FLORIDA INTERNATIONAL UNIVERSITY

Miami, Florida

WHAT IS THE IMPACT OF CHILD CUSTODY DISPUTES AND MENTAL/EMOTIONAL HEALTH ON EMPLOYEE PERFORMANCE AMONG EMPLOYEES OF UNITED STATES CORPORATIONS?

A dissertation submitted in partial fulfillment of

the requirements for the degree of

DOCTOR OF BUSINESS

in

BUSINESS ADMINISTRATION

by

Casey Sowers

2023

To: Dean William Hardin
College of Business

This dissertation, written by Casey Sowers, and entitled What is the Impact of Child Custody Disputes and Mental/Emotional Health on Employee Performance among Employees of United States Corporations, having been approved in respect to style and intellectual content, is referred to you for judgment.

We have read this dissertation and recommend that it be approved.

Paulo Gomes

Ronald Mesia

Arun Upahdyay

Fred O. Walumbwa, Major Professor

Date of Defense: June 9, 2023

The dissertation of Casey Sowers is approved.

Dean William Hardin
College of Business

Andrés G. Gil
Vice President for Research and Economic Development
and Dean of the University Graduate School

Florida International University, 2023

DEDICATION

Dedication to Ailin, Kylie, and Mila

Words fail to express the depth of gratitude and love I hold for each of you. As I stand here, having completed my Doctorate in Business Administration, I am humbled by the unwavering support, patience, and encouragement you have bestowed upon me throughout this journey. It is with immense joy and pride that I dedicate this achievement to my incredible wife, Ailin, and my two precious daughters, Kylie and Mila.

Ailin, you are the rock upon which our family stands. Your unwavering faith in my abilities, even in the face of doubt, has driven my determination to pursue this educational endeavor. Your patience and understanding during countless late nights and weekends spent studying were a testament to the strength of our bond. Your unwavering support never wavered, even when the demands of this rigorous program consumed me. I am forever grateful for your belief in me and constant reassurance that I could achieve anything I set my mind to. This accomplishment would have been a thousand times more difficult without your love and understanding, and I dedicate this achievement to you with boundless admiration and appreciation.

Kylie and Mila, my precious daughters, you are my greatest inspiration. Throughout this journey, you have witnessed firsthand the dedication, sacrifice, and perseverance required to achieve a goal of this magnitude. It is my deepest hope that my pursuit of knowledge has instilled in you the belief that no challenge is insurmountable, that hard work and determination pave the path to success, and that learning is a lifelong pursuit. As your father, I have strived to set an example for you both, and I dedicate this

achievement to you with the firm belief that it will serve as a reminder that you can achieve greatness in any endeavor you choose to pursue.

To my beloved family, you have been my guiding light in the darkest moments of this doctoral program. Your unwavering love and support have given me the strength and motivation to overcome the many obstacles that crossed my path. The countless sacrifices we have made as a family have only strengthened our bond and made this achievement all the more meaningful.

Reflecting on the countless hours of research, writing, and self-discovery, I am filled with profound gratitude for the opportunity to pursue this path. But more than that, I am grateful for the unwavering love and support of my wife, Ailin, and the constant inspiration provided by my daughters, Kylie and Mila. You are my pillars of strength, driving force, and greatest treasures.

In dedicating this accomplishment to each of you, I want to reaffirm my commitment to our family, growth, and future. May this milestone serve as a reminder of what can be achieved when we support and believe in one another. Together, we have shown that with love, perseverance, and unwavering dedication, we can conquer any challenge that comes our way.

Thank you, Ailin, Kylie, and Mila, for being the light of my life, for your patience, and for being my guiding stars. This achievement is as much yours as mine, and I am forever grateful to have you by my side on this incredible journey called life.

With all my love and gratitude,

Casey Sowers

ABSTRACT OF THE DISSERTATION

WHAT IS THE IMPACT OF CHILD CUSTODY DISPUTES AND MENTAL/EMOTIONAL HEALTH ON EMPLOYEE PERFORMANCE AMONG EMPLOYEES OF UNITED STATES CORPORATIONS?

by

Casey Sowers

Florida International University, 2023

Miami, Florida

Professor Fred O. Walumbwa, Major Professor

This study presents a comprehensive exploration of the impacts of personal life stressors, specifically child custody disputes, on employees' mental health and job performance. It combines the principles of Conservation of Resource Theory, Job Demands Resource Theory, and Corporate Social Responsibility Theory, providing a novel contribution to the understanding of this complex interplay.

Data collection utilized self-report questionnaires. Data analysis was conducted using regression analysis and Analysis of Variance (ANOVA) to identify potential correlations and determine their significance. The 12-item General Health Questionnaire (GHQ-12), a widely validated instrument, was used to measure employees' mental health. The study reaffirms the Conservation of Resource Theory's assertion that the depletion of emotional resources can lead to stress and decreased work performance.

Work performance was evaluated through the 18-item Individual Work Performance Questionnaire (IWPQ), capturing multiple dimensions, including task

performance, contextual performance, adaptive performance, and counterproductive work behavior. The study reinforces the Job Demands Resource Theory's claim that resources can buffer high emotional demands, enhancing employee well-being and job performance.

From a Corporate Social Responsibility Theory perspective, the study posits that U.S. corporations have a social responsibility to help employees navigate personal stressors that may impact their work performance. The research suggests corporations provide resources such as Employee Assistance Programs (EAPs), flexible work arrangements, and managerial training. By doing so, they can enhance their profitability while simultaneously fostering a supportive work environment.

The study acknowledges its limitations, including reliance on self-reported data, cross-sectional design, and limited generalizability. It calls for future research to address these limitations and explore potential protective factors, enhancing our understanding of the complex relationships between personal stressors, employees' mental and emotional health, and work performance.

Overall, this study contributes to the theoretical framework by linking personal life stressors with the Conservation of Resource Theory, the Job Demands Resource Theory, and the Corporate Social Responsibility Theory. It sets the groundwork for future research to refine these theories further and contribute to the field's theoretical development.

Keywords: child custody cases, employees mental and emotional health, work performance

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INTRODUCTION

Innovation drives organizational success, with companies constantly seeking ways to maintain and enhance their competitive advantage. While technological advancements and software programs are often the primary focus, organizational behavior principles, and human capital management innovations play an equally important role. Investing in employee support, career management, and addressing their well-being can significantly impact productivity (Bakker & Demerouti, 2018; Gibson & Demir, 2020). This study investigates the impact of child custody disputes on employee performance in US corporations, focusing on the relationship between mental/emotional health and employee productivity.

Child custody disputes have considerable economic implications, with a pilot study estimating that 1-2.5% of the US GDP is lost annually due to productivity loss, amounting to $200-500 billion. This loss affects businesses of all sizes, making it a pressing issue for corporations in all fields and industries. Consequently, organizations have social, moral, and fiscal obligations to understand the potential implications of family court-related costs on employee productivity, absenteeism, workplace communication, teamwork, impaired focus and judgment, and safety.

The Job Demands Resource (JD-R) theory highlights employee well-being's centrality in predicting employee behavior and organizational outcomes such as absenteeism, productivity, organizational citizenship, and client satisfaction (Bakker et al., 2005). Additionally, research indicates that companies with practical Corporate Social Responsibility (CSR) programs are more profitable than those without (Zheng, 2020), as they add elements of empowerment and positive self-expression to the workplace.

However, studies have yet to explore the specific cost effects and overall performance impact due to custody disputes.

Employee well-being is essential for organizational success (Bakker et al., 2005). Factors that negatively affect employee well-being, such as child custody disputes, can ripple effects on other aspects of an organization, such as team dynamics, morale, and overall productivity. In addition, high-stress levels resulting from custody disputes can lead to burnout, decreased job satisfaction, and increased turnover rates (Maslach, Schaufeli, & Leiter, 2001). Furthermore, emotional exhaustion and reduced personal accomplishment can adversely impact an employee's ability to maintain healthy relationships with colleagues and clients (Bakker et al., 2005).

The family court system's adversarial nature can exacerbate the emotional and psychological toll of custody disputes on employees (Sbarra, Emery, Beam, & Ocker, 2014). Prolonged litigation, financial strain, and contentious proceedings can increase stress, anxiety, and depression (Sbarra, Emery, Beam, & Ocker, 2014). These mental health issues can, in turn, negatively affect an employee's job performance and hinder their ability to contribute effectively to their organization.

This research will examine the impact of child custody disputes on employee productivity and well-being, focusing on absenteeism, decreased productivity, and healthcare expenses. Furthermore, the study will explore potential strategies US corporations can employ to mitigate costs associated with custody disputes.

The findings of this study will offer valuable insights for US corporations on the effects of child custody disputes on employee productivity and potential actions to

support employees while reducing costs associated with diminished work performance, increased absenteeism, and healthcare expenses.

This research's significance lies in its potential contribution to the literature on stressors' impact on employee well-being and the resulting implications for organizational outcomes such as productivity, absenteeism, and healthcare expenses. By investigating the specific impact of child custody disputes on employee productivity, the study can provide corporations with evidence-based recommendations for supporting their employees and mitigating associated costs (Aguinis & Glavas, 2019).

The relationship between employee well-being and corporate success is well-documented (Bakker & Demerouti, 2018). Healthy employees are more engaged, productive, and likely to remain with their employer over the long term (Harter, Schmidt, & Hayes, 2002). However, the effects of personal life stressors, such as child custody disputes, on employee well-being and corporate performance still have a lot that needs to be understood. This research aims to fill this gap by investigating the potential ripple effects of personal life stressors on the workplace.

Moreover, this study contributes to the CSR literature by emphasizing corporations' social, moral, and fiscal obligations to address the secondary and tertiary implications of the US family court industry (Carroll & Shabana, 2010). By proactively addressing the impact of child custody disputes on their employees, US corporations can foster a more supportive work environment, improving employee well-being and corporate performance.

In addition, the concept of Corporate Social Responsibility (CSR) continues to evolve to include aspects of employee well-being (Carroll & Shabana, 2010). Companies

are increasingly recognizing their role in promoting and supporting the well-being of their employees, both in and out of the workplace. By incorporating support for employees going through child custody disputes into their CSR programs, companies can demonstrate their commitment to employee well-being, potentially enhancing their reputation and overall performance.

The potential for workplace interventions to support employees dealing with child custody disputes is a promising area of exploration. Employee assistance programs, flexible work arrangements, and peer support programs can help mitigate the adverse effects of custody disputes on employee well-being and productivity (Knapp, Smith, & Sprinkle, 2007). This research will investigate the potential of such interventions in child custody disputes.

Statement of the Problem

According to the US Census Bureau, an estimated 13.4 million parents in the United States were custodial parents in 2014 (Grall, 2016). Assuming each custodial parent corresponds to at least one non-custodial parent, this suggests that approximately 26.8 million parents are affected by custody disputes. In January 2022, the US Bureau of Labor Statistics reported that 121.2 million individuals were participating in the US labor market (US Bureau of Labor Statistics, 2022). If we assume the figures from the 2014 US Census have remained stable, and all custodial and non-custodial parents are of working age and active in the US labor market, then roughly 22% of the US labor force could be affected by custody disputes.

A recent report by ZipRecruiter estimated the US average salary to be $58,563 per year (ZipRecruiter, 2023). If we apply this figure to the total number of parents affected by custody disputes, the potential loss of productivity amounts to approximately $580.7 billion. A custody dispute often requires significant resources, diverting focus and energy from the workplace, which can lead to a decline in productivity. If such disputes cause a 10% decrease in productivity across all custodial and non-custodial parents, this could equate to an annual productivity loss of $157 billion. A 20% decrease would correspond to a loss of $314 billion, a context that is too large to ignore.

Applying this analysis to a smaller scale, a company with 10,000 employees with a negative 10% impact on work performance and productivity could absorb losses equivalent to $13 million each year due to the impacts of custody disputes. These estimates underscore the importance of efficient custody arrangements that minimize negative impacts on individuals and organizations, suggesting a need for further research and strategic interventions.

Research Question

This study aims to investigate the connection between child custody disputes and mental/emotional health on employee performance among employees of US corporations. The research question guiding this study is:

What is the impact of child custody disputes and mental/emotional health on employee performance among employees of united states corporations?

To answer this question, the study will examine existing literature on the topic, conduct surveys and interviews with employees who have experienced child custody disputes, and analyze data to determine how custody disputes and mental/emotional health impact employee performance. By exploring this topic, the study aims to provide insights into how corporations can better support employees experiencing child custody disputes and related mental/emotional health issues, ultimately improving employee productivity and well-being.

LITERATURE REVIEW

Employee performance can be defined as the collection of all behaviors exhibited by employees in the workplace. According to Swent (2016), employee performance can also be defined as the sum of all job-related activities performed by a worker and their degree of perfection. Stress is a significant factor that affects workplace performance either positively or negatively, depending on its intensity. Each employee is expected to perform at a certain level to ensure the corporation achieves its financial, economic, and social goals. Various techniques such as resilience training, workshops, rewards, remuneration, environmental improvement, and stress management are applied to enhance employee performance.

The reward technique, for instance, motivates employees to work to their best level so that they may receive the reward. This technique maintains optimal productivity levels, especially when the reward involves promotion to assume a position with higher responsibility (Lynn & Norma, 2017). Derek (2016) established that high performance in

the workplace leads to self-efficacy, satisfaction, and motivation for mastery. Thus, irrespective of the employee's position, quality, efficiency, and productivity are paramount to the corporation and the employee.

However, one common source of decreased employee productivity in a corporation is stress, which should be monitored and controlled to a manageable level. The primary source of stress in this research proposal is the biased US family court system, specifically child custody cases. The US government is obligated to adhere to United Nations standards of equality and custody laws that promote healthy and equal shared parenting. This issue is the primary focus of this research proposal because child custody cases have been increasing yearly, and the government has noted the impact that these cases have on the productivity of the concerned parties (Derek K. R, 2016)

A central interest of this study is to investigate whether an overhaul of the family court system and laws towards equal shared parenting would significantly impact corporations. The research suggests that employees' productivity would increase as their initial state of mental and emotional well-being is restored. When employees' productivity remains optimal, it brings them closer to achieving their goals, which benefits the corporation. Full employment has also been proven to have the upper hand on the gross national revenue generated, combining social and economic benefits overall (Lynn & Norma, 2017).

To create a better world, we must start by making it better for our neighbors. Corporations should pressure the government to adhere to UN standards regarding gender bias and discrimination while conserving parenting roles (Swent, 2016),), in essence reversing a trend in U.S, courts that tend to award sole custody to mothers, often leaving

the fathers a limited presence in their children's lives. Single mothers have severe limitations for quality childcare and often have to cut back on working hours. A more balanced custody trend would help. This would ensure healthy employees who can work all their hours each day. As a result, the efficiency of the corporation's work systems would improve, leading to optimal production levels. The increase in income would enable the government to collect more revenue from taxes, which could benefit everyone within the country by supporting government projects (Frost, 2016).

In addition to the economic impact, promoting equal shared parenting can also benefit the social life of citizens (Warraich, Raheem, Nawaz, & Imamuddin, 2014) When citizens are comfortable with the credibility of government systems, they are more willing to approach the judicial system to resolve their concerns. According to Sexton (2000), fair dispute resolution makes each party feel comfortable and able to interact openly with others, which is a fundamental aspect of social security, another government responsibility.

RESEARCH MODEL AND HYPOTHESES

Conservation of Resources (COR) theory is a stress theory that has significantly impacted work/family stress, burnout, general stress, and psychology related to well-being-related psychology. COR research has been used to examine how the distribution of an individual's resources affects their home life. Some studies found that utilizing too many resources at work can lead to family problems at home (Gandey, Alicia, Cropanzano, & Russell, 1999). It only stands to reason that family matters that require

more resources than usual would lead to a shortage of resources and problems at work. COR has also been used to examine how resources impact a person's mood; recent research has found that emotional exhaustion had the strongest relationship with depressive symptoms.

Conservation of Resources (COR) theory is a stress theory that has significantly impacted work/family stress, burnout, general stress, and psychology related to well-being-related psychology. Proposition 6 of the JD-R theory states that "employee well-being is central to the theory, but an important goal of the theory is to predict employee behavior and organizational outcomes (absenteeism, productivity, organizational citizenship, client satisfaction)" (Bakker & Demerouti, 2018). These theories typically investigate the impact of working conditions on employees; however, this study focuses more on the impact of family issues employees have on working conditions and, ultimately, corporations.

Job stressors are identified based on self-reported states and perceptions of individual employees. This information can be provided voluntarily through climate surveys or employee development meetings. This provides leaders with information that they can then prioritize and strategically mitigate to improve the working environment and the quality of their work life. However, family issues, such as child custody disputes, demand an immense amount of an individual's resources, including mental, emotional, physical, time, and financial, to name a few. Many family issues and conflicts require an individual's resources that are never discussed at work with managers and coworkers alike.

The laws that govern how family courts manage custody disputes are established at the state level. Therefore, the same case may have very different outcomes depending on which state has jurisdiction over the case. Only two states, Kentucky and Arkansas, have laws that provide both parents equal shared parenting. The custody laws in every other state throughout the United States lack equality. They are written in a way that favors one parent over the other to varying degrees; that parent invariably is the mother. According to the 2010 US Census, mothers are awarded primary or sole custody 83% of the time, and fathers only 17%. Recent studies have shown that inequalities significantly contribute to the outbreak of civil conflict (Bartusevicius, 2019). Custody disputes can last over ten years, and the potential loss of a person's child or children creates a perceived mental and emotional threat and uses enormous resources. This inequality adds to the conflict, creating an even more significant impact on those involved's mental and emotional health. Laws that support equal shared parenting and parents having equal access to their child or children may reduce the personal resources expended and lessen the impact on corporations.

The JD-R framework supports that perceived organizational support can help reduce the impact of job and emotional demands, thus decreasing absenteeism, improving work production quality and output, and improving workplace safety. While providing organizational support to employees dealing with family conflicts, such as child custody disputes, may be beyond what is appropriate, organizations can advocate for laws that support equality to reduce the dispersion or loss of resources.

Hypotheses

The following hypotheses were developed to frame the analyses and findings of this study.

H1: Child custody disputes have a negative impact on Mental and Emotional health.

H2a: Being the Petitioner or Respondent has a moderating effect on Mental/Emotional Health.

H2b: Whether the Time-Sharing Determination was Agreed Upon by Both Parties or Ordered by a Judge has a moderating effect on Mental/Emotional Health.

H2c: Whether or not the respondent is the Custodial Parent has a moderating effect on Mental/Emotional Health.

H2d: Whether or not the respondent was Married to the Other Party has a moderating effect on Mental/Emotional Health.

H3a: A negative impact on Mental and Emotional health has a negative impact on Task Performance.

H3b: A negative impact on Mental and Emotional health has a negative impact on Contextual Performance.

H3c: A negative impact on Mental and Emotional health increases Counterproductive Behaviors.

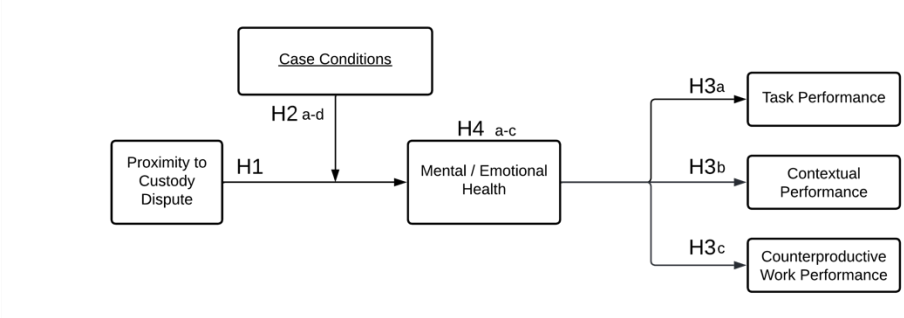
H4a: Mental and Emotional health has a mediating effect between Custody Disputes and Task Performance.

H4b: Mental and Emotional health has a mediating effect between Custody Disputes and Contextual Performance.

H4c: Mental and Emotional health has a mediating effect between Custody Disputes and Counterproductive Behavior.

Table 1 shows these hypotheses combine to form a conceptual framework for this study.

Table 1. *Hypotheses Model*



METHODOLOGY

First, the study followed standard research practices to ensure ethical conduct, including obtaining Institutional Review Board (IRB) approval before commencing (American Psychological Association, 2017). Next, participants had to provide informed consent before participating in the study, a crucial component of ethical research (National Institutes of Health, 2018). The use of Likert scales for the 12-item General Health Questionnaire (GHQ-12) and 18-item Individual Work Performance Questionnaire (IWPQ) is a standard and validated method of self-report data collection in research (Sullivan & Artino, 2013).

Although self-report questionnaires may not be the most accurate measurement tool, it is still a valid and reliable method in research (Paulhus & Vazire, 2007).

Moreover, it is important to consider the potential social desirability bias that may arise in the self-report questionnaire regarding work performance (Van de Mortel, 2008). Participants may underreport counterproductive work behavior to avoid negative consequences or social stigma. However, the self-report questionnaire allows participants to share private information about their individual work performance that they may be unwilling to reveal to their managers or employers (Kane, 2018).

In analyzing the data collected from the self-report questionnaire, regression analysis and Analysis of Variance (ANOVA) were used to identify potential correlations and determine the significance of the correlation, if any existed (Gelman & Hill, 2006). The study followed accepted research practices to ensure ethical conduct and maintained the reliability and validity of the data collected.

Mental and Emotional Health Instrument

A validated General Health Questionnaire established the mediating effect of mental and emotional health. Specifically, the instrument used was the 12-item General Health Questionnaire (GHQ-12) developed by Goldberg and Williams (1988). The GHQ-12 is widely used as a screening tool for common mental disorders and a measure of overall psychiatric well-being. The psychometric properties of GHQ-12 have been extensively studied and validated in various countries (Werneke, Goldberg, Yalcin, & Ustün, 2000).

Previous research has shown that mental and emotional health can significantly impact job performance and productivity (Van der Heijden, Demerouti, Bakker, & Boon, 2008). Using the GHQ-12 questionnaire, one can better understand the mediating effect

of mental and emotional health on job performance. This information can be helpful to employers and managers in creating workplace policies and programs aimed at promoting employee mental health and well-being.

Additionally, by using a validated and widely recognized tool like the GHQ-12, one can ensure the reliability and validity of our findings. This can help increase the study's credibility and ensure that the results are accurate and generalizable to other populations.

Work Performance Instrument

The study used Dåderman, Ingelgård, and Koopmans (2020) 18-item Individual Work Performance Questionnaire (IWPQ) to measure work performance. The IWPQ was developed based on Koopmans et al. (2013) four-dimensional conceptual framework, which includes task performance, contextual performance, adaptive performance, and counterproductive work behavior.

Task Performance refers to an individual's proficiency in performing the core substantive or technical tasks central to their job, which includes completing core job tasks as well as work quantity, work quality, job knowledge, and job skills (Campbell, 1990; Koopmans et al., 2011)

Contextual Performance comprises behaviors that support the organizational, social, and psychological environment in which the technical core must function (Borman & Motowidlo, 1993) This type of work performance includes extra tasks or initiatives outside the job description, also known as extra-role performance or organizational citizenship behavior (Koopmans et al., 2011)

Adaptive Performance refers to an employee's ability to solve problems creatively, deal with uncertain or unpredictable work situations, and learn new tasks, technologies, and procedures. Initially considered an aspect of contextual performance, adaptive performance emerged as a separate dimension in the shorter version of the IWPQ (Dåderman et al., 2020; Koopmans et al., 2013)

Counterproductive Work Behavior refers to behavior that harms the organization's well-being, such as absenteeism, tardiness, off-task behavior, theft, sabotage, and substance use while working (Borman & Motowidlo, 1993).

In summary, the IWPQ provides a comprehensive measure of individual work performance, covering multiple dimensions and accounting for adaptive work performance, which is increasingly relevant in today's work environment. Counterproductive work behavior is also assessed, which can significantly negatively affect organizational outcomes.

Pilot Study

After obtaining approval from the IRB, a pilot study was conducted to ensure the clarity and comprehensiveness of the survey instrument. The final online survey was created using Qualtrics and distributed through the Mechanical Turk (MTurk) platform to test three hypotheses.

The first hypothesis (H1) states that child custody disputes have a negative impact on mental and emotional health. The second hypothesis (H4) proposes that mental and emotional health mediate the relationship between child custody disputes and job performance, specifically Task Performance, Contextual Performance, and Counterproductive Work Behavior. The second hypothesis (H2) posits that case conditions moderate the relationship between child custody disputes and mental and emotional health. And the third posits a direct correlation between negative impacts on mental and emotional health and job performance, specifically Task Performance, Contextual Performance, and Counterproductive Work Behavior.

The pilot study was conducted in August 2021 using a web-based survey distributed via social media and email through a network of nonprofits. Of the initial 6,711 responses received, 4,028 were deemed usable after data cleansing. The high number of responses was to gather 100 responses from each state to analyze variation between states.

The survey instrument included multiple-choice and fill-in-the-blank questions and 37 Likert-scale questions with five possible answers. Participants were asked to indicate which answer was most relevant to them. The survey included case conditions, General Health Questions, and Work Performance. The Work Performance section was

divided into four subsections: Task Performance, Contextual Performance, Adaptive Performance, and Counterproductive Work Behavior. The data collected was analyzed using regression analysis to test the study's hypotheses.

Mental and Emotional Health Assessment

To measure the mediating effect of mental and emotional health, we used a questionnaire consisting of nineteen items adapted from the General Health Questionnaire (GHQ-28) developed by (Goldberg, 1979) The GHQ-28 is a widely used instrument for measuring the presence of mental health problems and has been validated in various populations (Goldberg & Hillier, 1979). The items included the questionnaire focused on the inability to conduct normal functions and the appearance of new and distressing phenomena related to mental and emotional health.

Work Performance Assessment

Work performance was assessed using a self-report questionnaire consisting of twenty-two items adapted from Koopmans et al. (2013) 47-item individual work performance questionnaire. The questionnaire measures four subcategories of work performance, including Task Performance, Contextual Performance, Adaptive Performance, and Counterproductive Work Behavior. While self-report questionnaires may not provide the most accurate measurement, it was the most feasible method for this study since collecting identifiable information or employer data was outside the scope of the study. Furthermore, self-report questionnaires offer more privacy to respondents about their work performance, which they may try to conceal from managers to avoid any potential negative consequences on their employment. In particular, respondents may be

less likely to disclose counterproductive work behaviors to their employers, which could have negative implications for their careers.

Case Conditions

The specific conditions of the child custody dispute for each response were assessed through twelve items. These factors were included to measure the moderating effect of the respondent's mental and emotional health on work performance. In addition to the length of time, the individual's expectations, and outcomes, another crucial factor to be evaluated was the extent to which the respondent's state laws promote equal shared parenting and gender equality in the family court system, as evaluated by the National Parents Organization's 2019 Shared Parenting Report Card. The Shared Parenting Report Card grades each state's family laws on a scale of A, B, C, D, and F, with two states receiving 'A's, seven states and the District of Columbia receiving 'B's, twenty-five states receiving 'C's, fifteen states receiving 'D's, and two states receiving 'F's.

All survey questions were adapted from previous studies for this study. Reliability analysis was conducted, and items 3, 5, 6, 7, 10, 16, and 17 were removed from the General Health Questionnaire items adapted from the GHQ-28 Goldberg' (1979) instrument, improving Cronbach's Alpha from α=.87 to α=.91. Additionally, four work performance questions adopted from Koopmans et al. (2013), namely 1, 4, 7, and 9, were removed due to cross-loadings, which reduced Cronbach's Alpha from α=.51 to α=.43. The complete list of items used in this study is provided in Appendix A. This data is summarized in Table 2.

Table 2. *Item Statistics – Pilot Study*

Item Statistics				
Construct (Reference)	Item Code	Mean	Std. Deviation	α
28-Item General Health Questionnaire (GHQ-28) Goldberg (1979)	GHQ1	2.840	1.191	0.913
	GHQ2	2.760	1.168	
	GHQ4	3.180	1.064	
	GHQ8	2.780	1.229	
	GHQ9	3.000	1.173	
	GHQ11	3.150	1.156	
	GHQ12	3.020	1.168	
	GHQ13	3.110	1.203	
	GHQ14	3.310	1.249	
	GHQ15	3.270	1.217	
	GHQ18	3.490	1.190	
	GHQ19	3.310	1.125	
Adapted from 47-item Individual Work Performance Questionnaire Koopmans (2013)				
Task Performance	TP2	2.990	1.024	0.430
	TP3	3.120	0.959	
	TP5	2.990	0.968	
	TP6	3.120	0.944	
	TP8	3.110	1.125	
	TP10	2.950	1.091	
	TP11	3.100	1.114	
Contextual Performance	CP1	2.640	1.085	0.829
	CP3	2.730	1.068	
	CP4	3.020	1.166	
	CP5	2.670	1.048	
Adaptive Performance	AP1	2.780	1.093	0.711
	AP2	2.930	1.117	
Counterproductive Work Behavior	CWB1	3.320	1.136	0.815
	CWB2	3.420	1.148	
	CWB3	3.560	1.192	
	CWB4	3.700	1.150	
Gender		1.321	0.467	
State		19.422	15.581	
NPO Grade		1.702	0.845	
Timesharing Determination		1.432	0.495	

The following are the learning points of the Pilot test, which were implemented for the final research:

- Rather than modifying a validated instrument to reduce the survey's overall number of questions and size, validated instruments with fewer questions were identified and replaced the larger instruments. Goldberg and Williams' (1988) 12-item General Health Questionnaire (GHQ-12) was used and replaced Goldberg's (1979) 28-item General Health Questionnaire (GHQ-28), and Koopmans et al. (2013) 18-item Individual Work Performance Questionnaire (IWPQ) was used and replaced Koopmans et al. (2013) 47-item Individual Work Performance Questionnaire. The 18-item IWPQ is divided into three subsections: Task Performance, Contextual Performance, and Counterproductive Work Behavior. A notable difference between Koopmans et al. (2013) 47-item IWPQ and Dåderman et al. (2020) 18-item IWPQ, other than the number of questions, is that some of the items used to capture adaptive performance as a separate dimension are included in the scale measuring contextual performance, and adaptive performance is not measured as a separate dimension.
- Case Conditions were updated to facilitate a more generalized model; the respondent's State and Gender were still collected but as controls. Additional controls collected were: Race, Ethnicity, Income, Education, Age, and Employment.

- Case Conditions collected were:
    - If the individual, or the individual's close friend or family member, involved in a Child Custody Dispute was the Petitioner or Respondent.

- Whether the individual, or the individual's close friend or family member, involved in a Child Custody Dispute, Time-Sharing Determination and/or Arrangement was Agreed Upon by Both Parties, Ordered by a Judge, or Other.
- Whether the individual or the individual's close friend or family member involved in a Child Custody Dispute was the Custodial or Non-Custodial parent.
- Whether the individual, or the individual's close friend or family member, involved in a Child Custody Dispute is or was married to the other parent involved in the custody dispute.

DATA ANALYSIS AND RESULTS

On September 10, 2022, the final data collection for this study was initiated, and participants were recruited through Amazon's Mechanical Turk (MTurk) crowdsourcing platform. The study sample comprised 554 retained subjects ($N = 554$) who were required to be at least 18 years old, live within the United States, and be a parent. Participants were not limited to any specific industry or profession. The collected data was imported from Qualtrics into Excel, where data completeness was evaluated, and demographic information was obtained. The data was then exported to SPSS v28 for frequency analysis and descriptive statistics. The subsequent sections provide a general overview of the subject's demographic information and the results and interpretation of the main study data.

Demographic Information

A total of 554 participants were retained for the final study, with a gender split of 274 (49.5%) female and 280 (50.5%) male. The age range was diverse, with 39% of the participants aged 34 years or younger, 33.2% aged between 35-44, 14.8% between 45-54, 11.1% between 55-64, and 1.8% over the age of 65. The majority of the participants, 83%, had a college degree, with 28% holding a graduate degree. Additionally, 83% of the participants were employed full-time. Most participants identified as white (79%) and non-Hispanic (80%). Table 3 provides an overview of the demographic information collected from the main study subjects.

Table 3. *Demographic Information – Main Study*

Demographic Information – Main Study (N=554)

	Characteristics	Frequency	Percent
Age			
	18-24	22	3.9%
	25-34	195	35.1%
	35-44	184	33.2%
	45-54	82	14.8%
	55-64	61	11.1%
	65-74	10	1.8%
Gender			
	Male	280	50.5%
	Female	274	49.5%
Race			
	White	439	79.2%
	Black	34	6.1%
	Asian	19	3.4%
	More than one Race	14	2.5%
	Unrecorded	7	1.3%
	Native Hawaiian or Other Paci	2	0.4%
	American Indian or other Alask	39	7.0%
Ethnicity			
	Hispanic	110	19.9%
	Non-Hispanic	444	80.1%
Income			
	Less than $10,000	20	3.6%
	$10,000 - $19,999	31	5.6%
	$20,000 - $29,999	53	9.6%
	$30,000 - $39,999	53	9.6%
	$40,000 - $49,999	93	16.8%
	$50,000 - $59,999	72	13.0%
	$60,000 - $69,999	40	7.2%
	$70,000 - $79,999	71	12.8%
	$80,000 - $89,999	25	4.5%
	$90,000 - $99,999	41	7.4%
	$100,000 - $149,999	37	6.7%
	More than $150,000	18	3.2%
Education			
	Less than high school	2	0.4%
	High school graduate	28	5.1%
	Some college	63	11.4%
	2 year degree	42	7.6%
	4 year degree	264	47.7%
	Master's degree	145	26.2%
	Doctorate	10	1.8%
Employment			
	Full-Time	457	82.5%
	Part-Time	27	4.9%
	Self-Employed	39	7.0%
	Not Employed	21	3.8%
	Retired	10	1.8%

Total Statistics and Cronbach's Alpha

The reliability analyses were conducted to obtain Cronbach's alpha for each variable. The results showed that for the 12-Item General Health Questionnaire (GHQ-12), Cronbach's Alpha was α=.82. For the 18-item Individual Work Performance Questionnaire (IWPQ), the Cronbach's Alpha for the dimension of Task Performance (TP) was α=.92, for Contextual Performance (CP) was α=.93, and for Counterproductive Work Behavior (CWB), was α=.88. All reliability coefficients mean, percentage of variance for each variable, and all items are provided in Table 4.

It is important to note that Cronbach's alpha is a commonly used measure of internal consistency reliability, which assesses how well a set of items in a questionnaire or scale measures a single construct. The closer the alpha value is to 1, the higher the scale's reliability. A value of .7 or higher is generally considered acceptable for research purposes (George & Mallery, 2003).

Table 4. *Total Statistics and Cronbach's Alpha Data*

Table 3. Descriptive Statistics Data (N=554)

Construct (Reference)	Item Code	Item-Total Statistics: Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted	Mean	Std. Deviation	α
12-Item General Health Questionnaire (GHQ-12) Goldberg & Williams (1988)	GHQ1	33.728	60.683	0.453	0.439	0.814	2.939	1.135	0.824
	GHQ2	33.560	59.807	0.474	0.519	0.812	3.106	1.193	
	GHQ3	33.786	61.653	0.380	0.424	0.819	2.881	1.166	
	GHQ4	33.566	60.607	0.409	0.546	0.817	3.101	1.233	
	GHQ5	33.676	59.878	0.453	0.592	0.814	2.991	1.227	
	GHQ6	33.508	59.679	0.483	0.508	0.811	3.159	1.191	
	GHQ7	33.931	59.673	0.507	0.515	0.809	2.736	1.149	
	GHQ8	33.602	60.996	0.416	0.535	0.816	3.065	1.171	
	GHQ9	33.521	58.355	0.566	0.628	0.804	3.146	1.182	
	GHQ10	33.412	57.056	0.599	0.634	0.801	3.255	1.255	
	GHQ11	33.165	58.461	0.512	0.518	0.809	3.502	1.266	
	GHQ12	33.882	60.047	0.486	0.469	0.811	2.785	1.145	
18-item Individual Work Performance Questionnaire (IWPQ) Dåderman (2020)									
Task Performance	TP1	12.968	16.942	0.774	0.603	0.901	3.215	1.169	0.917
	TP2	12.847	17.543	0.733	0.540	0.909	3.336	1.130	
	TP3	12.892	16.729	0.805	0.650	0.895	3.291	1.165	
	TP4	12.972	16.631	0.813	0.665	0.893	3.212	1.169	
	TP5	13.053	16.270	0.810	0.661	0.894	3.130	1.223	
Contextual Performance	CP1	21.095	49.920	0.696	0.500	0.924	3.166	1.157	0.929
	CP2	21.236	49.157	0.759	0.594	0.920	3.025	1.144	
	CP3	21.077	47.666	0.790	0.680	0.917	3.184	1.233	
	CP4	21.137	47.882	0.782	0.670	0.918	3.125	1.225	
	CP5	21.224	48.131	0.778	0.609	0.918	3.038	1.209	
	CP6	21.426	48.222	0.746	0.621	0.921	2.835	1.243	
	CP7	21.395	47.613	0.779	0.644	0.918	2.866	1.252	
	CP8	21.240	48.942	0.724	0.532	0.922	3.022	1.209	
Counterproductive Work Behavior	CWB1	13.753	14.556	0.711	0.512	0.857	3.395	1.117	0.881
	CWB2	13.635	14.424	0.698	0.499	0.860	3.514	1.154	
	CWB3	13.816	14.207	0.715	0.515	0.856	3.333	1.168	
	CWB4	13.691	14.295	0.754	0.575	0.847	3.458	1.112	
	CWB5	13.699	14.571	0.701	0.509	0.859	3.449	1.126	
Age							38.600	10.967	
Gender							1.480	0.500	
Race							1.700	1.680	
Ethnicity							1.790	0.407	
Income							6.240	2.868	
Education							4.840	1.139	
Employment							1.350	0.854	
Petitioner or Respondent							1.400	0.518	
Time Sharing Determination							1.470	0.573	
Custodial Parent							1.650	0.774	
Married to Other Parent							1.410	0.492	

Descriptive Statistics and Test of Normality

Descriptive statistics were conducted, including mean and standard deviation for each variable. The results of descriptive statistics are presented in Table 5, which shows the mean and standard deviation results for all aggregated variables.

Table 5. *Variables Descriptive Statistics*

Variables Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance
CD Proximity	554	2	1	3	700	1.26	0.025	0.589	0.346
GHQ	554	4	1	5	1692.79	3.0556	0.02962	0.69712	0.486
TP	554	4	1	5	1793.08	3.2366	0.04312	1.01492	1.03
CP	554	4	1	5	1680.11	3.0327	0.04203	0.9893	0.979
CWB	554	4	1	5	1900.06	3.4297	0.03974	0.93528	0.875
Petitioner or Respondent	512	2	1	3	717	1.4	0.023	0.518	0.268
Time Sharing Determination	512	2	1	3	754	1.47	0.025	0.573	0.328
Custodial Parent	512	2	1	3	845	1.65	0.034	0.774	0.6
Married to Other Parent	512	1	1	2	721	1.41	0.022	0.492	0.242

Additionally, normality tests were conducted to assess data distribution, as a normal distribution is necessary to perform adequate statistical tests with collected data (Simsek & Gurler, 2019). Histograms, boxplots, and Q-Q plots were reviewed to analyze the data distribution, and the Kolmogrov-Smirov and the Shapiro–Wilk tests were conducted, as shown in Table 6.

Table 6. *Tests of Normality*

Tests of Normality

	Kolmogorov-Smirnova	df	Sig.	Shapiro-Wilk	df	Sig.	Skewness		Kurtosis	
							Statistic	Std. Error	Statistic	Std. Error
GHQ	0.141	554	<.001	0.955	554	<.001	0.262	0.104	0.682	0.207
TP	0.09	554	<.001	0.965	554	<.001	0.072	0.104	-0.964	0.207
CP	0.084	554	<.001	0.975	554	<.001	0.170	0.104	-0.784	0.207
CWB	0.086	554	<.001	0.969	554	<.001	-0.475	0.104	-0.273	0.207

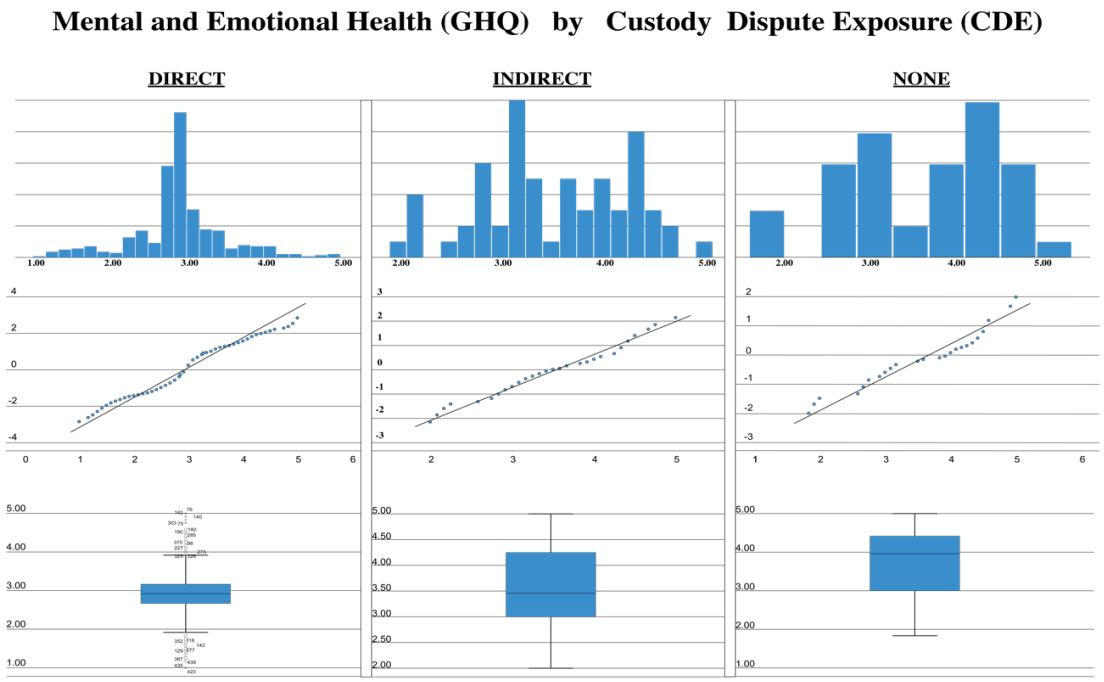
a Lilliefors Significance Correction

Results for both tests show significance levels ($p < 0.01$) for all variables, indicating that the data is not normally distributed (Hair, Black, Babin, & Anderson, 2019).

Upon reviewing the histogram for the GHQ, the distribution presents leptokurtic, taller than a normal curve, and is right tailed or positively skewed. The slight skewness to the right is also visible in the Q-Q plot. The boxplot for the GHQ supports the leptokurtic interpretation from the histogram, as it has multiple outliers representing more extreme values. Extreme values are expected given the nature of the independent variable and support H1 together with the right combination of moderating variables in H2a-d (Kline, 2016).

Further analysis of the distribution for GHQ separated by child Custody Dispute Exposure (Group 1 having personally been directly involved in a custody dispute as a Petitioner or Respondent, and Group 2 having indirect exposure to a custody dispute, such as a close friend or family member of someone directly involved, and Group 3 having no direct or indirect exposure) provides further insight into the distribution of the data. Group 1, with direct exposure, presents an even more leptokurtic distribution. Group 2, with indirect exposure, meets the normal distribution via the Shapiro-Wilk test at ($W(62) = .967, p = .10$)_. Group 3, with no direct or indirect exposure, presents as significant but platykurtic with less kurtosis than the normal distribution, lighter tails that are shorter, and containing fewer outliers (Kline, 2016).

Figure 1. *Normalcy Plots Mental and Emotional Health (GHQ) by Custody Dispute Exposure (CDE)*



Task Performance (TP) presents as platykurtic and right or positively skewed in the overall histogram, and each group when separated by custody dispute exposure. This suggests that the mean of the data is greater than the median (a large number of data pushed on the right-hand side). In other words, the results lean towards the lower side, which is to be expected based on the exposure, or exposure, to a custody dispute combined with the variance in observations between Group 1, Group 2, and Group 3, supporting H2a (Hair et al., 2019).

