

A STUDY ON THE INFLUENCE OF WORK-FAMILY BALANCE ON WOMEN'S CAREER SUCCESS: A CASE STUDY OF FEMALE PROFESSIONALS IN THE BANKING SYSTEM IN ZHAOQING CITY

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Abstract: Using female career success as the dependent variable and work-family balance as the independent variable, this study establishes a core conceptual framework through age, years of service, education, and position level demographic variables to analyze the differences in perceived mean values of respondents' background variable subgroups on work-family balance and female career success and work-family balance on women's career success. A total of 386 questionnaires were distributed and returned to female professionals in the banking system in Zhaoqing City.

This study found that respondents generally had positive attitudes toward work-family balance and women's career success perception levels; work-family balance had significant predictive power for women's career success; and there was a strong correlation between work-family balance and women's career success. This study explored the intrinsic dimensions of work-family balance and women's career success with the female professionals in the banking system in Zhaoqing City, which has some reference value.

Keywords: Work-family Balance, Career Success, Female Professionals

Introduction

The two major tasks ahead of us in 2020, when the COVID-19 hits, are to fight the outbreak and stabilize the economy. As the Newcastle pneumonia epidemic continues to spread around the world, there is already a lot of data showing that the economy is not doing well during the epidemic. In addition to this, the disruption of trade flows is another important obstacle to economic development caused by the epidemic. In recent years, the global economy has tended to weaken, and various risks and vulnerabilities have continued to accumulate. The global spread of the Newcastle pneumonia epidemic in 2020 caused varying degrees of economic losses in various countries, which was a severe blow to the already weak economic development. The epidemic exacerbated the decline in aggregate supply and demand, with typical social manifestations being a sudden drop in population movement and activity, delays in resuming work and production, failure to quickly meet the supply of raw materials

and other materials, temporary failure to replenish corporate inventories, reduced supply of consumer goods, and near stagnation in tertiary-based service industries such as restaurants, accommodation, and entertainment, as well as heavy losses in the transportation industry and outright stagnation in the tourism industry. However, the e-commerce, online office, online education, online hospital, and banking sectors continued to operate, functioning and creating benefits during the special period.

Along with the normal development of the epidemic, people have gradually resumed their normal production life, and the status of women in the workplace and society has become the focus of attention in China and the world, which is also one of the important symbols of a country's economic and social development and civilization progress. In China, more and more women have left the traditional role of "housewife" and entered the workplace to support their own half of the sky. In recent years, the International Business Survey has pointed out that the status of female employees in China is rising, and China ranks second in the world in terms of the number of female CEOs, with a ratio of 19%, much higher than the global average of 8%. B20) as a priority issue in its policy recommendations report. All these show that professional women have become an indispensable backbone of today's economic development and social progress. The state protects the rights and interests of female employees, emphasizes and encourages women's career development, and female employees themselves are constantly overcoming difficulties, actively forging ahead, eager to show off their skills and achieve professional success in the workplace, and the group of professional women in China is on the rise.

Women nowadays are very different from women in the old days. Nowadays, women are able to work outside the framework of society, and they work equally with men in society. But nowadays, it is not easy for women to occupy a position in the workplace, because women are under much more pressure than men, and sometimes they are subjected to more frustration and rejection, and family problems and many other obstacles. Women wandering in both work and family, every day to face a lot of external, internal and other different factors of pressure, such as the work environment, interpersonal relationships, supervisors, colleagues, family, children and personal and other different aspects of a lot of pressure with type, without type, long-term so for women's psychological and physical produce a lot of negative emotions, mental health and other problems, one after another. Due to the rapid development of society, work pressure is increasing, the life index continues to rise, the consciousness of life patterns change, many women have to put into society to work, regardless of unmarried, married, shift or non-shift women, both for work and family locks to bother, for married women, child rearing, parenting, can not do what you want, sometimes women have no time to take care of the family and busy work Children, to leave it to others, lost a lot of family warmth and parenting fun. Women constantly put a lot of pressure on their bodies, often creating a state of anxiety, worrying about not keeping their jobs, not being engaged in their work, often missing work for fear of being

scolded by their bosses, worrying about their children's schooling, their husbands, their families, and daily events that create all kinds of negative emotions, pressure that cannot be exhaled, constantly creating a vicious circle, affecting physical and mental health, causing many problems, such as reduced sleep quality, nervousness, forgetfulness, and Nervousness to make strange behavior, etc.

