

3 = MIXED

4 = AGREE

5 = STRONGLY AGREE

**LAST
2 DAYS**

1. Too much work has been a problem with my job.....	1	2	3	4	5
2. I haven't had enough time to get everything done on my job.....	1	2	3	4	5
3. It seems like I've had too many projects and/or assignments.....	1	2	3	4	5
4. I've had time to think and contemplate things on my job.....	1	2	3	4	5
5. Clear, planned goals and objectives exist for my job.....	1	2	3	4	5
6. I know that I have divided my time properly at work.....	1	2	3	4	5
7. I know what my responsibilities are for my job.....	1	2	3	4	5
8. The explanation is clear of what has to be done for my job	1	2	3	4	5
9. I know exactly what is expected of me at work	1	2	3	4	5
10. At work, I've had to do things that should be done differently.....	1	2	3	4	5
11. I've received an assignment without the manpower and/or resources to complete it.....	1	2	3	4	5
12. I've had to buck a rule or policy in order to do my work.....	1	2	3	4	5
13. I've received incompatible requests from two or more people.....	1	2	3	4	5
14. In my job I've done things that are apt to be accepted by one person and not accepted by others.....	1	2	3	4	5
15. I've had to work on unnecessary /unimportant things.....	1	2	3	4	5
16. My co-workers have made my worklife easier.....	1	2	3	4	5
17. My co-workers could be relied on when things got tough at work.....	1	2	3	4	5
18. My co-workers have been easy to talk to.....	1	2	3	4	5
19. My co-workers have been willing to listen to my personal problems.....	1	2	3	4	5
20. My job tends to directly affect my health.....	1	2	3	4	5
21. I work under a great deal of tension.....	1	2	3	4	5
22. I have felt fidgety and nervous as a result of my job.....	1	2	3	4	5
23. Problems associated with my job have kept me awake at night.....	1	2	3	4	5
24. I have "taken my job home with me" in the sense that I've thought about it when doing other things.....	1	2	3	4	5
25. The most important things that happen to me involve my work.....	1	2	3	4	5
26. The major satisfaction in my life comes from my job.....	1	2	3	4	5
27. I will take on extra duties and responsibilities in my work.....	1	2	3	4	5
28. I live, eat, and breathe my job.....	1	2	3	4	5
29. I'll stay overtime to finish a job even if I'm not paid for it.....	1	2	3	4	5
30. I am able to use abilities I value on my job.....	1	2	3	4	5
31. I've had stomach trouble.....	1	2	3	4	5
32. I've had headaches.....	1	2	3	4	5
33. I've noticed my heart pounding.....	1	2	3	4	5
34. I've had a hard time sleeping.....	1	2	3	4	5
35. I've had a loss of appetite.....	1	2	3	4	5
36. I've lost sleep over worry.....	1	2	3	4	5

LIFE SATISFACTION Use the scale below to indicate how satisfied you have been with various aspects of your life over the LAST TWO DAYS. Leave the item blank if it is not applicable.

1 = VERY DISSATISFIED

2 = DISSATISFIED

3 = MIXED

4 = SATISFIED

5 = VERY SATISFIED

**LAST
2 DAYS**

1. Yourself.....	1	2	3	4	5
2. How much fun you are having.....	1	2	3	4	5
3. The way you handle problems that come up in your life.....	1	2	3	4	5
4. What you are accomplishing in your life.....	1	2	3	4	5
5. How you get on with other people.....	1	2	3	4	5
6. How much you are admired or respected by other people.....	1	2	3	4	5
7. The amount of free time you have.....	1	2	3	4	5
8. The chance you have to enjoy pleasant or beautiful things.....	1	2	3	4	5
9. Your marriage\relationship with significant other.....	1	2	3	4	5
10. Your own family life.....	1	2	3	4	5
11. Your own health and physical condition.....	1	2	3	4	5
12. Your friends.....	1	2	3	4	5
13. The pay and fringe benefits of your job.....	1	2	3	4	5
14. The security of your job.....	1	2	3	4	5
15. What it is like where you work--the physical surroundings.....	1	2	3	4	5
16. The supervision you receive on your job.....	1	2	3	4	5
17. The opportunities for promotion and advancement on your job.....	1	2	3	4	5
18. The people you work with.....	1	2	3	4	5
19. The work you do on your job -- the work itself.....	1	2	3	4	5
20. YOUR JOB AS A WHOLE	1	2	3	4	5
21. The amount of relaxation in your life.....	1	2	3	4	5
22. How comfortable and well-off you are.....	1	2	3	4	5
23. The time you have for "yourself".....	1	2	3	4	5
24. Out door places you can go in your spare time.....	1	2	3	4	5
25. The things you do in your free time.....	1	2	3	4	5
26. YOUR LIFE AS A WHOLE	1	2	3	4	5