Contextual Performance (CP), like Task Performance above, also presents as platykurtic and right, or positively skewed, in the overall histogram and each group when separated by custody dispute exposure. The results lean towards the lower side, again,

which is to be expected based on the exposure, or exposure, to a custody dispute combined with the variance in observations between Group 1, Group 2, and Group 3, supporting H2b (Hair et al., 2019).

Counterproductive Work Behavior (CWB) presents slightly platykurtic but with a slight left, or negatively, skewed in the overall histogram and each group when separated by custody dispute exposure. The results, in this case, lean towards the higher side, with the mean being lower based on the exposure, or exposure, to a custody dispute combined with the variance in observations between Group 1, having the lowest mean with (*M*= 3.35, *SD*=0.92), Group 2 with (*M=3.67*, *SD*=0.90), and Group 3 with (*M*=3.90, *SD*=0.93), which is an anticipated result and supports H1c. The normality test results are shown in Table 5, while the histograms, boxplots, and Q-Q plots of the distribution of data are provided in Appendix B.

Based on the results of the normality tests, it can be concluded that the data collected for this study is not normally distributed. This can have implications for the statistical analysis performed on the data. While some statistical tests assume a normal distribution, some tests can be used with non-normal data, such as non-parametric tests like the Mann-Whitney U or Kruskal-Wallis test (Field, 2013). Choosing the appropriate statistical tests based on the data distribution is important to ensure accurate and reliable results.

The results also provide insights into the relationship between exposure to a custody dispute and work-related outcomes. For example, the analysis shows that Task Performance and Contextual Performance tend to be lower among those exposed to a custody dispute, which supports the hypothesis that exposure to a custody dispute has a

negative impact on work-related outcomes. On the other hand, Counterproductive Work Behavior tends to be higher among those exposed to a custody dispute, which supports the hypothesis that exposure to a custody dispute increases the likelihood of engaging in counterproductive work behavior.

These findings are consistent with previous research that has identified the negative impact of personal stressors on work-related outcomes (Cavanaugh et al., 2000; Sauter, Murphy, & Hurrell, 1990). The results also highlight the importance of addressing personal stressors in the workplace, such as exposure to a custody dispute, to promote better work-related outcomes. Employers may consider offering resources and support for employees experiencing personal stressors to help mitigate the negative impact on work-related outcomes.

Overall, the results of this study provide valuable insights into the impact of exposure to a custody dispute on work-related outcomes. While there are limitations to the study, such as the use of self-reported data and the relatively small sample size, the findings suggest that exposure to a custody dispute can have a negative impact on work-related outcomes and should be addressed by employers to promote a healthy work environment.

Construct Validity and Correlation Analysis

A correlation analysis was conducted to assess the underlying constructs of each variable, which showed mixed positive and negative correlations between the variables. The results revealed that both Task Performance (TP) and Contextual Performance (CP) had a negative relationship with Counterproductive Work Behavior (CWB), indicating

that as CWB increased, TP and CP decreased. This finding is consistent with previous research (Bacharach, Bamberger, & Conley, 1991), as shown in Table 7.

Table 7. Variable Correlations

Variable Correlations

		CD Proximity	GHQ	TP	CP	CWB	Petitioner or Respondent	Time Sharing Determination	Custodial Parent	Married to Other Parent
CD Proximity	Pearson Correlation									
	Sig. (2-tailed)									
	N	554								
General Health Quest (GHQ)	Pearson Correlation	.358**								
	Sig. (2-tailed)	<.001								
	N	554	554							
Task Performance (TP)	Pearson Correlation	.259**	.584**							
	Sig. (2-tailed)	<.001	<.001							
	N	554	554	554						
Contextual Performance (CP)	Pearson Correlation	.170**	.537**	.783**						
	Sig. (2-tailed)	<.001	<.001	<.001						
	N	554	554	554	554					
Counterproductive Work Behavior (CWB)	Pearson Correlation	.179**	.300**	-0.038	-.146**					
	Sig. (2-tailed)	<.001	<.001	0.366	<.001					
	N	554	554	554	554	554				
Petitioner or Respondent	Pearson Correlation	.176**	-.092*	-0.015	-0.084	0.067				
	Sig. (2-tailed)	<.001	0.038	0.743	0.058	0.13				
	N	512	512	512	512	512	512			
Time Sharing Determination	Pearson Correlation	.122**	-.138**	0.012	-0.059	.162**	.166**			
	Sig. (2-tailed)	0.006	0.002	0.782	0.185	<.001	<.001			
	N	512	512	512	512	512	512	512		
Custodial Parent	Pearson Correlation	0.083	-0.063	0.083	0.002	.137**	.140**	.148**		
	Sig. (2-tailed)	0.062	0.155	0.061	0.965	0.002	0.001	<.001		
	N	512	512	512	512	512	512	512	512	
Married to Other Parent	Pearson Correlation	-0.052	.088*	0.016	0.02	0.055	-0.036	-0.012	.113*	
	Sig. (2-tailed)	0.236	0.046	0.719	0.651	0.216	0.417	0.78	0.01	
	N	512	512	512	512	512	512	512	512	512

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Additionally, the study found a significant positive medium correlation between Custody Dispute Exposure (CDE) and General Health Questionnaire (GHQ), with a coefficient value of ($r(455)=.36$, $p<.01$). This result suggests that as custody dispute exposure increases, so does the impact to mental and emotional health. This finding supports previous research that links high-conflict custody disputes and increased mental health problems (Jaffe, Johnston, Crooks, & Bala, 2008).

This finding supports previous research that links high-conflict custody disputes and increased mental health problems (Jaffe, Johnston, Crooks, & Bala, 2008).

Moreover, the study found a strong positive correlation between GHQ and Task Performance (TP), with a large coefficient value of (r(455)=.58, p<.01), and between GHQ and Contextual Performance (CP), with a large coefficient value as well for CP of (r(455)=.54, p<.01). This result suggests that as GHQ scores increase, so do Task and Contextual Performance, indicating better overall job performance. This finding aligns with previous research that has demonstrated a positive relationship between employee well-being and job performance (Harter et al., 2002).

Finally, a medium positive correlation was found between GHQ and Counterproductive Work Behavior (CWB), with a coefficient value of (r(455)=.30, p=<.01). This result suggests that as GHQ scores increase, CWB also increases, indicating that mental health problems may lead to negative workplace behaviors. This finding is supported by previous research that has linked poor mental health to increased absenteeism, presenteeism, and workplace deviance (Halbesleben & Buckley, 2004).

Hypotheses Testing Results

Hypothesis 1

Hypothesis 1 suggested that child custody disputes have a negative impact on mental and emotional health. To investigate this hypothesis, a regression analysis was conducted using SPSS v28 to examine the relationship between exposure to child custody disputes (directly involved, indirectly involved, or not involved) and mental and emotional health as measured by the 12-item General Health Questionnaire (GHQ-12). The analysis found no multicollinearity based on the tolerance and VIF statistics (Hair, Black, Babin, & Anderson, 2010). The results showed that the model was significant

($F(1,552)= 81.14$, $p < .01$), explaining 12.8% of the variance in GHQ. The unstandardized coefficient for CDE was .42, which was significant ($t = 9.008$; $p < .01$), indicating that an increase in CDE led to an increase of .42 units on the GHQ, or an improvement in mental and emotional health on a scale of 1-5, in the same positive direction predicted in the research model. Therefore, the findings supported Hypothesis 1. Analytical data is in Table 8.

Table 8. *H1 Regression Results*

Variables	Hypothesis	F-Value		Sig.	R Square	Beta	T	Sig.
CDP->GHQ_	H1	81.258	1,554	<.001	0.128	0.424	38.517	<.001

Hypotheses 2a-d

Hypotheses 2a-d propose that case conditions positively moderate the relationship between child Custody Dispute Exposure (CDE) and Mental and Emotional Health (GHQ-12). A series of two-way analyses of variance (ANOVA) was conducted to examine the difference in being the petitioner or respondent in a child custody dispute between the two groups with different levels of exposure, or exposure, to custody disputes. Group 1 had direct personal involvement in a custody dispute as a Petitioner or Respondent, and Group 2 had indirect exposure to a custody dispute, such as a close friend or family member of someone directly involved. Group 3 was not included in the evaluation of the moderator variables as the variables are not applicable. Analytical data is summarized in Table 12.

Table 12. *H2a-d Two-way Analysis of Variance (ANOVA) for Moderation*

Variable	Hypothesis	Response	Indirect		Direct		ANOVA			
			M	SD	M	SD	Effect	F Ratio	df	η2
Petitioner or Respondent	H2a	Petitioner	3.503	0.596	3.015	0.539	CDE	62.179	1,501	0.110
		Respondent	3.686	0.791	2.789	0.695	PetRes	0.059	1,501	0.000
		Total	3.589	0.694	2.932	0.610	CDE*PetRes	5.414	1,501	0.011
Time Sharing Determination	H2b	Agreed by Both Parties	3.548	0.702	3.019	0.461	CDE	53.513	1,488	0.099
		Ordered by a Judge	3.567	0.725	2.854	0.733	Timesharing	0.737	1,488	0.002
		Total	3.559	0.708	2.954	0.588	CDE*Timesharing	1.175	1,488	0.002
Custodial Parent	H2c	Yes	3.644	0.702	3.020	0.492	CDE	46.437	1,506	0.084
		No	3.261	0.768	2.759	0.682	Custodial	4.957	2,506	0.019
		50/50	3.607	0.750	2.939	0.753	PDE*Custodial	0.270	2,506	0.001
		Total	3.540	0.737	2.932	0.753				
Married to Other Parent	H2d	Yes	3.453	0.705	2.880	0.578	CDE	51.833	1,508	0.093
		No	3.710	0.786	3.005	0.647	Married	4.617	1,508	0.009
		Total	3.540	0.737	2.932	0.610	CDE*Married	0.555	1,508	0.001

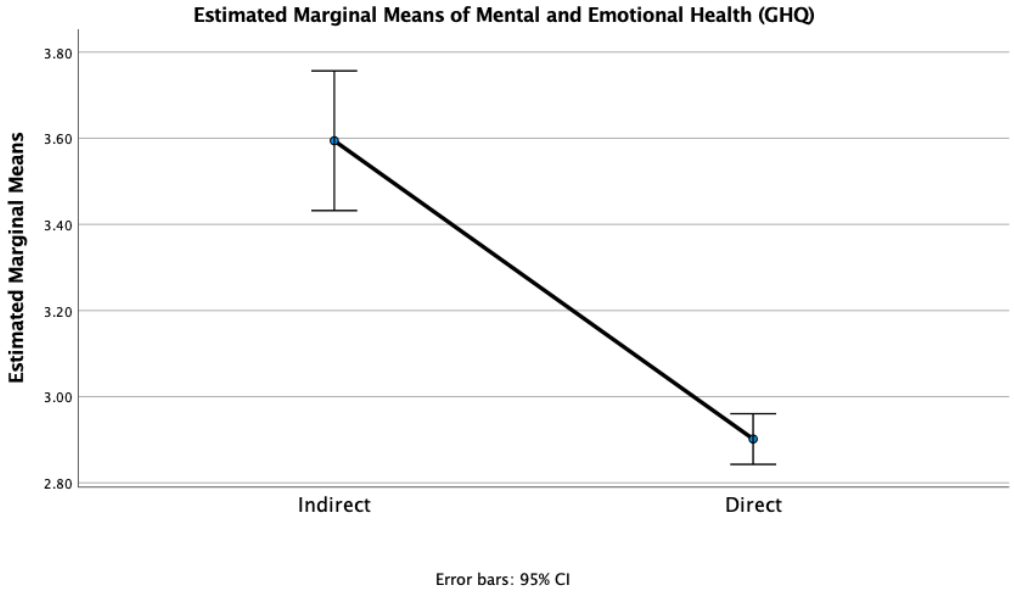
Hypothesis 2a

To test Hypothesis 2a, which proposes that whether the subject is a Petitioner or Respondent in a child custody dispute has a moderating effect on the relationship between being in a child custody dispute and Mental/Emotional Health, a two-way ANOVA was performed to analyze the effect of Custody Dispute Exposure (CDE) and whether the subject or their close friend or family member was a Petitioner or Respondent (PetRes) on mental and emotional health (GHQ). The analysis revealed that there was a statistically significant interaction between the effects of Custody Dispute Exposure (CDE) and Petitioner or Respondent (PetRes) ($F(1,501) = 5.41$, $p = .02$). Simple main effects analysis showed that Custody Dispute Exposure (CDE) had a statistically significant effect on mental and emotional health (GHQ) ($p < .01$).

These findings support Hypothesis 2a, which proposes that being the Petitioner or Respondent in a child custody dispute moderates the relationship between being in a

child custody dispute and Mental/Emotional Health. Specifically, the results suggest that the impact of Custody Dispute Exposure (CDE) on mental and emotional health is more significant for those directly involved in a custody dispute than those with indirect exposure to it. Figure 1 graphs the results of the analysis.

Figure 2. *Direct vs. Indirect Exposure to Custody Dispute*



Hypothesis 2b

The findings for hypothesis 2b suggest that whether the Time-Sharing Determination was Agreed Upon by Both Parties or Ordered by a Judge does not significantly moderate mental/Emotional Health. The mean scores for mental and emotional health (GHQ) for both groups of participants, those with direct and indirect exposure to child custody disputes, are similar regardless of whether the time-sharing determination was agreed upon by both parties or ordered by a judge. The Analysis of Variance (ANOVA) for the variable Time-sharing (TP) showed a non-significant effect

on mental and emotional health (GHQ), as indicated by the (F(1,488) = 0.74, Partial eta squared <.01). Additionally, the interaction between Custody Dispute Exposure (CDE) and Time-sharing was also not statistically significant (F(1,488) = 1.18, Partial eta squared <.01).

These results suggest that how the time-sharing determination was made does not significantly impact the relationship between exposure to child custody disputes and mental and emotional health. Instead, it is the exposure to the custody dispute itself that has a significant effect on mental and emotional health, as indicated by the significant (F(1,488) = 53.51, Partial eta squared <.10) for the variable Custody Dispute Exposure (CDE).

To examine if the results for participants with direct exposure to child custody disputes are significantly different from those with indirect exposure, a post-hoc analysis was performed. The analysis revealed that for participants with direct exposure, there was a statistically significant difference in mean mental and emotional health (GHQ) scores between those whose Time-Sharing Determination was Agreed Upon by Both Parties (M= 3.02, SD = .46) and those whose Time-Sharing Determination was Ordered by a Judge (M = 2.85, SD = .73) (F(1,488) = 7.87, p = <.01) (Oliver, Thompson, & Charles, 2018). Specifically, those whose Time-Sharing Determination was Ordered by a Judge had lower mean scores on mental and emotional health (GHQ) than those whose Time-Sharing Determination was Agreed Upon by Both Parties.

In contrast, for participants with indirect exposure, there was no statistically significant difference in mean mental and emotional health (GHQ) scores between those whose Time-Sharing Determination was Agreed Upon by Both Parties (M = 3.55,

SD=0.70) and those whose Time-Sharing Determination was Ordered by a Judge (*M*=3.57, *SD* = .77) (*F*(1,488) = .01, *p* = .91) (Oliver et al., 2018).

These results suggest that for individuals with direct exposure to child custody disputes, the way the Time-Sharing Determination is made (Agreed Upon by Both Parties or Ordered by a Judge) significantly impacts their mental and emotional health. However, for individuals with indirect exposure, the way the Time-Sharing Determination is made does not appear to significantly impact their mental and emotional health (Oliver et al., 2018).

Hypothesis 2c

The result of the analysis indicates that hypothesis 2c has mixed support. The analysis of variance (ANOVA) revealed a statistically significant difference in mean mental and emotional health (GHQ) scores between respondents who were the custodial parent and those who were not the custodial parent, regardless of their exposure (direct or indirect) to child custody disputes. Specifically, participants who were the custodial parent had higher mean scores on mental and emotional health (GHQ) than those who were not the custodial parent. However, the moderating effect of being the custodial parent on the relationship between exposure to child custody disputes and mental and emotional health was not statistically significant.

Overall, these findings suggest that being the custodial parent significantly affects mental and emotional health, regardless of exposure to child custody disputes. However, being the custodial parent does not appear to moderate the relationship between exposure to child custody disputes and mental and emotional health.

Additionally, it is important to note that the strength of the effect found in hypothesis 2c may depend on other variables, such as time-sharing determination and whether the participant is the petitioner or respondent. Further research may be necessary to fully understand the extent and nature of these potential moderating variables.

Hypothesis 2d

The results for hypothesis 2d, which evaluated whether or not the respondent was married to the other party, indicate that this variable has a significant but weak moderating effect on mental and emotional health in individuals with direct exposure to child custody disputes. Specifically, participants who were not married to the other parent had higher mean scores on mental and emotional health (GHQ) than those who were married. However, this variable did not significantly affect the mental and emotional health of individuals with indirect exposure. The effect size for the variable Married was relatively small, with a Partial eta squared of .01, indicating that it explains only a small proportion of the variance in mental and emotional health.

It should be noted that this effect's strength may depend on other variables, such as time-sharing determination and whether or not they are the petitioner or respondent. Further research may be needed to better understand the complex interplay of factors that influence mental and emotional health in individuals involved in child custody disputes.

Hypothesis 3a-c

To test hypothesis 3a, the regression analysis revealed a significant positive relationship between mental and emotional health and task performance ($\beta = .85$, $t(1,552)$

= 16.92, $p < .01$). Therefore, hypothesis 3a is supported, indicating that individuals with poorer mental and emotional health will likely have poorer task performance. In addition, hypothesis H1 suggests that being involved in a child custody dispute can negatively impact mental and emotional health, as findings of hypothesis 2a suggest mediates the relationship and affects task performance. This is consistent with previous research that has shown that individuals involved in child custody disputes often experience high levels of stress, anxiety, and depression (Buehler, Gerard, & Cumming, 2009), which can negatively impact their ability to concentrate, make decisions, and complete tasks effectively.

To test hypothesis 3b, the regression analysis revealed a significant positive relationship between mental and emotional health on contextual performance ($\beta = .76$, $t(1,552) = 14.94$, $p < .01$), which suggests that mental and emotional health is a significant predictor of contextual performance, independent of the impact of child custody disputes. However, together with hypothesis 1, which proposed that being involved in a child custody dispute can significantly impact an individual's mental and emotional health, and hypothesis 2b, which proposed that the negative impact of child custody disputes on contextual performance is mediated by mental and emotional health, and both of these hypotheses being supported by our findings our study provides evidence to suggest that being involved in a child custody dispute can negatively affect an individual's mental and emotional health, which in turn can negatively impact their contextual performance.

Finally, to test hypothesis 3c, the regression analysis revealed a significant negative relationship between mental and emotional health and counterproductive work

behaviors (β = .40, $t(1,552) = 7.38$, $p < .01$). Therefore, hypothesis 3c is supported, indicating that individuals with poorer mental and emotional health are likely to engage in more counterproductive work behaviors, which is also supported by previous research. For example, studies have shown that individuals with high levels of emotional exhaustion and low emotional intelligence are more likely to engage in counterproductive work behaviors (Barling, Dupré, & Kelloway, 2009). The results are summarized in Table 13.

Table 13. *H3a-c Regression Analysis Results*

Variables	Hypothesis	F-Value		Sig.	R Square	Beta	T	Sig.
GHQ->TP	H3a	286.107	1,552	<.001	0.341	0.851	16.915	<.001
GHQ->CP	H3b	223.303	1,552	<.001	0.288	0.762	14.943	<.001
GHQ->CWB	H3c	54.457	1,552	<.001	0.09	0.402	7.379	<.001

Hypotheses 4a-c

A Sobel test was conducted to test the mediation effect between Custody Dispute Exposure (CDE) and Task Performance (TP), Contextual Performance (CP), and Counterproductive Work Behavior (CWB) with the help of Mental and Emotional health measured with the 12-item General Health Questionnaire (GHQ) as a mediator. The Sobel test is a statistical technique that is commonly used to test the significance of a mediation effect (Preacher & Hayes, 2008). The results of the Sobel test are presented in three values: the Sobel test statistic, standard error (*SE*), and p-value (*p*).

In a study to investigate hypothesis 4a, a Sobel Test was conducted to test the mediation effect of mental and emotional health, as measured by the 12-item General

Health Questionnaire (GHQ-12), between child custody dispute exposure (CDE) and Task Performance (TP) (Baron & Kenny, 1986). The results showed that mental and emotional health significantly mediated the relationship between CDE and TP, with a (Sobel test statistic of 7.97, *SE* = 0.05, and *p*=.00), indicating that the mediation effect of GHQ between CDE and TP is significant. These findings support the hypothesis that mental and emotional health plays a crucial role in the relationship between CDE and TP. Specifically, exposure to child custody disputes leads to a decline in mental and emotional health, which, in turn, leads to a decrease in TP. The summary of the results is presented in Table 9. The evidence provided in this study suggests that employers and managers should prioritize the mental and emotional health of their employees who are experiencing child custody disputes to maintain or increase their contextual performance in the workplace. The findings of this study support the hypothesis that mental and emotional health mediates the relationship between CDE and TP, as seen in Table 9.

Table 9. *H4a - Sobel Test for Mediation Effect of the Relationship between CDE and TP*

CDP->GHQ->TP

Input			Test statistic	Std. Error	*p*-value
a	0.424	Sobel test:	7.971	0.045	0.000
b	0.851	Aroian test:	7.960	0.045	0.000
s_a	0.047	Goodman test:	7.982	0.045	0.000
s_b	0.050				

Effect	Path	β	SE	95% CI		*p*-value
				Lower	Upper	
Total	CDE->TP	0.447	0.071	0.308	0.587	0.000
Indirect	CDE->GHQ->TP	0.348	0.051	0.252	0.448	0.000
Direct	CDE->TP	0.099	0.064	-0.026	0.224	0.000

To investigate hypothesis 4b, a second Sobel Test was conducted to test the mediation effect of mental and emotional health, as measured by the General Health Questionnaire (GHQ), between child custody dispute exposure (CDE) and Contextual Performance (CP). The results showed that mental and emotional health significantly mediated the relationship between CDE and CP, with a (Sobel test statistic of 7.72, *SE* = 0.04, and *p*=.00), indicating that the mediation effect of GHQ between CDE and CP is significant. These findings support the hypothesis that mental and emotional health plays a crucial role in the relationship between CDE and CP (Baron & Kenny, 1986). Specifically, exposure to child custody disputes leads to a decline in mental and emotional health, which, in turn, leads to a decrease in CP. The summary of the results is presented in Table 10, and the evidence provided in this study suggests that employers and managers should prioritize the mental and emotional health of their employees who are experiencing child custody disputes to maintain or increase their contextual performance in the workplace.

Table 10. *H4b - Sobel Test for Mediation Effect of the Relationship between CDE and CP*

CDP->GHQ->CP

Input			Test statistic	Std. Error	*p*-value
a	0.424	Sobel test:	7.723	0.042	0.000
b	0.762	Aroian test:	7.710	0.042	0.000
s_a	0.047	Goodman test:	7.735	0.042	0.000
s_b	0.051				

Effect	Path	β	SE	95% CI		*p*-value
				Lower	Upper	
Total	CDE->CP	0.286	0.071	0.147	0.424	0.000
Indirect	CDE->GHQ->CP	0.328	0.043	0.227	0.442	0.000
Direct	CDE->CP	-0.043	0.065	-0.170	0.084	0.000

To further investigate the relationship between mental and emotional health, child custody dispute exposure, and work behavior, hypothesis 4c, a third Sobel Test was conducted to test the mediation effect of mental and emotional health, as measured by the General Health Questionnaire (GHQ), between child custody dispute exposure (CDE) and Counterproductive Work Behavior (CWB). This test showed that mental and emotional health significantly mediated the relationship between CDE and CWB, with a (Sobel test statistic of 5.74, *SE* of 0.03, and $p<0.01$), indicating that the mediation effect of GHQ between CDE and CWB is significant. These findings support the hypothesis that mental and emotional health plays a crucial role in the relationship between CDE and CWB (Baron & Kenny, 1986). Specifically, exposure to child custody disputes leads to a decline in mental and emotional health, which, in turn, leads to an increase in CWB. The summary of the results is presented in Table 11. The evidence provided in this study suggests that employers and managers should prioritize the mental and emotional health of their employees experiencing child custody disputes to reduce the incidence of counterproductive work behavior in the workplace.

Table 11. *H4c - Sobel Test for Mediation Effect of the Relationship between CDE and CWB*

CDP->GHQ->CWB

Input			Test statistic	Std. Error	*p*-value
a	0.424	Sobel test:	5.74	0.03	<.001
b	0.402	Aroian test:	5.72	0.03	<.001
s_a	0.047	Goodman test:	5.76	0.03	<.001
s_b	0.054				

Effect	Path	β	SE	95% CI		*p*-value
				Lower	Upper	
Total	CDE->CWB	0.284	0.067	0.153	0.415	0.000
Indirect	CDE->GHQ->CWB	0.154	0.032	0.093	0.219	0.000
Direct	CDE->CWB	0.130	0.069	-0.006	0.265	0.060

The results of these Sobel Tests support Hypothesis 4a, Hypothesis 4b, and Hypothesis 4c, which suggest that mental and emotional health mediates the relationship between child custody dispute exposure and work outcomes. These findings have important implications for employers and managers in recognizing the potential impact of child custody disputes on their employees' mental health and work performance and implementing strategies to support employees during these challenging times.

Implications

The results of this study suggest that child custody disputes can significantly impact an individual's mental and emotional health, which can, in turn, negatively affect their work performance. The findings indicate that employees involved in child custody disputes are more likely to engage in counterproductive work behaviors, such as

absenteeism, lateness, and decreased work productivity (American Psychological Association, 2020). These results have important implications for US corporations, which may experience decreased productivity, increased absenteeism, and higher healthcare costs due to employees' involvement in child custody disputes.

Employees experiencing high levels of stress and anxiety from child custody disputes may have difficulty concentrating, making decisions, and effectively completing tasks. This can result in decreased work performance and lower productivity levels, which can be costly for US corporations. The American Psychological Association (2020) estimates that stress in the workplace costs US corporations approximately $300 billion per year in absenteeism, turnover, decreased productivity, and healthcare costs. However, this study did not consider potential moderating factors like child custody disputes. In addition to decreased work performance and increased counterproductive work behaviors, employees involved in child custody disputes may require time off for court appearances, lawyer meetings, and other related events, leading to increased absenteeism and decreased productivity levels, further impacting a corporation's bottom line. Healthcare costs may also rise as employees require treatment for stress, anxiety, and depression related to child custody disputes (American Psychological Association, 2020).

Participants in this study estimated that, on average, being involved in a child custody dispute would distract a person from their work for 56% of their workday. Given that custody disputes impact over 26.8 million working-age Americans, and the US average salary is $58,563 per year (ZipRecruiter, 2023) a 56% reduction in productivity would amount to a cost of $879 billion in lost productivity to US corporations. This

figure only accounts for distraction and lost productivity and does not include absenteeism from court, doctor appointments for mental health counseling, or other reasons an individual may need to miss work to comply with a court order.

US corporations should consider providing employees with resources and support to address the impact of child custody disputes on their mental and emotional health and mitigate the costs associated with absenteeism, decreased productivity, and healthcare expenses. Corporations can offer employee assistance programs (EAPs) that provide counseling services to employees and their families, helping them cope with the stress and anxiety of child custody disputes and offering resources and referrals to legal and financial professionals (American Psychological Association, 2020). Additionally, corporations can provide flexible work arrangements, such as telecommuting or flexible scheduling, to employees involved in child custody disputes to help them manage work responsibilities, court appearances, or lawyer meetings.

Furthermore, corporations can train managers and supervisors to identify and address the impact of child custody disputes on employees' mental and emotional health. Training can help managers and supervisors recognize signs of stress, anxiety, and depression in employees and provide support and resources to help them cope with the impact of child custody disputes.

In light of the study results, the hypotheses support that child custody disputes significantly impact an individual's mental and emotional health, negatively impacting work performance. To mitigate the associated costs and create a more supportive work environment, US corporations should recognize the impact of child custody disputes on

their employees and provide resources and support, such as counseling services, flexible work arrangements, and training for managers and supervisors.

Study Limitations and Future Research

Despite the significant findings regarding the impact of child custody disputes on employees' mental and emotional health and work performance, this study has several limitations that should be acknowledged. First, the study relies on self-reported participant data, which may be subject to response bias, social desirability bias, and recall bias (Podsakoff, MacKenzie, Lee, & Podsakoff, 2003). Future research could benefit from using objective measures, such as actual work performance data, to corroborate self-reported information and provide a more comprehensive understanding of the impact of child custody disputes on employees' work performance.

Second, this study employed a cross-sectional design, which limits the ability to draw causal inferences between child custody disputes and employees' mental and emotional health and work performance. Longitudinal research designs could help establish the causal relationships between these variables and allow for a more in-depth examination of the potential moderating and mediating factors (Maxwell & Cole, 2007).

Third, the generalizability of the study's findings may be limited by the sample's demographic characteristics, which may be different from the broader population of working-age adults involved in child custody disputes. Future research should seek to include more diverse samples in terms of age, gender, race, and socioeconomic status to

ensure that the findings can be generalized to a broader range of individuals affected by child custody disputes.

The study did not explore the potential protective factors that may buffer the impact of child custody disputes on employees' mental and emotional health and work performance, such as social support, coping strategies, and resilience (Fredrickson, Tugade, Waugh, & Larkin, 2003). Identifying these protective factors could provide valuable insights for developing interventions and support programs that help employees navigate the challenges associated with child custody disputes.

Future research should address these limitations by utilizing objective measures of work performance, employing longitudinal designs, including more diverse samples, and examining potential protective factors. By addressing these limitations, future studies can further advance our understanding of the complex relationships between child custody disputes, employees' mental and emotional health, and work performance, ultimately informing the development of effective interventions and support programs for employees affected by child custody disputes.

Conclusion

In conclusion, the present study provides valuable insights into the significant impact of child custody disputes on employees' mental and emotional health and work performance. The findings suggest that employees involved in child custody disputes are more likely to engage in counterproductive work behaviors, such as absenteeism, lateness, and decreased work productivity, which can have considerable implications for

US corporations (American Psychological Association, 2020). The study shows that corporations may experience decreased productivity, increased absenteeism, and higher healthcare costs due to employees' involvement in child custody disputes.

This study's results support the hypothesis that child custody disputes significantly impact an individual's mental and emotional health, negatively impacting work performance. Given the extensive costs associated with these negative consequences, US corporations should recognize the importance of addressing the impact of child custody disputes on their employees and providing resources and support to mitigate the associated costs. Corporations can support their employees and improve their work performance by offering employee assistance programs (EAPs), flexible work arrangements, and training for managers and supervisors (American Psychological Association, 2020). Moreover, addressing the impact of child custody disputes on employees can lead to an improved bottom line and a more supportive work environment.

Although the study has several limitations, such as reliance on self-reported data, cross-sectional design, limited generalizability, and the lack of exploration of potential protective factors, it lays the foundation for future research in this area. Addressing these limitations through the use of objective measures, longitudinal designs, diverse samples, and the examination of protective factors will further advance our understanding of the complex relationships between child custody disputes, employees' mental and emotional health, and work performance (Fredrickson et al., 2003; Maxwell & Cole, 2007; Podsakoff et al., 2003).

Future research should focus on developing and evaluating interventions and support programs that can help employees navigate the challenges associated with child

custody disputes. By identifying effective strategies to support employees and mitigate the negative impact of child custody disputes on their mental and emotional health and work performance, corporations can create a more supportive work environment, reduce costs associated with decreased productivity, increased absenteeism, and healthcare expenses, and contribute to the overall well-being of their employees.

In summary, this study highlights the importance of understanding the impact of child custody disputes on employees' mental and emotional health and work performance. It underscores the need for US corporations to provide resources and support to address this issue. By addressing the impact of child custody disputes on their employees, US corporations can improve their bottom line and create a more supportive work environment.

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APPENDIX A
Survey Instrument

Item	Question
Controls	
CONT1	What is your age?
CONT2	Are you Male or Female?
CONT3	What is your race?
CONT4	What is your Ethnicity
CONT5	What is your income?
CONT6	What is your level of education?
CONT7	Are you employed Full-Time, Part-Time, Not Employed, Other
CONT8	In which State was your custody dispute?
Case Conditions	
CDEa	Have you ever been a party (Petitioner or Respondent) in a Child Custody Dispute?
CDEb	If you answered no, do you have a friend or family member who has?
COND1a	Were you, or are you, the petitioner, or the respondent?
COND2a	Is the current time-sharing arrangement agreed upon by both parties or ordered by a Judge?
COND3a	Are you currently the custodial parent?
COND4a	Are you/were you married to the other parent?
COND1b	Was or is, the close friend or family member involved in the custody dispute the petitioner or the respondent?
COND2b	Is the current time-sharing arrangement of the close friend or family member involved in the custody dispute agreed upon by both parties or ordered by a Judge?
COND3b	Is the friend or close family member involved in the custody dispute the custodial parent?
COND4b	Was the close friend or family member involved in the custody dispute ever married to the other parent?
12-item General Health Questionnaire	
	Goldberg, D., & Williams, P. (1988). A user's guide to the General Health Questionnaire. Windsor, UK: NFER-Nelson.
GHQ1	been able to concentrate on what you’re doing?
GHQ2	lost much sleep over worry?
GHQ3	felt that you are playing a useful part in things?
GHQ4	felt capable of making decisions about things?
GHQ5	felt constantly under strain?

GHQ6	felt you couldn't overcome your difficulties?
GHQ7	been able to enjoy your normal day to day activities?
GHQ8	been able to face up to your problems?
GHQ9	been feeling unhappy or depressed?
GHQ10	been losing confidence in yourself?
GHQ11	been thinking of yourself as a worthless person?
GHQ12	been feeling reasonably happy, all things considered?
18-item Individual Work Performance Questionnaire (IWPQ)	
	Dåderman, A. M., Ingelgård, A., & Koopmans, L. (2020). Cross-cultural adaptation, from Dutch to Swedish language, of the Individual Work Performance Questionnaire. Work, 65(1), 97–109. https://doi.org/10.3233/WOR-203141
Dimension: Task Performance	
TP	I was able to plan my work so that I finished it on time.
TP	I kept in mind the work result I needed to achieve.
TP	I was able to set priorities.
TP	I was able to carry out my work efficiently.
TP	I managed my time well.
Dimension: Contextual Performance	
CP	On my own initiative, I started new tasks when my old tasks were completed.
CP	I took on challenging tasks when they were available.
CP	I worked on keeping my job-related knowledge up to date.
CP	I worked on keeping my work skills up to date.
CP	I came up with creative solutions for new problems.
CP	I took on extra responsibilities.
CP	I continually sought new challenges in my work.
CP	I actively participated in meetings and/or consultations.
Dimension: Counterproductive Work Behavior	
CWB	I complained about minor work-related issues at work.
CWB	I made problems at work bigger than they were.
CWB	I focused on the negative aspects of situation at work instead of the positive aspects.
CWB	I talked to colleagues about the negative aspects of my work.
CWB	I talked to people outside the organization about the negative aspects of my work.

APPENDIX B
Descriptive Statistics, Tests of Normality, and Correlations

Descriptives

Notes

Output Created		10-MAY-2023 19:11:39
Comments		
Input	Data	/Users/Casey/Desktop/FIU DBA/Dissertation/Final Dissertation/2023-05-8_Groups1and2and3DroppedOther.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=GHQ TP CP CWB /SAVE /STATISTICS=MEAN STDDEV MIN MAX KURTOSIS SKEWNESS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.00
	ZGHQ	Zscore(GHQ)

Variables Created or Modified	ZTP	Zscore(TP)
	ZCP	Zscore(CP)
	ZCWB	Zscore(CWB)

Descriptive Statistics

	N Statistic	Minimum Statistic	Maximum Statistic	Mean Statistic	Std. Deviation Statistic	Skewness Statistic	Skewness Std. Error	Kurto Statis
GHQ	554	1.00	5.00	3.0556	.69712	.262	.104	.6
TP	554	1.00	5.00	3.2366	1.01492	.071	.104	-.9
CP	554	1.00	5.00	3.0327	.98930	.170	.104	-.7
CWB	554	1.00	5.00	3.4297	.93528	-.475	.104	-.2
Valid N (listwise)	554							

Descriptive Statistics

	Kurtosis Std. Error
GHQ	.207
TP	.207
CP	.207
CWB	.207
Valid N (listwise)	

Explore

Notes

Output Created		10-MAY-2023 19:24:37
Comments		
Input	Data	/Users/Casey/Desktop/FIU DBA/Dissertation/Final Dissertation/2023-05-8_Groups1and2and3DroppedOther.sav

	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	CD Exposure
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values for dependent variables are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any dependent variable or factor used.
Syntax		EXAMINE VARIABLES=GHQ TP CP CWB BY CDE /PLOT BOXPLOT HISTOGRAM NPPLOT /COMPARE GROUPS /STATISTICS DESCRIPTIVES EXTREME /CINTERVAL 95 /MISSING LISTWISE /NOTOTAL.
Resources	Processor Time	00:00:04.97
	Elapsed Time	00:00:06.00

CD Exposure

Case Processing Summary

	CD Exposure	Cases Valid N	Valid Percent	Missing N	Missing Percent	Total N	Total Percent
GHQ	Direct	450	100.0%	0	0.0%	450	100.0%
	Indirect	62	100.0%	0	0.0%	62	100.0%

	None	42	100.0%	0	0.0%	42	100.0%
TP	Direct	450	100.0%	0	0.0%	450	100.0%
	Indirect	62	100.0%	0	0.0%	62	100.0%
	None	42	100.0%	0	0.0%	42	100.0%
CP	Direct	450	100.0%	0	0.0%	450	100.0%
	Indirect	62	100.0%	0	0.0%	62	100.0%
	None	42	100.0%	0	0.0%	42	100.0%
CWB	Direct	450	100.0%	0	0.0%	450	100.0%
	Indirect	62	100.0%	0	0.0%	62	100.0%
	None	42	100.0%	0	0.0%	42	100.0%

Descriptives

	CD Exposure			Statistic	Std. Error
GHQ	Direct	Mean		2.9319	.02876
		95% Confidence Interval for Mean	Lower Bound	2.8754	
			Upper Bound	2.9885	
		5% Trimmed Mean		2.9319	
		Median		2.9167	
		Variance		.372	
		Std. Deviation		.61003	
		Minimum		1.00	
		Maximum		5.00	
		Range		4.00	
		Interquartile Range		.50	
		Skewness		.043	.115
		Kurtosis		1.656	.230
	Indirect	Mean		3.5403	.09364
		95% Confidence Interval for Mean	Lower Bound	3.3531	
			Upper Bound	3.7276	
		5% Trimmed Mean		3.5514	
		Median		3.4583	
		Variance		.544	
		Std. Deviation		.73733	
		Minimum		2.00	
		Maximum		5.00	
		Range		3.00	
		Interquartile Range		1.25	

		Skewness		-.152	.304
		Kurtosis		-.778	.599
	None	Mean		3.6647	.13518
		95% Confidence Interval for Mean	Lower Bound	3.3917	
			Upper Bound	3.9377	
		5% Trimmed Mean		3.6929	
		Median		3.9583	
		Variance		.767	
		Std. Deviation		.87604	
		Minimum		1.83	
		Maximum		5.00	
		Range		3.17	
		Interquartile Range		1.46	
		Skewness		-.433	.365
		Kurtosis		-.957	.717
TP	Direct	Mean		3.1064	.04608
		95% Confidence Interval for Mean	Lower Bound	3.0159	
			Upper Bound	3.1970	
		5% Trimmed Mean		3.1007	
		Median		3.0000	
		Variance		.955	
		Std. Deviation		.97745	
		Minimum		1.00	
		Maximum		5.00	
		Range		4.00	
		Interquartile Range		1.60	
		Skewness		.170	.115
		Kurtosis		-.844	.230
	Indirect	Mean		3.7452	.12308
		95% Confidence Interval for Mean	Lower Bound	3.4990	
			Upper Bound	3.9913	
		5% Trimmed Mean		3.7796	
		Median		3.7000	
		Variance		.939	
		Std. Deviation		.96914	

		Minimum		1.60	
		Maximum		5.00	
		Range		3.40	
		Interquartile Range		1.65	
		Skewness		-.237	.304
		Kurtosis		-.963	.599
	None	Mean		3.8810	.15663
		95% Confidence Interval for Mean	Lower Bound	3.5646	
			Upper Bound	4.1973	
		5% Trimmed Mean		3.9444	
		Median		4.2000	
		Variance		1.030	
		Std. Deviation		1.01507	
		Minimum		1.20	
		Maximum		5.00	
		Range		3.80	
		Interquartile Range		1.45	
		Skewness		-.912	.365
		Kurtosis		-.216	.717
CP	Direct	Mean		2.9475	.04600
		95% Confidence Interval for Mean	Lower Bound	2.8571	
			Upper Bound	3.0379	
		5% Trimmed Mean		2.9410	
		Median		2.7500	
		Variance		.952	
		Std. Deviation		.97572	
		Minimum		1.00	
		Maximum		5.00	
		Range		4.00	
		Interquartile Range		1.50	
		Skewness		.213	.115
		Kurtosis		-.706	.230
	Indirect	Mean		3.3871	.12578
		95% Confidence Interval for Mean	Lower Bound	3.1356	
			Upper Bound	3.6386	

		5% Trimmed Mean		3.3858	
		Median		3.2500	
		Variance		.981	
		Std. Deviation		.99040	
		Minimum		1.38	
		Maximum		5.00	
		Range		3.63	
		Interquartile Range		1.81	
		Skewness		.215	.304
		Kurtosis		-1.130	.599
	None	Mean		3.4226	.14559
		95% Confidence Interval for Mean	Lower Bound	3.1286	
			Upper Bound	3.7166	
		5% Trimmed Mean		3.4352	
		Median		3.5625	
		Variance		.890	
		Std. Deviation		.94351	
		Minimum		1.63	
		Maximum		5.00	
		Range		3.38	
		Interquartile Range		1.38	
		Skewness		-.367	.365
		Kurtosis		-.905	.717
CWB	Direct	Mean		3.3530	.04356
		95% Confidence Interval for Mean	Lower Bound	3.2674	
			Upper Bound	3.4386	
		5% Trimmed Mean		3.3799	
		Median		3.4000	
		Variance		.854	
		Std. Deviation		.92398	
		Minimum		1.00	
		Maximum		5.00	
		Range		4.00	
		Interquartile Range		1.20	
		Skewness		-.444	.115
		Kurtosis		-.242	.230
	Indirect	Mean		3.6660	.11474

		95% Confidence Interval for Mean	Lower Bound	3.4366	
			Upper Bound	3.8954	
		5% Trimmed Mean		3.7020	
		Median		3.8000	
		Variance		.816	
		Std. Deviation		.90344	
		Minimum		1.20	
		Maximum		5.00	
		Range		3.80	
		Interquartile Range		1.45	
		Skewness		-.559	.304
		Kurtosis		-.329	.599
	None	Mean		3.9024	.14281
		95% Confidence Interval for Mean	Lower Bound	3.6140	
			Upper Bound	4.1908	
		5% Trimmed Mean		3.9767	
		Median		4.0000	
		Variance		.857	
		Std. Deviation		.92549	
		Minimum		1.40	
		Maximum		5.00	
		Range		3.60	
		Interquartile Range		1.25	
		Skewness		-1.130	.365
		Kurtosis		.951	.717

Extreme Values

	CD Exposure			Case Number	Value
GHQ	Direct	Highest	1	76	5.00
			2	140	4.92
			3	142	4.92
			4	75	4.83
			5	303	4.75
		Lowest	1	423	1.00
			2	435	1.17
			3	439	1.25

			4	387	1.33
			5	277	1.33[a]
	Indirect	Highest	1	499	5.00
			2	472	4.75
			3	504	4.67
			4	456	4.50
			5	465	4.50[d]
		Lowest	1	452	2.00
			2	512	2.08
			3	507	2.17
			4	454	2.17
			5	457	2.25
	None	Highest	1	521	5.00
			2	554	4.92
			3	516	4.58
			4	525	4.58
			5	526	4.58[h]
		Lowest	1	548	1.83
			2	523	1.92
			3	524	2.00
			4	529	2.58
			5	533	2.67[i]
TP	Direct	Highest	1	56	5.00
			2	75	5.00
			3	76	5.00
			4	105	5.00
			5	114	5.00[b]
		Lowest	1	423	1.00
			2	355	1.00
			3	146	1.00
			4	145	1.00
			5	65	1.00[c]
	Indirect	Highest	1	456	5.00
			2	472	5.00
			3	475	5.00
			4	478	5.00
			5	483	5.00[b]
		Lowest	1	512	1.60
			2	495	2.00
			3	493	2.00
			4	476	2.00

			5	497	2.20
	None	Highest	1	518	5.00
			2	520	5.00
			3	526	5.00
			4	538	5.00
			5	554	5.00
		Lowest	1	523	1.20
			2	529	2.00
			3	513	2.00
			4	549	2.40
			5	534	2.40[j]
CP	Direct	Highest	1	55	5.00
			2	56	5.00
			3	76	5.00
			4	77	5.00
			5	114	5.00[b]
		Lowest	1	423	1.00
			2	307	1.00
			3	277	1.00
			4	146	1.00
			5	145	1.00[c]
	Indirect	Highest	1	472	5.00
			2	487	5.00
			3	499	5.00
			4	505	5.00
			5	508	5.00
		Lowest	1	512	1.38
			2	493	2.00
			3	478	2.00
			4	476	2.00
			5	495	2.13[e]
	None	Highest	1	520	5.00
			2	537	5.00
			3	546	4.63
			4	516	4.50
			5	528	4.50[d]
		Lowest	1	538	1.63
			2	523	1.63
			3	534	1.88
			4	529	2.00
			5	541	2.13[e]

CWB	Direct	Highest	1	1	5.00
			2	3	5.00
			3	65	5.00
			4	76	5.00
			5	113	5.00[b]
		Lowest	1	301	1.00
			2	276	1.00
			3	237	1.00
			4	127	1.00
			5	114	1.00[c]
	Indirect	Highest	1	478	5.00
			2	499	5.00
			3	505	5.00
			4	509	5.00
			5	455	4.80[f]
		Lowest	1	456	1.20
			2	471	1.80
			3	500	2.00
			4	477	2.20
			5	468	2.20[g]
	None	Highest	1	516	5.00
			2	517	5.00
			3	521	5.00
			4	546	5.00
			5	526	4.80[f]
		Lowest	1	539	1.40
			2	520	1.50
			3	523	1.80
			4	514	2.60
			5	527	2.80

a. Only a partial list of cases with the value 1.33 are shown in the table of lower extremes.
b. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.
c. Only a partial list of cases with the value 1.00 are shown in the table of lower extremes.
d. Only a partial list of cases with the value 4.50 are shown in the table of upper extremes.
e. Only a partial list of cases with the value 2.13 are shown in the table of lower extremes.
f. Only a partial list of cases with the value 4.80 are shown in the table of upper extremes.

g. Only a partial list of cases with the value 2.20 are shown in the table of lower extremes.
h. Only a partial list of cases with the value 4.58 are shown in the table of upper extremes.
i. Only a partial list of cases with the value 2.67 are shown in the table of lower extremes.
j. Only a partial list of cases with the value 2.40 are shown in the table of lower extremes.

