Financial Hardships as Gendered Experiences and Financial Insecurity Trajectories

Heather Odle-Dusseau
Gettysburg College, hodle@gettysburg.edu

Russell Matthews

Julie Wayne

Yi-Ren Wang

Follow this and additional works at: https://docs.lib.purdue.edu/cgg

Part of the Communication Commons, Human Resources Management Commons, Organizational Behavior and Theory Commons, Political Science Commons, Psychology Commons, and the Sociology Commons

Recommended Citation
Odle-Dusseau, Heather; Matthews, Russell; Wayne, Julie; and Wang, Yi-Ren (2022) "Financial Hardships as Gendered Experiences and Financial Insecurity Trajectories," Dismantling Bias Conference Series: Vol. 3 : Iss. 4, Article 6. Abstract of a paper presented at the Dismantling Bias event, organized by E. E. Kossek & T. J. Merriweather. Purdue University, West Lafayette, IN. Available at: https://docs.lib.purdue.edu/cgg/vol3/iss4/6

This document has been made available through Purdue e-Pubs, a service of the Purdue University Libraries. Please contact epubs@purdue.edu for additional information.
Financial Hardships as Gendered Experiences and Financial Insecurity Trajectories

Heather Odle-Dusseau, Russell Matthews, Julie Wayne, and Yi-Ren Wang

The experience of a financial hardship event is one that has the potential for lingering effects on worker health and well-being over an extended period of time, and organizational scientists are in a position to examine how these experiences may differ based on the resources accessible to workers. The goal of this study was to assess the experiences of workers’ financial hardships over a six-month period (N = 455), considering how individual access to resources, as well as structural forces in the community, explain these experiences. Using latent growth curve (LGC) analysis, we present an assessment of how individual-level variables and community-level percentile rank in female-to-male earnings and full-time worker status predicted financial insecurity during the hardship, as well as how the trajectories of financial insecurity predicted employees’ health, well-being, and job attitudes over time. Results demonstrated that income, money management skills, and one’s gender predicted perceptions of financial insecurity at the individual level. At the community-level, participants living in communities with greater gender inequality (i.e., women earn less money than men, and men had higher rates of full-time employment than women), had higher rates of financial insecurity than those individuals living in communities with greater gender equality in earnings and full-time worker status. In addition, changes in initial financial insecurity levels predicted changes in worker health, work-family balance, and job attitudes over time. We propose that Conservation of Resources theory can be applied through a gendered lens to understand how both individual and socio-structural forces can explain organizational phenomena.