END OF FOLLOW-UP SURVEY. THANK YOU FOR YOUR PARTICIPATION!

VACATION STUDY INSTRUCTIONS FOR NON-VACATIONING PARTICIPANTS

Thank you for volunteering to participate in my study. In order to better ascertain what changes in attitudes can be attributed to a vacation from work I must ask you to participate in three phases of data collection (total estimated time = 1 hour):

- (1) Pre-Survey: To be filled out within one week before your vacationing counterpart departs on vacation. *
- (2) Post-Survey: To be filled out within one week after your vacationing counterpart returns from vacation.*
- (3) Follow-up Survey (short form): To be completed two-weeks after the vacationers' return.*

*Try to fill out the surveys the same days that your vacationing co-worker does.

Each of the surveys will ask for the name or symbol that your vacationing counterpart put on his or her survey. It is very important that you find out what name/symbol he or she is using for identification on the surveys and that you put the same name/symbol on your surveys so that his/hers can be matched with yours by me after you've returned them. Also, you will need to remember the name/symbol and use it on all three surveys. Although you will need to share a name/symbol with your matched vacationer, **all responses are completely confidential, no one at your organization will see your completed surveys.**

As soon as I know your counterpart's vacation plans I will make arrangements to get the Pre-survey to you within a week before he/she goes. Then within a week after (s)he returns from vacation I'll arrange for you to receive the Post-survey, and two weeks later the Follow-up (You may receive all 3 at once in which case you should fill them out according to the time schedule above). It is very important that you participate in all three phases, else your responses cannot be used. After completing each survey you can either return it to me, Jeff Polik, at the address below, or call me at (615)-523-9366 and I will make arrangements to pick up your responses. If it is impractical to return the surveys as you complete them, I will collect all 3 surveys from you after you complete the follow-up, however, I will have to ask that you don't look back at how you responded on earlier surveys when filling out subsequent ones (eg. don't look at your pre-responses when completing the post-survey).

Thank you again for your participation, I appreciate your time and consideration!

Sincerely,

Jeff Polik
822 W. Hill Ave. #104
Knoxville, TN 37902

NON- VACATIONING CONTROL PRE-SURVEY

**(Please complete
within 1 week prior
to your vacationing
counterpart's
departure on
vacation).**

NON-VACATIONING CONTROL PRE-SURVEY

Please list the name or symbol used by your vacationing counterpart on his/her survey (very important): _____

If you have any questions, please call the study director--Dr. John Lounsbury (615) 974-3423 of the Psychology Department at the University of Tennessee, or the study coordinator, Jeff Polik (615) 523-9366.

Today's date _____

1. When was the last time you went on vacation? _____
2. Are you planning on going on vacation this summer, and if so, when? _____
3. How many vacations do you take per year on average? _____
4. On average, how long do these last? _____

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS) ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = **STRONGLY DISAGREE**
 2 = **DISAGREE**
 3 = **MIXED**
 4 = **AGREE**
 5 = **STRONGLY AGREE**

	LAST 2 DAYS					IN GENERAL				
1. I feel that I am unable to control the important things in my life...	1	2	3	4	5	1	2	3	4	5
2. I feel confident about my ability to handle my personal problems.....	1	2	3	4	5	1	2	3	4	5
3. I feel that things are going my way.....	1	2	3	4	5	1	2	3	4	5
4. I feel that difficulties are piling up so high that I cannot overcome them.....	1	2	3	4	5	1	2	3	4	5
5. I feel nervous and "stressed".....	1	2	3	4	5	1	2	3	4	5
6. I find it difficult to cope with all the things that I have to do....	1	2	3	4	5	1	2	3	4	5
7. I cannot keep my mind on one thing.....	1	2	3	4	5	1	2	3	4	5
8. I find it hard to keep my mind on a task or job.....	1	2	3	4	5	1	2	3	4	5
9. My sleep is restless and disturbed.....	1	2	3	4	5	1	2	3	4	5
10. I wish I could be as happy as others.....	1	2	3	4	5	1	2	3	4	5
11. I am happy.....	1	2	3	4	5	1	2	3	4	5
12. I've thought I am no good at all.....	1	2	3	4	5	1	2	3	4	5