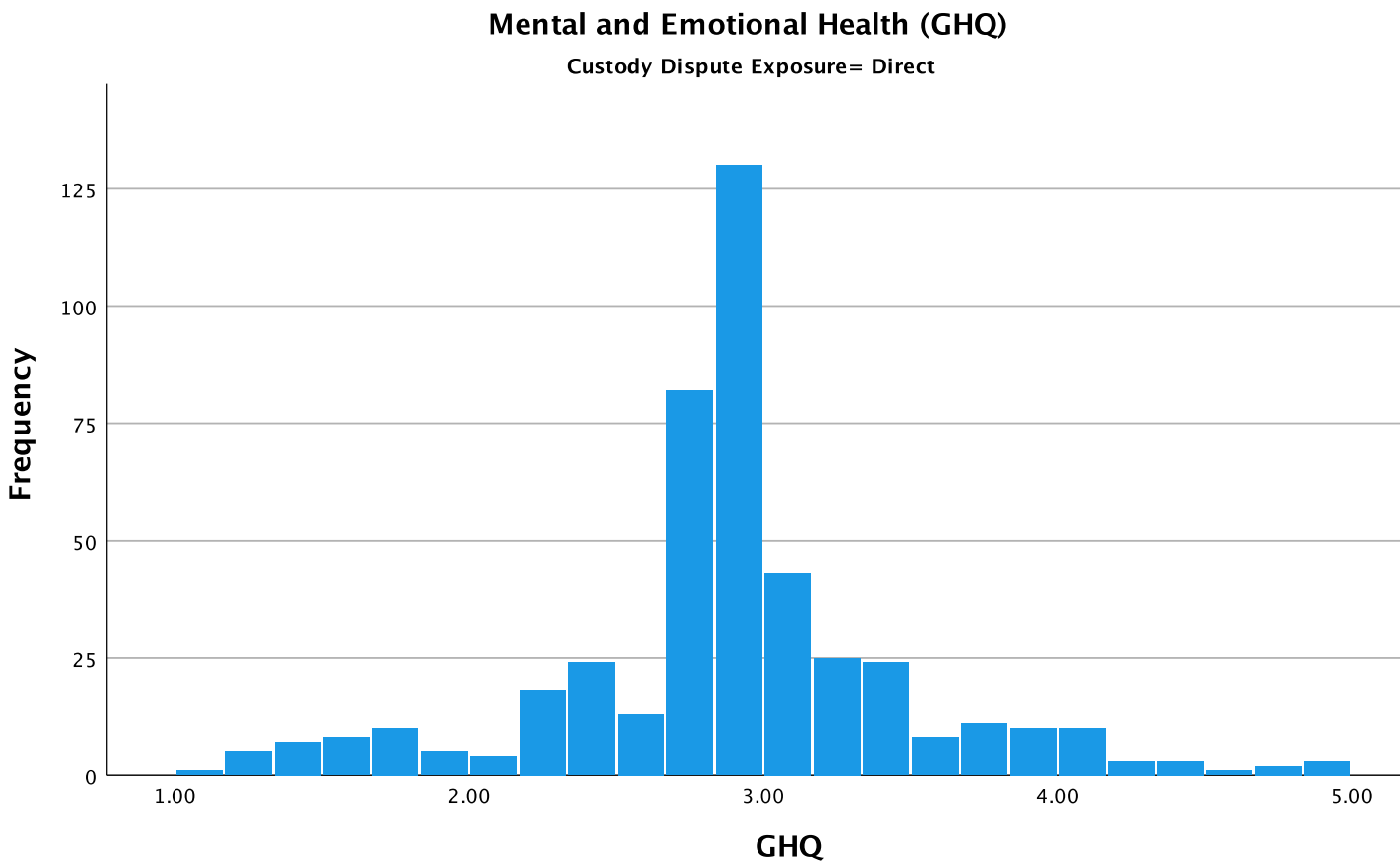
Tests of Normality

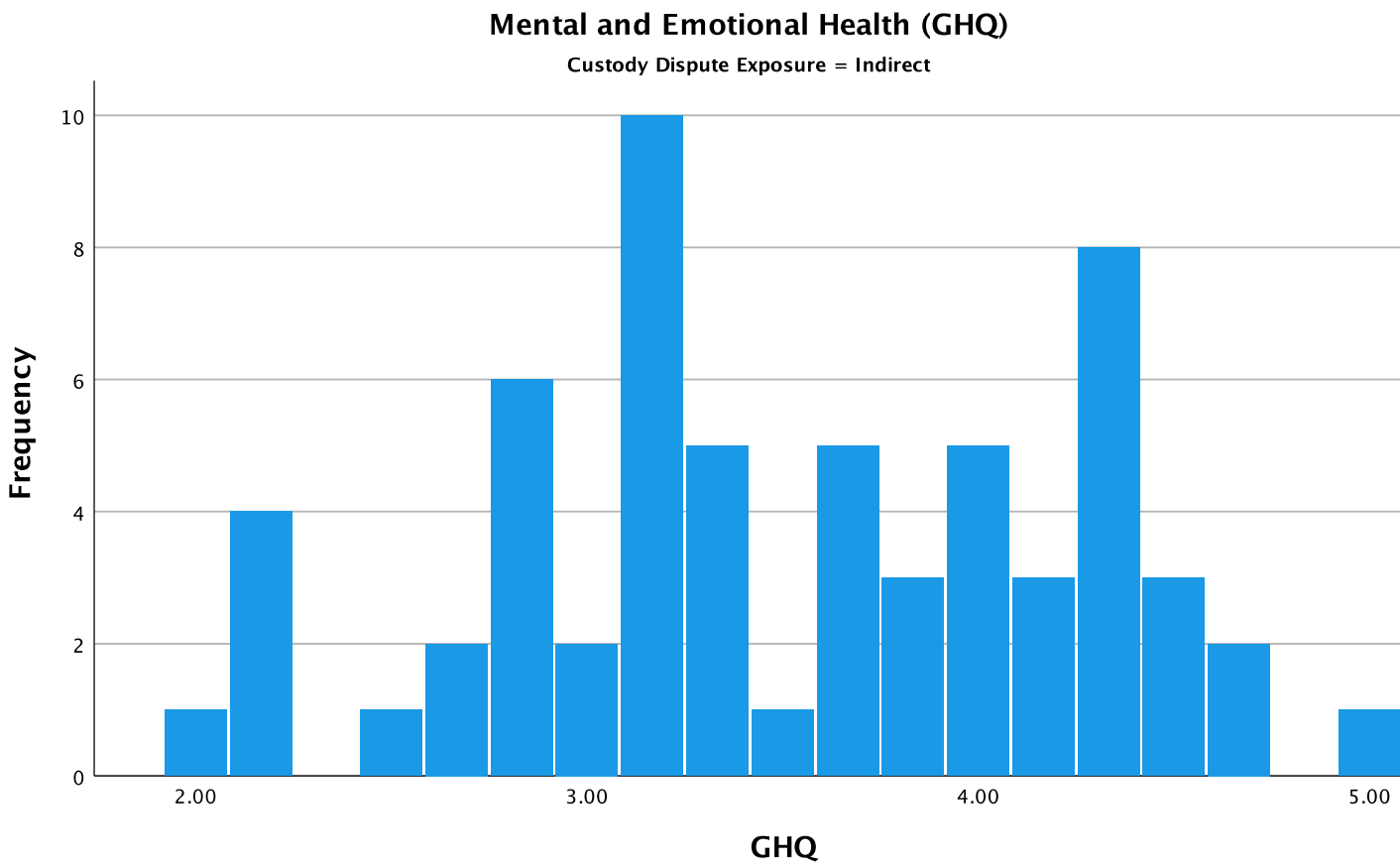
	CD Exposure	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
GHQ	Direct	.138	450	<.001	.941	450	<.001
	Indirect	.106	62	.079	.967	62	.099
	None	.149	42	.020	.924	42	.008
TP	Direct	.098	450	<.001	.970	450	<.001
	Indirect	.120	62	.027	.933	62	.002
	None	.189	42	<.001	.875	42	<.001
CP	Direct	.085	450	<.001	.976	450	<.001
	Indirect	.117	62	.035	.938	62	.004
	None	.160	42	.008	.946	42	.047
CWB	Direct	.101	450	<.001	.971	450	<.001
	Indirect	.128	62	.013	.956	62	.027
	None	.185	42	<.001	.894	42	<.001

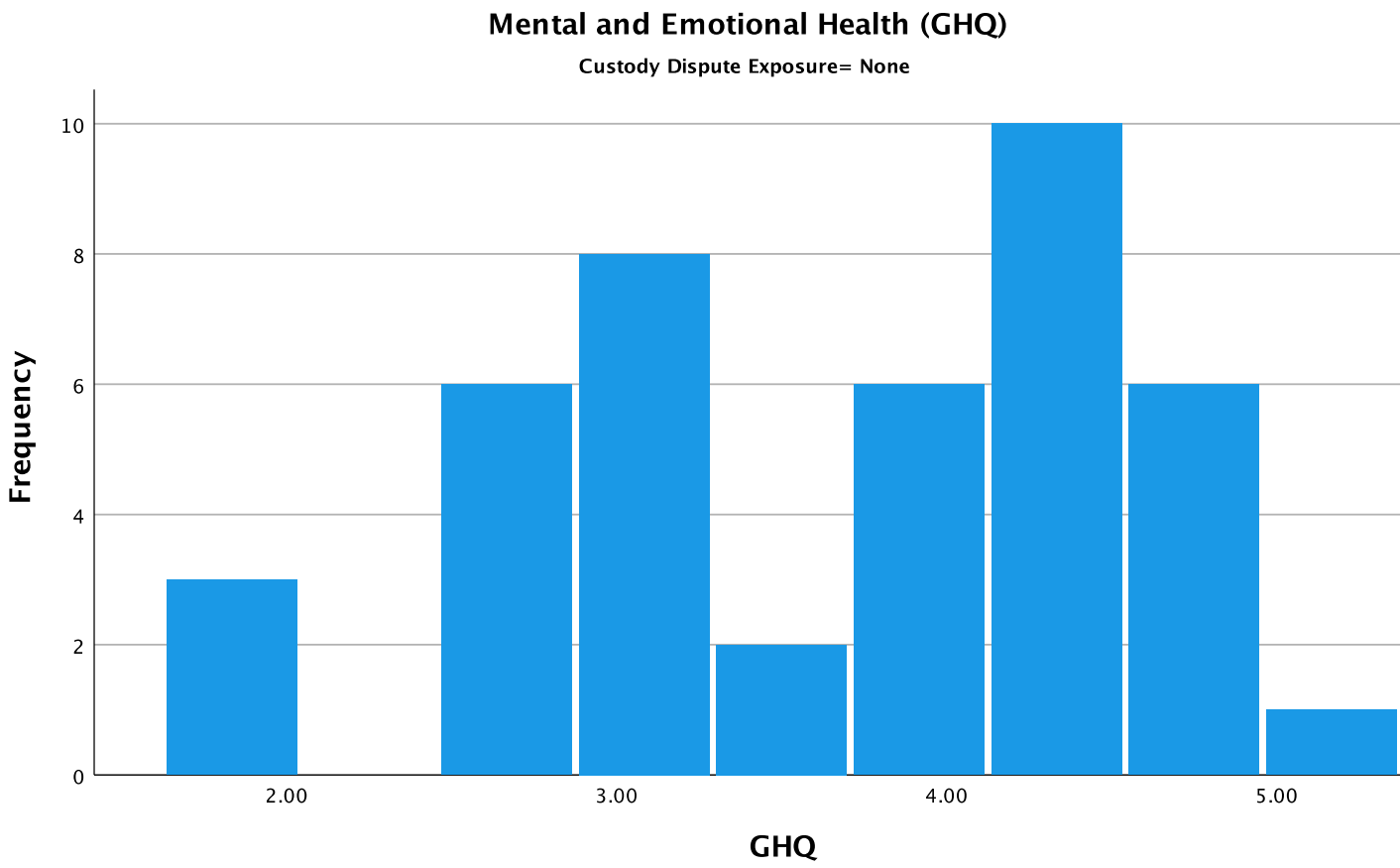
a. Lilliefors Significance Correction

GHQ

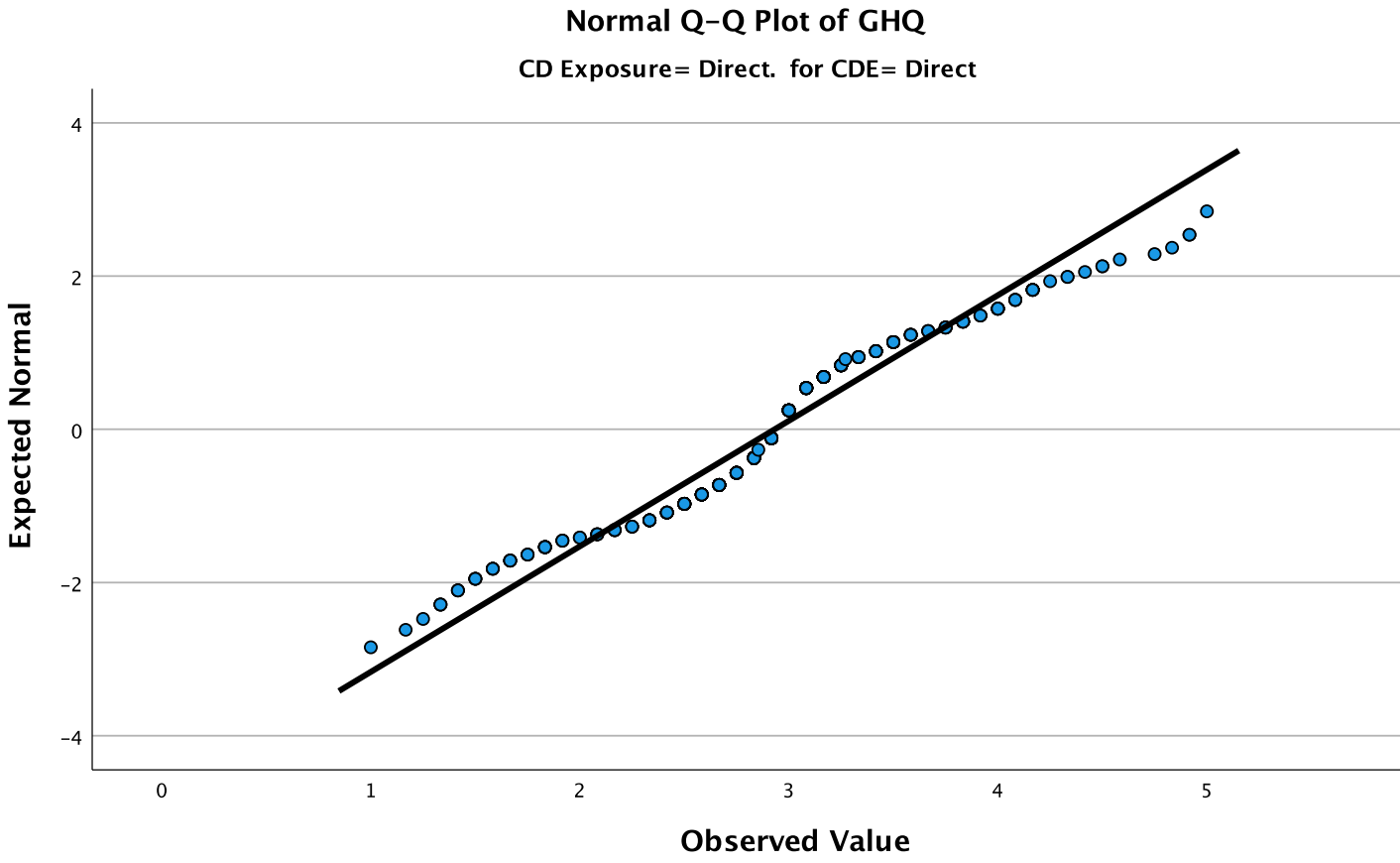
Histograms

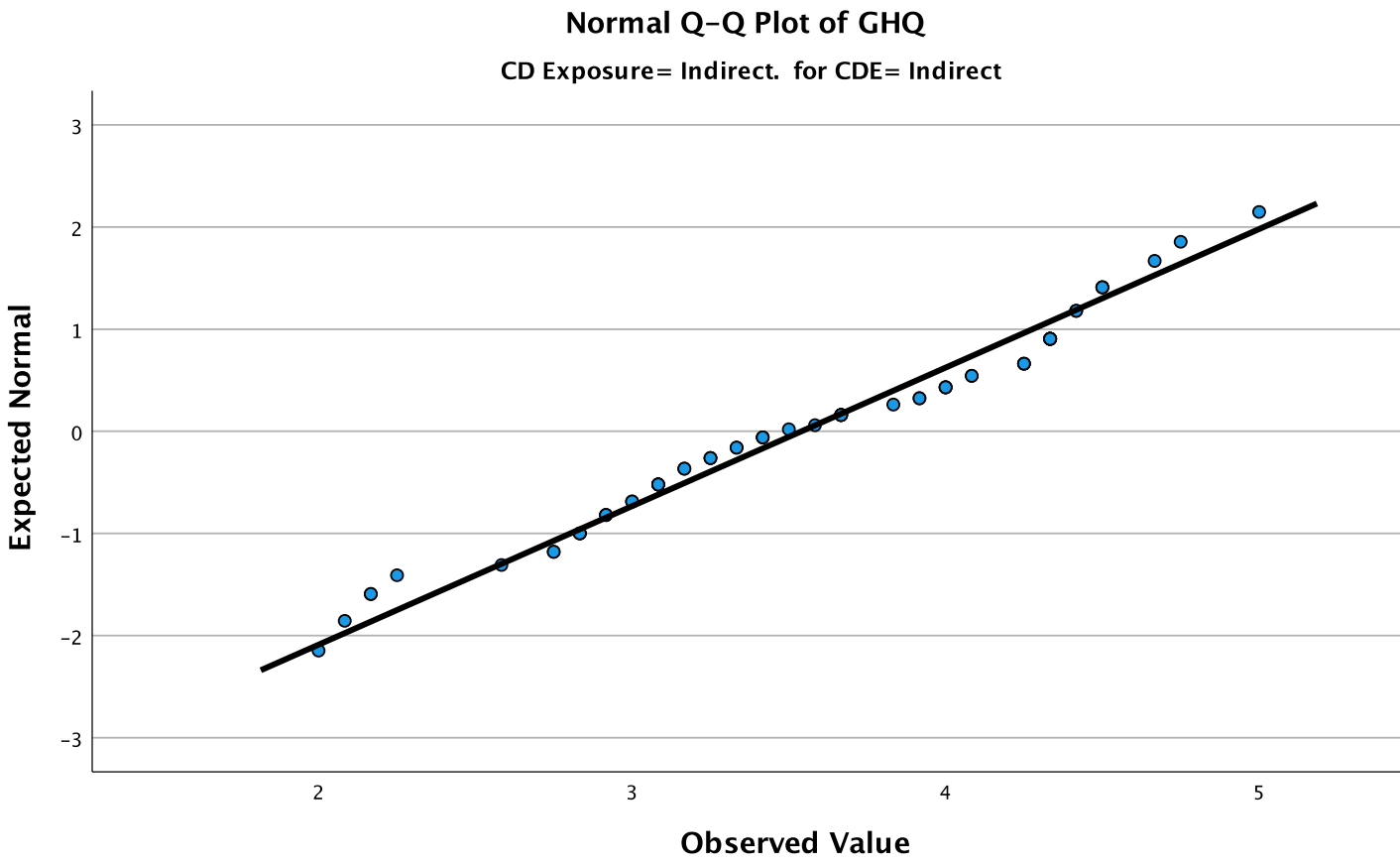

Mental and Emotional Health (GHQ)
Custody Dispute Exposure= Direct
Frequency
125
100
75
50
25
0
1.00
2.00
3.00
4.00
5.00
GHQ

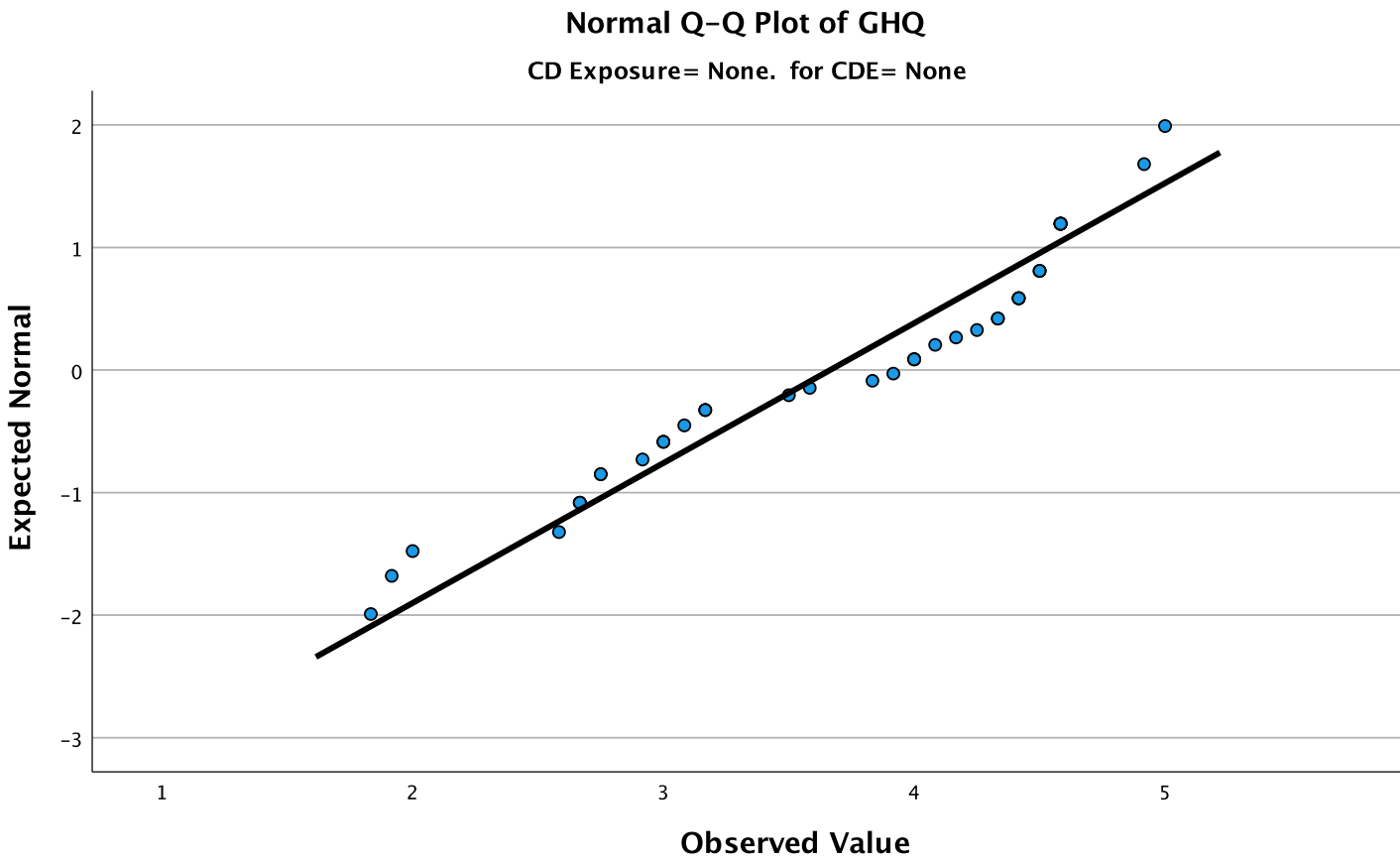

Mental and Emotional Health (GHQ)
Custody Dispute Exposure = Indirect
Frequency
10
8
6
4
2
0
2.00
3.00
4.00
5.00
GHQ



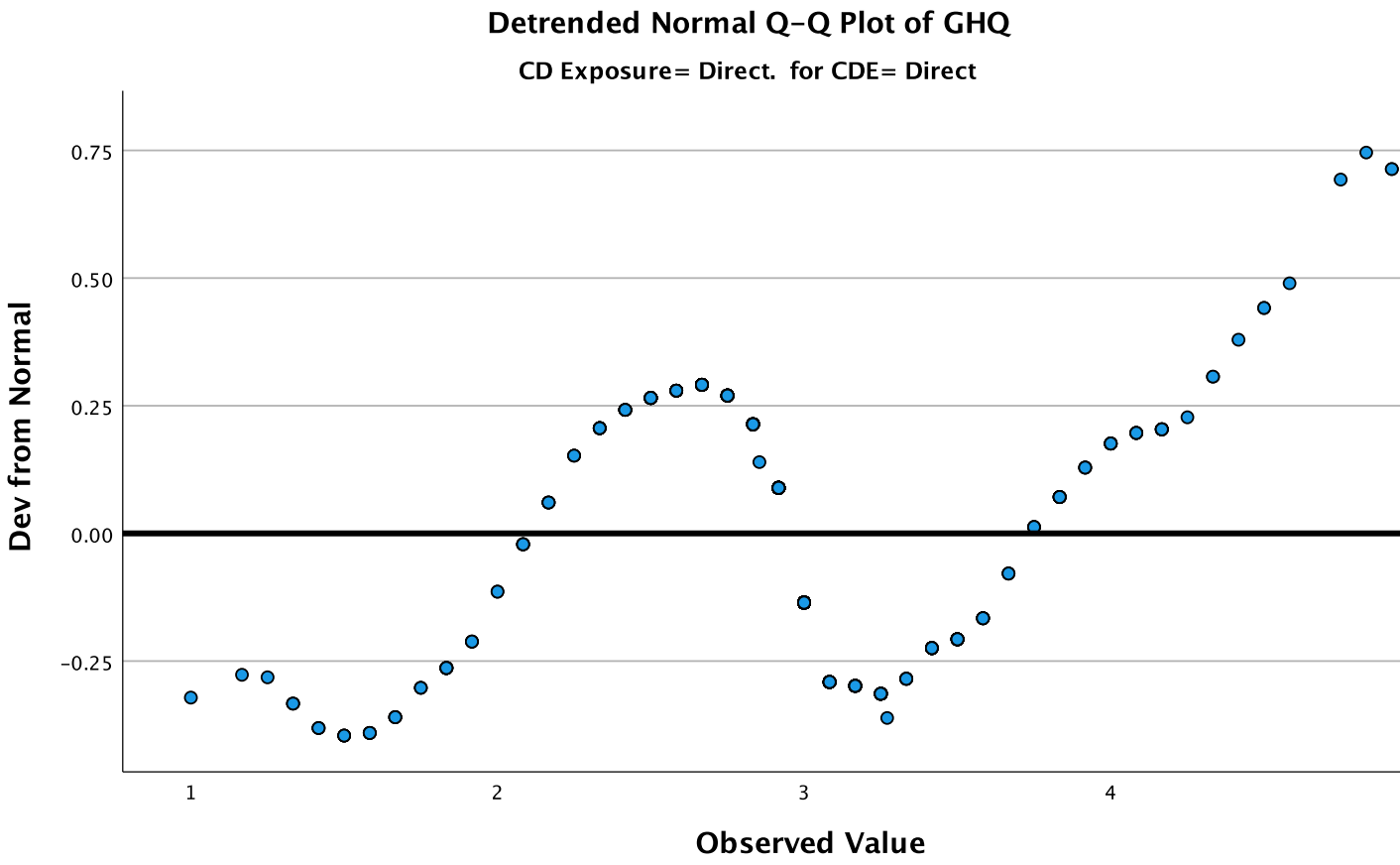
Normal Q-Q Plots

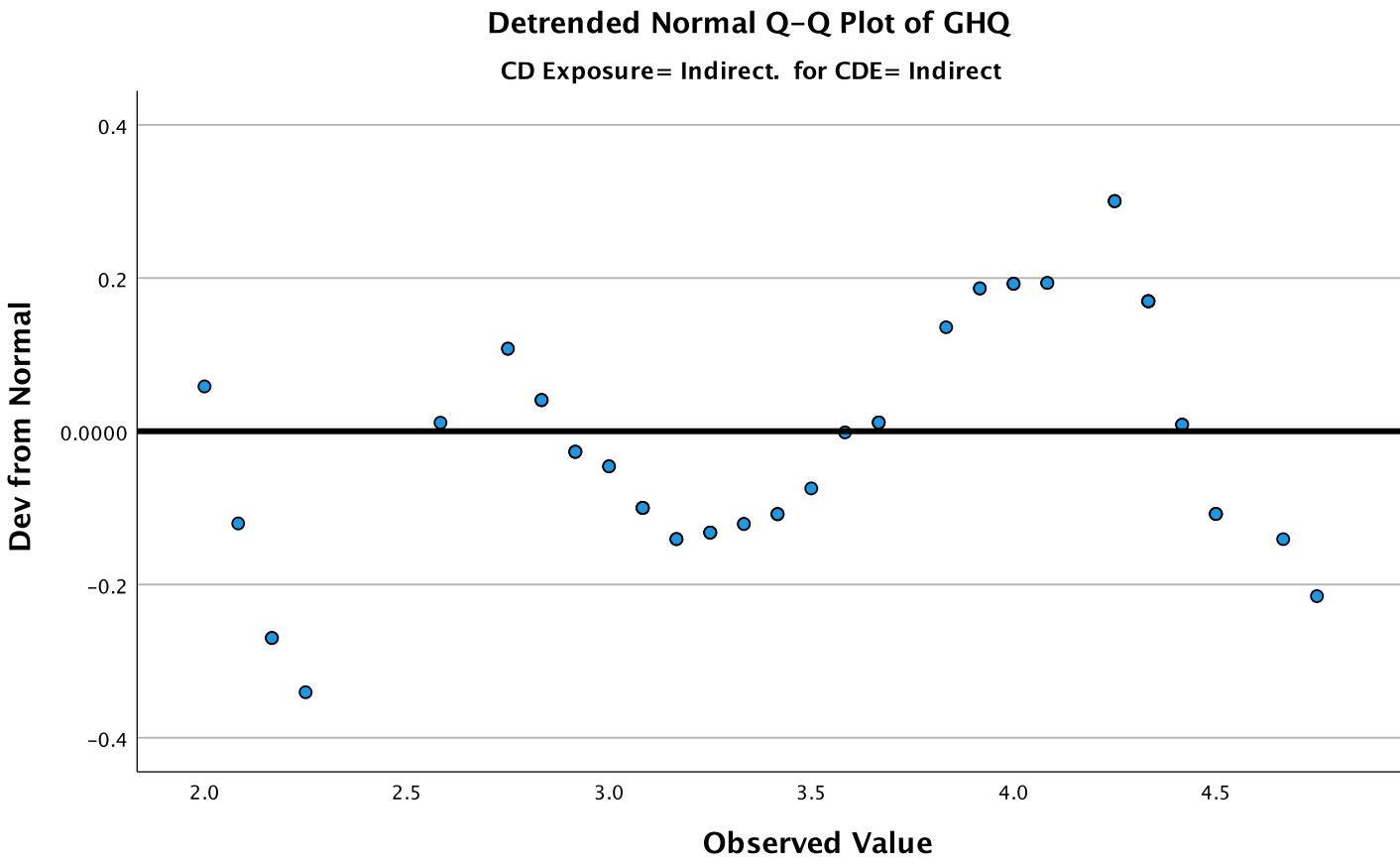

Normal Q-Q Plot of GHQ
CD Exposure= Direct. for CDE= Direct
Expected Normal
4
2
0
-2
-4
0
1
2
3
4
5
Observed Value

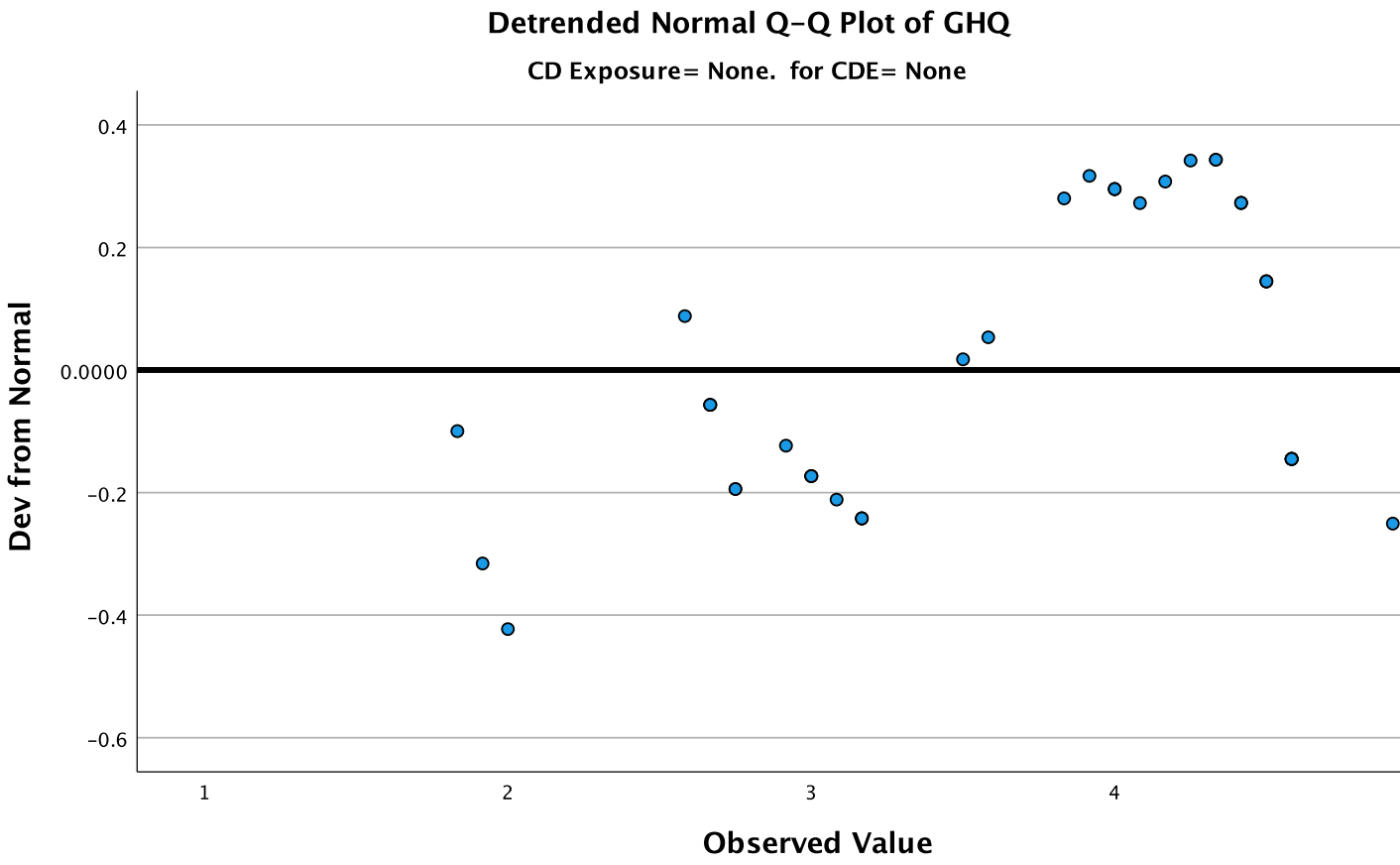

Normal Q-Q Plot of GHQ
CD Exposure= Indirect. for CDE= Indirect
Expected Normal
3
2
1
0
-1
-2
-3
2
3
4
5
Observed Value



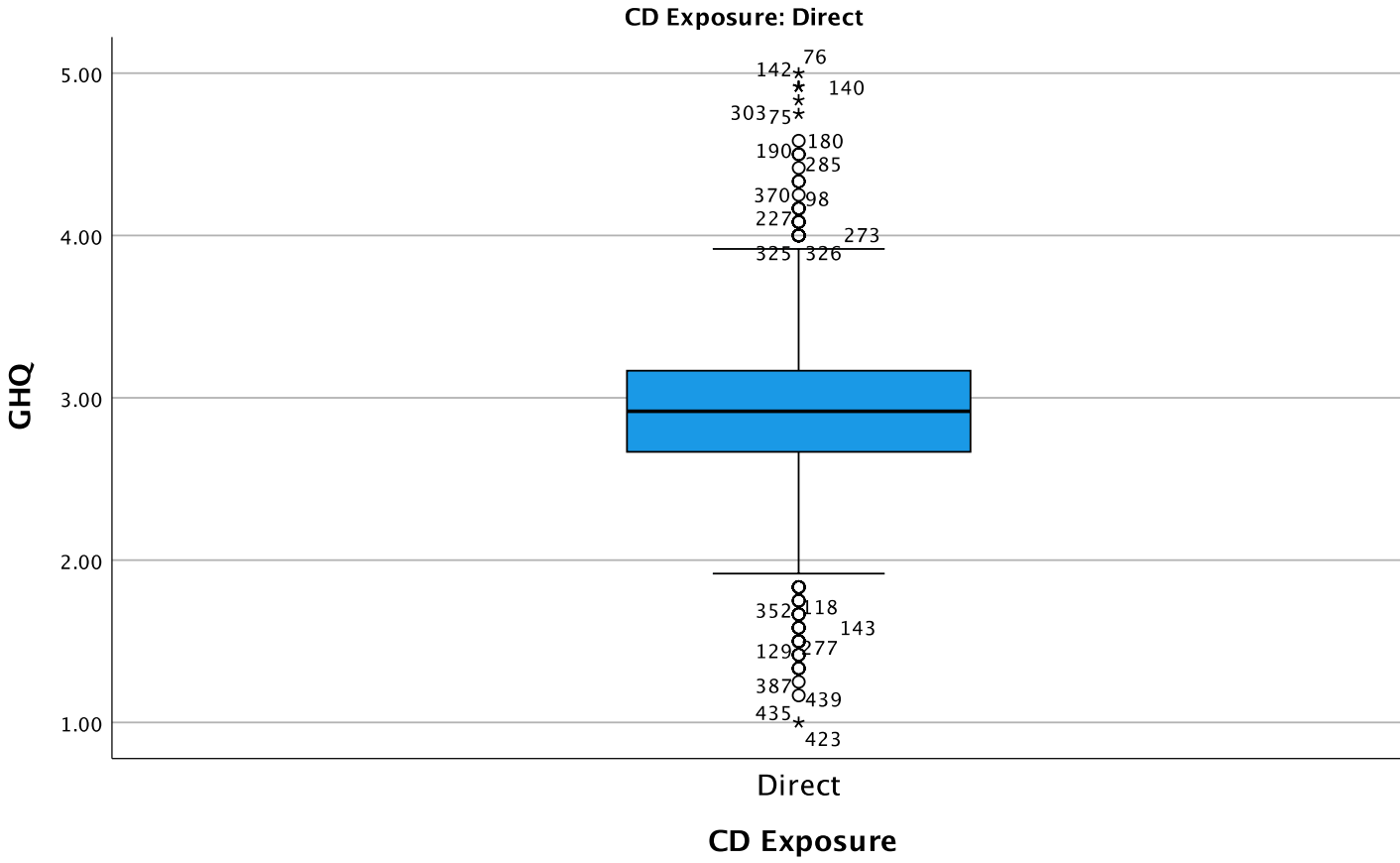
Detrended Normal Q-Q Plots

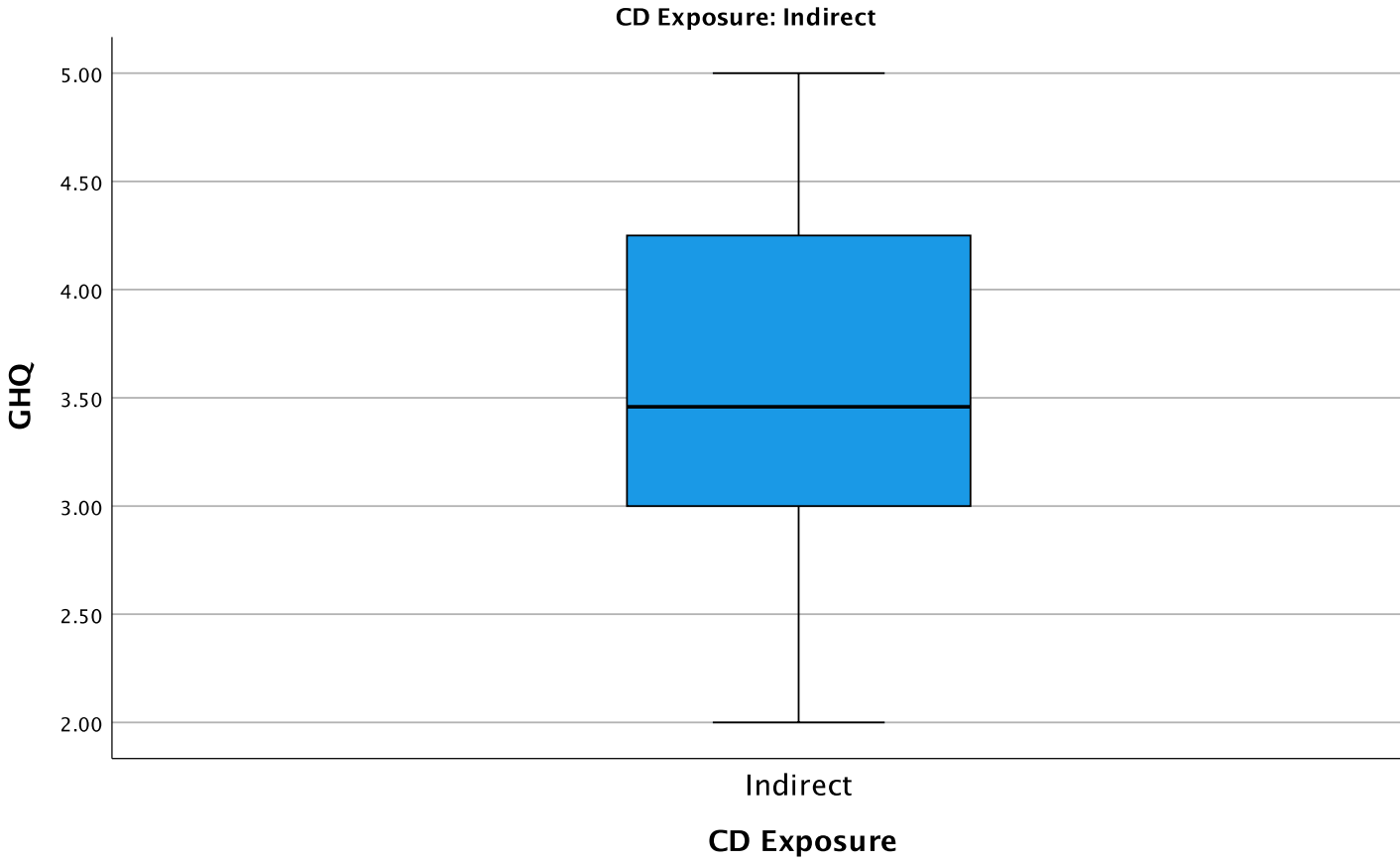

Detrended Normal Q-Q Plot of GHQ
CD Exposure= Direct. for CDE= Direct
Dev from Normal
0.75
0.50
0.25
0.00
-0.25
1
2
3
4
Observed Value

