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# The Crossover Effects of Supervisor Work-Family Positive Spillover on Employee Sleep Deficiency: Moderating Effects of Family Supportive Supervisor Behaviors (FSSB)

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**THE CROSSOVER EFFECTS OF SUPERVISOR WORK-FAMILY POSITIVE SPILLOVER ON EMPLOYEE SLEEP DEFICIENCY: MODERATING EFFECTS OF FAMILY SUPPORTIVE SUPERVISOR BEHAVIORS (FSSB)**

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**Introduction:** Sleep-related constructs have rarely been included in work-family research. However, positive spillover, or the transfer of positive affect between work and family domains, has been shown to have enriching effects on physical health. The current study investigated if positive spillover is transmitted from supervisor to employee, improving employee sleep. We hypothesize that employee perceptions of family-supportive supervisor behaviors (FSSB) will moderate the relationship between supervisor positive spillover and employee sleep adequacy and duration.

**Methods:** As part of the Work, Family and Health Study, 221 supervisors (76 female, age 46.2±7.7 years) and 823 employees (282 female, age 45.7±9.0 years) working in the information technology sector reported measures of work-to-family affective positive spillover, FSSB, sleep adequacy (getting enough sleep to feel rested upon waking), and sleep duration.

**Results:** In multilevel moderated regression analyses, FSSB was positively related to employee sleep adequacy ( $B=.07$ ,  $p=.019$ ,  $CI=.01-.13$ ), but did not result in a significant interaction of supervisor positive spillover with FSSB on employee sleep adequacy ( $B=.05$ ,  $p=.336$ ,  $CI=-.05-.15$ ). A disordinal interaction was found between supervisor positive

spillover and FSSB on employee sleep duration ( $B=.20$ ,  $p<.001$ ,  $CI=.09-.30$ ), such that the relationship between supervisor positive spillover and employee sleep duration was positive under high levels of FSSB, but negative under low levels of FSSB. No direct effect of FSSB on sleep duration was found ( $B=.03$ ,  $p=.319$ ,  $CI=-.02-.09$ ).

**Conclusion:** Supervisor positive spillover is associated with the adequacy and amount of sleep that employees are able to attain, supported by the relationship of employee-reports of FSSB on employee sleep adequacy. The effect of supervisor positive spillover on employee sleep duration was strongest when employee reports of FSSB were high. Future occupational health interventions may not only train supervisors to exhibit family-supportive behaviors, but could target the supervisor work-family interface as a means for improving employee sleep health.

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