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT
THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS)
ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

	LAST 2 DAYS					IN GENERAL				
1. Too much work has been a problem with my job.....	1	2	3	4	5	1	2	3	4	5
2. I haven't had enough time to get everything done on my job.....	1	2	3	4	5	1	2	3	4	5
3. It seems like I've had too many projects and/or assignments.....	1	2	3	4	5	1	2	3	4	5
4. I've had time to think and contemplate things on my job.....	1	2	3	4	5	1	2	3	4	5
5. Clear, planned goals and objectives exist for my job.....	1	2	3	4	5	1	2	3	4	5
6. I know that I have divided my time properly at work.....	1	2	3	4	5	1	2	3	4	5
7. I know what my responsibilities are for my job.....	1	2	3	4	5	1	2	3	4	5
8. The explanation is clear of what has to be done for my job	1	2	3	4	5	1	2	3	4	5
9. I know exactly what is expected of me at work	1	2	3	4	5	1	2	3	4	5
10. At work, I've had to do things that should be done differently.....	1	2	3	4	5	1	2	3	4	5
11. I've received an assignment without the manpower and/or resources to complete it.....	1	2	3	4	5	1	2	3	4	5
12. I've had to buck a rule or policy in order to do my work.....	1	2	3	4	5	1	2	3	4	5
13. I've received incompatible requests from two or more people.....	1	2	3	4	5	1	2	3	4	5
14. In my job I've done things that are apt to be accepted by one person and not accepted by others.....	1	2	3	4	5	1	2	3	4	5
15. I've had to work on unnecessary/unimportant things.....	1	2	3	4	5	1	2	3	4	5
16. My co-workers have made my worklife easier.....	1	2	3	4	5	1	2	3	4	5
17. My co-workers could be relied on when things got tough at work.....	1	2	3	4	5	1	2	3	4	5
18. My co-workers have been easy to talk to.....	1	2	3	4	5	1	2	3	4	5
19. My co-workers have been willing to listen to my personal problems.....	1	2	3	4	5	1	2	3	4	5
20. My job tends to directly affect my health.....	1	2	3	4	5	1	2	3	4	5
21. I work under a great deal of tension.....	1	2	3	4	5	1	2	3	4	5
22. I have felt fidgety and nervous as a result of my job.....	1	2	3	4	5	1	2	3	4	5
23. Problems associated with my job have kept me awake at night....	1	2	3	4	5	1	2	3	4	5
24. I have "taken my job home with me" in the sense that I've thought about it when doing other things.....	1	2	3	4	5	1	2	3	4	5
25. The most important things that happen to me involve my work..	1	2	3	4	5	1	2	3	4	5
26. The major satisfaction in my life comes from my job.....	1	2	3	4	5	1	2	3	4	5
27. I will take on extra duties and responsibilities in my work.....	1	2	3	4	5	1	2	3	4	5
28. I live, eat, and breathe my job.....	1	2	3	4	5	1	2	3	4	5
29. I'll stay overtime to finish a job even if I'm not paid for it.....	1	2	3	4	5	1	2	3	4	5
30. I am able to use abilities I value on my job.....	1	2	3	4	5	1	2	3	4	5
31. I've had stomach trouble.....	1	2	3	4	5	1	2	3	4	5
32. I've had headaches.....	1	2	3	4	5	1	2	3	4	5
33. I've noticed my heart pounding.....	1	2	3	4	5	1	2	3	4	5
34. I've had a hard time sleeping.....	1	2	3	4	5	1	2	3	4	5
35. I've had a loss of appetite.....	1	2	3	4	5	1	2	3	4	5
36. I've lost sleep over worry.....	1	2	3	4	5	1	2	3	4	5

LIFE SATISFACTION Use the scale below to indicate how satisfied you have been with various aspects of your life over the **LAST TWO DAYS** AND **IN GENERAL**.
Leave the item blank if it is not applicable.