This study uses female professionals in the Zhaoqing banking system as a case study to explore the relationship between work-family balance and women's career success in order to achieve a good dialogue with previous studies and to help academics expand the field of research related to career success and family support for professional women and to provide valuable references for management development in the Chinese banking industry.

Research Objective (s)

Objective 1: To understand the current status of work-family balance of female professionals in the banking system in Zhaoqing.

Objective 2: Learn about the current status of career success of female professionals in the banking system in Zhaoqing.

Objective 3: Comparing the variability of work-family balance among female professionals in the banking system in Zhaoqing City with different background variables.

Objective 4: To compare the variability of career success of female professionals in the banking system in Zhaoqing with different background variables.

Objective 5: To explore the correlation between work-family balance and career success of female professionals in the banking system in Zhaoqing City.

Literature Review

Li (2017) et al. creatively proposed a resource acquisition development theory based on the integration of positive organizational behavior, ecosystem theory, and resource conservation theory, while systematically explaining what facilitation is, why and how it occurs. The basic premise of this theory is that individuals have a natural tendency to grow, develop, and pursue the highest level of quality of life, and because of this natural tendency of individuals, when they commit to a role, they will acquire resources that can facilitate their growth and development, and maximize the use of the acquired resources to achieve the maximum benefit.

Zhu (2014) developed the Family Support Scale to measure the degree of universal family support for individuals in different constituted lives, and the content of the scale was divided into three main areas: (i) spontaneous active behaviors, (ii) behaviors that are willing to put effort to accomplish, and (iii) persistence in the face of hardship, and those with higher scores have higher family support; however, the results of factor analysis found that the scale's vectors can be divided into general family

support. The items of family support include four aspects: initiative, ability, attitude, and coping with family crisis.

Holhnbeck (2015) examined the impact of job complexity on the relevance of career success. The sample was drawn from a national random sample of structured interviews conducted in 2008 and 2010, respectively, used in the 2012 Davis study. Only data with full-time workers in it were used in this study, with sample sizes of 1017 in 2008 and 1038 in 2010. 2008 data were used to build the model and 2010 data were used to test the hypothesis conditions. Therefore, although the correlation coefficient of job and career success is higher for men than for women, it cannot indicate that gender differences have a significant effect on job and career success. Until the 2010s, the effect of gender on the correlation between job and career success was not consistent. For example, Eby, et al. (2003) found a larger correlation coefficient for males than for females; Miller's (2011) found no effect of gender differences on job and career success; Andrews and Withey (2012) showed that job and career success are affected by gender differences. The authors only reviewed the magnitude of the correlation coefficient between career satisfaction and career success across gender. A review of eight studies prior to the 2010s revealed a large degree of consistency in the results. 25 of the 38 correlation pairs (66%) indicated that for men career satisfaction and career success were more strongly correlated than for women. The correlation coefficients for job and career success for men ranged from 0.09 to 0.68, and 30 of the 33 testable pairs were statistically significant. The range of correlation coefficients between female career satisfaction and career success was -0.07, -0.57, and 12 of 33 testable pairs of relationships were statistically significant. There were three statistically significant differences between male and female career satisfaction and career success correlation coefficients. In addition to the main examination of gender reconciliation variables, the joint effects of gender and position (Kavanagh & Halpem, 1977), the joint effects of gender and job prestige (Bradburn, 2019), and the joint effects of gender and marital status (Haavio-Mannila, 2009) have also been separately examined, and they examined the moderating effects of age, marital status, job category, and race on the correlation between career satisfaction and career success, respectively. His findings suggest that career satisfaction among white-collar employees, high-income earners, college graduates, Caucasians, and older individuals have greater explanatory power for women's career success.