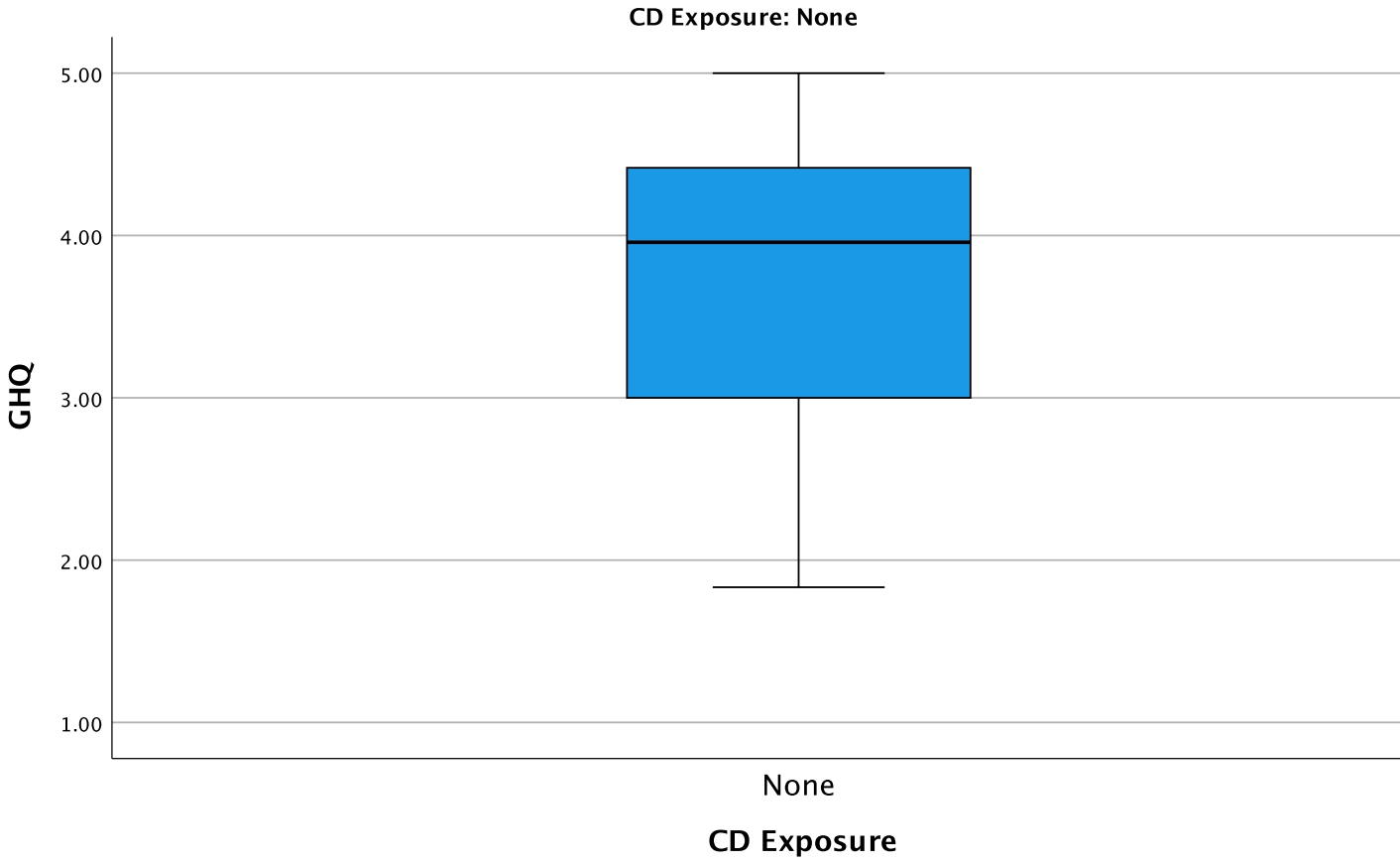

Detrended Normal Q-Q Plot of GHQ
CD Exposure= Indirect. for CDE= Indirect
Dev from Normal
0.4
0.2
0.0000
-0.2
-0.4
2.0
2.5
3.0
3.5
4.0
4.5
Observed Value


Detrended Normal Q-Q Plot of GHQ
CD Exposure= None. for CDE= None
Dev from Normal
0.4
0.2
0.0000
-0.2
-0.4
-0.6
1
2
3
4
Observed Value

Boxplots

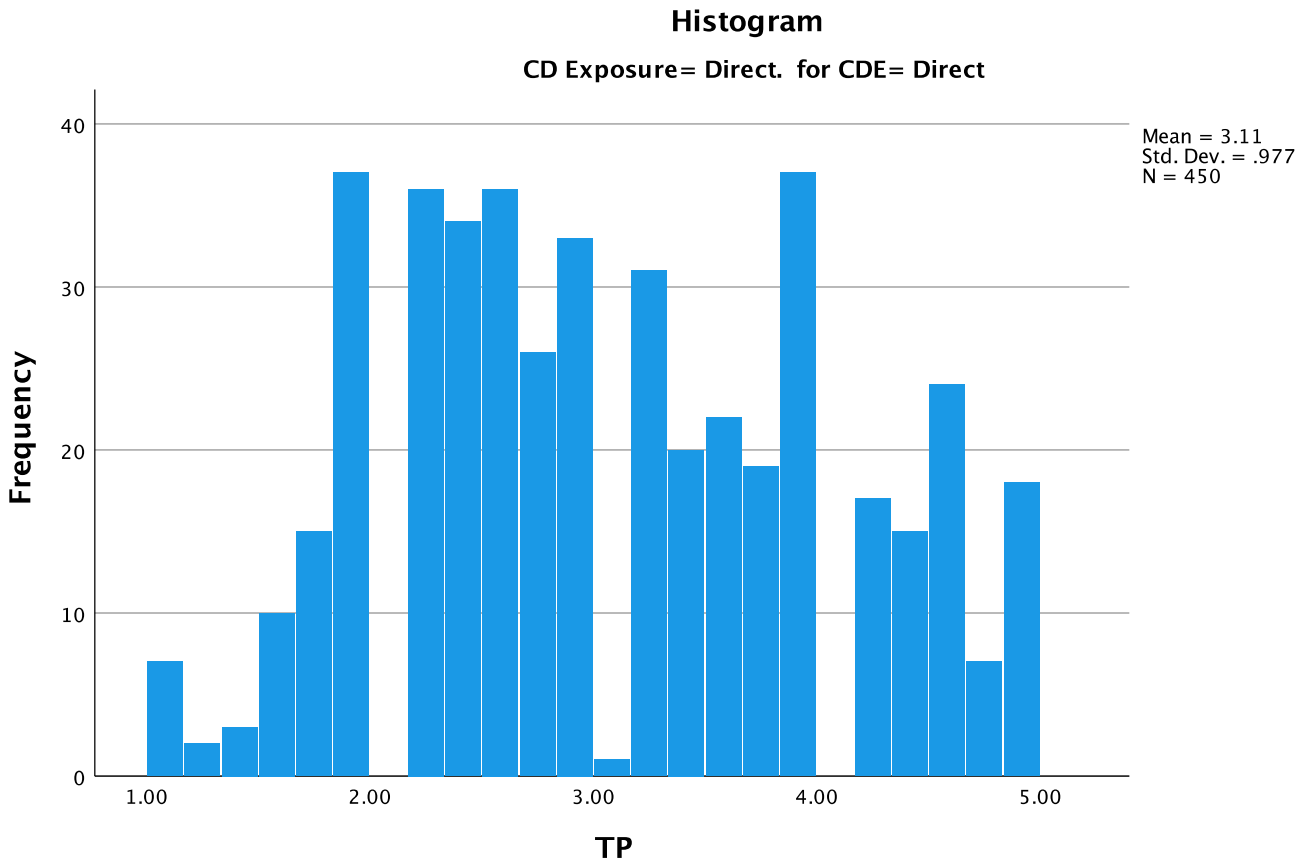

CD Exposure: Direct
GHQ
5.00
4.00
3.00
2.00
1.00
76
142
140
303
75
180
190
285
370
98
227
273
325
326
352
118
143
129
277
387
439
435
423
Direct
CD Exposure

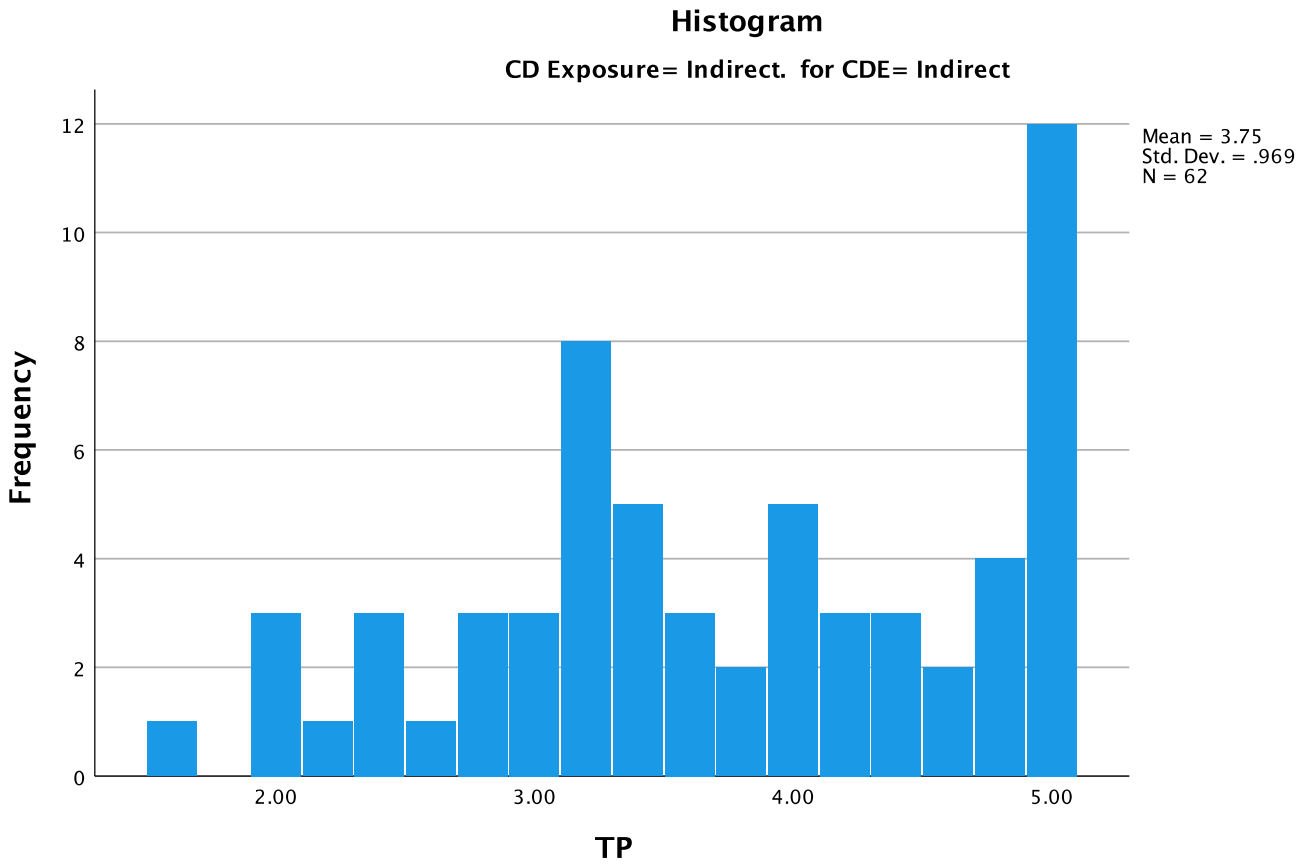

CD Exposure: Indirect
5.00
4.50
4.00
3.50
3.00
2.50
2.00
GHQ
Indirect
CD Exposure

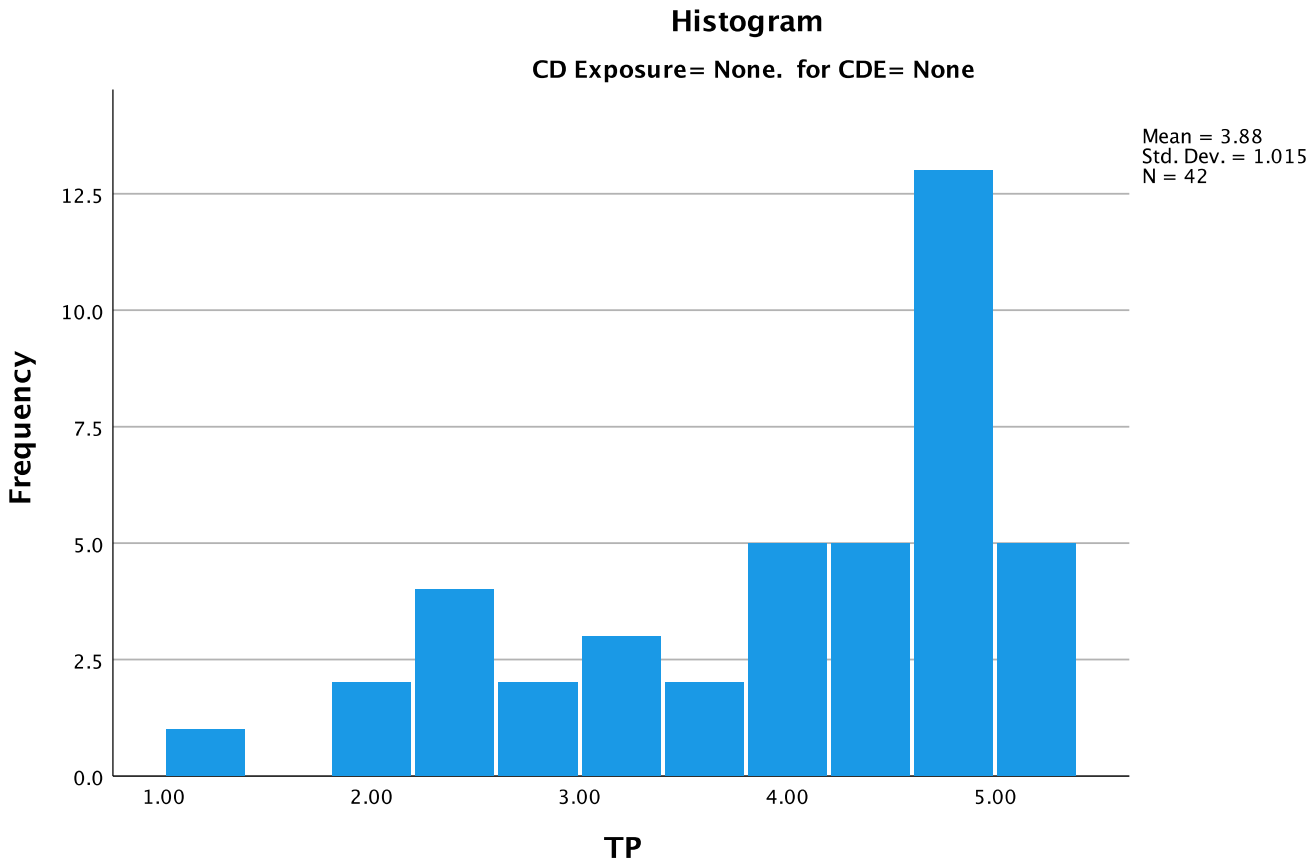


TP

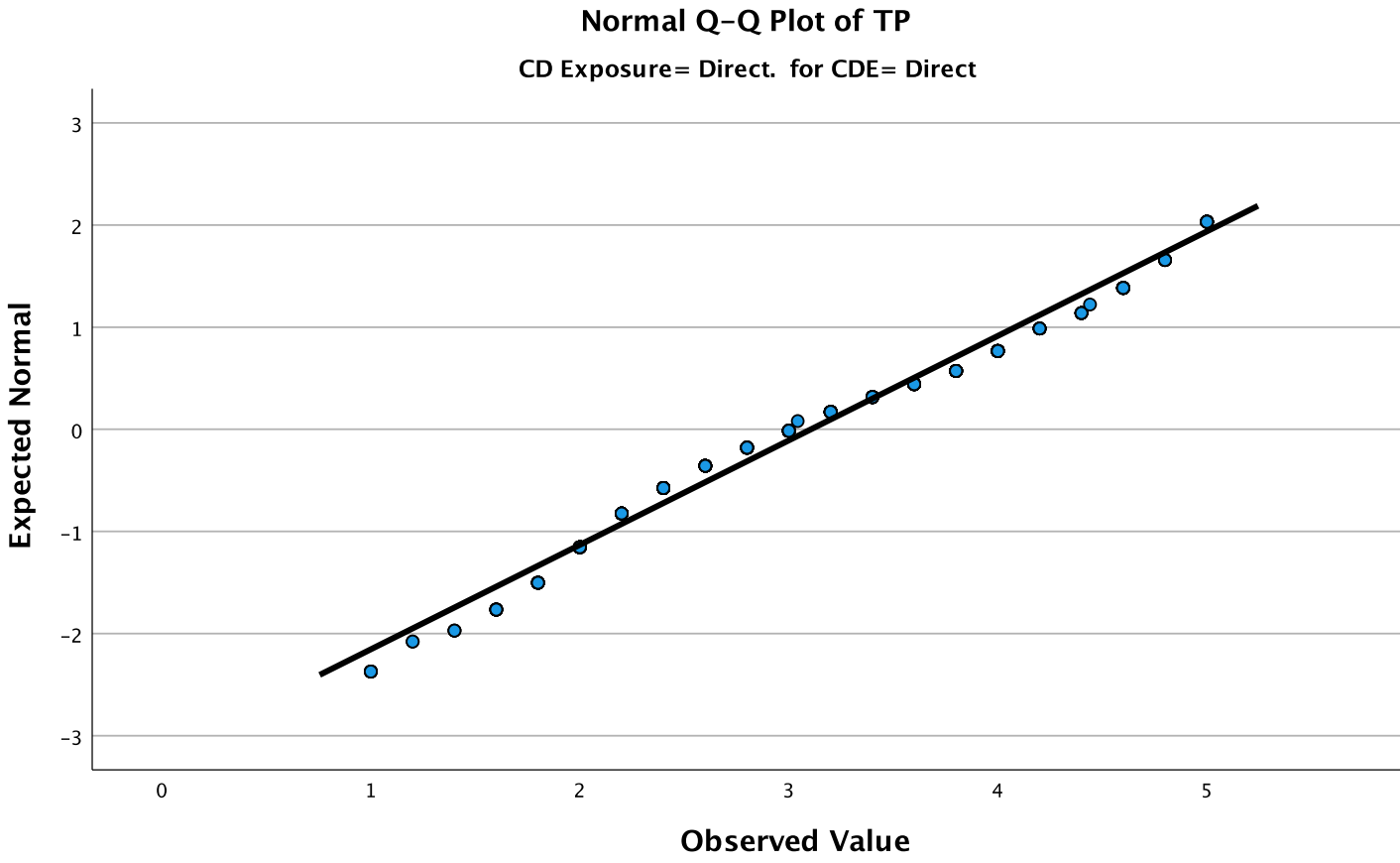
Histograms

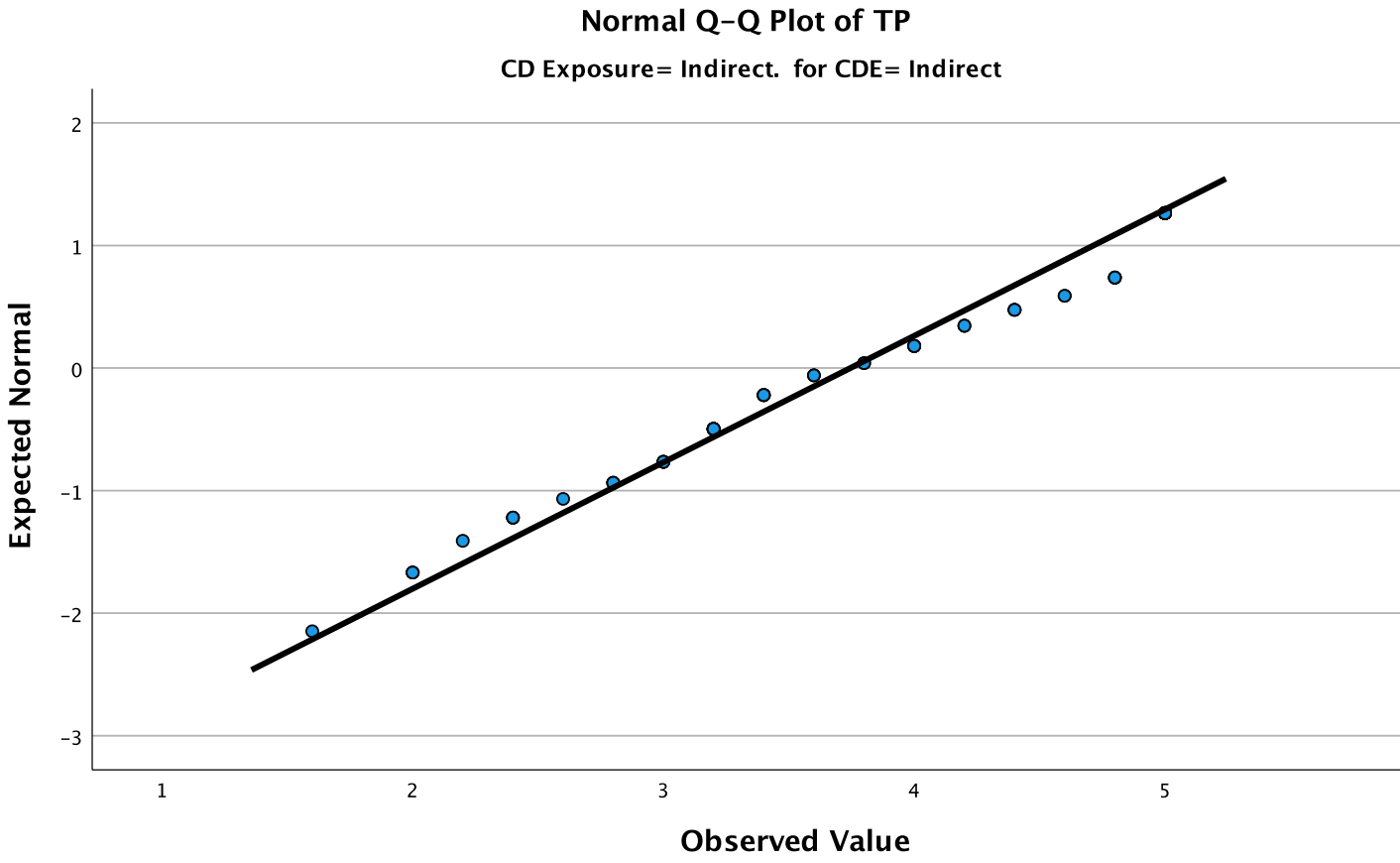

Histogram
CD Exposure= Direct. for CDE= Direct
Mean = 3.11
Std. Dev. = .977
N = 450
Frequency
40
30
20
10
0
1.00
2.00
3.00
4.00
5.00
TP

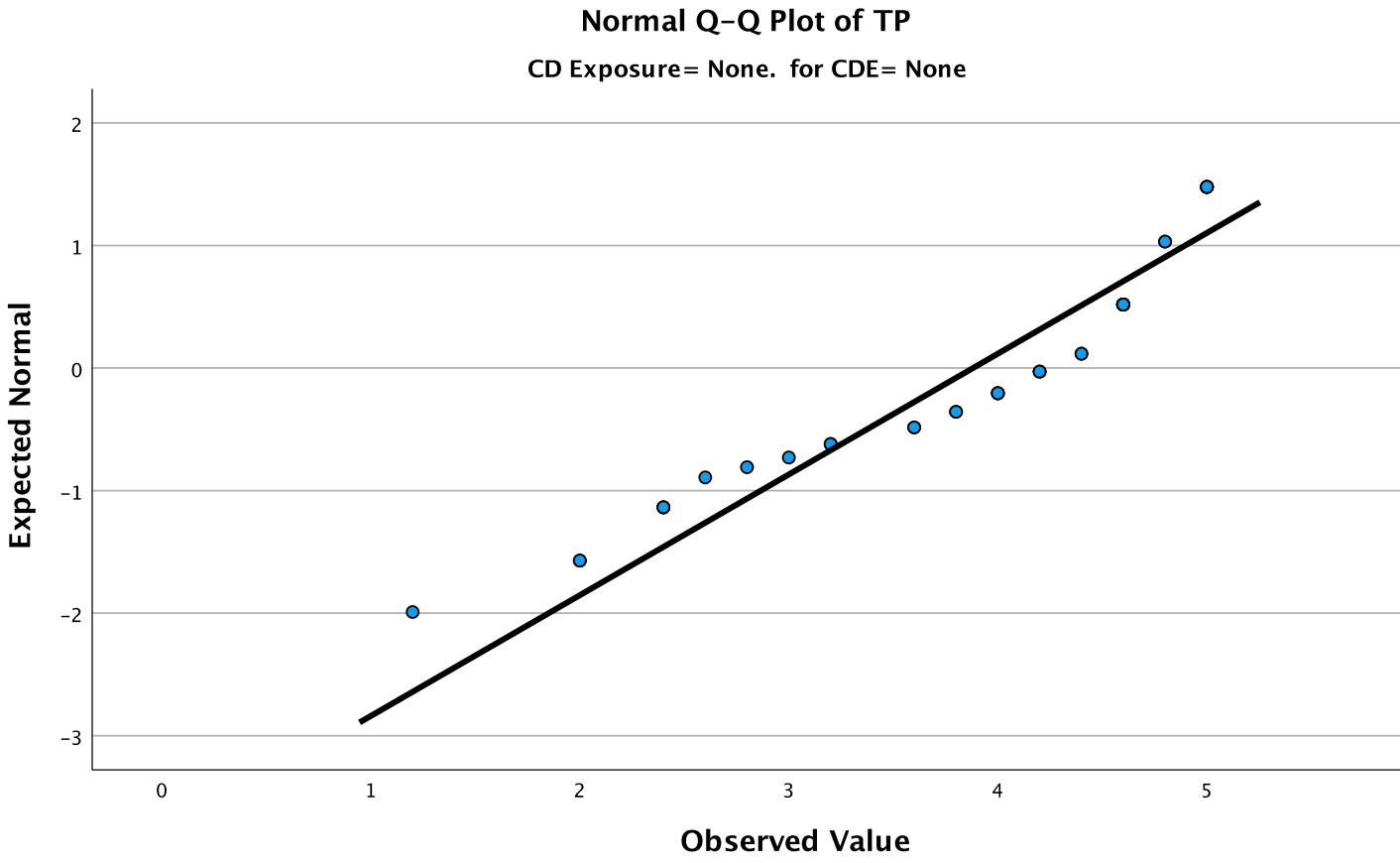

Histogram
CD Exposure= Indirect. for CDE= Indirect
Mean = 3.75
Std. Dev. = .969
N = 62
Frequency
0
2
4
6
8
10
12
2.00
3.00
4.00
5.00
TP



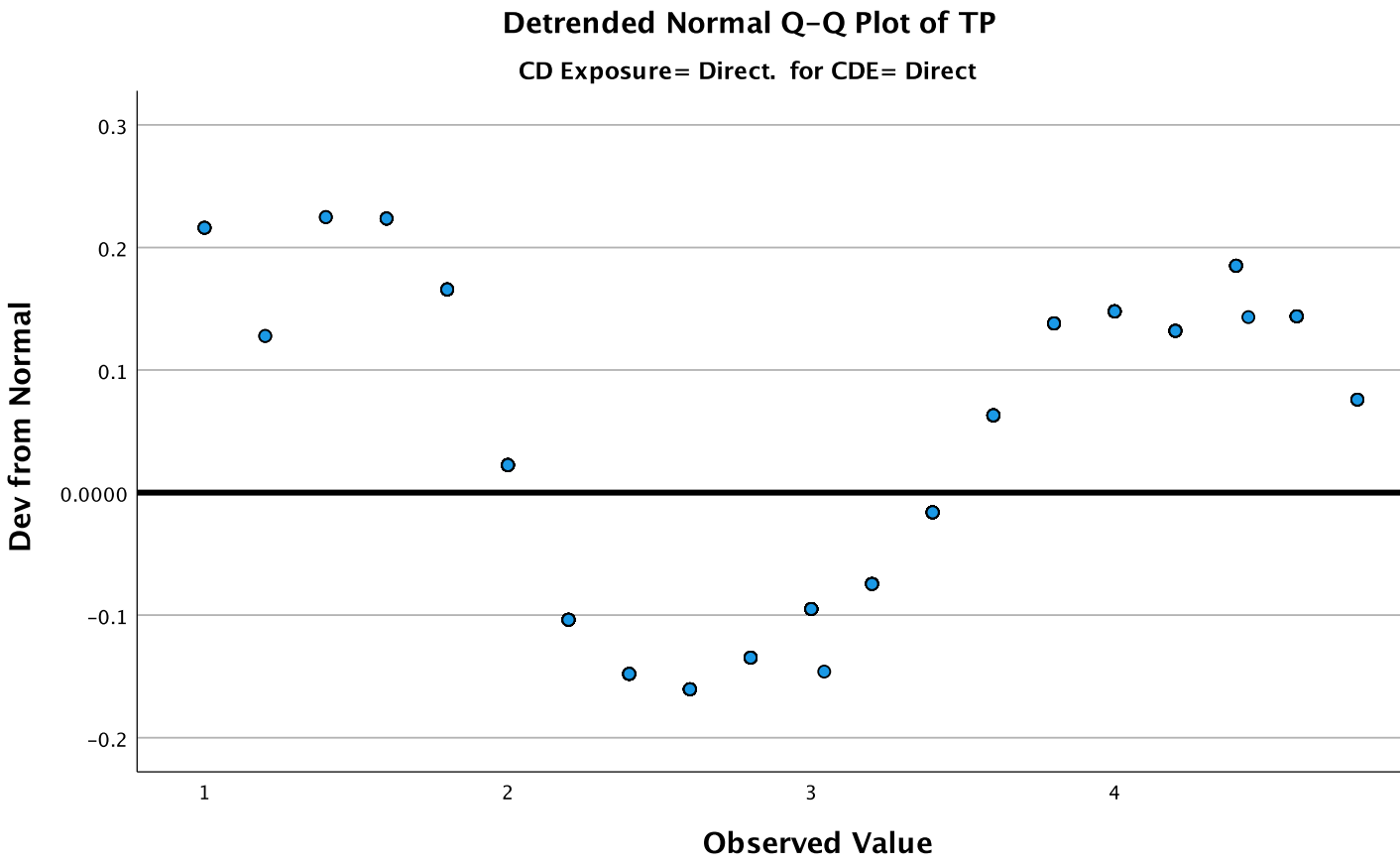
Normal Q-Q Plots

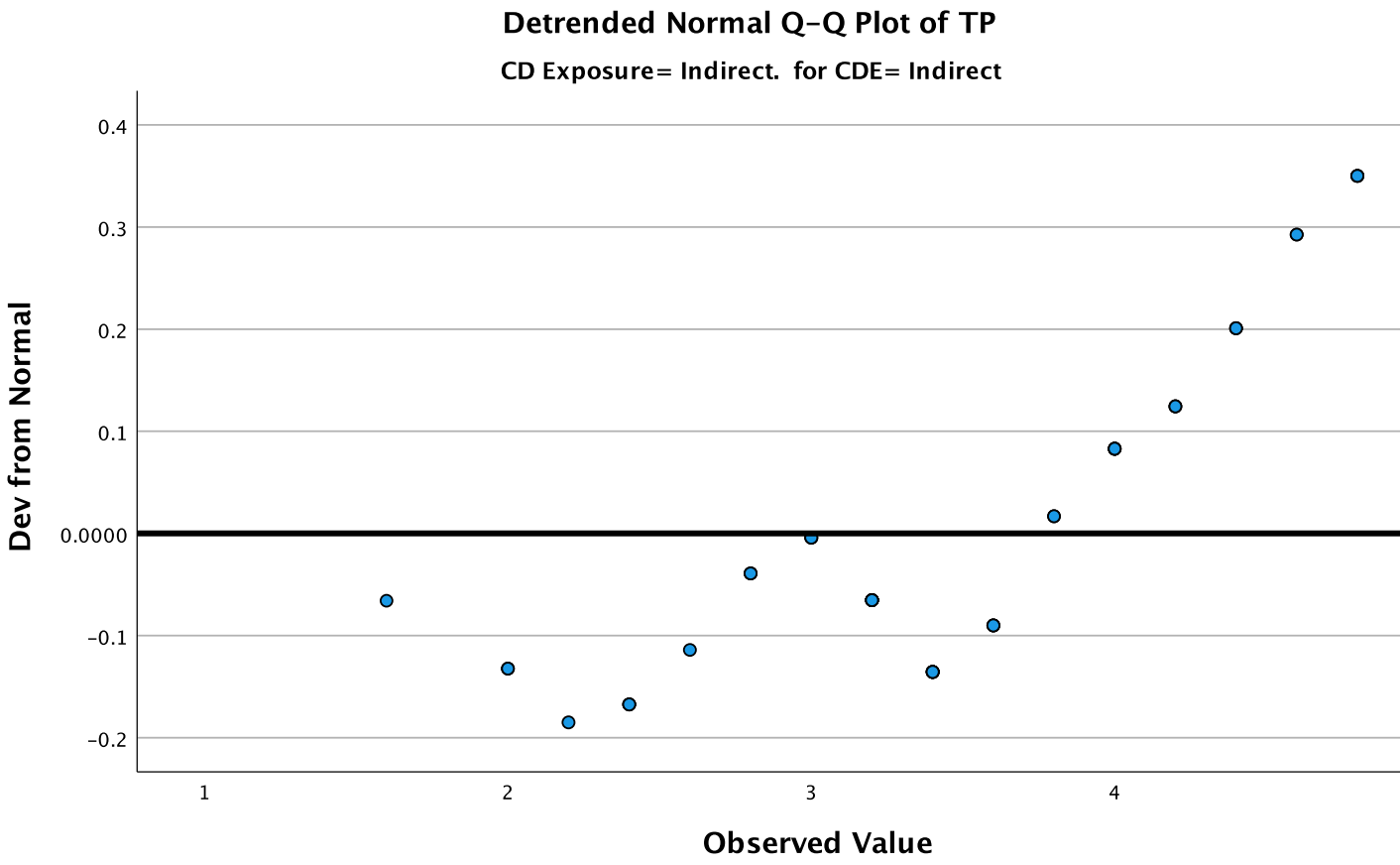

Normal Q-Q Plot of TP
CD Exposure= Direct. for CDE= Direct
Expected Normal
3
2
1
0
-1
-2
-3
0
1
2
3
4
5
Observed Value

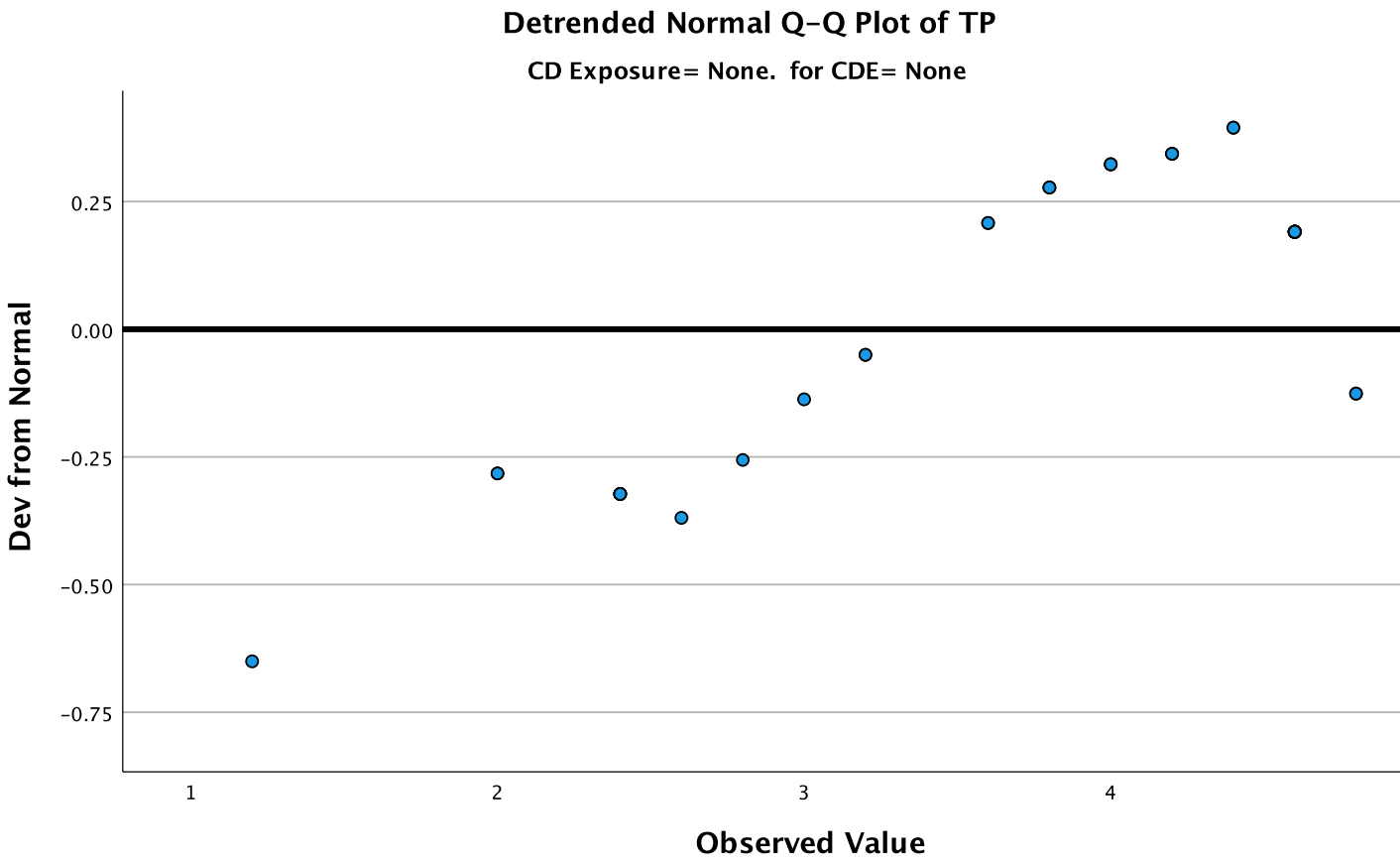

Normal Q-Q Plot of TP
CD Exposure= Indirect. for CDE= Indirect
Expected Normal
2
1
0
-1
-2
-3
1
2
3
4
5
Observed Value