1 = VERY DISSATISFIED
2 = DISSATISFIED
3 = MIXED
4 = SATISFIED
5 = VERY SATISFIED

	LAST 2 DAYS					IN GENERAL				
1. Yourself.....	1	2	3	4	5	1	2	3	4	5
2. How much fun you are having.....	1	2	3	4	5	1	2	3	4	5
3. The way you handle problems that come up in your life.....	1	2	3	4	5	1	2	3	4	5
4. What you are accomplishing in your life.....	1	2	3	4	5	1	2	3	4	5
5. How you get on with other people.....	1	2	3	4	5	1	2	3	4	5
6. How much you are admired or respected by other people.....	1	2	3	4	5	1	2	3	4	5
7. The amount of free time you have.....	1	2	3	4	5	1	2	3	4	5
8. The chance you have to enjoy pleasant or beautiful things.....	1	2	3	4	5	1	2	3	4	5
9. Your marriage\relationship with significant other.....	1	2	3	4	5	1	2	3	4	5
10. Your own family life.....	1	2	3	4	5	1	2	3	4	5
11. Your own health and physical condition.....	1	2	3	4	5	1	2	3	4	5
12. Your friends.....	1	2	3	4	5	1	2	3	4	5
13. The pay and fringe benefits of your job.....	1	2	3	4	5	1	2	3	4	5
14. The security of your job.....	1	2	3	4	5	1	2	3	4	5
15. What it is like where you work--the physical surroundings.....	1	2	3	4	5	1	2	3	4	5
16. The supervision you receive on your job.....	1	2	3	4	5	1	2	3	4	5
17. The opportunities for promotion and advancement on your job....	1	2	3	4	5	1	2	3	4	5
18. The people you work with.....	1	2	3	4	5	1	2	3	4	5
19. The work you do on your job -- the work itself.....	1	2	3	4	5	1	2	3	4	5
20. YOUR JOB AS A WHOLE	1	2	3	4	5	1	2	3	4	5
21. The amount of relaxation in your life.....	1	2	3	4	5	1	2	3	4	5
22. How comfortable and well-off you are.....	1	2	3	4	5	1	2	3	4	5
23. The time you have for "yourself".....	1	2	3	4	5	1	2	3	4	5
24. Out door places you can go in your spare time.....	1	2	3	4	5	1	2	3	4	5
25. The things you do in your free time.....	1	2	3	4	5	1	2	3	4	5
26. YOUR LIFE AS A WHOLE	1	2	3	4	5	1	2	3	4	5

BACKGROUND INFORMATION

1. In what year were you born? _____
2. I am (CIRCLE ONE) MALE FEMALE
3. What is the highest level of education you have completed?

☐ None	☐ Some college
☐ Grade 1-7	☐ Professional or trade school degree (A.A.)
☐ Grade 8 (completed grade school)	☐ 4-year college degree
☐ Some high school	☐ Some graduate or professional education beyond college
☐ Completed high school or equivalent	☐ Advanced degree (M.A., Ph.D., D.V.S., M. D., etc...)
4. As for your marital status, are you:

☐ Married	☐ Divorced	☐ Single
☐ Married but spouse not in household	☐ Separated	☐ Widowed
☐ Living together, common law marriage		
5. If married or living together, for how long? ____ Years ____ Months
6. What is your job title? _____
7. Who do you work for? _____ For how long? ____ Years ____ Months
8. On average, how many hours per-week do you work for pay? _____
9. Does your spouse/partner work outside the home? (CIRCLE ONE) Yes No
10. What does (s)he do? _____
11. How many children under 18 are living with you? _____
12. What are their ages? ____ _
13. Adding up your total family income, about how much do you make a year?

☐ less than \$5,000	☐ 25,000-29,999
☐ 5,000-9,999	☐ 30,000-39,999
☐ 10,000-14,999	☐ 40,000-49,999
☐ 15,000-19,999	☐ 50,000-74,999
☐ 20,000-24,999	☐ 75,000 or more

END OF PRE-SURVEY.