There are already studies that prove the significant positive effect of work-family balance on women's career success. For example, Zhang has verified the positive effect of work-family balance on women's career success and analyzed the moderating role of role salience in it. Other scholars have explored the impact of work-family balance on a dimension of career success, mostly focusing on the impact on job satisfaction. For example, Weiwei Li demonstrated that work-family balance of Chinese employees has a key role in enhancing job satisfaction and life satisfaction. Two scholars, Yakin Chen and Bo Zhang, showed that employees' job satisfaction strengthens with the increase of the strength of

work-family balance they experience. Zhang Ling and other scholars used employees of high-tech enterprises as the research subjects and proved that work-family balance has a positive effect on employees' job satisfaction. Zhang Li et al. scholars conducted a questionnaire survey on employees of 40 manufacturing companies, and the results showed that work-family balance significantly increased job satisfaction of employees with positive emotions. However, through reading the literature and sorting out the related theoretical results, I found that there are fewer research results that directly explore the influence of work-family promotion on career success with work-family balance as the independent variable and career success as the dependent variable, and most scholars have used work-family balance as the independent variable and conducted research on dependent variables related to career success, such as positive behavior, job performance, and work efficiency. For example, Haiyan Ou empirically tested that both dimensions of work-family balance have a significant positive relationship with employees' career success.

In a survey conducted by Zhihua Lien in the Pearl River Delta region, the study demonstrated that work-family facilitation had a significant positive effect on work performance. Pang introduced the moderating variable of emotional intelligence to verify the mechanism of work-family balance on work performance among working women. Ling Zhang and other scholars found that work-family promotion can effectively reduce employees' work depression and promote positive on-the-job behavior. The results of an empirical study by Wina Yu et al. based on a sample of 307 married working women showed that psychological capital mediated the significant positive relationship between work-family facilitation and positive behaviors.

There are not many comprehensive studies on work-life balance in China, and most of the studies have been conducted on work-family conflict issues. Most of the studies for working women have also been conducted from the perspectives of work-family conflict and dual work-family stress. Women's childbearing, lactation and menopause, which are physiological factors that constrain women's opportunities to develop further education in the workplace, reduce women's conditions to compete with men in society, so this paper focuses on the relationship between work-family balance and career success of female professionals.

Methodology

With probability-based sampling methods, the sample size can be determined through the population collection process. For example, the sample size appropriate for the calculation, and the sample size used in the study were determined using The Taro Yamane sample size formula (1973), and the sample size was determined using a 95% confidence level and an allowable value. The overall sample is 13,264 people. When n = the number of samples used in the study. N = the size of the overall population, and e = the error of the random sample is set at 0.05.

The sample size and the formula for calculating it are as follows.

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{11382}{1 + 11382 \times 0.05^2}$$

$$n = 386.41$$

To increase the accuracy of the findings and generalizability of the conclusions, this study conducted a questionnaire study on female professionals in the banking system in Zhaoqing. A total of 386 valid questionnaires were distributed and returned.

Results

Hypotheses Test	Whether to support
Hypothesis 1: Respondents' perceived level of work-family balance is generally positive.	Yes
Hypothesis 2: Respondents have generally positive attitudes toward the perceived level of female career success.	Yes
Hypothesis 3: There is a significant difference in the mean values of work-family balance scale scores according to the grouping of background variables.	No
Hypothesis 3-1 Significant differences in mean work-family balance scale scores by age group;	No
Hypothesis 3-2 Significant differences in the means of work-family balance scale scores by age group;	No
Hypothesis 3-3 Significant differences in the means of work-family balance scale scores by educational subgroup;	No
Hypotheses 3-4 Significant differences in the means of scores on the work-family balance scale by position;	No
Hypothesis 4: There is a significant difference in the mean scores of female career success scale according to the grouping of background variables.	No
Hypothesis 4-1 Significant differences in mean scores on the Career Success Scale for women by age group;	No
Hypothesis 4-2 Significant differences in the mean scores of women's career success scales by age group;	No
Hypothesis 4-3 Significant differences in the mean scores of women's career success scales by educational subgroup;	No
Hypothesis 4-4 Significant differences in the mean scores of women's career success scales by position;	No
Hypothesis 5: There is a strong correlation between work-family balance and female career success.	Yes
Hypothesis 6: Work-family balance has significant predictive power for women's career success.	Yes

Discussion

1. Social Dimension

First, create and improve various levels of social support services and counseling guidance combined with psychological counseling services. Government departments strengthen their attention

to women's rights and interests and implement relevant laws to ensure the legal rights of working women (Staines. 1980). Correctly understand the close relationship between the development of modern society and the development of women and establish equal employment conditions to ensure that women have the same opportunities for development and the right to receive the same pay as men. Through the correct guidance of social opinion and media dissemination, promote scientific and reasonable gender awareness, eliminate the potential influence of traditional gender, reflect the outstanding contributions made by women in all walks of life, and establish the correct role concept.