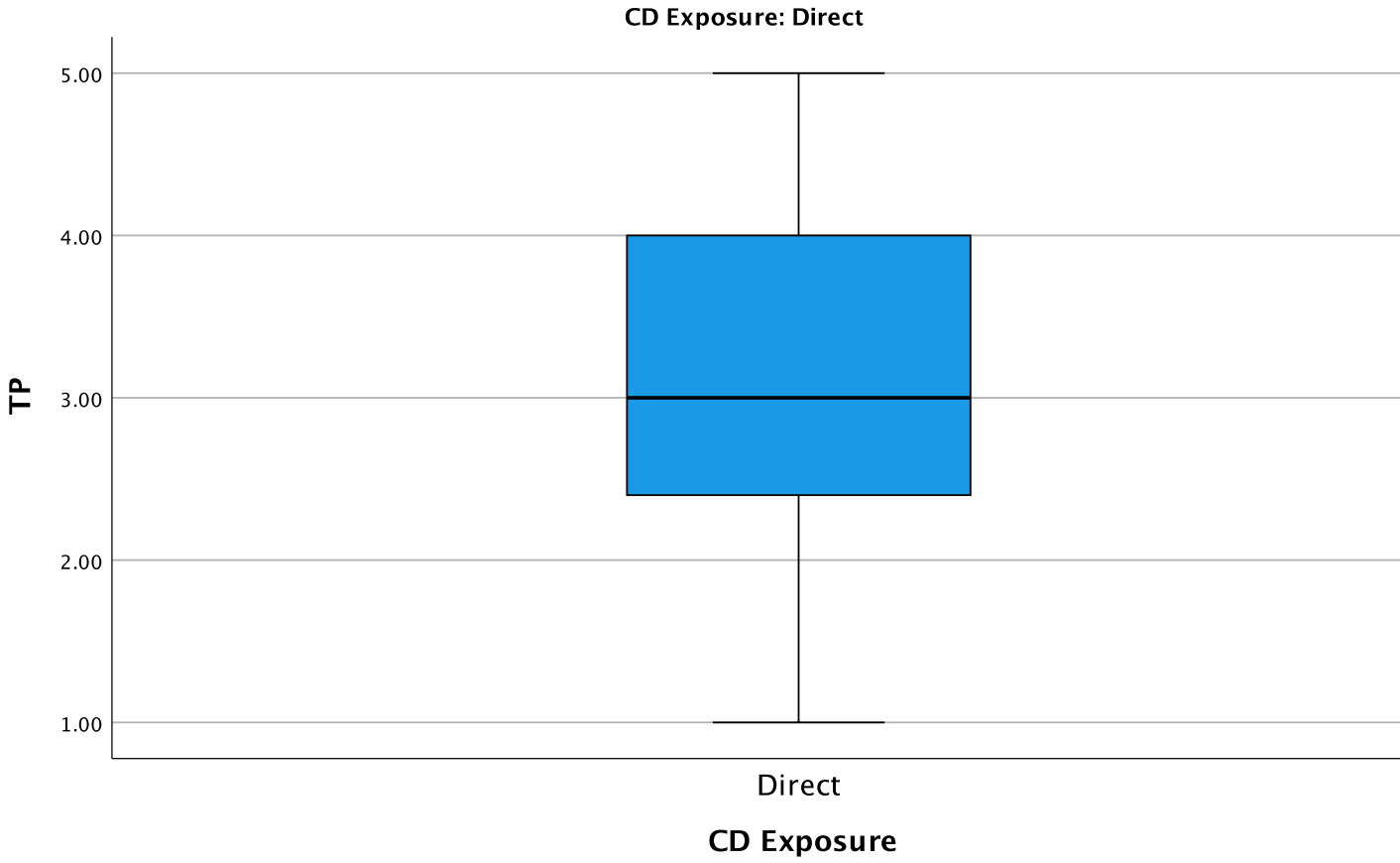
Detrended Normal Q-Q Plots

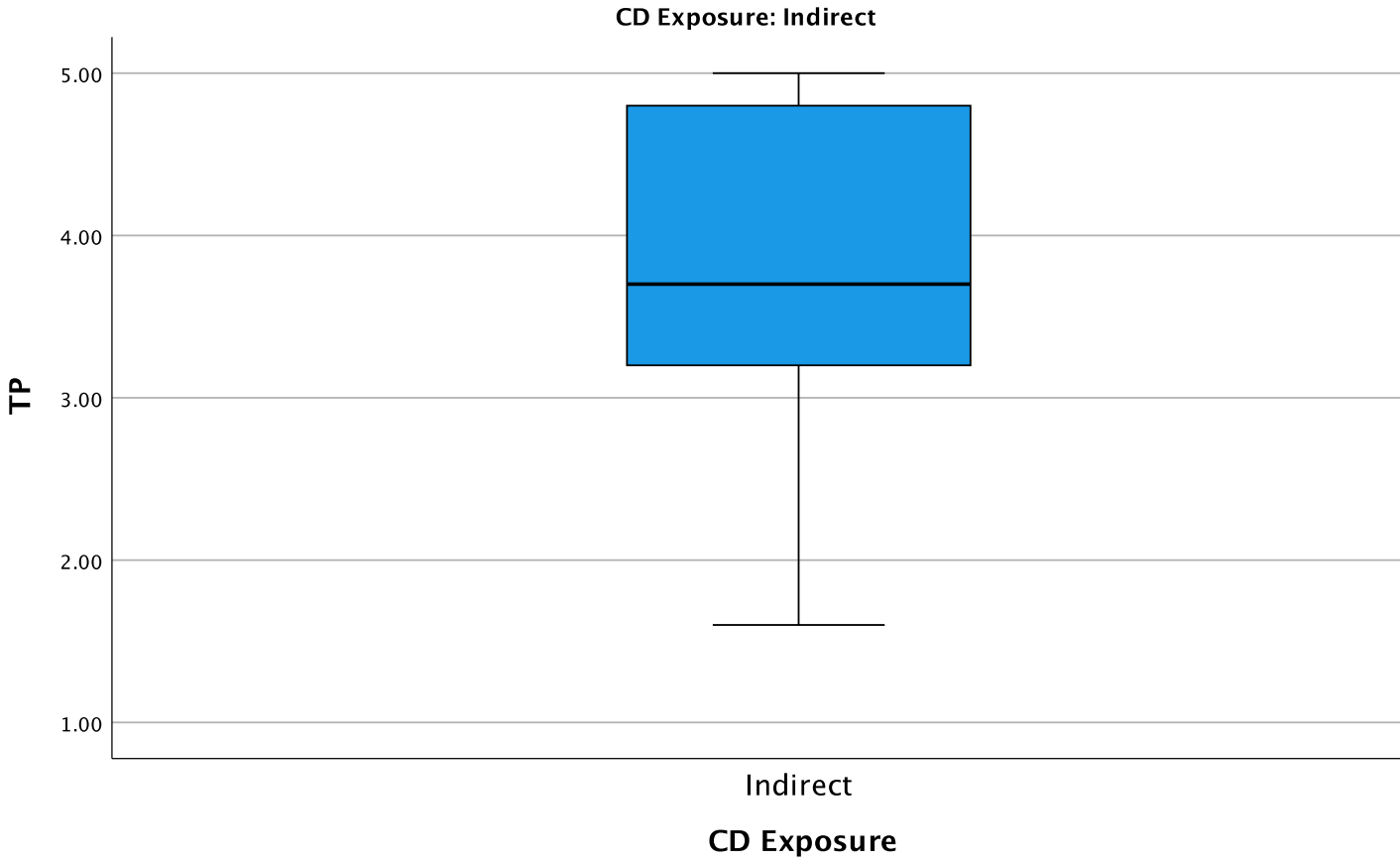

Detrended Normal Q-Q Plot of TP
CD Exposure= Direct. for CDE= Direct
Dev from Normal
0.3
0.2
0.1
0.0000
-0.1
-0.2
1
2
3
4
Observed Value

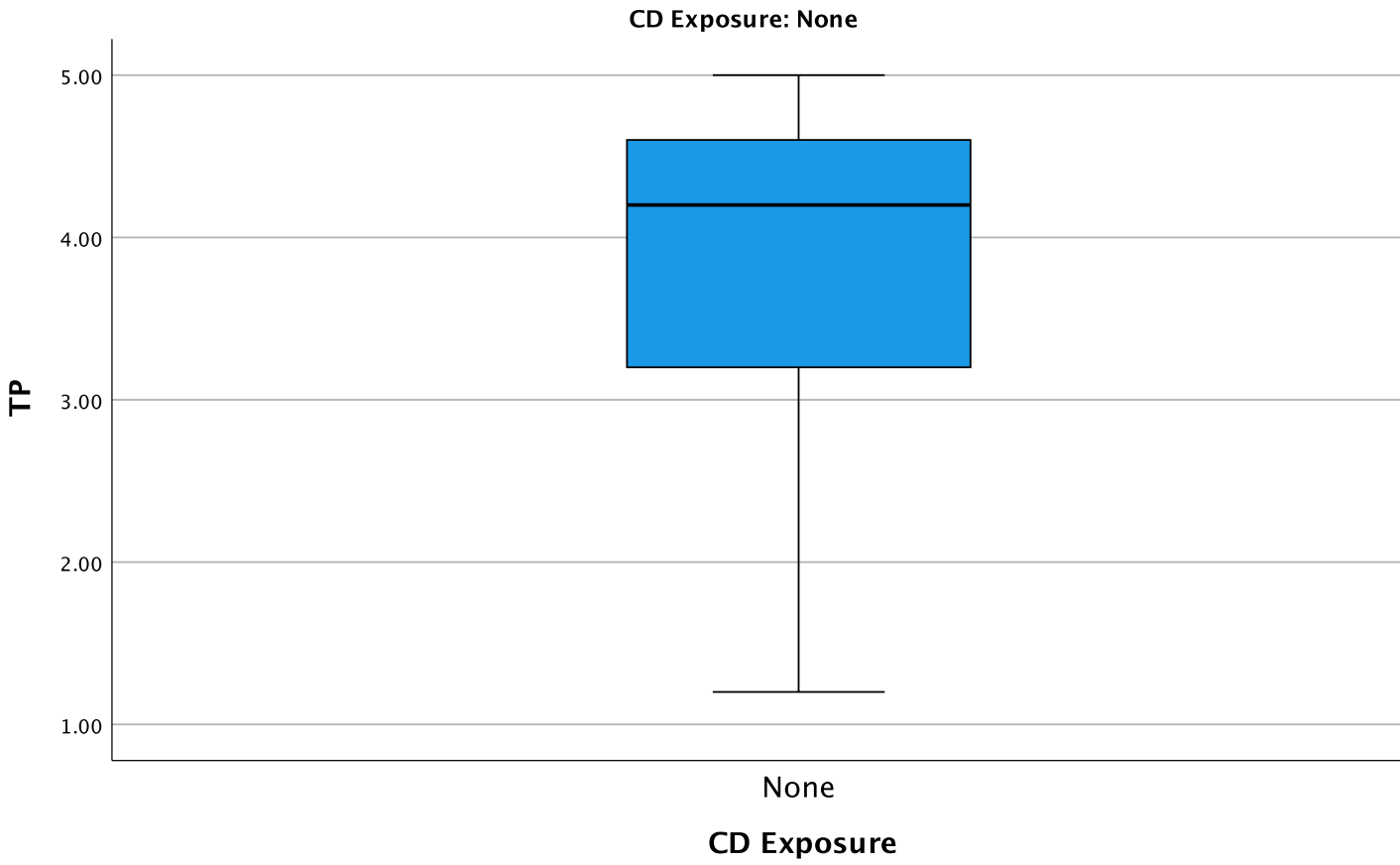

Detrended Normal Q-Q Plot of TP
CD Exposure= Indirect. for CDE= Indirect
Dev from Normal
0.4
0.3
0.2
0.1
0.0000
-0.1
-0.2
1
2
3
4
Observed Value


Detrended Normal Q-Q Plot of TP
CD Exposure= None. for CDE= None
Dev from Normal
0.25
0.00
-0.25
-0.50
-0.75
1
2
3
4
Observed Value

Boxplots

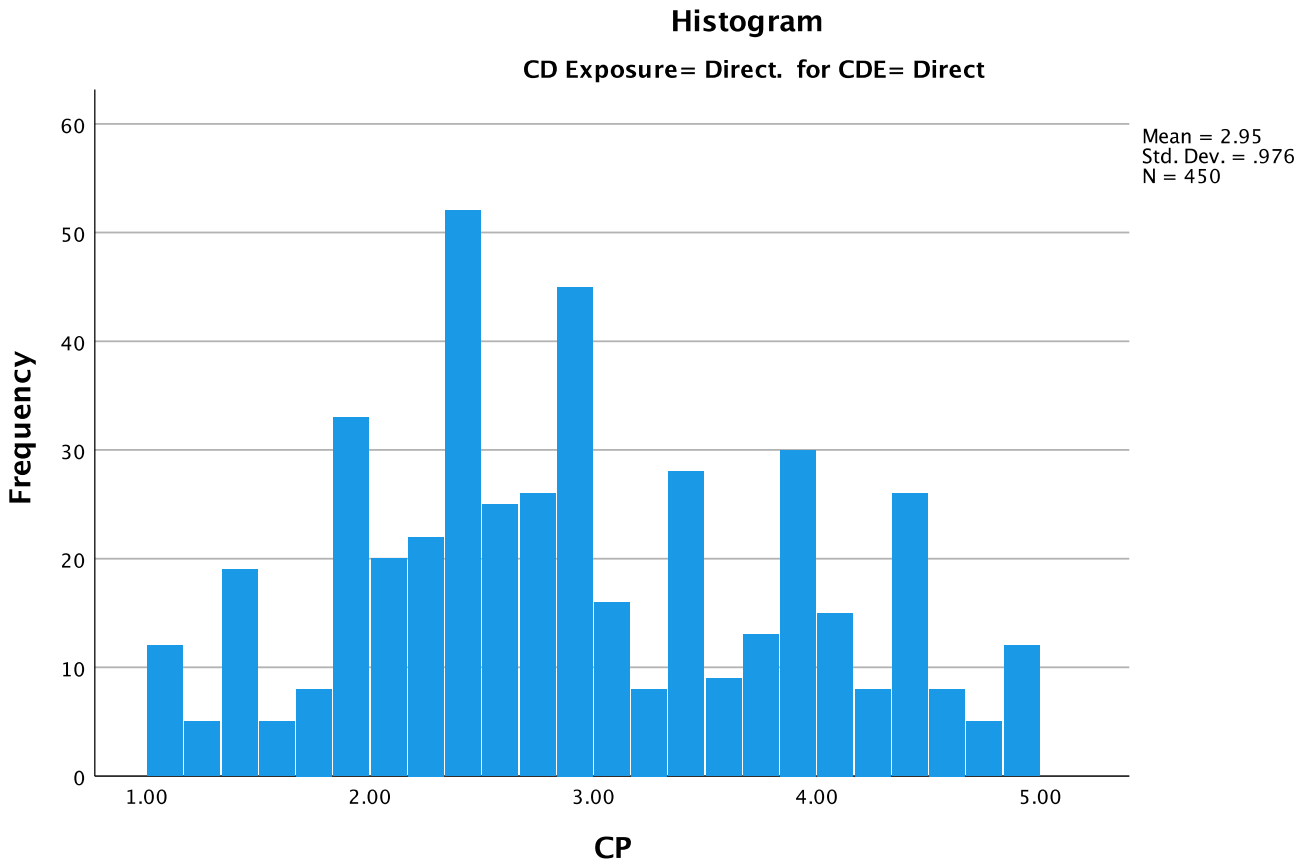

CD Exposure: Direct
5.00
4.00
3.00
2.00
1.00
TP
Direct
CD Exposure

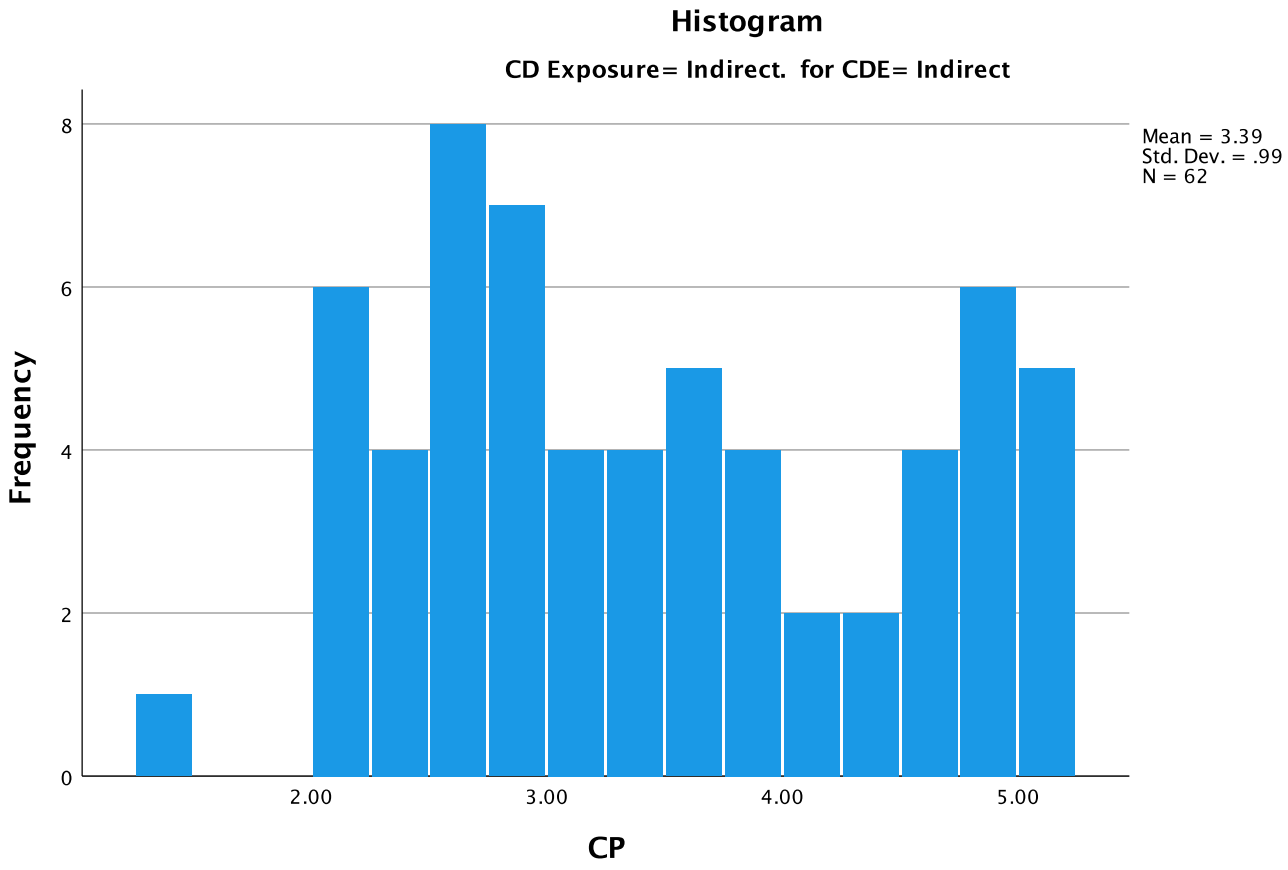

CD Exposure: Indirect
5.00
4.00
3.00
2.00
1.00
TP
Indirect
CD Exposure

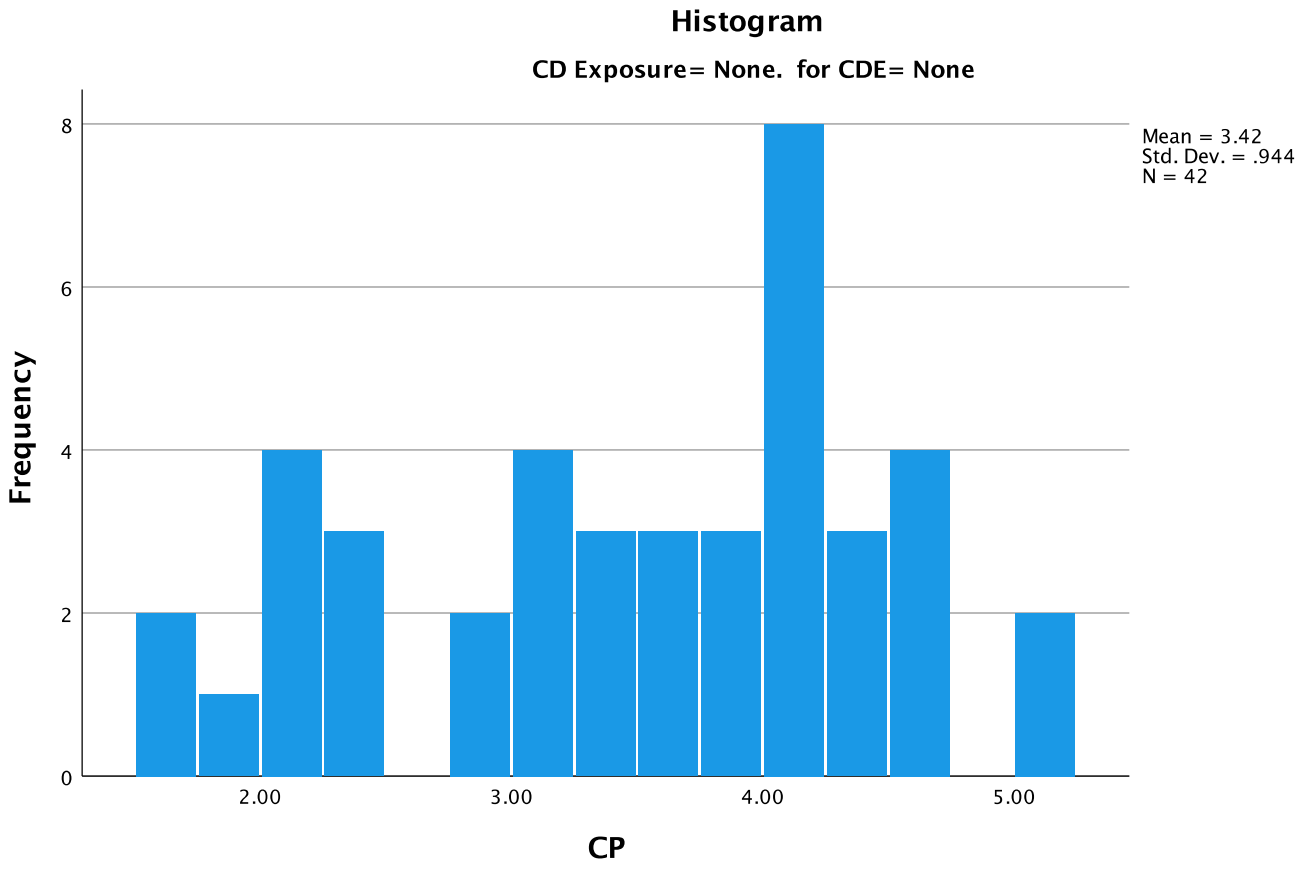


CP

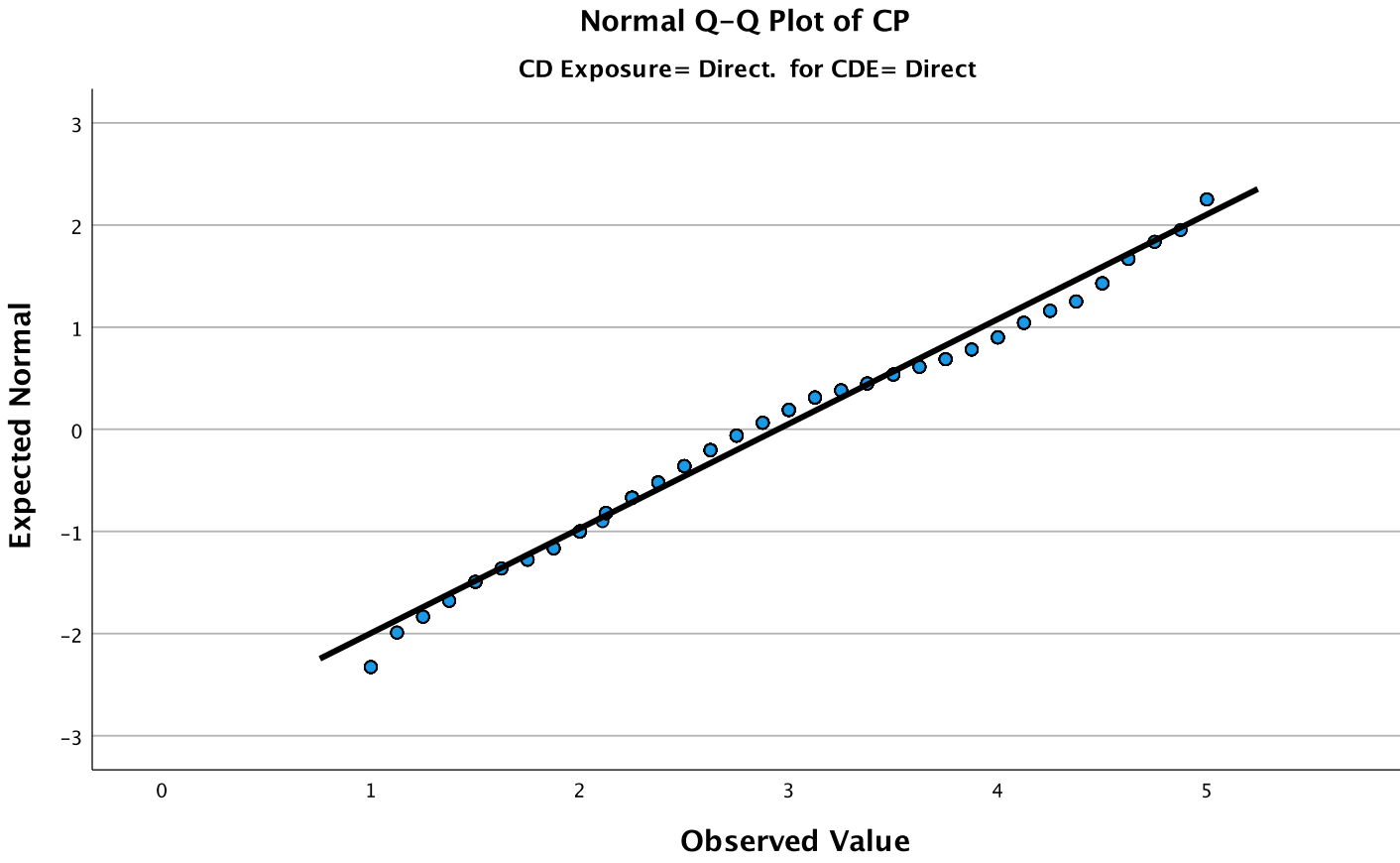
Histograms

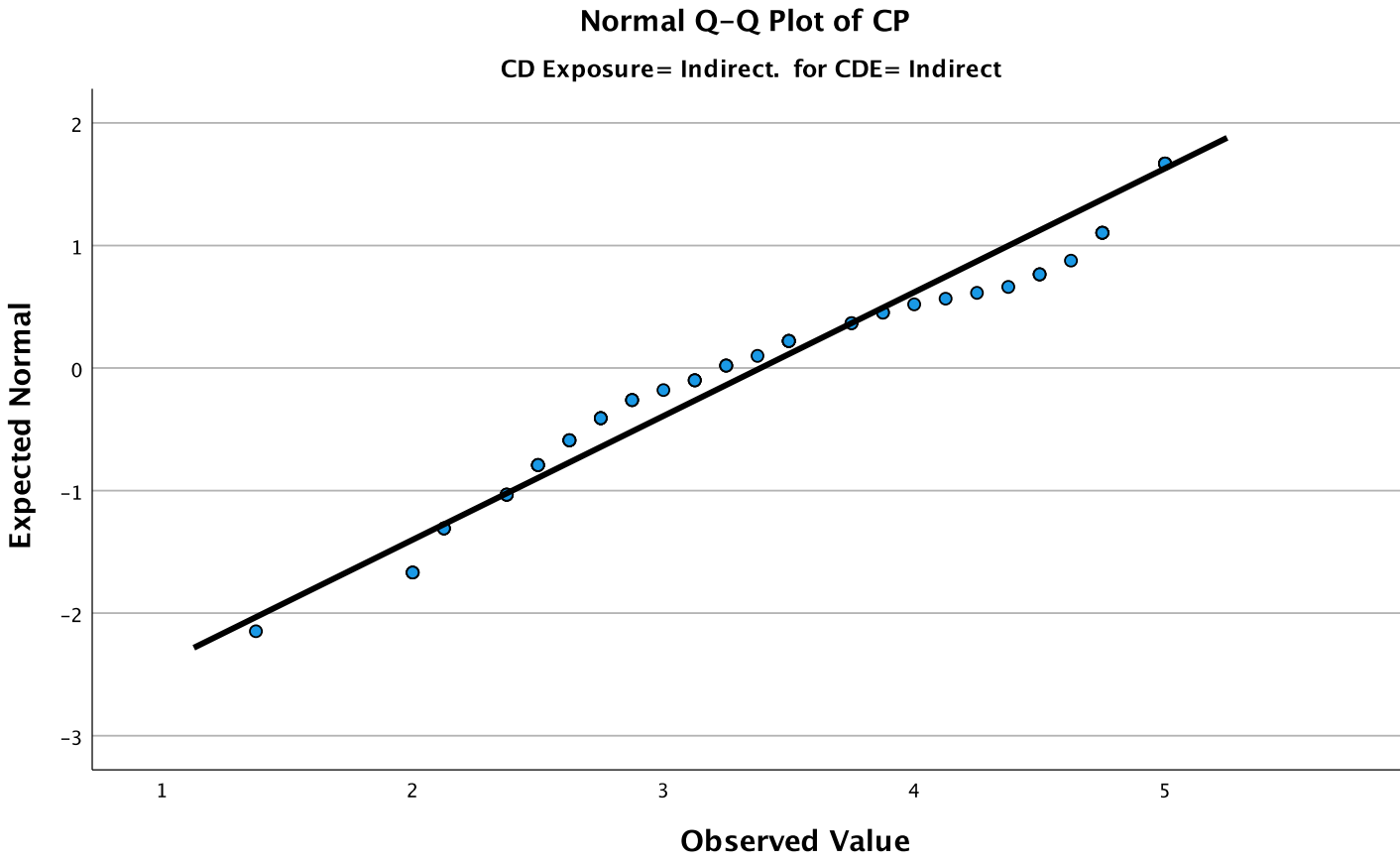

Histogram
CD Exposure= Direct. for CDE= Direct
Mean = 2.95
Std. Dev. = .976
N = 450
Frequency
60
50
40
30
20
10
0
1.00
2.00
3.00
4.00
5.00
CP

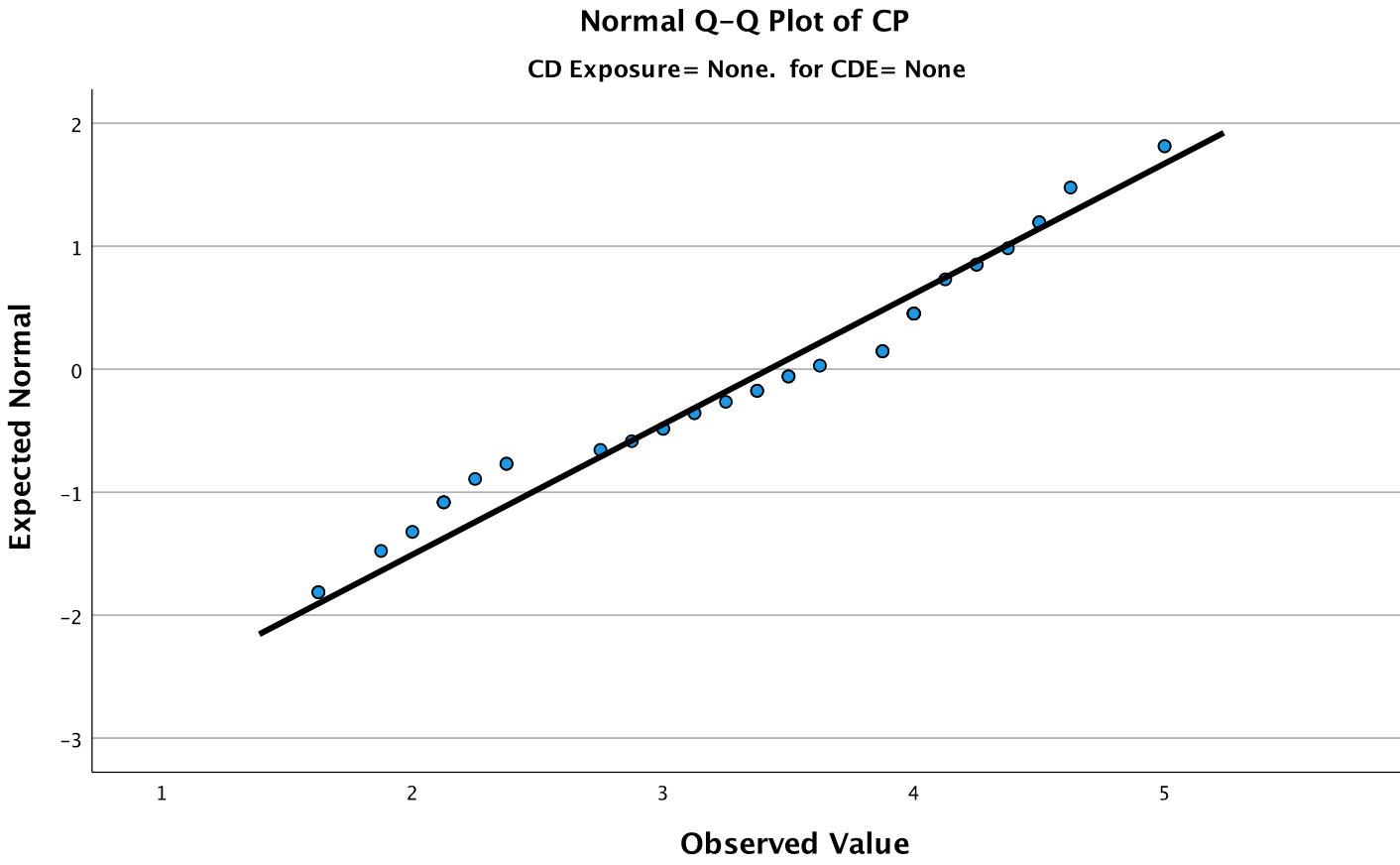

Histogram
CD Exposure= Indirect. for CDE= Indirect
Mean = 3.39
Std. Dev. = .99
N = 62
Frequency
0
2
4
6
8
2.00
3.00
4.00
5.00
CP



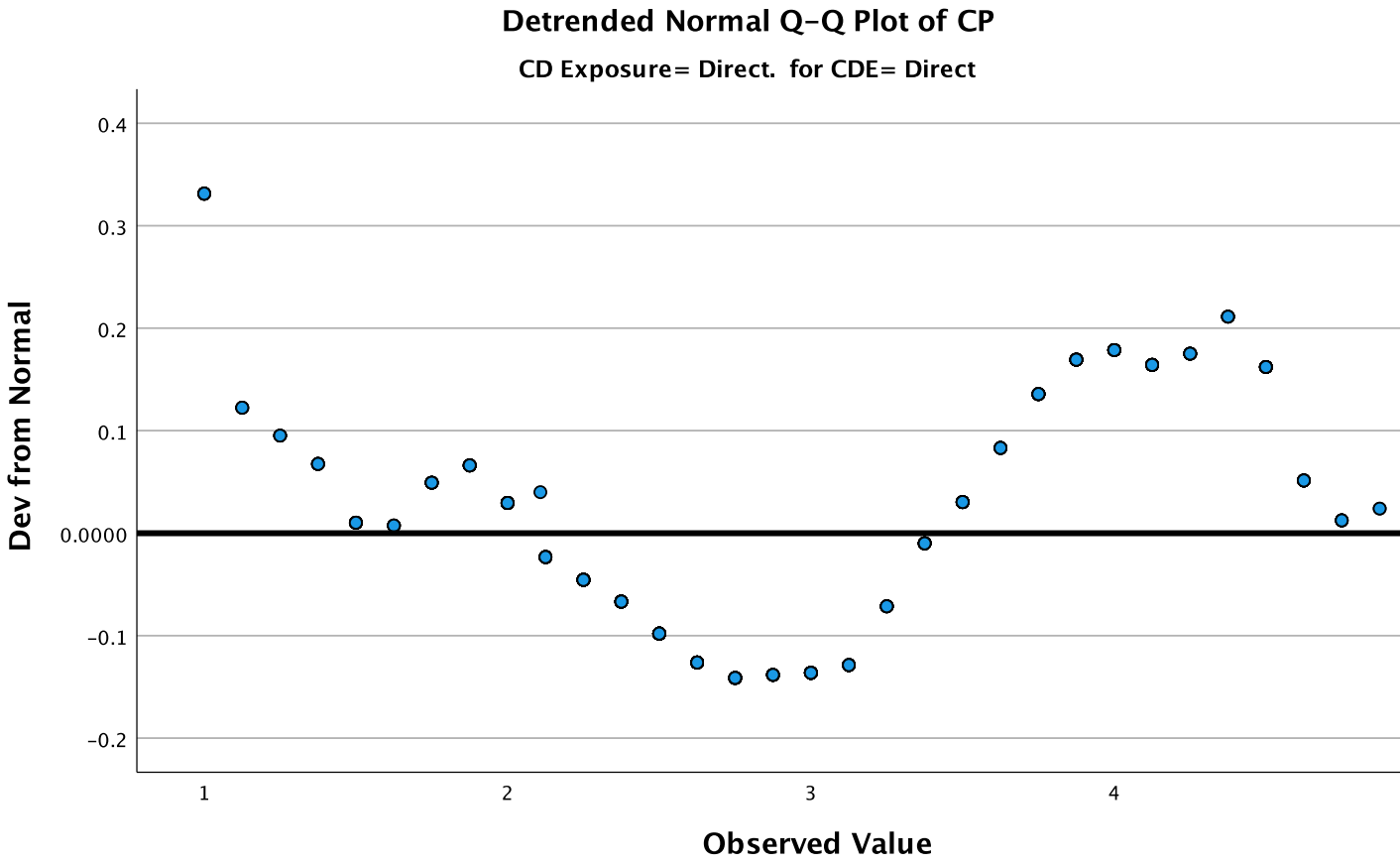
Normal Q-Q Plots

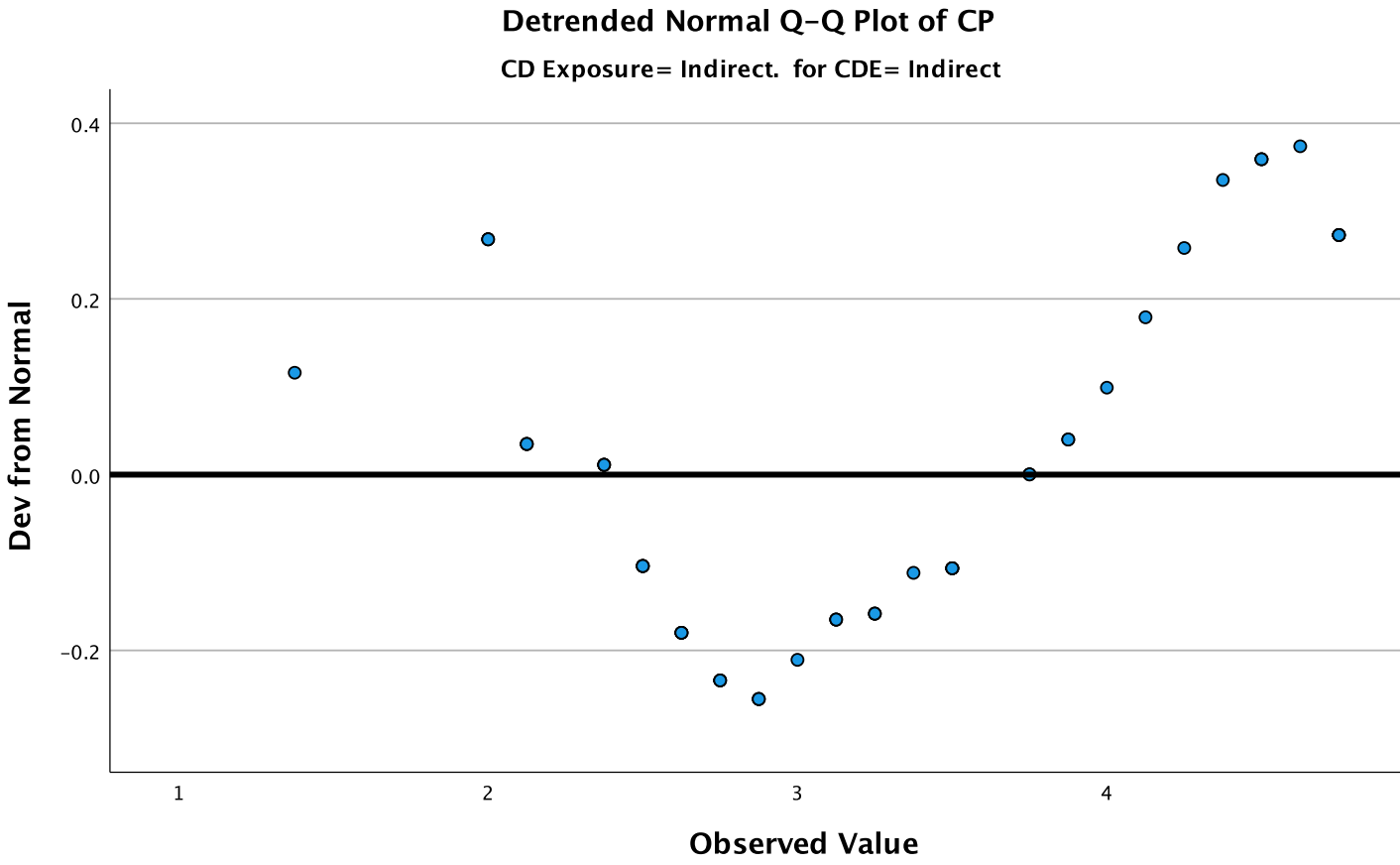

Normal Q-Q Plot of CP
CD Exposure= Direct. for CDE= Direct
Expected Normal
3
2
1
0
-1
-2
-3
0
1
2
3
4
5
Observed Value

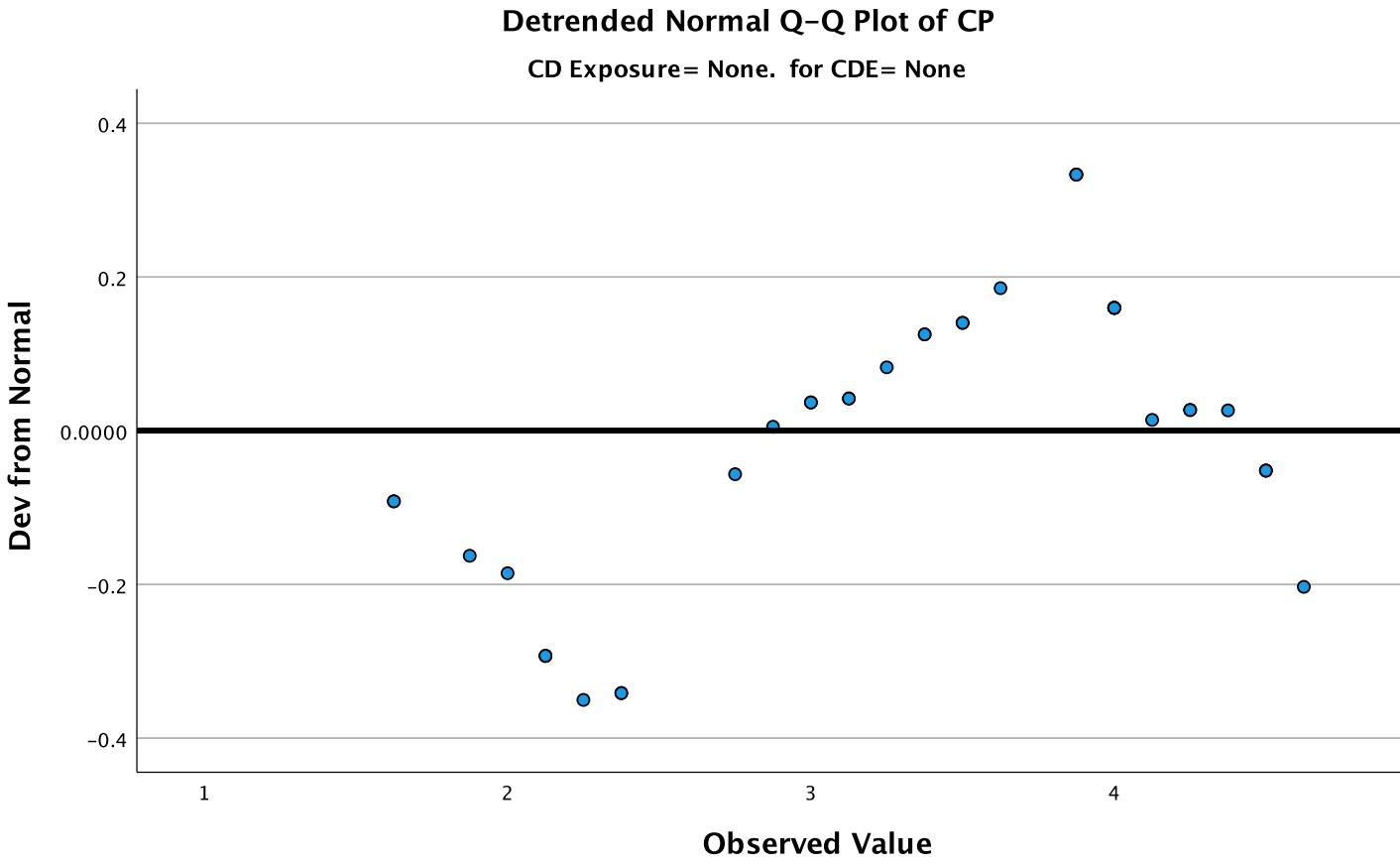

Normal Q-Q Plot of CP
CD Exposure= Indirect. for CDE= Indirect
Expected Normal
2
1
0
-1
-2
-3
1
2
3
4
5
Observed Value