REMEMBER THAT YOU WILL BE ASKED TO COMPLETE A POST-SURVEY WITHIN A FEW DAYS OF YOUR VACATIONING COUNTERPARTS' RETURN TO WORK. THANK YOU FOR YOUR TIME!

**NON-
VACATIONING
CONTROL
POST-SURVEY**

**(Please complete
within 1 week after
your vacationing
counterpart's return
from vacation).**

NON-VACATIONING CONTROL POST-SURVEY

Please list the name or symbol used by your vacationing counterpart on his/her survey (Same as pre-survey): _____

If you have any questions, please call the study director—Dr. John Lounsbury (615) 974-3423 of the Psychology Department at the University of Tennessee, or the study coordinator, Jeff Polik (615) 523-9366.

Today's date _____

1. Has anything unusual happened at work while your vacationing co-worker was gone?
If "yes" please explain:

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS) ACCORDING TO THE 5-POINT SCALE BELOW:

- 1 = **STRONGLY DISAGREE**
2 = **DISAGREE**
3 = **MIXED**
4 = **AGREE**
5 = **STRONGLY AGREE**

	LAST 2 DAYS					IN GENERAL				
1. I feel that I am unable to control the important things in my life...	1	2	3	4	5	1	2	3	4	5
2. I feel confident about my ability to handle my personal problems.....	1	2	3	4	5	1	2	3	4	5
3. I feel that things are going my way.....	1	2	3	4	5	1	2	3	4	5
4. I feel that difficulties are piling up so high that I cannot overcome them.....	1	2	3	4	5	1	2	3	4	5
5. I feel nervous and "stressed".....	1	2	3	4	5	1	2	3	4	5
6. I find it difficult to cope with all the things that I have to do.....	1	2	3	4	5	1	2	3	4	5
7. I cannot keep my mind on one thing.....	1	2	3	4	5	1	2	3	4	5
8. I find it hard to keep my mind on a task or job.....	1	2	3	4	5	1	2	3	4	5
9. My sleep is restless and disturbed.....	1	2	3	4	5	1	2	3	4	5
10. I wish I could be as happy as others.....	1	2	3	4	5	1	2	3	4	5
11. I am happy.....	1	2	3	4	5	1	2	3	4	5
12. I've thought I am no good at all.....	1	2	3	4	5	1	2	3	4	5

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT
THE LAST TWO DAYS AND HOW YOU'VE FELT IN GENERAL (LAST 6 MONTHS)
ACCORDING TO THE 5-POINT SCALE BELOW:

1 = STRONGLY DISAGREE

2 = DISAGREE

3 = MIXED

4 = AGREE

5 = STRONGLY AGREE

	LAST 2 DAYS					IN GENERAL				
1. Too much work has been a problem with my job.....	1	2	3	4	5	1	2	3	4	5
2. I haven't had enough time to get everything done on my job.....	1	2	3	4	5	1	2	3	4	5
3. It seems like I've had too many projects and/or assignments.....	1	2	3	4	5	1	2	3	4	5
4. I've had time to think and contemplate things on my job.....	1	2	3	4	5	1	2	3	4	5
5. Clear, planned goals and objectives exist for my job.....	1	2	3	4	5	1	2	3	4	5
6. I know that I have divided my time properly at work.....	1	2	3	4	5	1	2	3	4	5
7. I know what my responsibilities are for my job.....	1	2	3	4	5	1	2	3	4	5
8. The explanation is clear of what has to be done for my job	1	2	3	4	5	1	2	3	4	5
9. I know exactly what is expected of me at work	1	2	3	4	5	1	2	3	4	5
10. At work, I've had to do things that should be done differently.....	1	2	3	4	5	1	2	3	4	5
11. I've received an assignment without the manpower and/or resources to complete it.....	1	2	3	4	5	1	2	3	4	5
12. I've had to buck a rule or policy in order to do my work.....	1	2	3	4	5	1	2	3	4	5
13. I've received incompatible requests from two or more people.....	1	2	3	4	5	1	2	3	4	5
14. In my job I've done things that are apt to be accepted by one person and not accepted by others.....	1	2	3	4	5	1	2	3	4	5
15. I've had to work on unnecessary/unimportant things.....	1	2	3	4	5	1	2	3	4	5
16. My co-workers have made my worklife easier.....	1	2	3	4	5	1	2	3	4	5
17. My co-workers could be relied on when things got tough at work.....	1	2	3	4	5	1	2	3	4	5
18. My co-workers have been easy to talk to.....	1	2	3	4	5	1	2	3	4	5
19. My co-workers have been willing to listen to my personal problems.....	1	2	3	4	5	1	2	3	4	5
20. My job tends to directly affect my health.....	1	2	3	4	5	1	2	3	4	5
21. I work under a great deal of tension.....	1	2	3	4	5	1	2	3	4	5
22. I have felt fidgety and nervous as a result of my job.....	1	2	3	4	5	1	2	3	4	5
23. Problems associated with my job have kept me awake at night....	1	2	3	4	5	1	2	3	4	5
24. I have "taken my job home with me" in the sense that I've thought about it when doing other things.....	1	2	3	4	5	1	2	3	4	5
25. The most important things that happen to me involve my work..	1	2	3	4	5	1	2	3	4	5
26. The major satisfaction in my life comes from my job.....	1	2	3	4	5	1	2	3	4	5
27. I will take on extra duties and responsibilities in my work.....	1	2	3	4	5	1	2	3	4	5
28. I live, eat, and breathe my job.....	1	2	3	4	5	1	2	3	4	5
29. I'll stay overtime to finish a job even if I'm not paid for it.....	1	2	3	4	5	1	2	3	4	5
30. I am able to use abilities I value on my job.....	1	2	3	4	5	1	2	3	4	5
31. I've had stomach trouble.....	1	2	3	4	5	1	2	3	4	5
32. I've had headaches.....	1	2	3	4	5	1	2	3	4	5
33. I've noticed my heart pounding.....	1	2	3	4	5	1	2	3	4	5
34. I've had a hard time sleeping.....	1	2	3	4	5	1	2	3	4	5
35. I've had a loss of appetite.....	1	2	3	4	5	1	2	3	4	5
36. I've lost sleep over worry.....	1	2	3	4	5	1	2	3	4	5

LIFE SATISFACTION Use the scale below to indicate how satisfied you have been with various aspects of your life over the **LAST TWO DAYS** AND **IN GENERAL**.
Leave the item blank if it is not applicable.

1 = **VERY DISSATISFIED**
2 = **DISSATISFIED**
3 = **MIXED**
4 = **SATISFIED**
5 = **VERY SATISFIED**

	LAST 2 DAYS					IN GENERAL				
1. Yourself.....	1	2	3	4	5	1	2	3	4	5
2. How much fun you are having.....	1	2	3	4	5	1	2	3	4	5
3. The way you handle problems that come up in your life.....	1	2	3	4	5	1	2	3	4	5
4. What you are accomplishing in your life.....	1	2	3	4	5	1	2	3	4	5
5. How you get on with other people.....	1	2	3	4	5	1	2	3	4	5
6. How much you are admired or respected by other people.....	1	2	3	4	5	1	2	3	4	5
7. The amount of free time you have.....	1	2	3	4	5	1	2	3	4	5
8. The chance you have to enjoy pleasant or beautiful things.....	1	2	3	4	5	1	2	3	4	5
9. Your marriage\relationship with significant other.....	1	2	3	4	5	1	2	3	4	5
10. Your own family life.....	1	2	3	4	5	1	2	3	4	5
11. Your own health and physical condition.....	1	2	3	4	5	1	2	3	4	5
12. Your friends.....	1	2	3	4	5	1	2	3	4	5
13. The pay and fringe benefits of your job.....	1	2	3	4	5	1	2	3	4	5
14. The security of your job.....	1	2	3	4	5	1	2	3	4	5
15. What it is like where you work--the physical surroundings.....	1	2	3	4	5	1	2	3	4	5
16. The supervision you receive on your job.....	1	2	3	4	5	1	2	3	4	5
17. The opportunities for promotion and advancement on your job...	1	2	3	4	5	1	2	3	4	5
18. The people you work with.....	1	2	3	4	5	1	2	3	4	5
19. The work you do on your job -- the work itself.....	1	2	3	4	5	1	2	3	4	5
20. YOUR JOB AS A WHOLE	1	2	3	4	5	1	2	3	4	5
21. The amount of relaxation in your life.....	1	2	3	4	5	1	2	3	4	5
22. How comfortable and well-off you are.....	1	2	3	4	5	1	2	3	4	5
23. The time you have for "yourself".....	1	2	3	4	5	1	2	3	4	5
24. Out door places you can go in your spare time.....	1	2	3	4	5	1	2	3	4	5
25. The things you do in your free time.....	1	2	3	4	5	1	2	3	4	5
26. YOUR LIFE AS A WHOLE	1	2	3	4	5	1	2	3	4	5

