

Thesis Abstract

No. _____

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Thesis Title: How Work Attitudes Relate to Individuals' and Their Intimate Partners' Mental Well-Being			
Thesis Summary: This study examined the complex relationships between work engagement, workaholism, and the mental well-being of both individuals and their intimate partners, focusing specifically on dual-earner couples in Indonesia. Using the Spillover-Crossover Model (SCM) as a theoretical framework, the research explored how work-to-family spillover (encompassing both work-to-family conflict and facilitation) and recovery experiences, including psychological detachment, relaxation, mastery, and control, serve as mediating mechanisms in these relationships. Data were gathered through a cross-sectional survey administered to 186 dual-earner Indonesian couples with preschool-aged children. Structural equation modeling (SEM) was employed to test the hypothesized relationships within the model, while bootstrapping techniques were used to evaluate the indirect effects. Consistent with the hypotheses, the study found that for both male and female workers, work engagement was positively related to mental well-being through pathways of work-to-family facilitation and enhanced recovery experiences. In contrast, workaholism showed a negative association with individual mental well-being, primarily mediated by work-to-family conflict and by obstructed recovery experiences, except psychological detachment. Furthermore, individual mental well-being was positively related to the mental well-being of their intimate partner, underscoring a crossover effect. These findings suggest that work engagement and workaholism were differentially related to intimate partners' mental well-being, with work engagement fostering well-being through facilitative and restorative mechanisms, while workaholism contributes to strain and diminished well-being, supporting the SCM's propositions regarding spillover and crossover effects. Keywords: Mental well-being, Spillover-crossover model, Workaholism, Work engagement, Work-family balance			