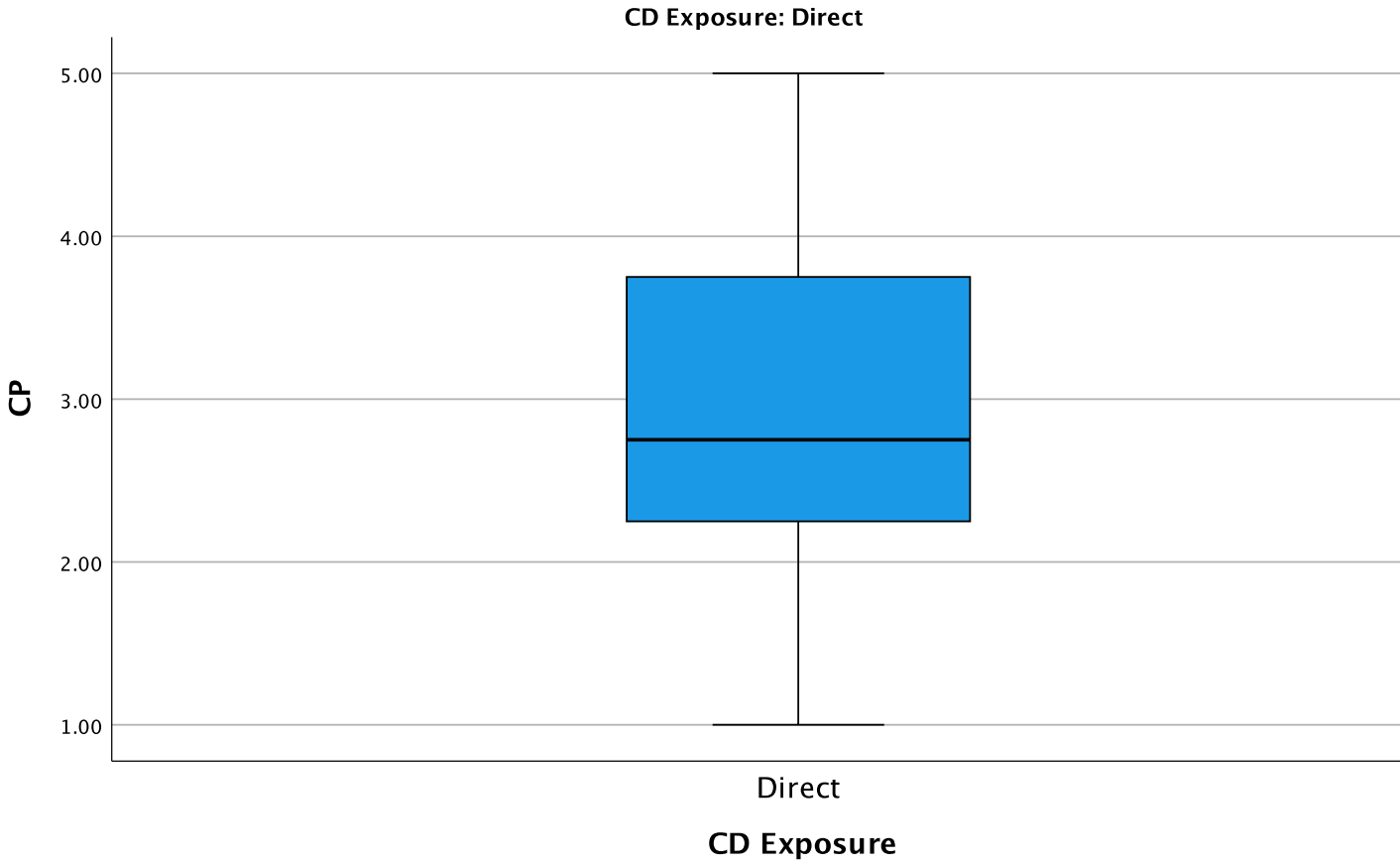
Detrended Normal Q-Q Plots

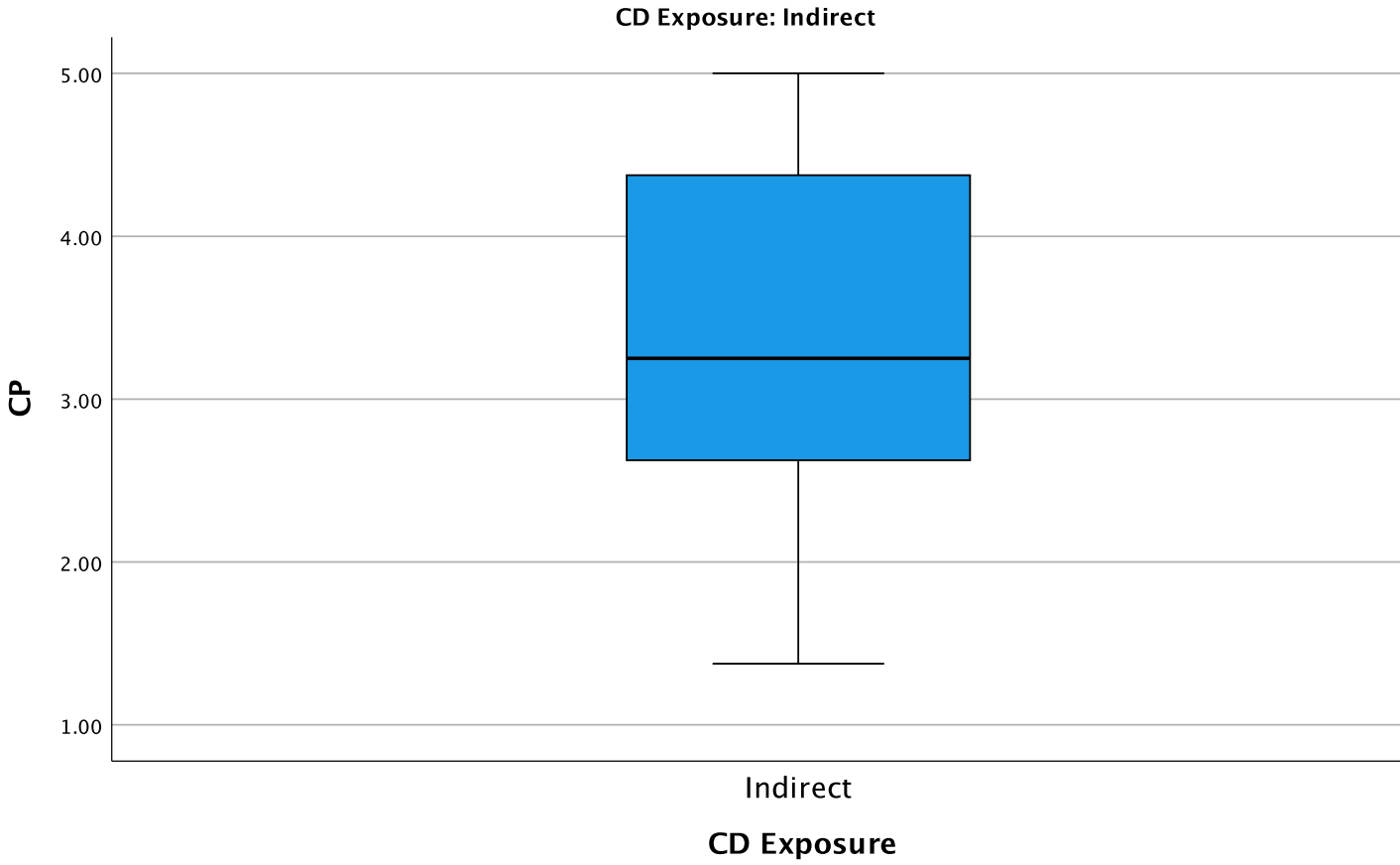

Detrended Normal Q-Q Plot of CP
CD Exposure= Direct. for CDE= Direct
Dev from Normal
0.4
0.3
0.2
0.1
0.0000
-0.1
-0.2
1
2
3
4
Observed Value

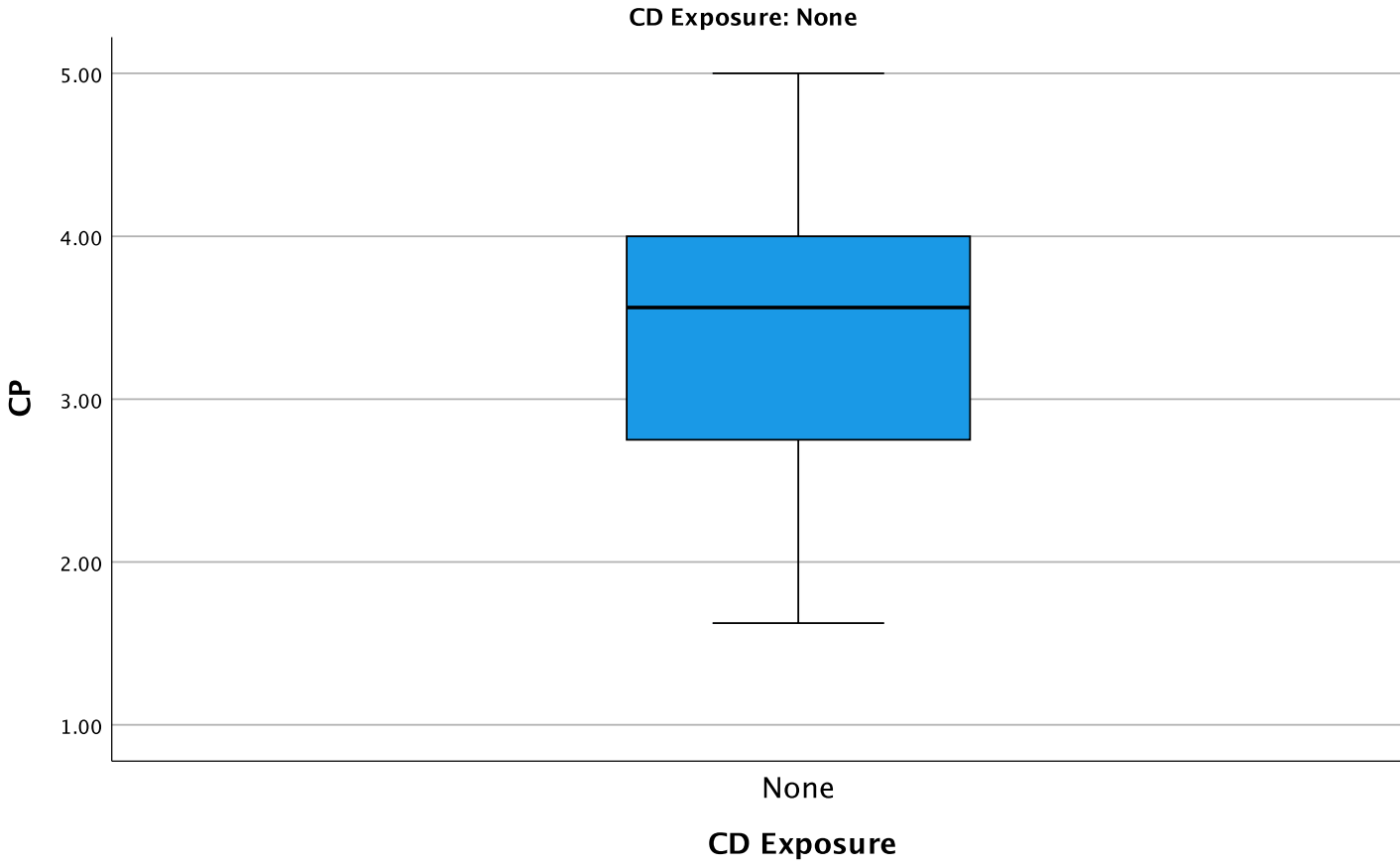

Detrended Normal Q-Q Plot of CP
CD Exposure= Indirect. for CDE= Indirect
Dev from Normal
0.4
0.2
0.0
-0.2
1
2
3
4
Observed Value


Detrended Normal Q-Q Plot of CP
CD Exposure= None. for CDE= None
Dev from Normal
0.4
0.2
0.0000
-0.2
-0.4
1
2
3
4
Observed Value

Boxplots

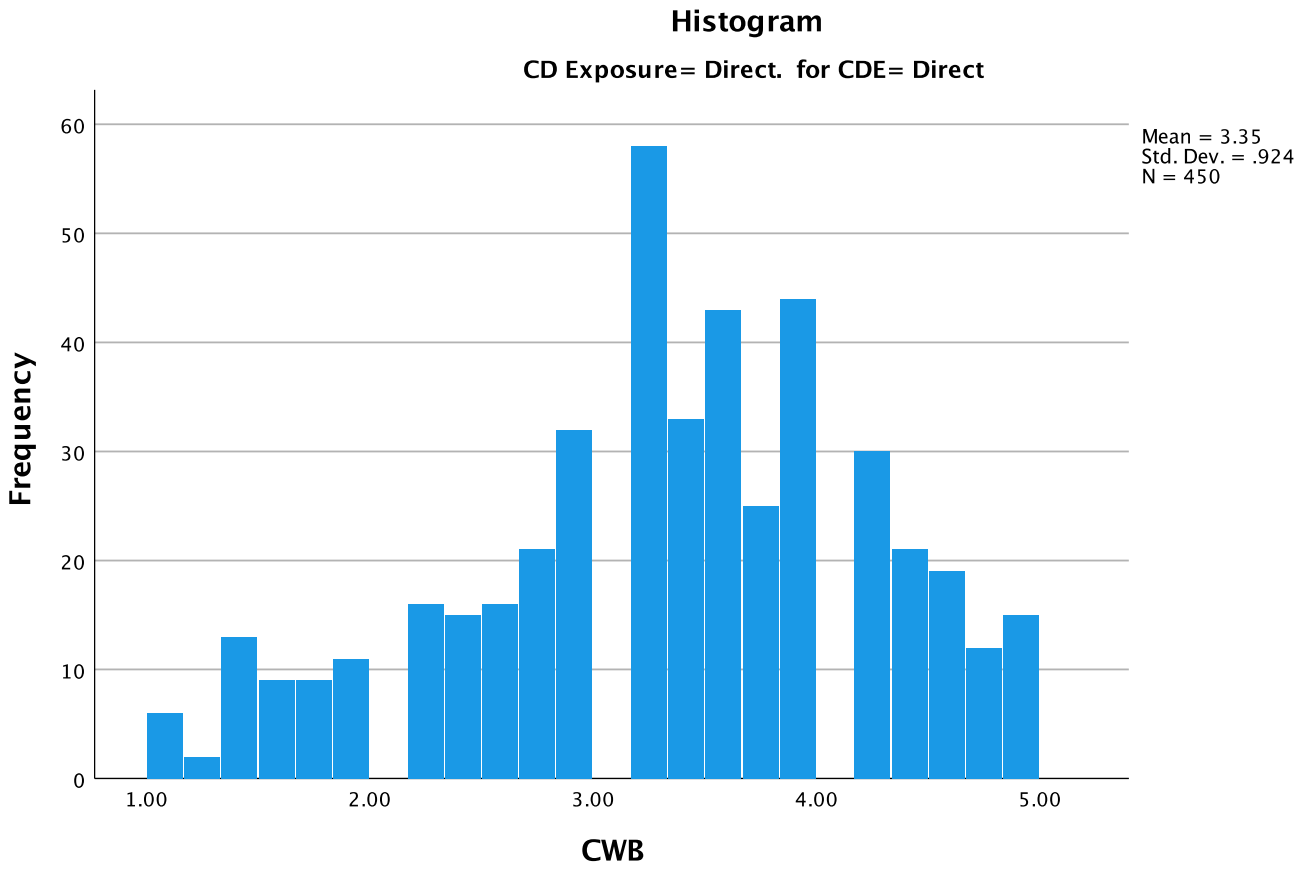

CD Exposure: Direct
5.00
4.00
3.00
2.00
1.00
CP
Direct
CD Exposure

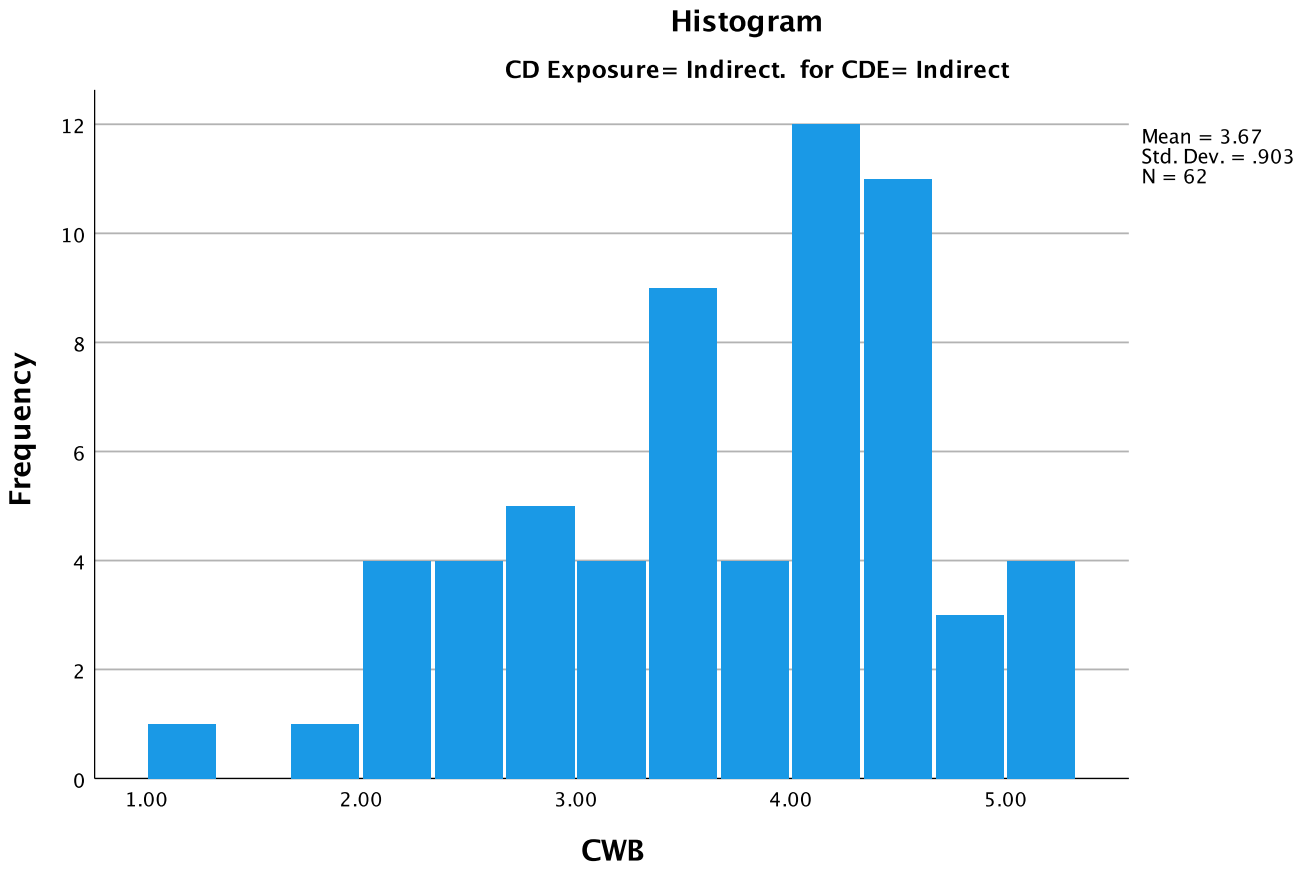

CD Exposure: Indirect
5.00
4.00
3.00
2.00
1.00
CP
Indirect
CD Exposure

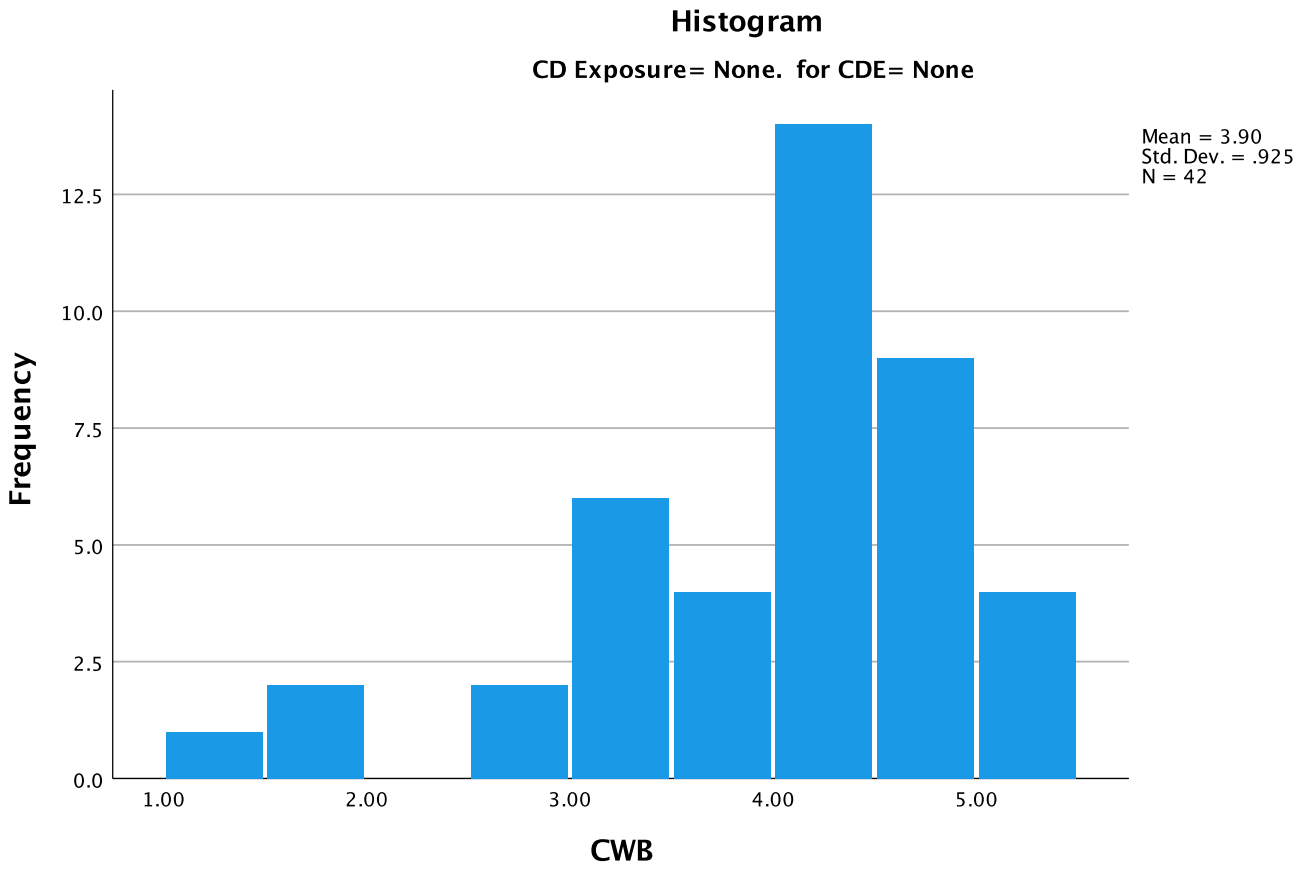


CWB

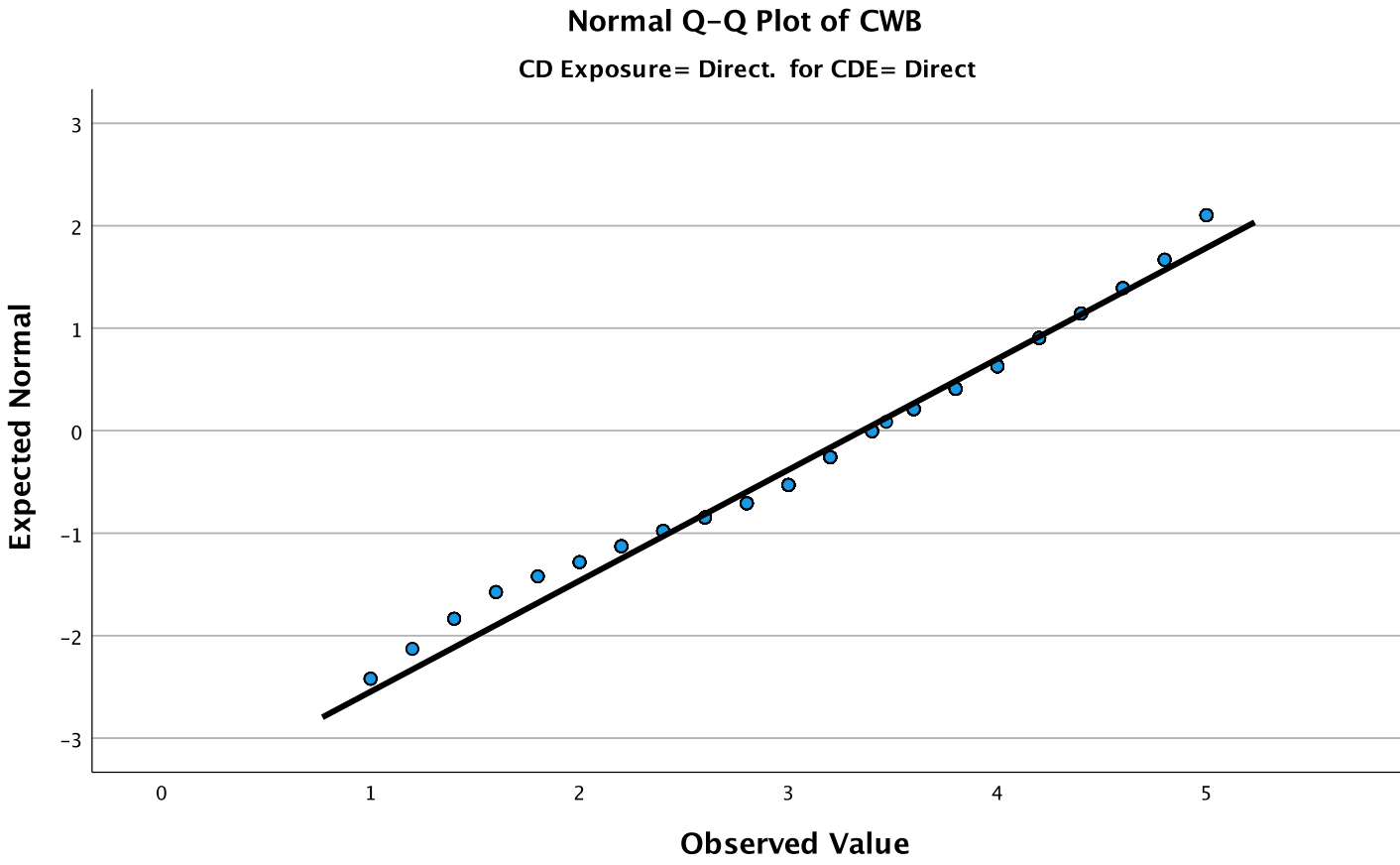
Histograms

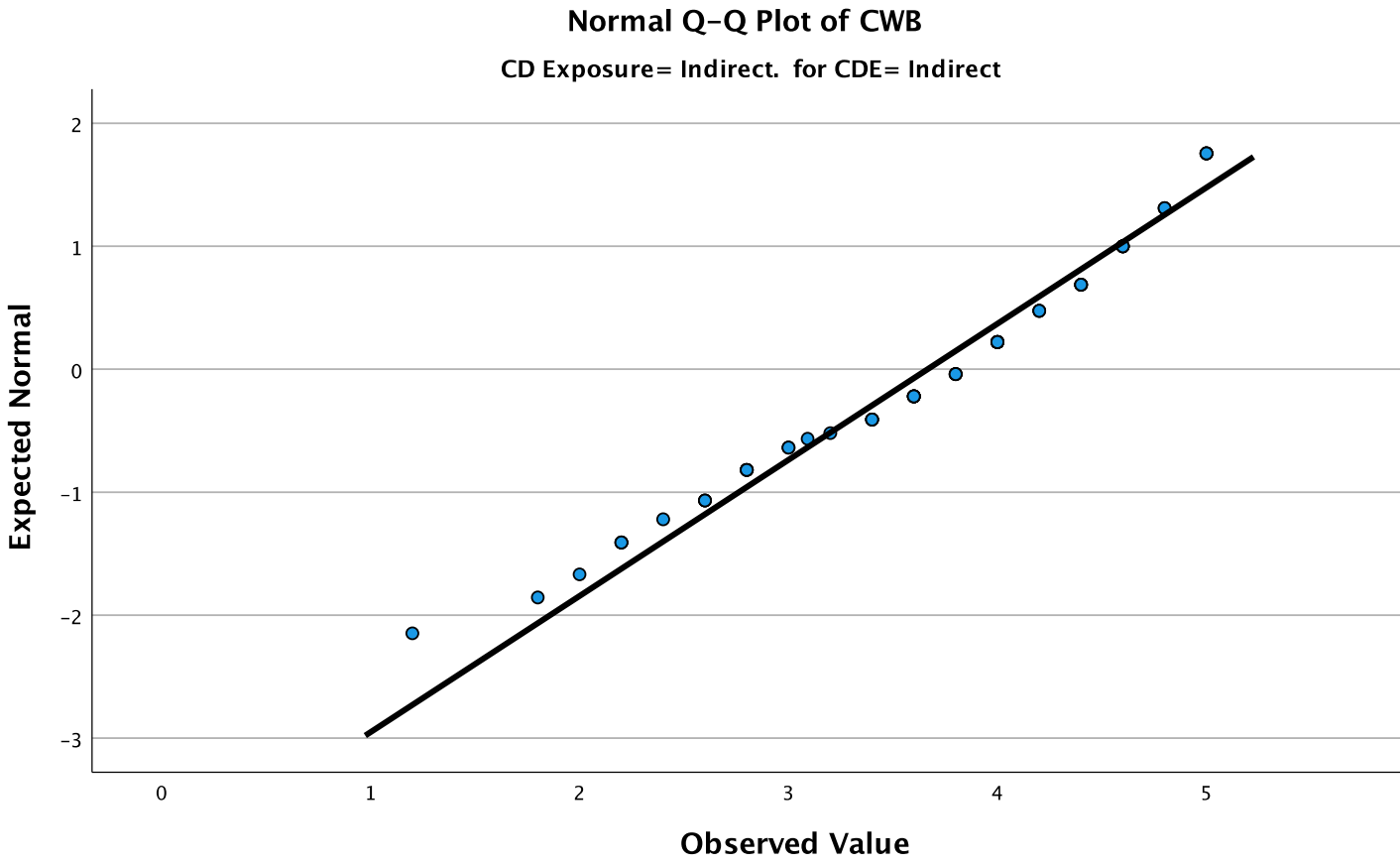

Histogram
CD Exposure= Direct. for CDE= Direct
Mean = 3.35
Std. Dev. = .924
N = 450
Frequency
60
50
40
30
20
10
0
1.00
2.00
3.00
4.00
5.00
CWB

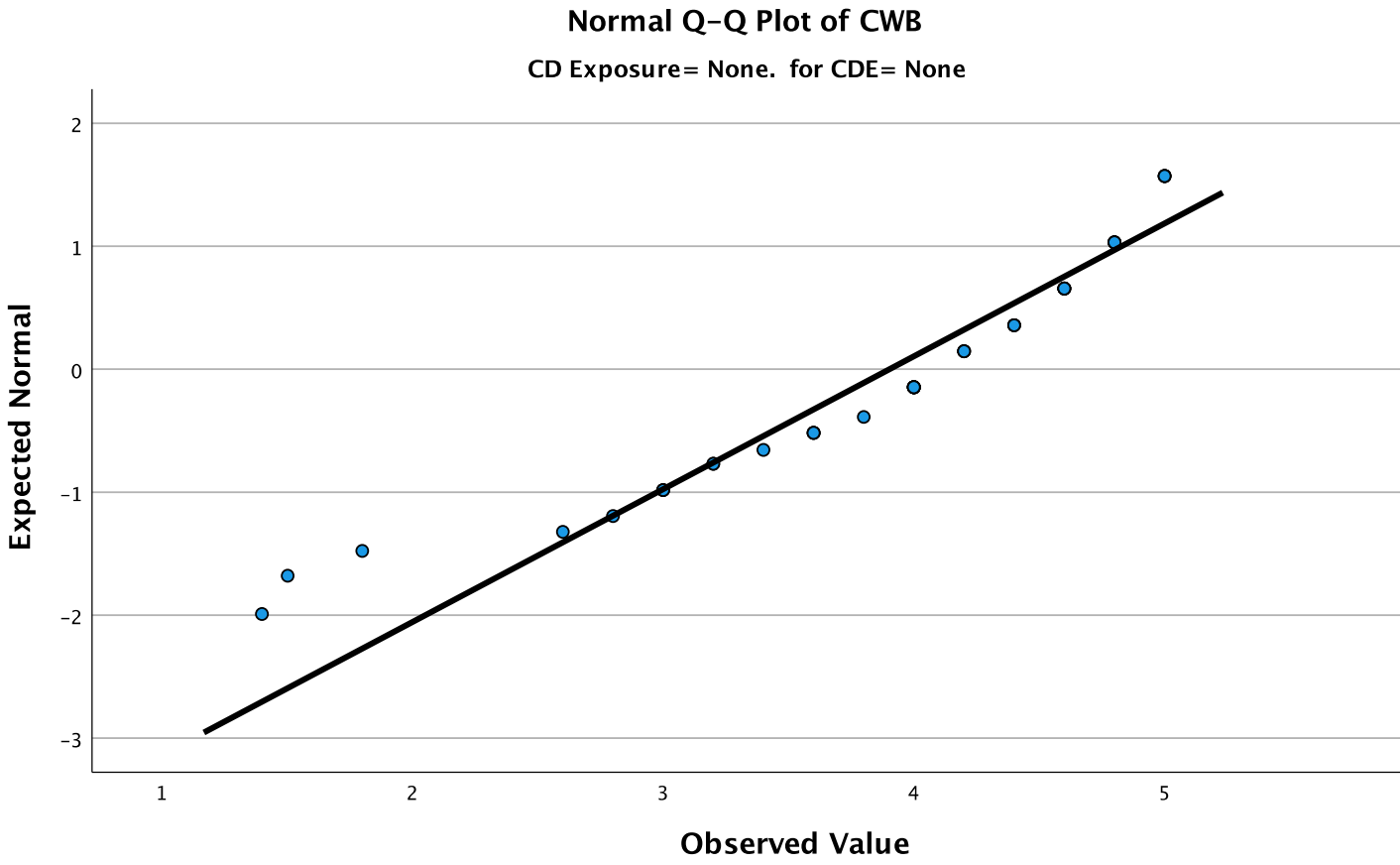

Histogram
CD Exposure= Indirect. for CDE= Indirect
Mean = 3.67
Std. Dev. = .903
N = 62
Frequency
0
2
4
6
8
10
12
1.00
2.00
3.00
4.00
5.00
CWB



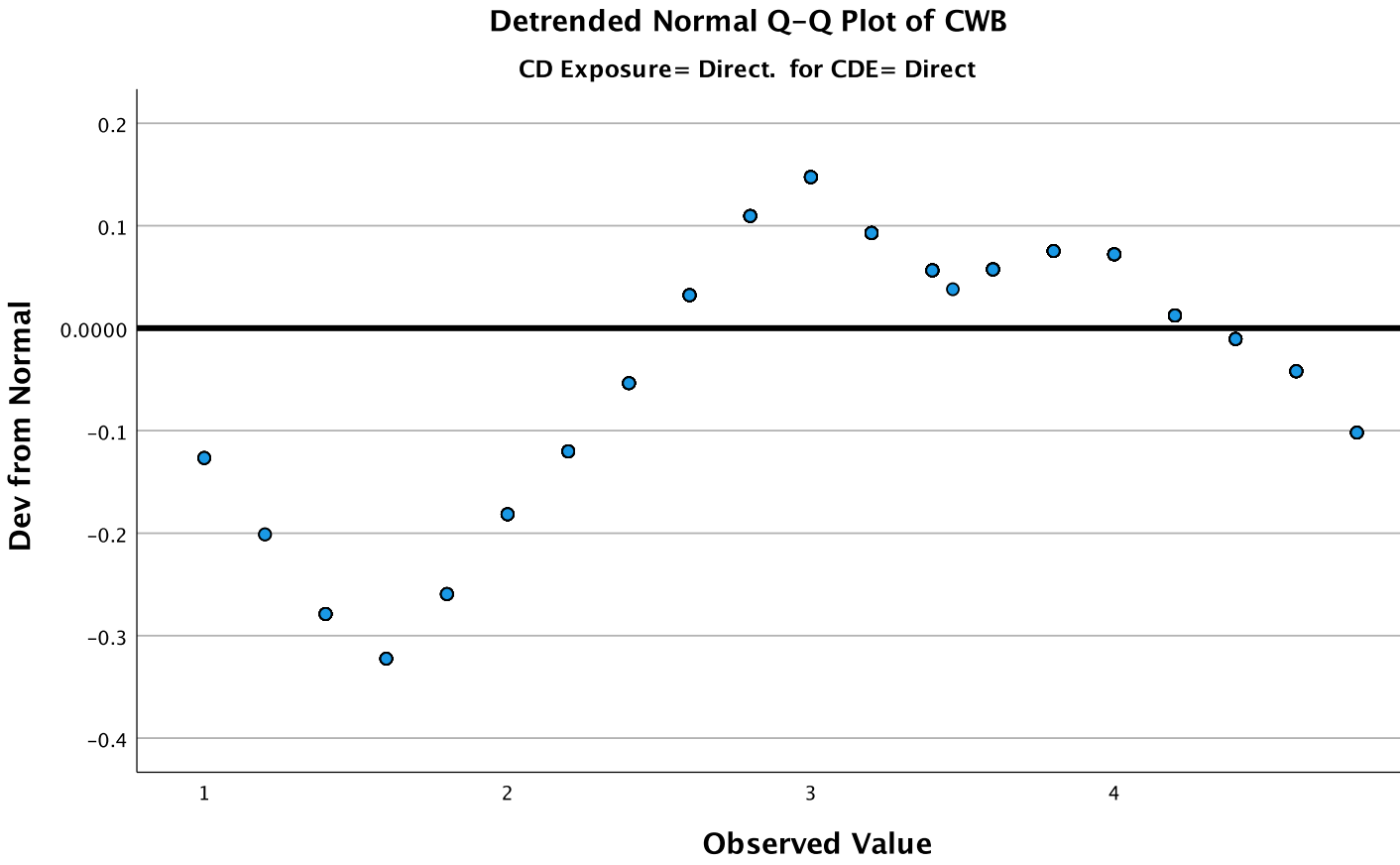
Normal Q-Q Plots

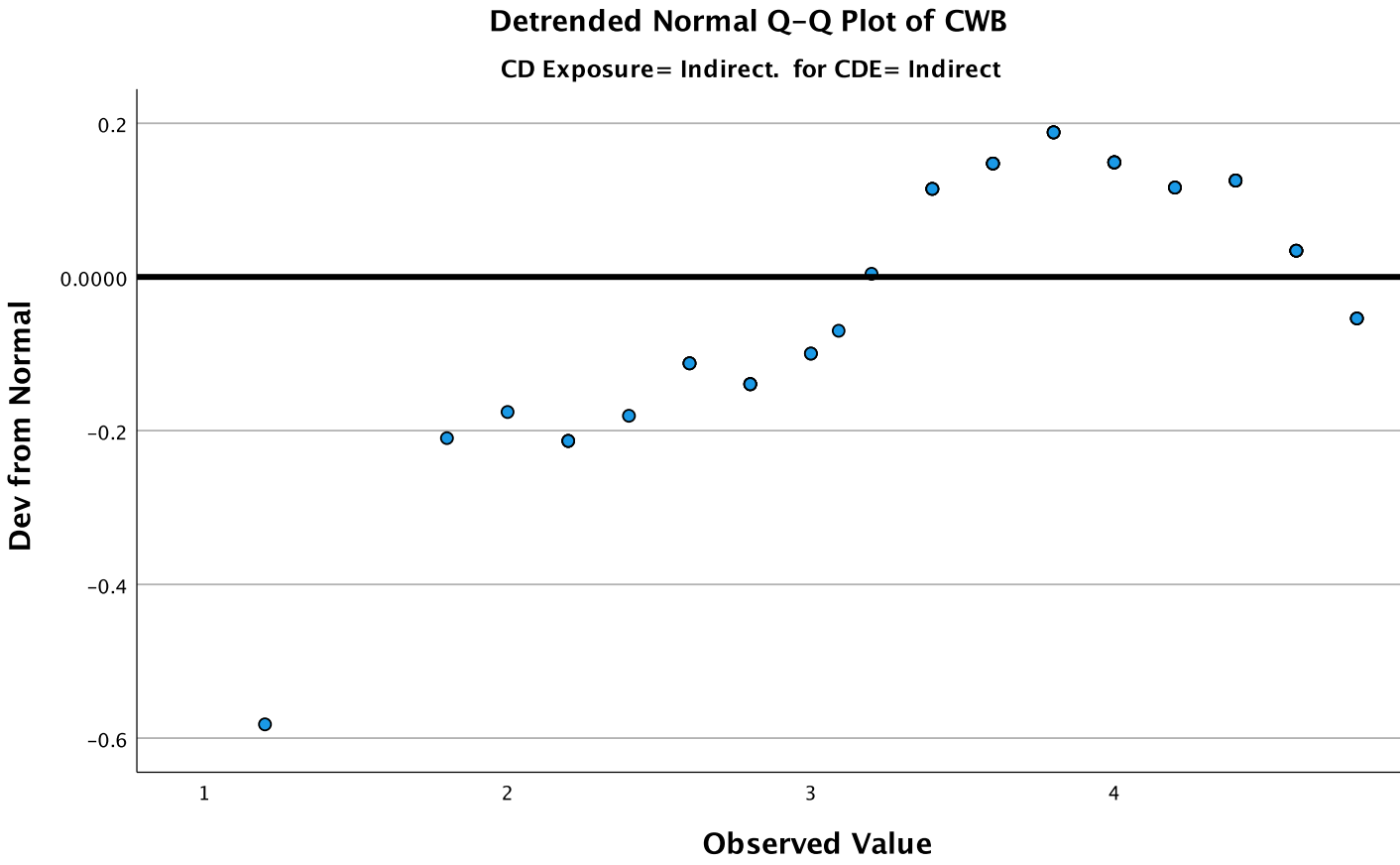

Normal Q-Q Plot of CWB
CD Exposure= Direct. for CDE= Direct
Expected Normal
3
2
1
0
-1
-2
-3
0
1
2
3
4
5
Observed Value