END OF POST-SURVEY. THANK YOU FOR YOUR TIME!

NON-VACATION FOLLOW-UP SURVEY

**(Please complete
2 weeks after your
vacationing
counterpart's return
from vacation).**

NON-VACATION FOLLOW-UP SURVEY

Please list the name or symbol you used on the pre- and post- surveys: _____

If you have any questions, please call the study director—Dr. John Lounsbury (615) 974-3423 of the Psychology Department at the University of Tennessee, or the study coordinator, Jeff Polik (615) 523-9366.

Today's date _____

1. Has anything unusually positive or negative happened at work in the past few days that may influence your responses to this survey?
If yes, please describe briefly. YES NO (circle one)

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS ACCORDING TO THE 5-POINT SCALE BELOW:

1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

LAST
2 DAYS

- | | | | | | |
|--|---|---|---|---|---|
| 1. I feel that I am unable to control the important things in my life..... | 1 | 2 | 3 | 4 | 5 |
| 2. I feel confident about my ability to handle my personal problems..... | 1 | 2 | 3 | 4 | 5 |
| 3. I feel that things are going my way..... | 1 | 2 | 3 | 4 | 5 |
| 4. I feel that difficulties are piling up so high that I cannot overcome them..... | 1 | 2 | 3 | 4 | 5 |
| 5. I feel nervous and "stressed"..... | 1 | 2 | 3 | 4 | 5 |
| 6. I find it difficult to cope with all the things that I have to do..... | 1 | 2 | 3 | 4 | 5 |
| 7. I cannot keep my mind on one thing..... | 1 | 2 | 3 | 4 | 5 |
| 8. I find it hard to keep my mind on a task or job..... | 1 | 2 | 3 | 4 | 5 |
| 9. My sleep is restless and disturbed..... | 1 | 2 | 3 | 4 | 5 |
| 10. I wish I could be as happy as others..... | 1 | 2 | 3 | 4 | 5 |
| 11. I am happy..... | 1 | 2 | 3 | 4 | 5 |
| 12. I think I am no good at all..... | 1 | 2 | 3 | 4 | 5 |

PLEASE RATE EACH OF THE FOLLOWING ITEMS BASED ON HOW YOU'VE FELT THE LAST TWO DAYS ACCORDING TO THE 5-POINT SCALE BELOW:

1 = STRONGLY DISAGREE
2 = DISAGREE
3 = MIXED
4 = AGREE
5 = STRONGLY AGREE

LAST
2 DAYS

	1	2	3	4	5
1. Too much work has been a problem with my job.....	1	2	3	4	5
2. I haven't had enough time to get everything done on my job.....	1	2	3	4	5
3. It seems like I've had too many projects and/or assignments.....	1	2	3	4	5
4. I've had time to think and contemplate things on my job.....	1	2	3	4	5
5. Clear, planned goals and objectives exist for my job.....	1	2	3	4	5
6. I know that I have divided my time properly at work.....	1	2	3	4	5
7. I know what my responsibilities are for my job.....	1	2	3	4	5
8. The explanation is clear of what has to be done for my job	1	2	3	4	5
9. I know exactly what is expected of me at work	1	2	3	4	5
10. At work, I've had to do things that should be done differently.....	1	2	3	4	5
11. I've received an assignment without the manpower and/or resources to complete it.....	1	2	3	4	5
12. I've had to buck a rule or policy in order to do my work.....	1	2	3	4	5
13. I've received incompatible requests from two or more people.....	1	2	3	4	5
14. In my job I've done things that are apt to be accepted by one person and not accepted by others.....	1	2	3	4	5
15. I've had to work on unnecessary/unimportant things.....	1	2	3	4	5
16. My co-workers have made my worklife easier.....	1	2	3	4	5
17. My co-workers could be relied on when things got tough at work.....	1	2	3	4	5
18. My co-workers have been easy to talk to.....	1	2	3	4	5
19. My co-workers have been willing to listen to my personal problems.....	1	2	3	4	5
20. My job tends to directly affect my health.....	1	2	3	4	5
21. I work under a great deal of tension.....	1	2	3	4	5
22. I have felt fidgety and nervous as a result of my job.....	1	2	3	4	5
23. Problems associated with my job have kept me awake at night.....	1	2	3	4	5
24. I have "taken my job home with me" in the sense that I've thought about it when doing other things.....	1	2	3	4	5
25. The most important things that happen to me involve my work.....	1	2	3	4	5
26. The major satisfaction in my life comes from my job.....	1	2	3	4	5
27. I will take on extra duties and responsibilities in my work.....	1	2	3	4	5
28. I live, eat, and breathe my job.....	1	2	3	4	5
29. I'll stay overtime to finish a job even if I'm not paid for it.....	1	2	3	4	5
30. I am able to use abilities I value on my job.....	1	2	3	4	5
31. I've had stomach trouble.....	1	2	3	4	5
32. I've had headaches.....	1	2	3	4	5
33. I've noticed my heart pounding.....	1	2	3	4	5
34. I've had a hard time sleeping.....	1	2	3	4	5
35. I've had a loss of appetite.....	1	2	3	4	5
36. I've lost sleep over worry.....	1	2	3	4	5

LIFE SATISFACTION Use the scale below to indicate how satisfied you have been with various aspects of your life over the LAST TWO DAYS. Leave the item blank if it is not applicable.

1 = VERY DISSATISFIED
 2 = DISSATISFIED
 3 = MIXED
 4 = SATISFIED
 5 = VERY SATISFIED

	LAST 2 DAYS
1. Yourself.....	1 2 3 4 5
2. How much fun you are having.....	1 2 3 4 5
3. The way you handle problems that come up in your life.....	1 2 3 4 5
4. What you are accomplishing in your life.....	1 2 3 4 5
5. How you get on with other people.....	1 2 3 4 5
6. How much you are admired or respected by other people.....	1 2 3 4 5
7. The amount of free time you have.....	1 2 3 4 5
8. The chance you have to enjoy pleasant or beautiful things.....	1 2 3 4 5
9. Your marriage\relationship with significant other.....	1 2 3 4 5
10. Your own family life.....	1 2 3 4 5
11. Your own health and physical condition.....	1 2 3 4 5
12. Your friends.....	1 2 3 4 5
13. The pay and fringe benefits of your job.....	1 2 3 4 5
14. The security of your job.....	1 2 3 4 5
15. What it is like where you work--the physical surroundings.....	1 2 3 4 5
16. The supervision you receive on your job.....	1 2 3 4 5
17. The opportunities for promotion and advancement on your job.....	1 2 3 4 5
18. The people you work with.....	1 2 3 4 5
19. The work you do on your job -- the work itself.....	1 2 3 4 5
20. YOUR JOB AS A WHOLE	1 2 3 4 5
21. The amount of relaxation in your life.....	1 2 3 4 5
22. How comfortable and well-off you are.....	1 2 3 4 5
23. The time you have for "yourself".....	1 2 3 4 5
24. Out door places you can go in your spare time.....	1 2 3 4 5
25. The things you do in your free time.....	1 2 3 4 5
26. YOUR LIFE AS A WHOLE	1 2 3 4 5

END OF FOLLOW-UP SURVEY. THANK YOU FOR YOUR PARTICIPATION!

VITA

Jeffrey Raymond Polik was born in Laguna Beach, California, on September 12th, 1964. He attended elementary and high school in Huntington Beach, graduating from the latter in 1982. In the fall of 1984 he began studies at San Diego State University. In the spring of 1988 he received a B.S. degree in psychology. The following August he entered the University of Tennessee, Knoxville, and in August, 1995 received a Doctor of Philosophy degree in industrial and organizational psychology.