2. Enterprise Level

(1) Differentiation of human resources management. It is necessary to take into account the physical and psychological characteristics and different needs of female professionals in the company's human resources policy and to implement differentiated human resources management for them. First of all, (Grzywacz & Carlson 2007) a flexible working system can be implemented for female employees. Mainly including flexible working hours - female employees can arrange their own working hours independently under the premise of completing certain work content; flexible working place - remote work can be implemented, and when the elderly and children need care at home, or when female employees are in physiological period, pregnancy, breastfeeding and other special periods, they can flexibly choose the office location according to the actual situation; flexible employment methods -- Part-time and other work opportunities can be increased, so that female employees can arrange their work and family life more flexibly. Secondly, in view of the special physiological and psychological characteristics of women, we should give appropriate care to female employees in the formulation of policies for talent selection and job promotion. For example, considering female maternity factors, relaxing the age limit for female employees in the recruitment and project talent selection process, or giving priority to female employees under the same conditions, these policies not only reflect the affirmation of the social value of maternity, but also provide equal development opportunities for female employees.

(2) Introduction of employee assistance programs. Working women are expected to have high expectations at work and at home, and the pressure of this dual role often causes them to be negative and surrounded by various problems. (Gennetian, et al. 2019) Companies can provide free counseling services for employees in psychological, financial and legal aspects, and use the professional power of experts to relieve the pressure of female employees from marriage, family and work to the maximum extent possible, so that female employees can maintain a positive and optimistic psychological state and handle various problems in family and work with ease. At the same time, companies can also provide systematic training for female employees in a targeted and planned manner to enhance their ability to effectively handle work-family relationships, interpersonal interactions and combat stress. The assistance programs of enterprises provide guidance and help for female employees to properly

handle work-family relationships and effectively relieve stress from a professional perspective, which plays an important role in building a balanced work-family relationship for professional women.

(3) Establish a friendly, family-oriented corporate culture. Companies should recognize the importance of work atmosphere and corporate culture, and strive to create a harmonious, relaxed, yet fair and just work atmosphere. Enterprises should have a full understanding of each female employee, whether it is their work characteristics and abilities, or their family life situation and problems, and effectively understand their needs, and then reasonably arrange work tasks according to their characteristics to achieve employee autonomy; enterprises should pay full attention to the career development of female employees, and give timely attention and effective guidance to the growth of female employees in the workplace. The enterprise managers should abandon the old corporate values of "working for work" and advocate the management idea of work-family promotion. Through a series of specific measures, female employees are able to balance work and family at the same time, and effectively recognize the equal importance of their roles in work and family, so that the promotion of the two roles can contribute to the personal growth of female employees and even the development of the company.

(4) Establish family-oriented benefits. Companies can help female employees establish good relationships with their families and gain support from family members by extending employee benefits to their family sphere, so that the corporate family can integrate amicably with each employee's small family. For example, enterprises can set up special childcare places and hire professional baby carers to provide childcare services for female employees; enterprises can send blessings and gifts to parents on their birthdays or major holidays in the name of the enterprise, so that both parents and employees can feel the humanistic care from the enterprise and enhance employees' loyalty to the enterprise, while gaining recognition from the family to the enterprise, so that the family Enterprises can also follow the example of the "Family 1+1" project of Deppon Logistics and other enterprises, in which employees take out 100 yuan each month and the enterprise takes out another 100 yuan, directly transferring the filial piety from employees' children and the enterprise's care to their families, stimulating a harmonious relationship between work and family. -The company can also set up a specific time to invite family members to visit and interact with the company, so that family members of female employees have more knowledge and understanding of the employee's career, and can also hold some parties or outdoor activities that allow employees and family members to participate together, creating more opportunities for employees and family members to communicate, (Clark. 2000) so that employees and family members have more understanding and care for each other. More understanding and care between employees and their families.