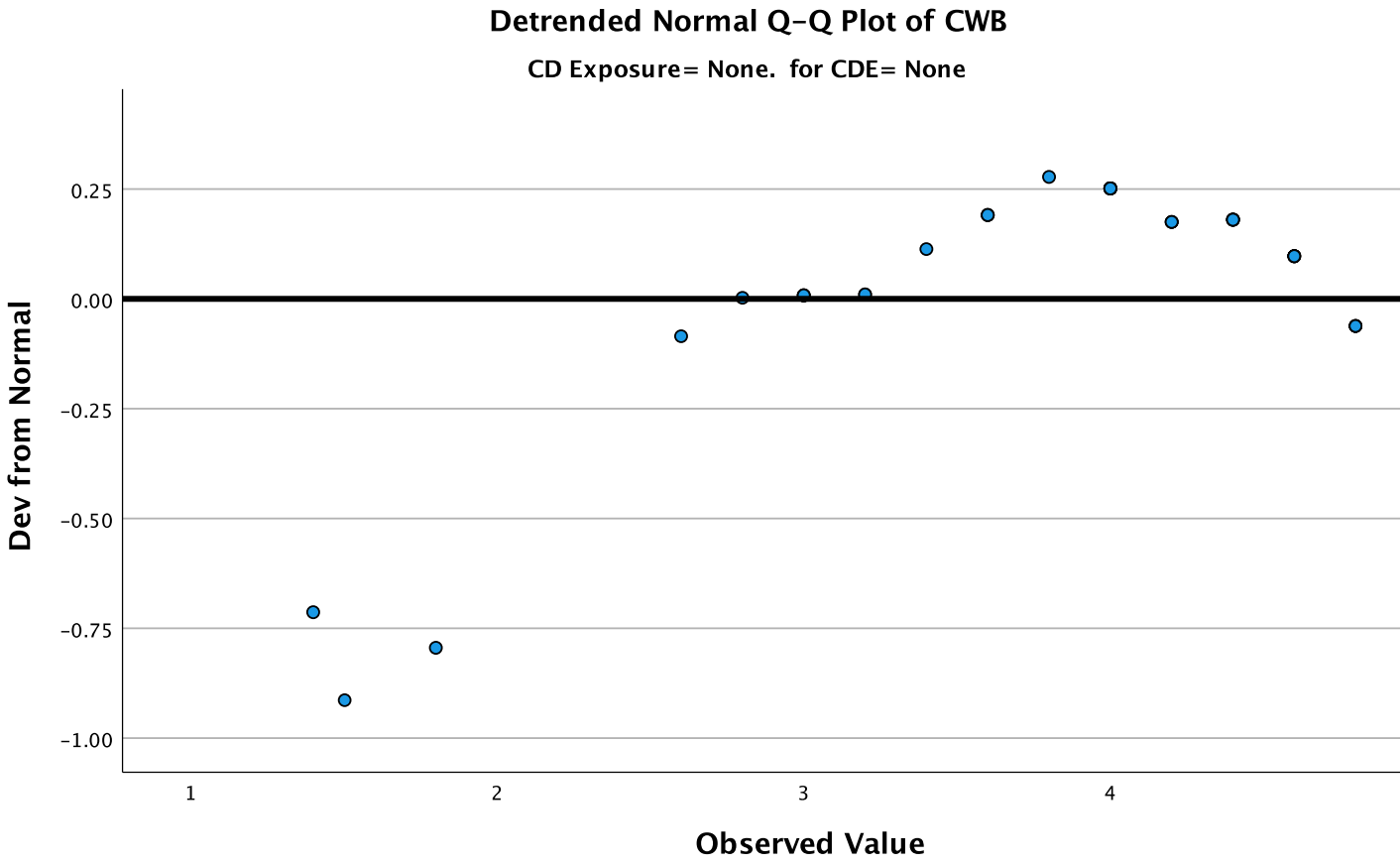

Normal Q-Q Plot of CWB
CD Exposure= Indirect. for CDE= Indirect
Expected Normal
2
1
0
-1
-2
-3
0
1
2
3
4
5
Observed Value



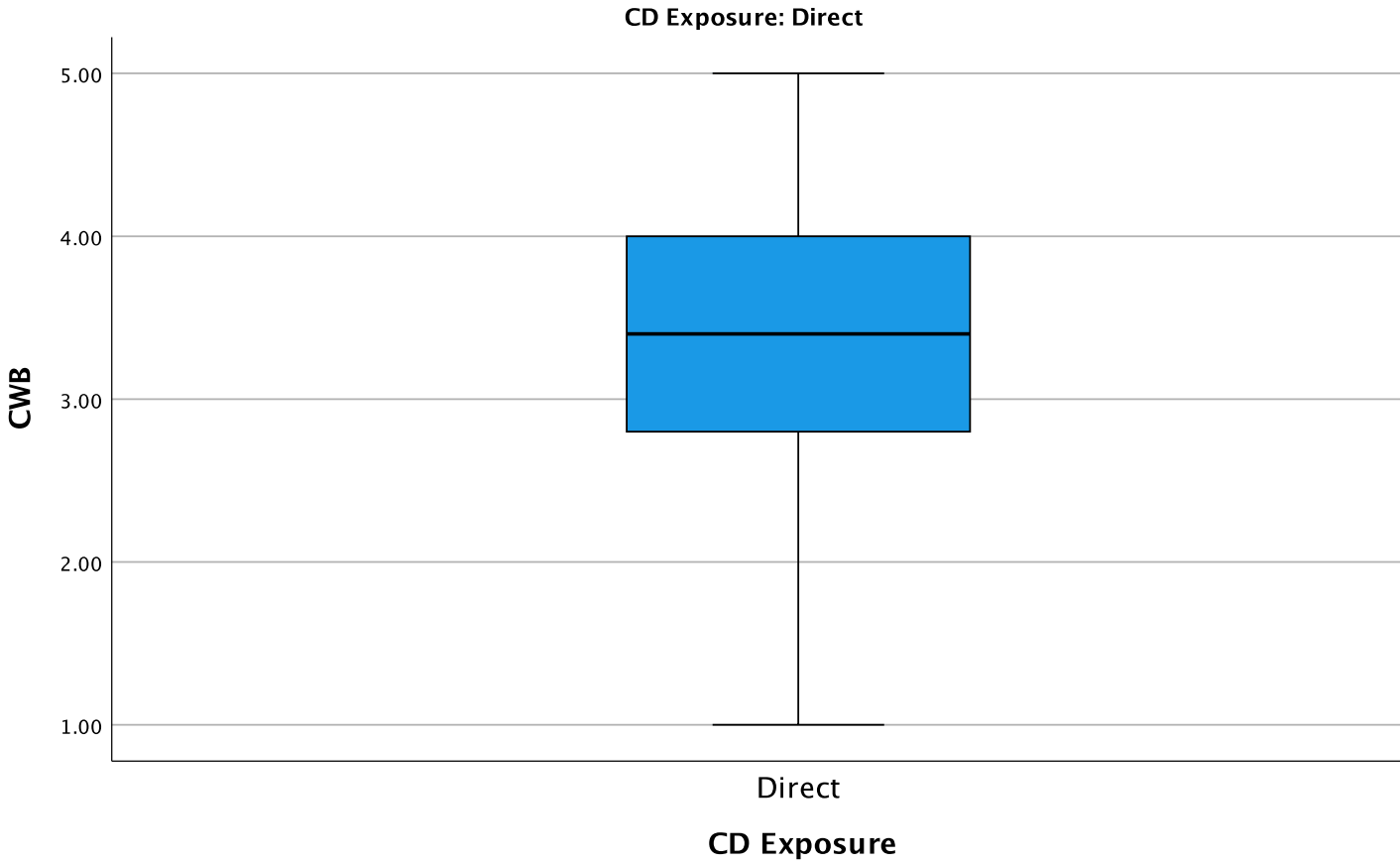
Detrended Normal Q-Q Plots

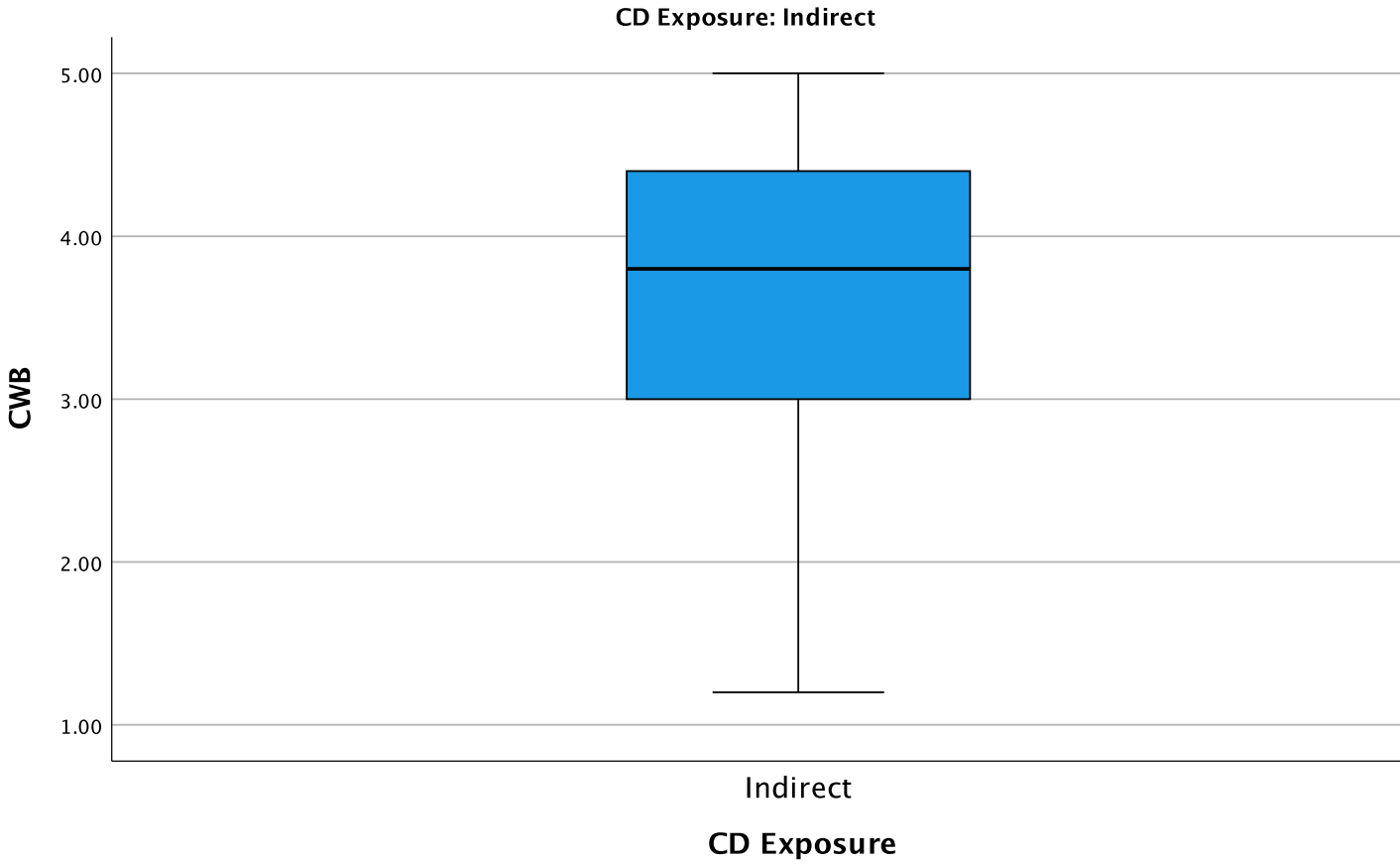

Detrended Normal Q-Q Plot of CWB
CD Exposure= Direct. for CDE= Direct
Dev from Normal
0.2
0.1
0.0000
-0.1
-0.2
-0.3
-0.4
1
2
3
4
Observed Value

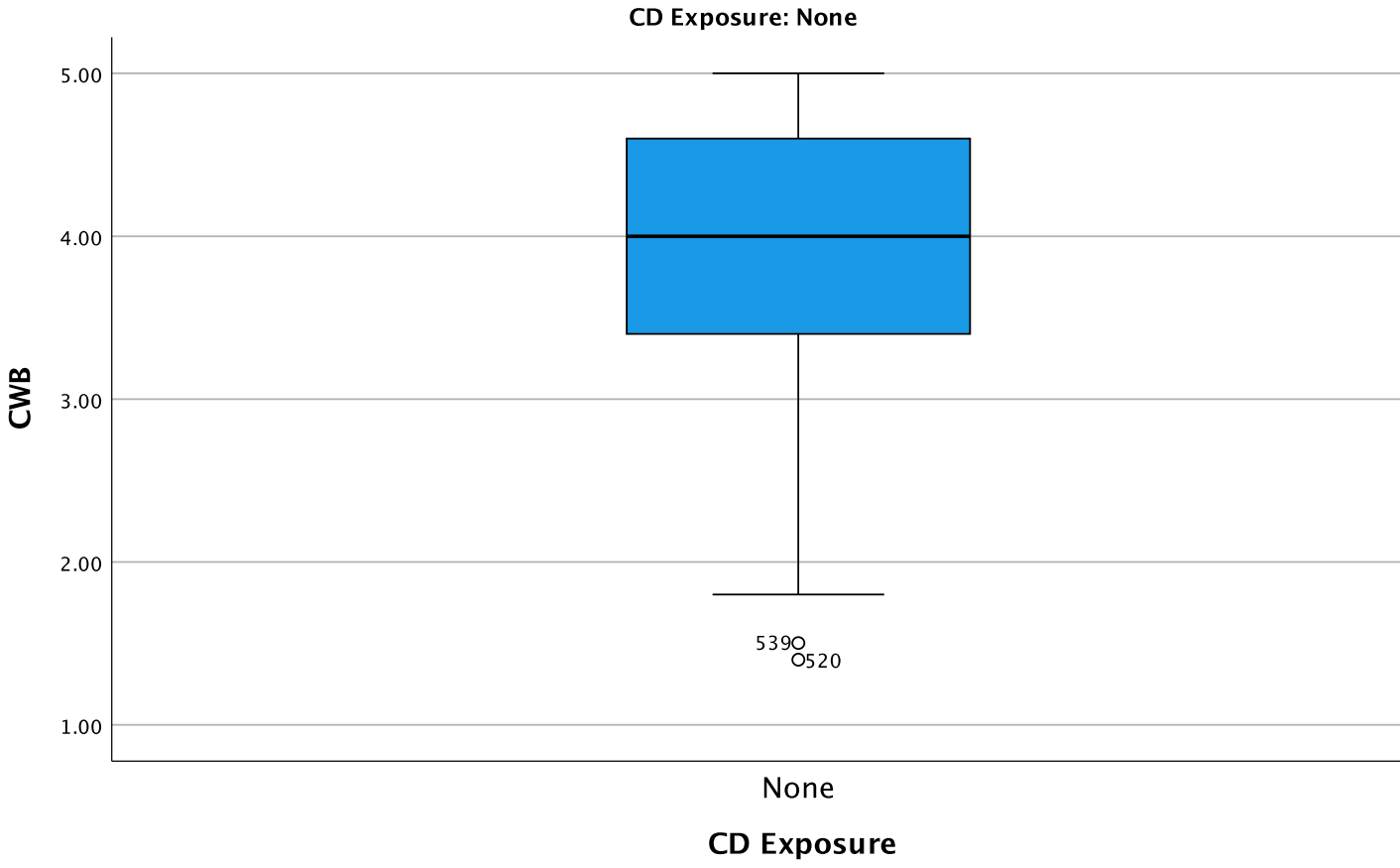

Detrended Normal Q-Q Plot of CWB
CD Exposure= Indirect. for CDE= Indirect
Dev from Normal
0.2
0.0000
-0.2
-0.4
-0.6
1
2
3
4
Observed Value


Detrended Normal Q-Q Plot of CWB
CD Exposure= None. for CDE= None
Dev from Normal
0.25
0.00
-0.25
-0.50
-0.75
-1.00
1
2
3
4
Observed Value

Boxplots


CD Exposure: Direct
5.00
4.00
3.00
2.00
1.00
CWB
Direct
CD Exposure


CD Exposure: Indirect
5.00
4.00
3.00
2.00
1.00
CWB
Indirect
CD Exposure



Correlations

Notes

Output Created		11-MAY-2023 15:18:46
Comments		
Input	Active Dataset	DataSet1
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=CDE GHQ TP CP CWB PetRes Timesharing Custodial Married /PRINT=TWOTAIL NOSIG FULL /STATISTICS DESCRIPTIVES XPROD /CI CILEVEL(95) /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.07
	Elapsed Time	00:00:00.00

Descriptive Statistics

	Mean	Std. Deviation	N
CD Exposure	1.26	.589	554
GHQ	3.0556	.69712	554
TP	3.2366	1.01492	554
CP	3.0327	.98930	554
CWB	3.4297	.93528	554
Petitioner or Respondent	1.38	.485	505
Time Sharing Determination	1.41	.492	492
Custodial Parent	1.65	.774	512
Married to Other Parent	.59	.492	512

Correlations

	CD Exposure	GHQ	TP	CP	CWB	Petitioner or Respondent	Time Sharing Determination	Custodial Parent	Married to Other Parent

CD Exposure	Pearson Correlation	1	.358**	.259**	.170**	.179**	.068	.098*	.083	.052
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	.126	.030	.062	.236
	Sum of Squares and Cross-products	191.523	81.219	85.655	54.728	54.358	5.198	7.598	10.676	4.309
	Covariance	.346	.147	.155	.099	.098	.010	.015	.021	.008
	N	554	554	554	554	554	505	492	512	512
GHQ	Pearson Correlation	.358**	1	.584**	.537**	.300**	-.111*	-.080	-.063	-.088*
	Sig. (2-tailed)	<.001		<.001	<.001	<.001	.013	.076	.155	.046
	Sum of Squares and Cross-products	81.219	268.744	228.601	204.679	108.043	-17.657	-12.258	-16.349	-14.597
	Covariance	.147	.486	.413	.370	.195	-.035	-.025	-.032	-.029
	N	554	554	554	554	554	505	492	512	512
TP	Pearson Correlation	.259**	.584**	1	.783**	-.038	-.042	.019	.083	-.016
	Sig. (2-tailed)	<.001	<.001		<.001	.366	.351	.670	.061	.719
	Sum of Squares and Cross-products	85.655	228.601	569.622	434.740	-20.198	-10.175	4.647	32.694	-3.995
	Covariance	.155	.413	1.030	.786	-.037	-.020	.009	.064	-.008
	N	554	554	554	554	554	505	492	512	512
CP	Pearson Correlation	.170**	.537**	.783**	1	-.146**	-.088*	-.073	.002	-.020
	Sig. (2-tailed)	<.001	<.001	<.001		<.001	.048	.108	.965	.651
	Sum of Squares and Cross-products	54.728	204.679	434.740	541.235	-74.749	-21.294	-17.113	.750	-4.979
	Covariance	.099	.370	.786	.979	-.135	-.042	-.035	.001	-.010
	N	554	554	554	554	554	505	492	512	512

CWB	Pearson Correlation	.179**	.300**	-.038	-.146**	1	.100*	.134**	.137**	-.055
	Sig. (2-tailed)	<.001	<.001	.366	<.001		.025	.003	.002	.216
	Sum of Squares and Cross-products	54.358	108.043	-20.198	-74.749	483.731	22.477	29.996	50.286	-12.762
	Covariance	.098	.195	-.037	-.135	.875	.045	.061	.098	-.025
	N	554	554	554	554	554	505	492	512	512
Petitioner or Respondent	Pearson Correlation	.068	-.111*	-.042	-.088*	.100*	1	.108*	.131**	.000
	Sig. (2-tailed)	.126	.013	.351	.048	.025		.017	.003	.993
	Sum of Squares and Cross-products	5.198	-17.657	-10.175	-21.294	22.477	118.760	12.448	24.701	.048
	Covariance	.010	-.035	-.020	-.042	.045	.236	.026	.049	.000
	N	505	505	505	505	505	505	487	505	505
Time Sharing Determination	Pearson Correlation	.098*	-.080	.019	-.073	.134**	.108*	1	.087	-.001
	Sig. (2-tailed)	.030	.076	.670	.108	.003	.017		.055	.990
	Sum of Squares and Cross-products	7.598	-12.258	4.647	-17.113	29.996	12.448	119.065	16.134	-.065
	Covariance	.015	-.025	.009	-.035	.061	.026	.242	.033	.000
	N	492	492	492	492	492	487	492	492	492
Custodial Parent	Pearson Correlation	.083	-.063	.083	.002	.137**	.131**	.087	1	-.113*
	Sig. (2-tailed)	.062	.155	.061	.965	.002	.003	.055		.010
	Sum of Squares and Cross-products	10.676	-16.349	32.694	.750	50.286	24.701	16.134	306.420	-22.068

	Covariance	.021	-.032	.064	.001	.098	.049	.033	.600	-.043
	N	512	512	512	512	512	505	492	512	512
Married to Other Parent	Pearson Correlation	.052	-.088*	-.016	-.020	-.055	.000	-.001	-.113*	1
	Sig. (2-tailed)	.236	.046	.719	.651	.216	.993	.990	.010	
	Sum of Squares and Cross-products	4.309	-14.597	-3.995	-4.979	-12.762	.048	-.065	-22.068	123.686
	Covariance	.008	-.029	-.008	-.010	-.025	.000	.000	-.043	.242
	N	512	512	512	512	512	505	492	512	512

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Confidence Intervals

	Pearson Correlation	Sig. (2-tailed)	95% Confidence Intervals (2-tailed)[a]	
			Lower	Upper
CD Exposure - GHQ	.358	<.001	.283	.429
CD Exposure - TP	.259	<.001	.180	.335
CD Exposure - CP	.170	<.001	.088	.250
CD Exposure - CWB	.179	<.001	.097	.258
CD Exposure - Petitioner or Respondent	.068	.126	-.019	.154
CD Exposure - Time Sharing Determination	.098	.030	.010	.185
CD Exposure - Custodial Parent	.083	.062	-.004	.168
CD Exposure - Married to Other Parent	.052	.236	-.034	.139
GHQ - TP	.584	<.001	.527	.637
GHQ - CP	.537	<.001	.475	.593
GHQ - CWB	.300	<.001	.222	.374
GHQ - Petitioner or Respondent	-.111	.013	-.196	-.024
GHQ - Time Sharing Determination	-.080	.076	-.167	.008

GHQ - Custodial Parent	-.063	.155	-.149	.024
GHQ - Married to Other Parent	-.088	.046	-.174	-.002
TP - CP	.783	<.001	.748	.813
TP - CWB	-.038	.366	-.121	.045
TP - Petitioner or Respondent	-.042	.351	-.128	.046
TP - Time Sharing Determination	.019	.670	-.069	.107
TP - Custodial Parent	.083	.061	-.004	.168
TP - Married to Other Parent	-.016	.719	-.102	.071
CP - CWB	-.146	<.001	-.227	-.064
CP - Petitioner or Respondent	-.088	.048	-.174	-.001
CP - Time Sharing Determination	-.073	.108	-.160	.016
CP - Custodial Parent	.002	.965	-.085	.089
CP - Married to Other Parent	-.020	.651	-.107	.067
CWB - Petitioner or Respondent	.100	.025	.012	.185
CWB - Time Sharing Determination	.134	.003	.046	.220
CWB - Custodial Parent	.137	.002	.051	.221
CWB - Married to Other Parent	-.055	.216	-.141	.032
Petitioner or Respondent - Time Sharing Determination	.108	.017	.019	.195
Petitioner or Respondent - Custodial Parent	.131	.003	.044	.215
Petitioner or Respondent - Married to Other Parent	.000	.993	-.087	.088
Time Sharing Determination - Custodial Parent	.087	.055	-.002	.174
Time Sharing Determination -	-.001	.990	-.089	.088

Married to Other Parent				
Custodial Parent - Married to Other Parent	-.113	.010	-.198	-.027

a. Estimation is based on Fisher's r-to-z transformation.

```
Data written to /Users/Casey/Desktop/FIU
DBA/Dissertation/Final Dissertation/2023-05-
8_Groups1and2and3DroppedOther.xlsx.
129 variables and 554 cases written to range: SPSS.
Variable: StartDate           Type: Number   Width:  10
Dec: 0
Variable: EndDate             Type: Number   Width:  10
Dec: 0
Variable: Status              Type: Number   Width:   1
Dec: 0
Variable: Progress            Type: Number   Width:   3
Dec: 0
Variable: Durationinseconds   Type: Number   Width:   5
Dec: 0
Variable: Finished            Type: Number   Width:   1
Dec: 0
Variable: RecordedDate        Type: Number   Width:  10
Dec: 0
Variable: ResponseId          Type: String   Width:  17
Variable: DistributionChannel   Type: String   Width:   9
Variable: UserLanguage        Type: String   Width:   2
Variable: ParticipantAgrmnt   Type: Number   Width:   1
Dec: 0
Variable: CDE                 Type: Number   Width:   1
Dec: 0
Variable: CONT1               Type: Number   Width:   2
Dec: 0
Variable: COND1               Type: Number   Width:   1
Dec: 0
Variable: CONT2               Type: Number   Width:   1
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Variable: CONT3               Type: Number   Width:   1
Dec: 0
Variable: CONT4               Type: Number   Width:   2
Dec: 0
Variable: CONT5               Type: Number   Width:   1
```

```
Dec: 0
Variable: CONT6                 Type: Number   Width:   1
Dec: 0
Variable: CD1                   Type: Number   Width:   1
Dec: 0
Variable: CD1b                  Type: Number   Width:   1
Dec: 0
Variable: CD2b                  Type: Number   Width:   1
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Variable: COND1_A               Type: Number   Width:   2
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Variable: PetRes                Type: Number   Width:   1
Dec: 0
Variable: COND3b                Type: Number   Width:   1
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Variable: Timesharing           Type: Number   Width:   1
Dec: 0
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Dec: 0
Variable: Married               Type: Number   Width:   1
Dec: 0
Variable: CONT8b                Type: Number   Width:   1
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Variable: GHQ3                  Type: Number   Width:   1
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Variable: GHQ4                  Type: Number   Width:   1
Dec: 0
Variable: GHQ5R                 Type: Number   Width:   1
Dec: 0
Variable: GHQ6R                 Type: Number   Width:   1
Dec: 0
```

```
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Variable: GHQ8                 Type: Number   Width:   1
Dec: 0
Variable: GHQ9R                Type: Number   Width:   1
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Variable: TP1_SMEAN            Type: Number   Width:   3
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Dec: 0
Variable: TP3                  Type: Number   Width:   1
Dec: 0
Variable: TP4_SMEAN            Type: Number   Width:   3
Dec: 1
Variable: TP4                  Type: Number   Width:   1
Dec: 0
Variable: TP5                  Type: Number   Width:   1
Dec: 0
Variable: CP1                  Type: Number   Width:   1
Dec: 0
Variable: CP2                  Type: Number   Width:   1
Dec: 0
Variable: CP3                  Type: Number   Width:   1
Dec: 0
Variable: CP4                  Type: Number   Width:   1
Dec: 0
Variable: CP5_SMEAN            Type: Number   Width:   3
Dec: 1
Variable: CP5                  Type: Number   Width:   1
Dec: 0
Variable: CP6_SMEAN            Type: Number   Width:   3
Dec: 1
Variable: CP6                  Type: Number   Width:   1
```

```
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Dec: 0
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Dec: 0
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Variable: CP                   Type: Number   Width:   8
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```

```
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Variable: MOD_CDP_Timesharing   Type: Number   Width:   8
Dec: 2
Variable: MOD_CDP_Custodial   Type: Number   Width:   8
Dec: 2
Variable: MOD_CDP_Married    Type: Number   Width:   8
Dec: 2
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Dec: 2
Variable: MeanC_GHQ          Type: Number   Width:   8
Dec: 2
Variable: MeanC_PetRes       Type: Number   Width:   8
Dec: 2
Variable: MeanC_Timesharing   Type: Number   Width:   8
Dec: 2
Variable: MeanC_Custodial    Type: Number   Width:   8
Dec: 2
Variable: MeanC_Married      Type: Number   Width:   8
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Variable: Mod_CDP_PetRes_C   Type: Number   Width:   8
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Variable: Mod_CDP_Timesharing_C   Type: Number   Width:   8
Dec: 2
Variable: Mod_CDP_Custodial_C   Type: Number   Width:   8
Dec: 2
Variable: Mod_CDP_Married_C   Type: Number   Width:   8
Dec: 2
Variable: PetResDum          Type: Number   Width:   8
Dec: 2
Variable: TimesharingDum     Type: Number   Width:   8
Dec: 2
Variable: FiftyvYes          Type: Number   Width:   8
Dec: 2
Variable: FiftyvNo           Type: Number   Width:   8
Dec: 2
Variable: CDP1xRespondent    Type: Number   Width:   8
Dec: 2
Variable: CDP2xResponden     Type: Number   Width:   8
```

