

Abstract

The study was focusing on how self-regulatory modes predict work-life balance and time management behavior among working populations and tertiary students. It is hypothesized that locomotion mode has a positive, and assessment mode has a negative correlation to work-life balance. Besides, the study explored the potential interaction effect between locomotion and assessment modes.

Two studies were held among working populations (Study 1) and CUHK students (Study 2), surveys were designed to reveal the correlation between regulatory modes and work-life balance. Correlation analysis and linear regression analysis were held to investigate correlations and interactions between variables.

In general, both studies confirmed the major hypotheses about the relationship between regulatory modes and work-life balance. Yet, in contrast to the study of working population, there were a lot of nonsignificant correlations in the study of CUHK students. The timing of issuing questionnaires and the pandemic situation might be potential explanations for these results. Furthermore, several interaction effects were found in the result of both studies. Future studies are needed to study the logic behind these interactions.

In conclusion, the study has revealed the correlation between regulatory modes and work-life balance: Locomotion mode is positively correlated to work-life balance; Assessment mode is negatively correlated to work-life balance. The correlation can be applied to both working populations and tertiary students.

Keywords: Regulatory modes, work-life balance, time management, multiple roles, goal conflict