3. The Female Professional's Own Level

Professional women should break through the thinking stereotypes, learn to unify the multiple

roles of women in harmony, from personal and family internal balance factors to find, coordinate the role of women in the workplace and good wife and mother between the two conversion, truly realize the "fish and bear's paw both. For example, the familiar Mary Kay lady in dealing with family and career relationship is the trick is to "change the hat". Mary Kay said, women have multiple roles, to be a daughter, to be a mother, to be a wife, to be a manager, to be a leader, so many roles, must be very tired, because there are many "hat", but if the "hat" to wear a good, different But if you put on the "hats" well, and wear different "hats" in different time periods, you will be very relaxed, and you will be able to balance well, turning "role conflict" into "role balance". Therefore, the following are some of the strategies to implement balance:

First of all, different periods have different biases. The first period is the period when you first enter the workplace. This is the honeymoon period when you are looking for career and life stability, and work-family conflicts do not appear, so you should give priority to your career and do your best to lay a solid foundation for the development of your career. The second period is the childbearing period. Early planning of their own life, reasonable arrangements for their own life rhythm, and even give up a period of work, childbirth and child care. The childbirth stage is one of the most important stages for women, and the role of motherhood is undoubtedly the most important role. The third period is the return to the workplace period. This period requires a good analysis of their current situation, a more rational understanding of their own, identify their career strengths and weaknesses, including family, career energy reasonable distribution, etc., have free time to recharge in time to continue learning, and strive to return to the workplace smoothly.

Secondly, professional women themselves have the expectation to change the conflict between family and work, and they firmly believe that they can achieve a balance between family and career, and they do not feel slack in the face of the existing family-work conflict. The result will be difficult to achieve. Finally, professional women should continue their education to improve their cultural and moral quality, cultivate their interest in work and career, and improve their professional role through various channels to improve their abilities and necessary psychological knowledge to improve the two-way conflict between family and work.

4. Family Dimension of Female Professionals

First of all, in terms of concept, we should support professional women to work in order to reflect their value of life, abandon the traditional concept of "women are in charge, men are in charge", support them psychologically, and reduce the psychological burden of women. Secondly, if women want to achieve a balance between family and career, they should also get the understanding and support of their other half, and both parties should have the awareness and behavior to seek a balance. Both spouses should communicate more, gain each other's understanding and support, and coordinate their family responsibilities and work planning at different stages through reasonable design and division of

labor, so that family members can all get more space for development and optimal returns. Finally, build and stabilize a harmonious family atmosphere. A harmonious and beautiful family environment is conducive to the healthy development of each family member, creating a high quality of life and making life more interesting before it helps to resolve conflicts that may occur at any time in the family in a timely manner.

Conclusions

Under the guidance of theories related to work-family balance and women's career success, this study uses the "work-family balance questionnaire" and "women's career success questionnaire" as the basis, and designs scales for the characteristics of female professionals in the banking system in Zhaoqing City. The following conclusions can be drawn from this study:

1. Work-family balance has a significant impact on women's career success.

Work-family balance has a significant difference on women's career success. Work-family balance has a greater impact on women's career success, mainly because women professionals who cannot adjust to the scenario and grasp the work-family balance in time will have role conflicts. Women tend to find a balance between both family and career, wife and mother roles occupy most of a woman's time, and time for career becomes less and less, creating pressure. How to do a good job of time and energy allocation, for women, need wisdom need to accumulate experience. Women in the workplace often have a subjective tendency to perfectionism, wanting to be a good mother, a good wife, but also want to be perfect in the career, outstanding performance, however, the reality can not be perfect. It is very difficult to aspire to be the best in your career and to be a good wife and mother at the same time. It is easy to get stressed when high expectations are not met, so it is better to lower your expectations, lower your goals, do less than perfection, and achieve work-family balance for your own professional success. In addition, influenced by traditional concepts, husbands are often reluctant to take more responsibility for household chores or child care. If women spend most of their energy and time in the workplace, and there is no timely communication, husbands are prone to be unappreciative and unsupportive of their wives. This attitude will make the wife feel stressed or anxious, forming a role conflict, and the bad mood will also affect the work, reducing the efficiency of work. Therefore, good communication, husband's understanding and support for the wife is very important, but also for women's professional success to play an important role in supporting.

2. Age, length of service, education, and job title background variables had no significant effect on work-family balance and female career success.

After statistical analysis in Chapter 4, the p-value of work-family balance for ANOVA test is 0.480 which is greater than 0.05, and the p-value of career success for women is 0.562 which is greater than 0.05. p-value of work-family balance for ANOVA test is 0.791 which is greater than 0.05, and the

p-value of career success for women is 0.479 which is greater than 0.05. p-value of work-family balance for ANOVA test is the p-value for work-family balance for ANOVA test was 0.644 which was greater than 0.05 and the p-value for female career success was 0.982 which was also greater than 0.05. All of the above data indicate that age, length of service, education, and job title background variables were not related to work-family balance and female career success.

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