```
Dec: 2
Variable: CDP2xJudge          Type: Number   Width:   8
Dec: 2
Variable: CDP1xJudge          Type: Number   Width:   8
Dec: 2
Variable: CDP1xMarried        Type: Number   Width:   8
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Variable: CDP2xMarried        Type: Number   Width:   8
Dec: 2
Variable: CDP2xFiftyvYes      Type: Number   Width:   8
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Variable: CDP2xFiftyvNo       Type: Number   Width:   8
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Variable: CDP1xFiftyvYes      Type: Number   Width:   8
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Variable: IVDUM               Type: Number   Width:   8
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Variable: IVDUMxPetRes        Type: Number   Width:   8
Dec: 2
Variable: IVDUMxTimesharing   Type: Number   Width:   8
Dec: 2
Variable: IVDUMxCustodial     Type: Number   Width:   8
Dec: 2
Variable: IVDUMxMarried       Type: Number   Width:   8
Dec: 2
Variable: IVDUMxPetResD       Type: Number   Width:   8
Dec: 2
Variable: IVDUMxTimesharingD  Type: Number   Width:   8
Dec: 2
Variable: IVDUMxCustodialDYes  Type: Number   Width:   8
Dec: 2
Variable: IVDUMxCustodialDNo  Type: Number   Width:   8
Dec: 2
Variable: IVDUMxMarriedD      Type: Number   Width:   8
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Variable: ZGHQ                Type: Number   Width:  11
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Variable: ZTP                 Type: Number   Width:  11
Dec: 5
Variable: ZCP                 Type: Number   Width:  11
Dec: 5
```

Variable: ZCWB Type: Number Width: 11
Dec: 5

APPENDIX C
SPSS Analysis Output

H1 – Regression – CDE->GHQ

Notes

Output Created		10-MAY-2023 08:27:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT GHQ /METHOD=ENTER CDE
Resources	Processor Time	00:00:00.76
	Elapsed Time	00:00:01.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
GHQ	3.0556	.69712	554
CD Exposure	1.26	.589	554

Correlations

		GHQ	CD Exposure
Pearson Correlation	GHQ	1.000	.358
	CD Exposure	.358	1.000
Sig. (1-tailed)	GHQ	.	<.001
	CD Exposure	.000	.
N	GHQ	554	554
	CD Exposure	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CD Exposure[b]	.	Enter

a. Dependent Variable: GHQ

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.358[a]	.128	.127	.65151	.128	81.143	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), CD Exposure

b. Dependent Variable: GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.442	1	34.442	81.143	<.001 [b]
	Residual	234.302	552	.424		
	Total	268.744	553			

a. Dependent Variable: GHQ

b. Predictors: (Constant), CD Exposure

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.520	.066		38.406	<.001
	CD Exposure	.424	.047	.358	9.008	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant) CD	**2.391**	**2.649**
	Exposure	**.332**	**.517**

a. Dependent Variable: GHQ

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9438	3.7920	3.0556	.24956	554
Residual	-1.95862	2.05618	.00000	.65092	554
Std. Predicted Value	-.448	2.951	.000	1.000	554
Std. Residual	-3.006	3.156	.000	.999	554

a. Dependent Variable: GHQ

H2a – ANOVA Petitioner or Respondent Univariate

ANOVA[a]

Notes

Output Created		08-MAY-2023 12:52:...
Comments		
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	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.
Syntax		UNIANOVA GHQ_Avg BY Custody_DV_1 PetRes /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /PLOT=PROFILE (Custody_DV_1) TYPE=LINE ERRORBAR=CI MEANREFERENCE=NO YAXIS=AUTO /EMMEANS=TABLES (PetRes) COMPARE ADJ (SIDAK) /PRINT ETASQ DESCRIPTIVE PARAMETER OPOWER /CRITERIA=ALPHA(.05) /DESIGN=Custody_DV_1 PetRes Custody_DV_1*PetRes.
Resources	Processor Time	00:00:00.17
	Elapsed Time	00:00:00.00

[DataSet1] /Users/Casey/Desktop/FIU DBA/Dissertation.sav

Between-Subjects Factors

		ANOVA[a] Value Label	N
Group=1.0	.00	Indirect	55
	1.00	Direct	450
Petitioner or Respondent	1	Petitioner	314
	2	Respondent	191

Descriptive Statistics

Dependent Variable: GHQ_Avg

Group=1.0	Petitioner or Respondent	Mean	Std. Deviation	N
Indirect	Petitioner	3.5029	.59574	29
	Respondent	3.6859	.79068	26
	Total	3.5894	.69423	55
Direct	Petitioner	3.0147	.53898	285
	Respondent	2.7890	.69521	165
	Total	2.9319	.61003	450
Total	Petitioner	3.0598	.56158	314
	Respondent	2.9111	.77105	191
	Total	3.0035	.65207	505

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	26.965[a]	3	8.988	24.039	<.001
Intercept	2045.776	1	2045.776	5471.242	<.001
Custody_DV_1	23.249	1	23.249	62.179	<.001
PetRes	.022	1	.022	.059	.808
Custody_DV_1 * PetRes	2.024	1	2.024	5.414	.020
Error	187.331	501	.374		
Total	4770.053	505			
Corrected Total	214.297	504			

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Corrected Model	.126	72.117	1.000
Intercept	.916	5471.242	1.000
Custody_DV_1	.110	62.179	1.000
PetRes	.000	.059	.057
Custody_DV_1 * PetRes	.011	5.414	.641
Error			
Total			
Corrected Total			

a. R Squared = .126 (Adjusted R Squared = .121)

b. Computed using alpha = .05

ANOVA[a]

Parameter Estimates

Dependent Variable: GHQ_Avg

Parameter	B	Std. Error	t	Sig.	95% ... Lower Bound
Intercept	2.789	.048	58.588	<.001	2.695
[Custody_DV_1=.00]	.897	.129	6.951	<.001	.643
[Custody_DV_1=1.00]	0[a]	.	.	.	.
[PetRes=1]	.226	.060	3.773	<.001	.108
[PetRes=2]	0[a]	.	.	.	.
[Custody_DV_1=.00] * [PetRes=1]	-.409	.176	-2.327	.020	-.754
[Custody_DV_1=.00] * [PetRes=2]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [PetRes=1]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [PetRes=2]	0[a]	.	.	.	.

ANOVA*

Parameter Estimates

Dependent Variable: GHQ_Avg

Parameter	95% Confidence Upper Bound	Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Intercept	2.883	.873	58.588	1.000
[Custody_DV_1=.00]	1.150	.088	6.951	1.000
[Custody_DV_1=1.00]	.	.	.	.
[PetRes=1]	.343	.028	3.773	.965
[PetRes=2]	.	.	.	.
[Custody_DV_1=.00] * [PetRes=1]	-.064	.011	2.327	.641
[Custody_DV_1=.00] * [PetRes=2]	.	.	.	.
[Custody_DV_1=1.00] * [PetRes=1]	.	.	.	.
[Custody_DV_1=1.00] * [PetRes=2]	.	.	.	.

a. This parameter is set to zero because it is redundant.

b. Computed using alpha = .05

Estimated Marginal Means
Petitioner or Respondent

Estimates

Dependent Variable: GHQ_Avg

Petitioner or Respondent	Mean	Std. Error	95% Confidence Interval Lower Bound	95% Confidence Interval Upper Bound
Petitioner	3.259	.060	3.142	3.376
Respondent	3.237	.065	3.111	3.364

Pairwise Comparisons

Dependent Variable: GHQ_Avg

(I) Petitioner or Respondent	(J) Petitioner or Respondent	Mean Difference (I-J)	Std. Error	Sig.[a]
Petitioner	Respondent	.021	.088	.808
Respondent	Petitioner	-.021	.088	.808

Pairwise Comparisons

ANOVA

Dependent Variable: GHQ_Avg

(I) Petitioner or Respondent	(J) Petitioner or Respondent	95% Confidence Interval for Difference[a]	
		Lower Bound	Upper Bound
Petitioner	Respondent	-.151	.194
Respondent	Petitioner	-.194	.151

Based on estimated marginal means

a. Adjustment for multiple comparisons: Sidak.

Univariate Tests

Dependent Variable: GHQ_Avg

	Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Contrast	.022	1	.022	.059	.808	.000
Error	187.331	501	.374			

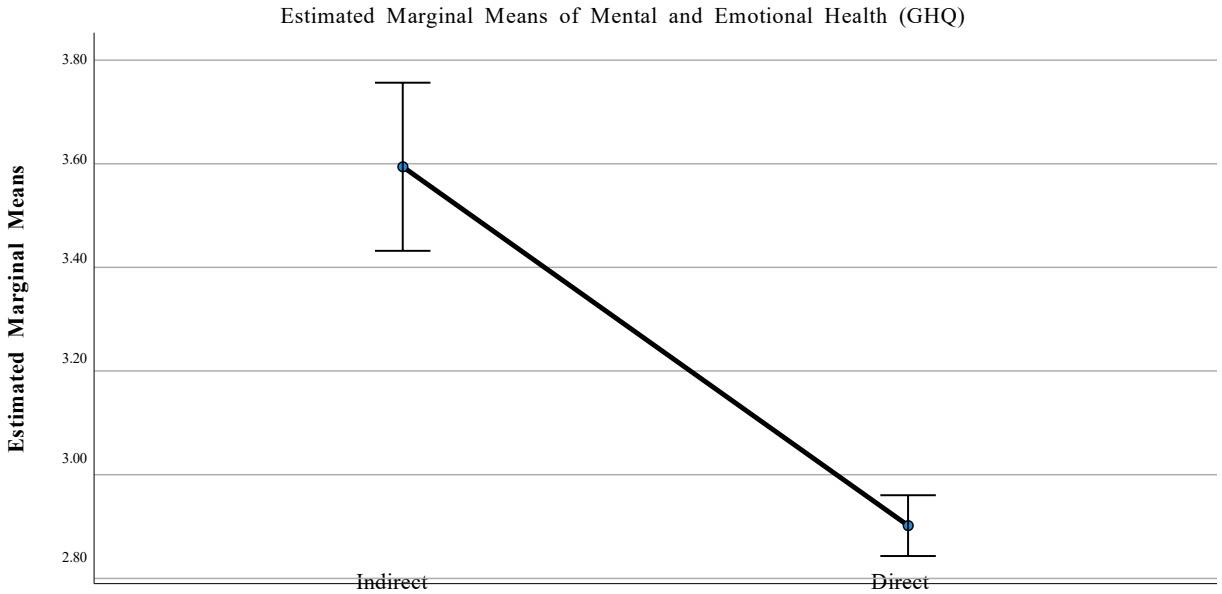
Univariate Tests

Dependent Variable: GHQ_Avg

	Noncent. Parameter	Observed Power[a]
Contrast	.059	.057
Error		

ANOVA[a]

Profile Plots



Error bars: 95% CI

H2b – ANOVA Time Sharing Determination Univariate

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.

Notes

Syntax		UNIANOVA GHQ_Avg BY Custody_DV_1 Timesharing /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /PLOT=PROFILE (Custody_DV_1) TYPE=LINE ERRORBAR=CI MEANREFERENCE=NO YAXIS=AUTO /PRINT ETASQ DESCRIPTIVE PARAMETEROPOWER /CRITERIA=ALPHA(.05) /DESIGN=Custody_DV_1 Timesharing Custody_DV_1*Timeshar ing.
Resources	Processor Time	00:00:00.17
	Elapsed Time	00:00:00.00

Between-Subjects Factors

		Value Label	N
Group=1.0	.00	Indirect	57
	1.00	Direct	435
Time Sharing Determination	1	Agreed Upon by Both Parties	290
	2	Ordered by a Judge	202

Descriptive Statistics

Dependent Variable: GHQ_Avg

Group=1.0	Time Sharing Determination	Mean	Std. Deviation	N
Indirect	Agreed Upon by Both Parties	3.5481	.70165	26
	Ordered by a Judge	3.5672	.72502	31
	Total	3.5585	.70815	57
Direct	Agreed Upon by Both Parties	3.0188	.46082	264
	Ordered by a Judge	2.8538	.73297	171
	Total	2.9539	.58791	435
Total	Agreed Upon by Both Parties	3.0662	.50870	290
	Ordered by a Judge	2.9633	.77414	202
	Total	3.0240	.63263	492

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	21.249 [a]	3	7.083	19.722	<.001
Intercept	2099.231	1	2099.231	5845.253	<.001
Custody_DV_1	19.218	1	19.218	53.513	<.001
Timesharing	.265	1	.265	.737	.391
Custody_DV_1 * Timesharing	.422	1	.422	1.175	.279
Error	175.258	488	.359		
Total	4695.540	492			
Corrected Total	196.506	491			

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Corrected Model	.108	59.167	1.000
Intercept	.923	5845.253	1.000
Custody_DV_1	.099	53.513	1.000
Timesharing	.002	.737	.137
Custody_DV_1 * Timesharing	.002	1.175	.191
Error			
Total			
Corrected Total			

a. R Squared = .108 (Adjusted R Squared = .103)

b. Computed using alpha = .05

Parameter Estimates

Dependent Variable: GHQ_Avg

Parameter	B	Std. Error	t	Sig.	95% ... Lower Bound
Intercept	2.854	.046	62.272	<.001	2.764
[Custody_DV_1=.00]	.713	.117	6.098	<.001	.484
[Custody_DV_1=1.00]	0[a]	.	.	.	.
[Timesharing=1]	.165	.059	2.805	.005	.049
[Timesharing=2]	0[a]	.	.	.	.
[Custody_DV_1=.00] * [Timesharing=1]	-.184	.170	-1.084	.279	-.518
[Custody_DV_1=.00] * [Timesharing=2]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [Timesharing=1]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [Timesharing=2]	0[a]	.	.	.	.

Parameter Estimates

Dependent Variable: GHQ_Avg

Parameter	95% Confidence Upper Bound	... Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Intercept	2.944	.888	62.272	1.000
[Custody_DV_1=.00]	.943	.071	6.098	1.000
[Custody_DV_1=1.00]	.	.	.	.
[Timesharing=1]	.281	.016	2.805	.799
[Timesharing=2]	.	.	.	.
[Custody_DV_1=.00] * [Timesharing=1]	.150	.002	1.084	.191
[Custody_DV_1=.00] * [Timesharing=2]	.	.	.	.
[Custody_DV_1=1.00] * [Timesharing=1]	.	.	.	.
[Custody_DV_1=1.00] * [Timesharing=2]	.	.	.	.

a. This parameter is set to zero because it is redundant.

b. Computed using alpha = .05

H2c – ANOVA Custodial Parent Univariate

Notes

Output Created		08-MAY-2023 12:45:...
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.
Syntax		UNIANOVA GHQ_Avg BY Custody_DV_1 Custodial /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /PLOT=PROFILE (Custody_DV_1 Custodial Custody_DV_1*Custodial Custodial*Custody DV 1) TYPE=LINE ERRORBAR=CI MEANREFERENCE=N O YAXIS=AUTO /EMMEANS=TABLES (Custodial) COMPARE ADJ(SIDAK) /PRINT ETASQ DESCRIPTIVE PARAMETEROPOWER /CRITERIA=ALPHA(.05) /DESIGN=Custody DV 1 Custodial Custody_DV_1*Custodial .
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	Elapsed Time	00:00:01.00

Between-Subjects Factors

		Value Label	N
Group=1.0	.00	Indirect	62
	1.00	Direct	450
Custodial Parent	1	Yes	274
	2	No	143
	3	50/50 Shared Custody	95

Descriptive Statistics

Dependent Variable: GHQ_Avg

Group=1.0	Custodial Parent	Mean	Std. Deviation	N
Indirect	Yes	3.6437	.70214	29
	No	3.2611	.76756	15
	50/50 Shared Custody	3.6065	.74962	18
	Total	3.5403	.73733	62
Direct	Yes	3.0202	.49213	245
	No	2.7586	.68242	128
	50/50 Shared Custody	2.9394	.75300	77
	Total	2.9319	.61003	450
Total	Yes	3.0861	.55133	274
	No	2.8113	.70602	143
	50/50 Shared Custody	3.0658	.79317	95
	Total	3.0056	.65677	512

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	27.482 [a]	5	5.496	14.415	<.001
Intercept	2036.342	1	2036.342	5340.565	<.001
Custody_DV_1	17.706	1	17.706	46.437	<.001
Custodial	3.780	2	1.890	4.957	.007
Custody_DV_1 * Custodial	.206	2	.103	.270	.763
Error	192.936	506	.381		
Total	4845.685	512			
Corrected Total	220.419	511			

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Partial Eta Squared	Noncent. Parameter	Observed Power [b]
Corrected Model	.125	72.076	1.000
Intercept	.913	5340.565	1.000
Custody_DV_1	.084	46.437	1.000
Custodial	.019	9.914	.809
Custody_DV_1 * Custodi	.001	.541	.093
Error			
Total			
Corrected Total			

a. R Squared = .125 (Adjusted R Squared = .116)

b. Computed using alpha = .05

Parameter Estimates

Dependent Variable: GHQ_Avg

Parameter Intercept	B	Std. Error	t	Sig.	95% ... Lower Bound
[Custody_DV_1=.00]	2.939	.070	41.771	<.001	2.801
[Custody_DV_1=1.00]	.667	.162	4.126	<.001	.349
[Custodial=1]	0[a]	.	.	.	.
[Custodial=2]	.081	.081	1.001	.317	-.078
[Custodial=3]	-.181	.089	-2.030	.043	-.356
[Custody_DV_1=.00] * [Custodial=1]	0[a]	.	.	.	.
[Custody_DV_1=.00] * [Custodial=2]	-.044	.202	-.216	.829	-.441
[Custody_DV_1=.00] * [Custodial=3]	-.165	.234	-.705	.481	-.623
[Custody_DV_1=1.00] * [Custodial=1]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [Custodial=2]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [Custodial=3]	0[a]	.	.	.	.
	0[a]	.	.	.	.

Dependent Variable: GHQ_Avg

Parameter	95% Confidence Upper Bound	... Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Intercept	3.078	.775	41.771	1.000
[Custody_DV_1=.00]	.985	.033	4.126	.985
[Custody_DV_1=1.00]	.	.	.	.
[Custodial=1]	.239	.002	1.001	.170
[Custodial=2]	-.006	.008	2.030	.526
[Custodial=3]	.	.	.	.
[Custody_DV_1=.00] * [Custodial=1]	.353	.000	.216	.055
[Custody_DV_1=.00] * [Custodial=2]	.294	.001	.705	.108
[Custody_DV_1=.00] * [Custodial=3]	.	.	.	.
[Custody_DV_1=1.00] * [Custodial=1]	.	.	.	.

[Custody_DV_1=1.00] * [Custodial=2]	.	.	.	.
[Custody_DV_1=1.00] * [Custodial=3]	.	.	.	.

a. This parameter is set to zero because it is redundant.

b. Computed using alpha = .05

Estimated Marginal Means
Custodial Parent

Estimates

Dependent Variable: GHQ_Avg

Custodial Parent	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Yes	3.332	.061	3.213	3.451
No	3.010	.084	2.844	3.175
50/50 Shared Custody	3.273	.081	3.114	3.432

Pairwise Comparisons

Dependent Variable: GHQ_Avg

(I) Custodial Parent	(J) Custodial Parent	Mean Difference (I-J)	Std. Error	Sig.[b]
Yes	No	.322*	.104	.006
	50/50 Shared Custody	.059	.101	.915
No	Yes	-.322*	.104	.006
	50/50 Shared Custody	-.263	.117	.072
50/50 Shared Custody	Yes	-.059	.101	.915
	No	.263	.117	.072

Pairwise Comparisons

Dependent Variable: GHQ_Avg

		95% Confidence Interval for Difference[b]	
(I) Custodial Parent	(J) Custodial Parent	Lower Bound	Upper Bound
Yes	No	.073	.571
	50/50 Shared Custody	-.183	.301
No	Yes	-.571	-.073
	50/50 Shared Custody	-.543	.017
50/50 Shared Custody	Yes	-.301	.183
	No	-.017	.543

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Sidak.

Univariate Tests

Dependent Variable: GHQ_Avg

	Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Contrast	3.780	2	1.890	4.957	.007	.019
Error	192.936	506	.381			

Univariate Tests

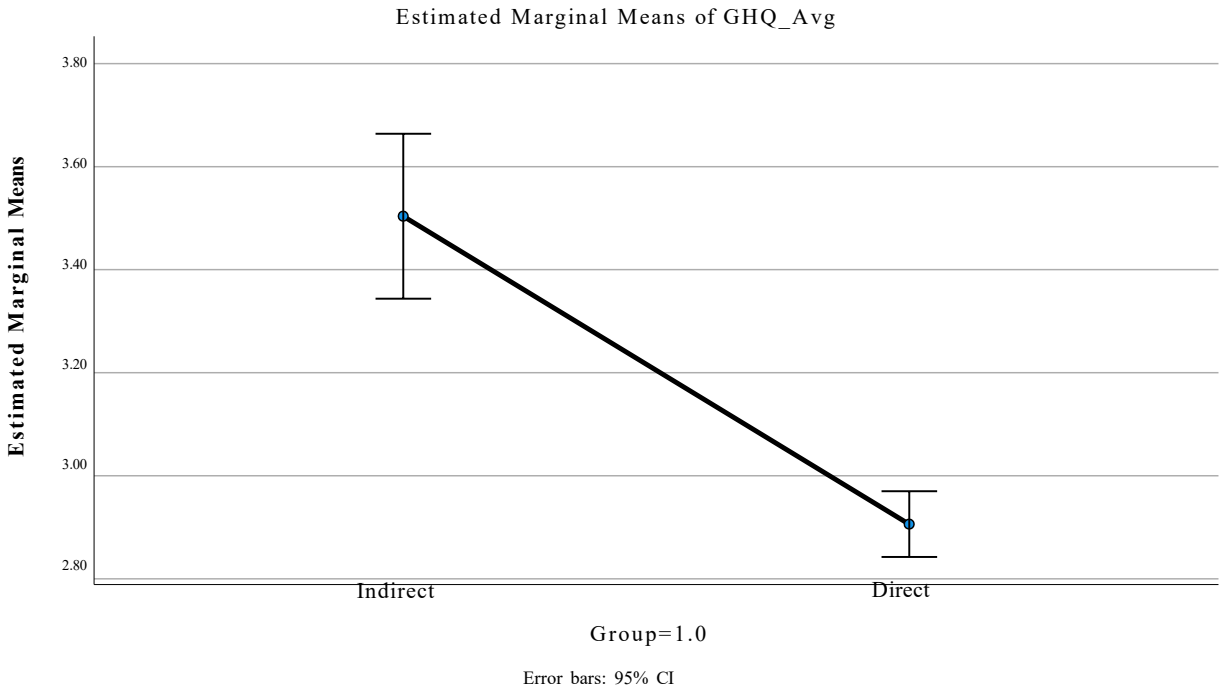
Dependent Variable: GHQ_Avg

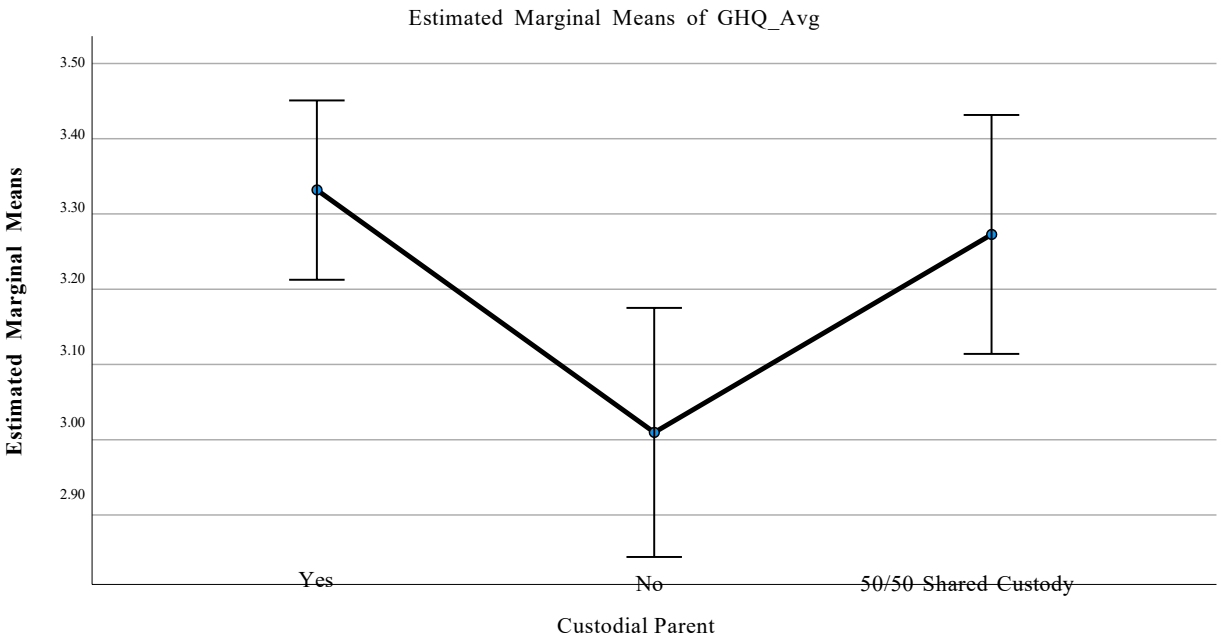
	Noncent. Parameter	Observed Power[a]
Contrast	9.914	.809
Error		

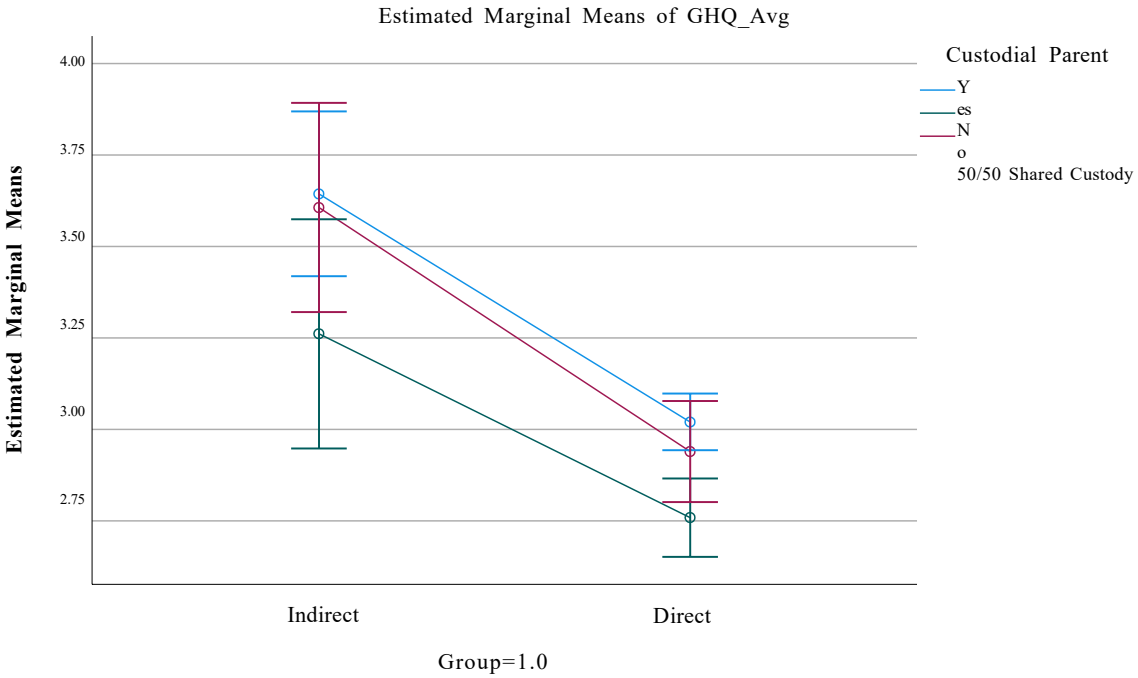
The F tests the effect of Custodial Parent. This test is based on the linearly independent pairwise comparisons among the estimated marginal means.

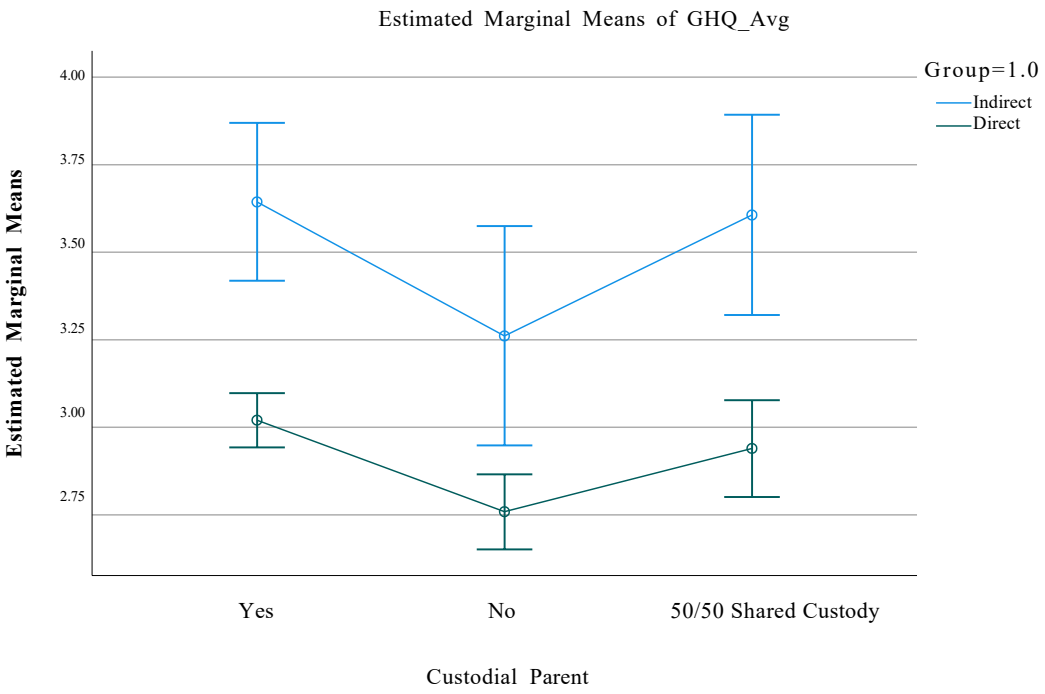
a. Computed using alpha = .05

Profile Plots




Estimated Marginal Means of GHQ_Avg
Estimated Marginal Means
3.50
3.40
3.30
3.20
3.10
3.00
2.90
Yes
No
50/50 Shared Custody
Custodial Parent
Error bars: 95% CI


Estimated Marginal Means of GHQ_Avg
Estimated Marginal Means
4.00
3.75
3.50
3.25
3.00
2.75
Indirect
Direct
Group=1.0
Custodial Parent
Y
es
N
o
50/50 Shared Custody
Error bars: 95% CI


Estimated Marginal Means of GHQ_Avg
Estimated Marginal Means
4.00
3.75
3.50
3.25
3.00
2.75
Group=1.0
Indirect
Direct
Yes
No
50/50 Shared Custody
Custodial Parent

Error bars: 95% CI

H2d – ANOVA Married -Univariate

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.

Notes

Syntax		UNIANOVA GHQ_Avg BY Custody_DV_1 Married /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /PLOT=PROFILE (Custody_DV_1) TYPE=LINE ERRORBAR=CI MEANREFERENCE=NO YAXIS=AUTO /PRINT ETASQ DESCRIPTIVE PARAMETEROPOWER /CRITERIA=ALPHA(.05) /DESIGN=Custody_DV_1 Married Custody_DV_1*Married.
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	Elapsed Time	00:00:00.00

Between-Subjects Factors

		Value Label	N
Group=1.0	.00	Indirect	62
	1.00	Direct	450
Married to Other Parent	0	No	209
	1	Yes	303

Descriptive Statistics

Dependent Variable: GHQ_Avg

Group=1.0	Married to Other Parent	Mean	Std. Deviation	N
Indirect	No	3.7103	.78600	21
	Yes	3.4533	.70515	41
	Total	3.5403	.73733	62
Direct	No	3.0045	.64655	188
	Yes	2.8799	.57806	262
	Total	2.9319	.61003	450
Total	No	3.0755	.69315	209
	Yes	2.9574	.62709	303
	Total	3.0056	.65677	512

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	22.788 [a]	3	7.596	19.526	<.001
Intercept	2098.082	1	2098.082	5393.027	<.001
Custody_DV_1	20.165	1	20.165	51.833	<.001
Married	1.796	1	1.796	4.617	.032
Custody_DV_1 * Married	.216	1	.216	.555	.457
Error	197.630	508	.389		
Total	4845.685	512			
Corrected Total	220.419	511			

Tests of Between-Subjects Effects

Dependent Variable: GHQ_Avg

Source	Partial Eta Squared	Noncent. Parameter	Observed Power [b]
Corrected Model	.103	58.577	1.000
Intercept	.914	5393.027	1.000

Custody_DV_1	.093	51.833	1.000
Married	.009	4.617	.573
Custody_DV_1 * Married	.001	.555	.115
Error			
Total			
Corrected Total			

a. R Squared = .103 (Adjusted R Squared = .098)

b. Computed using alpha = .05

Parameter Estimates

Dependent Variable: GHQ_Avg

Parameter	B	Std. Error	t	Sig.	95% ... Lower Bound
Intercept	2.880	.039	74.735	<.001	2.804
[Custody_DV_1=.00]	.573	.105	5.474	<.001	.368
[Custody_DV_1=1.00]	0[a]	.	.	.	.
[Married=0]	.125	.060	2.092	.037	.008
[Married=1]	0[a]	.	.	.	.
[Custody_DV_1=.00] * [Married=0]	.132	.178	.745	.457	-.217
[Custody_DV_1=.00] * [Married=1]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [Married=0]	0[a]	.	.	.	.
[Custody_DV_1=1.00] * [Married=1]	0[a]	.	.	.	.

Parameter Estimates

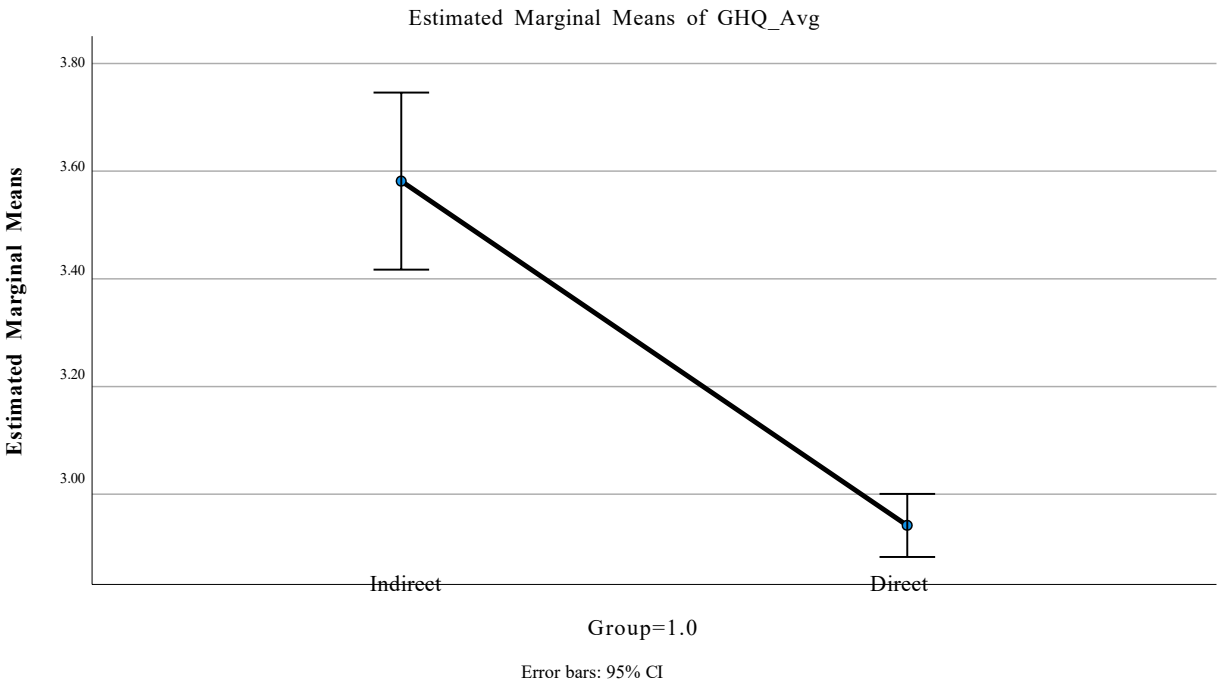
Dependent Variable: GHQ_Avg

Parameter	95% Confidence ... Upper Bound	Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Intercept	2.956	.917	74.735	1.000
[Custody_DV_1=.00]	.779	.056	5.474	1.000
[Custody_DV_1=1.00]	.	.	.	.
[Married=0]	.242	.009	2.092	.551
[Married=1]	.	.	.	.
[Custody_DV_1=.00] * [Married=0]	.481	.001	.745	.115
[Custody_DV_1=.00] * [Married=1]	.	.	.	.
[Custody_DV_1=1.00] * [Married=0]	.	.	.	.
[Custody_DV_1=1.00] * [Married=1]	.	.	.	.

a. This parameter is set to zero because it is redundant.

b. Computed using alpha = .05

Profile Plots


Estimated Marginal Means of GHQ_Avg
Estimated Marginal Means
3.80
3.60
3.40
3.20
3.00
Indirect
Direct
Group=1.0
Error bars: 95% CI

H3a – Regression – GHQ->TP

Notes

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	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Notes

Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT TP /METHOD=ENTER GHQ.
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Descriptive Statistics

	Mean	Std. Deviation	N

TP	3.2366	1.01492	554
GHQ	3.0556	.69712	554

Correlations

		TP	GHQ
Pearson Correlation	TP	1.000	.584
	GHQ	.584	1.000
Sig. (1-tailed)	TP	.	<.001
	GHQ	.000	.
N	TP	554	554
	GHQ	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GHQ[b]	.	Enter

a. Dependent Variable: TP

b. All requested variables entered.

Model Summary

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.584[a]	.341	.340	.82441	.341	286.107	1

Model Summary

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	194.453	1	194.453	286.107	<.001[b]
	Residual	375.168	552	.680		
	Total	569.622	553			

a. Dependent Variable: TP

b. Predictors: (Constant), GHQ

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.637	.158		4.045	<.001
	GHQ	.851	.050	.584	16.915	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)		
	GHQ	**.328**	**.947**
		.752	**.949**

a. Dependent Variable: TP

H3b – Regression – GHQ->CP

Notes

Output Created		08-MAY-2023 21:52:...
Comments		
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	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT CP /METHOD=ENTER GHQ.
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Descriptive Statistics

	Mean	Std. Deviation	N
CP	3.0327	.98930	554
GHQ	3.0556	.69712	554

Correlations

	CP	GHQ

Pearson Correlation	CP	1.000	.537
	GHQ	.537	1.000
Sig. (1-tailed)	CP	.	<.001
	GHQ	.000	.
N	CP	554	554
	GHQ	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GHQ[b]	.	Enter

a. Dependent Variable: CP

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.537[a]	.288	.287	.83552	.288	223.303	1

Model Summary

Model	Change Statistics	
	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	155.887	1	155.887	223.303	<.001[b]
	Residual	385.348	552	.698		
	Total	541.235	553			

a. Dependent Variable: CP

b. Predictors: (Constant), GHQ

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.706	.160		4.417	<.001
	GHQ	.762	.051	.537	14.943	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	**.392**	**1.019**
	GHQ	**.662**	**.862**

a. Dependent Variable: CP

H3c – Regression – GHQ->CWB

Notes

Output Created		08-MAY-2023 21:54:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Notes

Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT CWB /METHOD=ENTER GHQ.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.00
	Memory Required	24688 bytes
	Additional Memory Required for Residual Plots	0 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
CWB	3.4297	.93528	554
GHQ	3.0556	.69712	554

Correlations

		CWB	GHQ
Pearson Correlation	CWB	1.000	.300
	GHQ	.300	1.000
Sig. (1-tailed)	CWB	.	<.001
	GHQ	.000	.
N	CWB	554	554
	GHQ	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GHQ[b]	.	Enter

a. Dependent Variable: CWB

b. All requested variables entered.

Model Summary

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.300[a]	.090	.088	.89310	.090	54.457	1

Model Summary

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.437	1	43.437	54.457	<.001[b]
	Residual	440.295	552	.798		

	Total	483.731	553			

a. Dependent Variable: CWB

b. Predictors: (Constant), GHQ

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.201	.171		12.893	<.001
	GHQ	.402	.054	.300	7.379	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	**1.866**	**2.537**
	GHQ	**.295**	**.509**

a. Dependent Variable: CWB

H4a1 – Regression – CDE->GHQ

Output Created		10-MAY-2023 08:51:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT GHQ /METHOD=ENTER CDE
Resources	Processor Time	00:00:00.65
	Elapsed Time	00:00:00.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
GHQ	3.0556	.69712	554
CD Exposure	1.26	.589	554

Correlations

		GHQ	CD Exposure
Pearson Correlation	GHQ	1.000	.358
	CD Exposure	.358	1.000
Sig. (1-tailed)	GHQ	.	<.001
	CD Exposure	.000	.
N	GHQ	554	554
	CD Exposure	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CD Exposure[b]	.	Enter

a. Dependent Variable: GHQ

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.358[a]	.128	.127	.65151	.128	81.143	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), CD Exposure

b. Dependent Variable: GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.442	1	34.442	81.143	<.001 [b]
	Residual	234.302	552	.424		
	Total	268.744	553			

a. Dependent Variable: GHQ

b. Predictors: (Constant), CD Exposure

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.520	.066		38.406	<.001
	CD Exposure	.424	.047	.358	9.008	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant) CD	**2.391**	**2.649**
	Exposure	**.332**	**.517**

a. Dependent Variable: GHQ

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9438	3.7920	3.0556	.24956	554
Residual	-1.95862	2.05618	.00000	.65092	554
Std. Predicted Value	-.448	2.951	.000	1.000	554
Std. Residual	-3.006	3.156	.000	.999	554

a. Dependent Variable: GHQ

H4a2 – Regression – GHQ->TP

Output Created		10-MAY-2023 08:55:...
Comments		
Input	Data	/Users/Casey/Desktop/FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT TP /METHOD=ENTER GHQ
Resources	Processor Time	00:00:00.82
	Elapsed Time	00:00:00.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
TP	3.2366	1.01492	554
GHQ	3.0556	.69712	554

Correlations

		TP	GHQ
Pearson Correlation	TP	1.000	.584
	GHQ	.584	1.000
Sig. (1-tailed)	TP	.	<.001
	GHQ	.000	.
N	TP	554	554
	GHQ	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GHQ[b]	.	Enter

a. Dependent Variable: TP

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.584[a]	.341	.340	.82441	.341	286.107	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), GHQ

b. Dependent Variable: TP

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	194.453	1	194.453	286.107	<.001 [b]
	Residual	375.168	552	.680		
	Total	569.622	553			

a. Dependent Variable: TP

b. Predictors: (Constant), GHQ

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.637	.158		4.045	<.001
	GHQ	.851	.050	.584	16.915	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	**.328**	**.947**
	GHQ	**.752**	**.949**

a. Dependent Variable: TP

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.4881	4.8906	3.2366	.59299	554
Residual	-2.20199	2.42837	.00000	.82366	554
Std. Predicted Value	-2.949	2.789	.000	1.000	554
Std. Residual	-2.671	2.946	.000	.999	554

a. Dependent Variable: TP

H4a – SPSS HAYES PROCESS

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version
4.2 *****************

          Written by Andrew F. Hayes, Ph.D.
www.afhayes.com
    Documentation available in Hayes (2022).
www.guilford.com/p/hayes3

**************************************************************
*******************
Model  : 4
    Y  : TP
    X  : CDE
    M  : GHQ

Sample
Size:  554

Custom
Seed:     20221227

**************************************************************
*******************
OUTCOME VARIABLE:
 GHQ

Model Summary
          R       R-sq        MSE          F        df1
df2          p
      .3580      .1282      .4245    81.1430     1.0000
552.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
```

```
constant     2.5198      .0656    38.4061      .0000
2.3909     2.6486
CDE           .4241      .0471     9.0079      .0000
.3316      .5165

Standardized coefficients
         coeff
CDE      .3580

Covariance matrix of regression parameter estimates:
           constant        CDE
constant      .0043     -.0028
CDE          -.0028      .0022

**************************************************
******************
OUTCOME VARIABLE:
 TP

Model Summary
          R       R-sq        MSE          F        df1
df2           p
      .5867      .3443      .6779   144.6352     2.0000
551.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
constant      .6037      .1589     3.7997      .0002
.2916      .9158
CDE           .0992      .0637     1.5573      .1200
-.0259      .2244
GHQ           .8206      .0538    15.2565      .0000
.7150      .9263

Standardized coefficients
         coeff
CDE      .0575
GHQ      .5637
```

```
Covariance matrix of regression parameter estimates:
           constant        CDE        GHQ
constant      .0252     -.0014     -.0073
CDE          -.0014      .0041     -.0012
GHQ          -.0073     -.0012      .0029

************************** TOTAL EFFECT MODEL
***************************
OUTCOME VARIABLE:
 TP

Model Summary
          R       R-sq        MSE          F        df1
df2           p
      .2593      .0673      .9625    39.7985     1.0000
552.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
constant     2.6715      .0988    27.0404      .0000
2.4775     2.8656
CDE           .4472      .0709     6.3086      .0000
.3080      .5865

Standardized coefficients
         coeff
CDE      .2593

Covariance matrix of regression parameter estimates:
           constant        CDE
constant      .0098     -.0064
CDE          -.0064      .0050

****************** CORRELATIONS BETWEEN MODEL RESIDUALS
******************

           GHQ         TP
GHQ     1.0000      .0000
TP       .0000     1.0000
```

```
************** TOTAL, DIRECT, AND INDIRECT EFFECTS OF X
ON Y **************

Total effect of X on Y
     Effect         se          t          p       LLCI
ULCI       c_cs
      .4472      .0709     6.3086      .0000      .3080
.5865      .2593

Direct effect of X on Y
     Effect         se          t          p       LLCI
ULCI      c'_cs
      .0992      .0637     1.5573      .1200     -.0259
.2244      .0575

Indirect effect(s) of X on Y:
        Effect     BootSE   BootLLCI   BootULCI
GHQ      .3480      .0510      .2485      .4486

   Normal theory test for indirect effect(s):
        Effect         se          Z          p
GHQ      .3480      .0449     7.7445      .0000

Completely standardized indirect effect(s) of X on Y:
        Effect     BootSE   BootLLCI   BootULCI
GHQ      .2018      .0288      .1452      .2585

************************************************************
******************
Bootstrap estimates were saved to a file

Map of column names to model coefficients:
          Conseqnt Antecdnt
 COL1     GHQ      constant
 COL2     GHQ      CDE
 COL3     TP       constant
 COL4     TP       CDE
 COL5     TP       GHQ
```

```
************************ ANALYSIS NOTES AND ERRORS
************************

Level of confidence for all confidence intervals in
output:
  95.0000

Number of bootstrap samples for percentile bootstrap
confidence intervals:
  5000

------ END MATRIX -----
```

H4b1 – Regression – CDE->GHQ

Output Created		10-MAY-2023 08:51:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT GHQ /METHOD=ENTER CDE
Resources	Processor Time	00:00:00.65
	Elapsed Time	00:00:00.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
GHQ	3.0556	.69712	554
CD Exposure	1.26	.589	554

Correlations

		GHQ	CD Exposure
Pearson Correlation	GHQ	1.000	.358
	CD Exposure	.358	1.000
Sig. (1-tailed)	GHQ	.	<.001
	CD Exposure	.000	.
N	GHQ	554	554
	CD Exposure	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CD Exposure[b]	.	Enter

a. Dependent Variable: GHQ

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.358[a]	.128	.127	.65151	.128	81.143	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), CD Exposure

b. Dependent Variable: GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.442	1	34.442	81.143	<.001 [b]
	Residual	234.302	552	.424		
	Total	268.744	553			

a. Dependent Variable: GHQ

b. Predictors: (Constant), CD Exposure

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.520	.066		38.406	<.001
	CD Exposure	.424	.047	.358	9.008	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant) CD	**2.391**	**2.649**
	Exposure	**.332**	**.517**

a. Dependent Variable: GHQ

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9438	3.7920	3.0556	.24956	554
Residual	-1.95862	2.05618	.00000	.65092	554
Std. Predicted Value	-.448	2.951	.000	1.000	554
Std. Residual	-3.006	3.156	.000	.999	554

a. Dependent Variable: GHQ

H4b2 – Regression – CDE->GHQ

Output Created		10-MAY-2023 09:00:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT CP /METHOD=ENTER GHQ
Resources	Processor Time	00:00:00.64
	Elapsed Time	00:00:01.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
CP	3.0327	.98930	554
GHQ	3.0556	.69712	554

Correlations

		CP	GHQ
Pearson Correlation	CP	1.000	.537
	GHQ	.537	1.000
Sig. (1-tailed)	CP	.	<.001
	GHQ	.000	.
N	CP	554	554
	GHQ	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GHQ[b]	.	Enter

a. Dependent Variable: CP

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.537[a]	.288	.287	.83552	.288	223.303	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), GHQ

b. Dependent Variable: CP

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	155.887	1	155.887	223.303	<.001 [b]
	Residual	385.348	552	.698		
	Total	541.235	553			

a. Dependent Variable: CP

b. Predictors: (Constant), GHQ

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.706	.160		4.417	<.001
	GHQ	.762	.051	.537	14.943	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	**.392**	**1.019**
	GHQ	**.662**	**.862**

a. Dependent Variable: CP

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.4671	4.5136	3.0327	.53094	554
Residual	-2.25391	2.65207	.00000	.83476	554
Std. Predicted Value	-2.949	2.789	.000	1.000	554
Std. Residual	-2.698	3.174	.000	.999	554

a. Dependent Variable: CP

H4b – SPSS HAYES PROCESS

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version
4.2 *****************

          Written by Andrew F. Hayes, Ph.D.
www.afhayes.com
    Documentation available in Hayes (2022).
www.guilford.com/p/hayes3

**************************************************************
*******************
Model  : 4
    Y  : CP
    X  : CDE
    M  : GHQ

Sample
Size:  554

**************************************************************
*******************
OUTCOME VARIABLE:
 GHQ

Model Summary
          R       R-sq        MSE          F        df1
df2          p
      .3580      .1282      .4245    81.1430     1.0000
552.0000      .0000

Model
             coeff         se          t          p
LLCI       ULCI
constant     2.5198      .0656    38.4061      .0000
2.3909     2.6486
CDE           .4241      .0471     9.0079      .0000
```

```
.3316      .5165

Standardized coefficients
         coeff
CDE      .3580

Covariance matrix of regression parameter estimates:
           constant        CDE
constant      .0043     -.0028
CDE          -.0028      .0022

**************************************************
******************
OUTCOME VARIABLE:
 CP

Model Summary
          R       R-sq        MSE          F        df1
df2          p
      .5372      .2886      .6988   111.7554     2.0000
551.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
constant      .7200      .1613     4.4635      .0000
.4032     1.0369
CDE           -.0427      .0647     -.6600      .5095
-.1698      .0844
GHQ           .7745      .0546    14.1821      .0000
.6672      .8818

Standardized coefficients
         coeff
CDE     -.0254
GHQ      .5458

Covariance matrix of regression parameter estimates:
           constant        CDE        GHQ
constant      .0260     -.0014     -.0075
```

```
CDE          -.0014      .0042     -.0013
GHQ          -.0075     -.0013      .0030

************************** TOTAL EFFECT MODEL
**************************
OUTCOME VARIABLE:
 CP

Model Summary
          R       R-sq        MSE          F        df1
df2          p
      .1700      .0289      .9522    16.4241     1.0000
552.0000      .0001

Model
             coeff         se          t          p
LLCI       ULCI
constant     2.6716      .0983    27.1881      .0000
2.4786     2.8646
CDE           .2857      .0705     4.0527      .0001
.1473      .4242

Standardized coefficients
         coeff
CDE      .1700

Covariance matrix of regression parameter estimates:
           constant        CDE
constant      .0097     -.0063
CDE          -.0063      .0050

****************** CORRELATIONS BETWEEN MODEL RESIDUALS
******************

           GHQ         CP
GHQ     1.0000      .0000
CP       .0000     1.0000


************** TOTAL, DIRECT, AND INDIRECT EFFECTS OF X
```

```
ON Y **************

Total effect of X on Y
     Effect         se          t          p       LLCI
ULCI       c_cs
      .2857      .0705     4.0527      .0001      .1473
.4242      .1700

Direct effect of X on Y
     Effect         se          t          p       LLCI
ULCI      c'_cs
     -.0427      .0647     -.6600      .5095     -.1698
.0844     -.0254

Indirect effect(s) of X on Y:
        Effect     BootSE   BootLLCI   BootULCI
GHQ      .3284      .0545      .2297      .4411

Completely standardized indirect effect(s) of X on Y:
        Effect     BootSE   BootLLCI   BootULCI
GHQ      .1954      .0312      .1377      .2594

************************ ANALYSIS NOTES AND ERRORS
************************

Level of confidence for all confidence intervals in
output:
  95.0000

Number of bootstrap samples for percentile bootstrap
confidence intervals:
  5000

------ END MATRIX -----
```

H4c1 - Regression – CDE->GHQ

Output Created		10-MAY-2023 08:51:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT GHQ /METHOD=ENTER CDE
Resources	Processor Time	00:00:00.65
	Elapsed Time	00:00:00.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
GHQ	3.0556	.69712	554
CD Exposure	1.26	.589	554

Correlations

		GHQ	CD Exposure
Pearson Correlation	GHQ	1.000	.358
	CD Exposure	.358	1.000
Sig. (1-tailed)	GHQ	.	<.001
	CD Exposure	.000	.
N	GHQ	554	554
	CD Exposure	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CD Exposure[b]	.	Enter

a. Dependent Variable: GHQ

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.358[a]	.128	.127	.65151	.128	81.143	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), CD Exposure

b. Dependent Variable: GHQ

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.442	1	34.442	81.143	<.001 [b]
	Residual	234.302	552	.424		
	Total	268.744	553			

a. Dependent Variable: GHQ

b. Predictors: (Constant), CD Exposure

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.520	.066		38.406	<.001
	CD Exposure	.424	.047	.358	9.008	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant) CD	**2.391**	**2.649**
	Exposure	**.332**	**.517**

a. Dependent Variable: GHQ

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9438	3.7920	3.0556	.24956	554
Residual	-1.95862	2.05618	.00000	.65092	554
Std. Predicted Value	-.448	2.951	.000	1.000	554
Std. Residual	-3.006	3.156	.000	.999	554

a. Dependent Variable: GHQ

H4c2 - Regression – GHQ->CWB

Output Created		10-MAY-2023 09:06:...
Comments		
Input	Data	/Users/Casey/Desktop/ FIU DBA/Dissertation.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	554
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT CWB /METHOD=ENTER GHQ
Resources	Processor Time	00:00:00.69
	Elapsed Time	00:00:01.00
	Memory Required	24640 bytes
	Additional Memory Required for Residual Plots	1408 bytes

Descriptive Statistics

	Mean	Std. Deviation	N
CWB	3.4297	.93528	554
GHQ	3.0556	.69712	554

Correlations

		CWB	GHQ
Pearson Correlation	CWB	1.000	.300
	GHQ	.300	1.000
Sig. (1-tailed)	CWB	.	<.001
	GHQ	.000	.
N	CWB	554	554
	GHQ	554	554

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GHQ[b]	.	Enter

a. Dependent Variable: CWB

b. All requested variables entered.

Model Summary [b]

					Change Statistics		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1
1	.300[a]	.090	.088	.89310	.090	54.457	1

Model Summary [b]

	Change Statistics	
Model	df2	Sig. F Change
1	552	<.001

a. Predictors: (Constant), GHQ

b. Dependent Variable: CWB

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.437	1	43.437	54.457	<.001 [b]
	Residual	440.295	552	.798		
	Total	483.731	553			

a. Dependent Variable: CWB

b. Predictors: (Constant), GHQ

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.201	.171		12.893	<.001
	GHQ	.402	.054	.300	7.379	<.001

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	**1.866**	**2.537**
	GHQ	**.295**	**.509**

a. Dependent Variable: CWB

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.6033	4.2114	3.4297	.28026	554
Residual	-2.87640	1.86268	.00000	.89230	554
Std. Predicted Value	-2.949	2.789	.000	1.000	554
Std. Residual	-3.221	2.086	.000	.999	554

a. Dependent Variable: CWB

H4c – SPSS HAYES PROCESS

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version
4.2 *****************

          Written by Andrew F. Hayes, Ph.D.
www.afhayes.com
    Documentation available in Hayes (2022).
www.guilford.com/p/hayes3

**************************************************************
*******************
Model  : 4
    Y  : CWB
    X  : CDE
    M  : GHQ

Sample
Size:  554

**************************************************************
*******************
OUTCOME VARIABLE:
 GHQ

Model Summary
          R       R-sq        MSE          F        df1
df2          p
      .3580      .1282      .4245    81.1430     1.0000
552.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
constant     2.5198      .0656    38.4061      .0000
```

```
2.3909     2.6486
CDE            .4241      .0471     9.0079      .0000
.3316      .5165

Standardized coefficients
         coeff
CDE      .3580

Covariance matrix of regression parameter estimates:
           constant        CDE
constant      .0043     -.0028
CDE          -.0028      .0022

**************************************************
******************
OUTCOME VARIABLE:
 CWB

Model Summary
          R       R-sq        MSE          F        df1
df2          p
      .3092      .0956      .7940    29.1312     2.0000
551.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
constant     2.1571      .1719    12.5448      .0000
1.8193     2.4948
CDE            .1300      .0690     1.8852      .0599
-.0055      .2654
GHQ            .3627      .0582     6.2314      .0000
.2484      .4771

Standardized coefficients
         coeff
CDE      .0818
GHQ      .2704

Covariance matrix of regression parameter estimates:
```

```
           constant         CDE         GHQ
constant      .0296     -.0016     -.0085
CDE          -.0016      .0048     -.0014
GHQ          -.0085     -.0014      .0034

************************** TOTAL EFFECT MODEL
**************************
OUTCOME VARIABLE:
 CWB

Model Summary
          R       R-sq        MSE          F        df1
df2           p
      .1786      .0319      .8484    18.1852     1.0000
552.0000      .0000

Model
              coeff         se          t          p
LLCI       ULCI
constant     3.0711      .0928    33.1100      .0000
2.8889     3.2533
CDE           .2838      .0666     4.2644      .0000
.1531      .4146

Standardized coefficients
         coeff
CDE      .1786

Covariance matrix of regression parameter estimates:
           constant         CDE
constant      .0086     -.0056
CDE          -.0056      .0044

****************** CORRELATIONS BETWEEN MODEL RESIDUALS
******************

            GHQ         CWB
GHQ      1.0000      .0000
CWB       .0000     1.0000
```

```
************** TOTAL, DIRECT, AND INDIRECT EFFECTS OF X
ON Y ***************

Total effect of X on Y
     Effect         se          t          p       LLCI
ULCI       c_cs
      .2838       .0666     4.2644      .0000      .1531
.4146      .1786

Direct effect of X on Y
     Effect         se          t          p       LLCI
ULCI      c'_cs
      .1300       .0690     1.8852      .0599     -.0055
.2654      .0818

Indirect effect(s) of X on Y:
        Effect     BootSE   BootLLCI   BootULCI
GHQ      .1538      .0323      .0927      .2192

   Normal theory test for indirect effect(s):
        Effect         se          Z          p
GHQ      .1538      .0301     5.1035      .0000

Completely standardized indirect effect(s) of X on Y:
        Effect     BootSE   BootLLCI   BootULCI
GHQ      .0968      .0210      .0574      .1391

*********************** ANALYSIS NOTES AND ERRORS
************************

Level of confidence for all confidence intervals in
output:
  95.0000

Number of bootstrap samples for percentile bootstrap
confidence intervals:
  5000
```

VITA

CASEY SOWERS

Born, San Francisco, California

2005-2009	B.S., Criminal Justice American Intercontinental University Chandler, Arizona
2012-2019	M.A., Intelligence Operations American Military University Charles Town, West Virginia
2018-2019	M.B.A., Business Administration University of Miami Miami, Florida
2019-2020	M.S., Business Analytics University of Miami Miami, Florida
2020-2023	D.B.A., Doctoral Candidate Florida International University Miami, Florida
2020-Present	University of Miami Senior Business Analyst Miami, Florida
2022-Present	University of North Florida, Small Business Development Center Business Consultant Jacksonville, Florida
2020-2022	The Fathers' Rights Movement Executive Director Miami, Florida
2018-2020	University of Miami Systems Administrator Miami, Florida
2017-2018	Pan Am International Senior Account Executive Miami, Florida

2016-2017	Ansible Government Solutions Program Manager Miami, Florida
2013-2016	Détente Assistant Vice President Miami, Florida
1999-2012	U.S. Army Company Commander Various Locations