Work-family and well-being of the Brazilian Army soldiers.

CPT QCO Psy Carolina Rodrigues Silveira
Advisor: Prof Dra Maria José Chambel - PhD
The concept of peace operations was created as soon as the UN was founded, as a consequence of the need to ensure international peace and security after the Second World War.
The United Nations Stabilisation Mission in Haiti - MINUSTAH – is the mission which has more relevance to the research, due to the great number of Brazilian Army soldiers deployed in this mission.
It is estimated that more than 23 thousand Brazilian Army soldiers engaged in troops in MINUSTAH. The Brazilian peacekeeping operations in Haitian soil started in 2004 and finished in October 2017.
MINUSTAH
Acronym derived from French language – Mission des Nations Unies pour la Stabilisation en Haiti
(United Nation Stabilisation in Haiti)
Numerous reasons justify a soldier's personal choice to volunteer to join a troop in a peacekeeping mission. However, even though these motivations are recognised and legitimate, they do not cancel the risk factors which are present in a theatre of operations of a peacekeeping force.
In fact, peacekeeping operations share many stressing factors with war, although the risk of enemy fire, death or personal damage is lower. Certain stressing factors, such as a lack of a clear definition of responsibilities or boredom, can be more problematic in humanitarian or peacekeeping missions than in combat ones.
In addition, distance from home and family has been highlighted as a relevant stressing factor experienced by soldiers deployed in a peacekeeping mission.
Indeed, as Wadsworth and Southwell (2011) argue, the militaries have to spend energy and both psychological and behavioral pressures in their work that evoke family tensions. Aspects of workload (i.e., working hours, hours of sleep, days training, and perceived work overload), health, and morale are considered the strongest predictors of the work–family conflict (WFC) in militaries (Britt & Craig, 2005).
On the other hand, the breadth of the work–family literature currently includes the existence of positive synergies between work and family roles, namely, work–family enrichment (WFE; Greenhaus & Powell, 2006).
WFE is that there are five interdependent types of resources which are transferable between work and family domains that generate WFE: (1) skills, (2) psychological and physical resources, (3) sociocapital, (4) flexibility, and (5) material resources (Greenhaus & Powell, 2006).
This study intended to analyze aspects of the work-family relation and the influences of this dyad on the well-being of the Brazilian Army military personnel who were part of troops in a peacekeeping mission through the United Nations in Haiti.
The data were collected in two Brazilian battalions (25th and 26th Contingent) which accomplished a mission in Haiti. Using the data collected in a sample of 306 soldiers, married and/or with children, during the phase of employment of the troops, in Haitian territory, when the military personnel was between three and five months away from their families.
Data analysis was performed using structural equations model.
Measures

We measured **Work-Family Enrichment** using the 9-item scale of Carlson, Kacmar, Wayne, and Grzywacz (2006). A sample item is “My involvement with my work helps me to understand different viewpoints and this helps me be a better family member” and “My involvement in my work helps me to develop my abilities and this helps me be a better family member.” Items were scored on a 5-point rating scale from (1) totally disagree to (5) totally agree (α= .94).
Measures

Well-being. We measured general well-being with the assessment of both Satisfaction with Life and Health Perception.
Satisfaction with Life was assessed with the five-item scale of Diener et al. (1985), which had already been used in Portugal (Neto 1992). A sample of items is — “I am satisfied with my life” and “If I could live my life again I would change nothing at all”. Items were scored on a seven-point rating scale from (1) “totally disagree” to (7) “totally agree” ($\alpha = 0.88$).
Measures

The Health Perceptions Questionnaire developed by Ware et al. (1978) was used to assess Health Perceptions. The scale was composed of four items — “I am as healthy as others” and “My health is excellent”. Items were scored on a five-point rating scale from (1) “definitively false” to (5) “definitely true” ($\alpha = 0.90$).
Practical Implications
Elaboration of a proposal of intervention guidelines to be applied in future missions of the Brazilian Army, aiming at the constant improvement of the psychological intervention with the mission troops.
Before testing our hypotheses, we performed a confirmatory factor analysis of our theoretical model and we observed that our theoretical model had a good fit to the data.

<table>
<thead>
<tr>
<th>Models</th>
<th>$\chi^2$</th>
<th>$\Delta \chi^2$</th>
<th>CFI</th>
<th>IFI</th>
<th>RMSEA</th>
<th>SRMR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measurement Model</td>
<td>$\chi^2 (340) = 755.99^{**}$</td>
<td></td>
<td>.94</td>
<td>.94</td>
<td>.06</td>
<td>.05</td>
</tr>
<tr>
<td>1 Factor Model</td>
<td>$\chi^2 (350) = 3435.17^{**}$</td>
<td>$\Delta \chi^2 (10) = 2679.18^{**}$</td>
<td>.52</td>
<td>.52</td>
<td>.17</td>
<td>.15</td>
</tr>
</tbody>
</table>
Testing the hypothesis

- The model that fits better to the data was the partial mediated model with direct relationships between support and context free well-being established.

<table>
<thead>
<tr>
<th>Models</th>
<th>$\chi^2$</th>
<th>$\Delta\chi^2$</th>
<th>CFI</th>
<th>IFI</th>
<th>RMSEA</th>
<th>SRMR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fully-mediated</td>
<td>$\chi^2 (343) =$</td>
<td></td>
<td>.93</td>
<td>.93</td>
<td>.06</td>
<td>.06</td>
</tr>
<tr>
<td>Model</td>
<td>773.66**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partially-mediated</td>
<td>$\chi^2 (341) =$</td>
<td>Model Comparison</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Model</td>
<td>765.50**</td>
<td>$\Delta\chi^2 (2) = 8.16^*$</td>
<td>.93</td>
<td>.93</td>
<td>.06</td>
<td>.06</td>
</tr>
</tbody>
</table>
We verified that the military personnel’s appreciation of the family's support for their participation during the mission had a positive relation with both Family - Work Enrichment and Work - Family Enrichment.
Family-Work Enrichment does not seem to be a mediator of the relationship between Family Support and Context Free Well-being: only direct relationships were found between Family Support and Family-Work Enrichment and between Family Support and Health Perceptions.
Work - Family Enrichment seems to be a partial mediator of the relationship between Family Support and Health Perceptions, since the direct relationship between Family Support and Health Perceptions was significant.
Work - Family Enrichment seems to be a variable that contributes to totally explain the relationship between Family Support and Satisfaction with Life.
Results

Family Support

Enrichment
Family-Work

Health

.44**

.19**

.15*

Family Support

Enrichment
Work-Family

.23**

Satisfaction with life

.25**
Therefore, it is important that the Brazilian Army continues to invest in family support guidelines, as this research demonstrates that work-family enrichment has a significant relationship with these soldiers' well-being. It is important to highlight that this well-being can be transferred to the family sphere as whole.
Mulțumesc!
carolinarsilveira@ig.com.br
carolinas2@campus.ul.pt