This is a repository copy of *How work-life conflict affects employee outcomes of Chinese only-children academics: the moderating roles of gender and family structure*.

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Version: Supplemental Material

Article:

Table 1: Results of Measurement Model (n=420)

Constructs	α	CR[a]	AVE	N[b]	Mean	SD	1	2	3	4	5	6	7	8	9
1.WLC	.91	.91	.64	6	3.66	1.19									
2.JS	.85	.86	.55	5	4.39	.82	-.02[c]								
3.CA	.91	.91	.60	7	4.82	.89	.28**	.07							
4.Age[d]					3.10	1.03	-.02	-.01	-.09						
5.Gender[e]					.45	.50	-.23**	.16**	-.24**	-.12*					
6.Family structure[f]					.39	.49	-.23**	-.22**	.18**	-.17**	.02				
7.Marriage[g]					2.59	.79	.04	-.04	-.10*	.40**	-.01	-.10*			
8.Education[h]					2.49	.60	.14**	.09	.11*	.21**	-.14**	-.20**	.13**		
9.Tenure[i]					2.07	.80	-.04	-.04	-.19**	.70**	-.08	-.23**	.38**	.04	
10.Position[j]					2.38	.88	.03	.00	-.07	.71**	-.16**	-.22**	.42**	.19**	.67**

[a] Composite Reliability
[b] Number of items in each validated measure
[c] Correlations
* p < .05; ** p < .01
[d] 1 = 18 to 25; 2 = 26 to 30; 3 = 31 to 40; 4 = 41 to 50; 5 = 51 to 60; 6 = above 60
[e] 0 = man; 1 = woman
[f] 0 = with-siblings; 1 = only-child
[g] 1 = single; 2 = married with no child; 3 = married with children; 4 = divorced
[h] 1 = undergraduate; 2 = postgraduate; 3 = doctorate
[i] 1 = less than 5 years; 2 = 5-10 years; 3 = more than 10 years
[j] 1 = lecturer; 2 = senior lecturer; 3 = associate professor; 4 = professor

Table 2: Results of path analysis with group comparisons for H1 and H2

	Unstandardized regression weights	Standardized regression weights	*p–*value
WLC on job satisfaction (with-sibling)	-.017	-.034	.630
WLC on job satisfaction (only-child)	-.193**	-.262**	.000
Control variables:			
Age on job satisfaction	.028	.035	.146
Gender on job satisfaction	.292**	.178**	.000
Marriage on job satisfaction	-.063	-.061	.249
Education on job satisfaction	.086	.063	.209
Tenure on job satisfaction	-.112	-.110	.130
Position on job satisfaction	.039	.042	.565
Then, within the only-child group:			
WLC on job satisfaction (men)	-.141	-.151	.161
WLC on job satisfaction (women)	-.183**	-.324**	.005
Control variables:			
Age on job satisfaction	-.078	-.087	.456
Marriage on job satisfaction	-.086	-.080	.339
Education on job satisfaction	.195	.128	.107
Tenure on job satisfaction	.077	.068	.546
Position on job satisfaction	-.038	-.031	.790
WLC on job satisfaction (men)	-.141	-.151	.161

* p < .05; ** p < .01

Table 3: Results of path analysis with group comparisons for H3 and H4

|	Unstandardized regression weights	Standardized regression weights	*p*–value
WLC on career aspiration (with-sibling)	.439**	.482**	.000
WLC on career aspiration (only-child)	.204**	.260**	.002
Control variables:			
Age on career aspiration	.005	.005	.943
Gender on career aspiration	-.412**	-.230**	.000
Marriage on career aspiration	-.057	-.050	.058
Education on career aspiration	.165*	.111*	.024
Tenure on career aspiration	-.222**	-.200**	.005
Then, within the only-child group:			
WLC on career aspiration (men)	-.027	-.045	.701
WLC on career aspiration (women)	.419**	.476**	.000
Control variables:			
Age on career aspiration	-.039	-.050	.658
Marriage on career aspiration	-.095	-.101	.216
Education on career aspiration	-.064	-.048	.537
Tenure on career aspiration	-.356**	-.361**	.001
Position on career aspiration	.294*	.274*	.016

* p < .05; ** p < .01

Figure 1: Hypothesised model
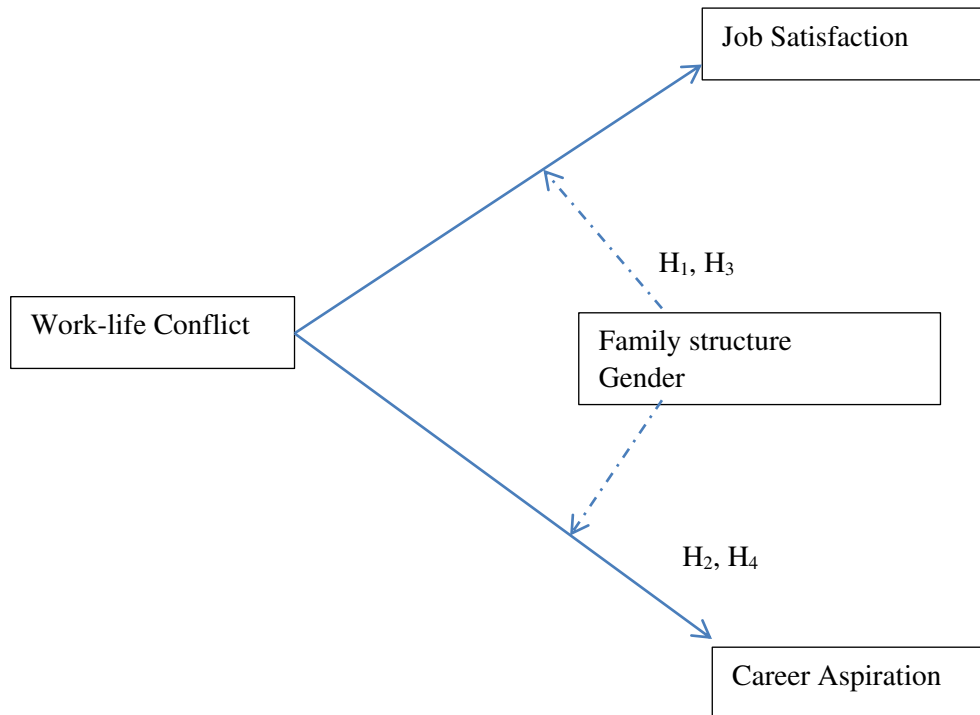
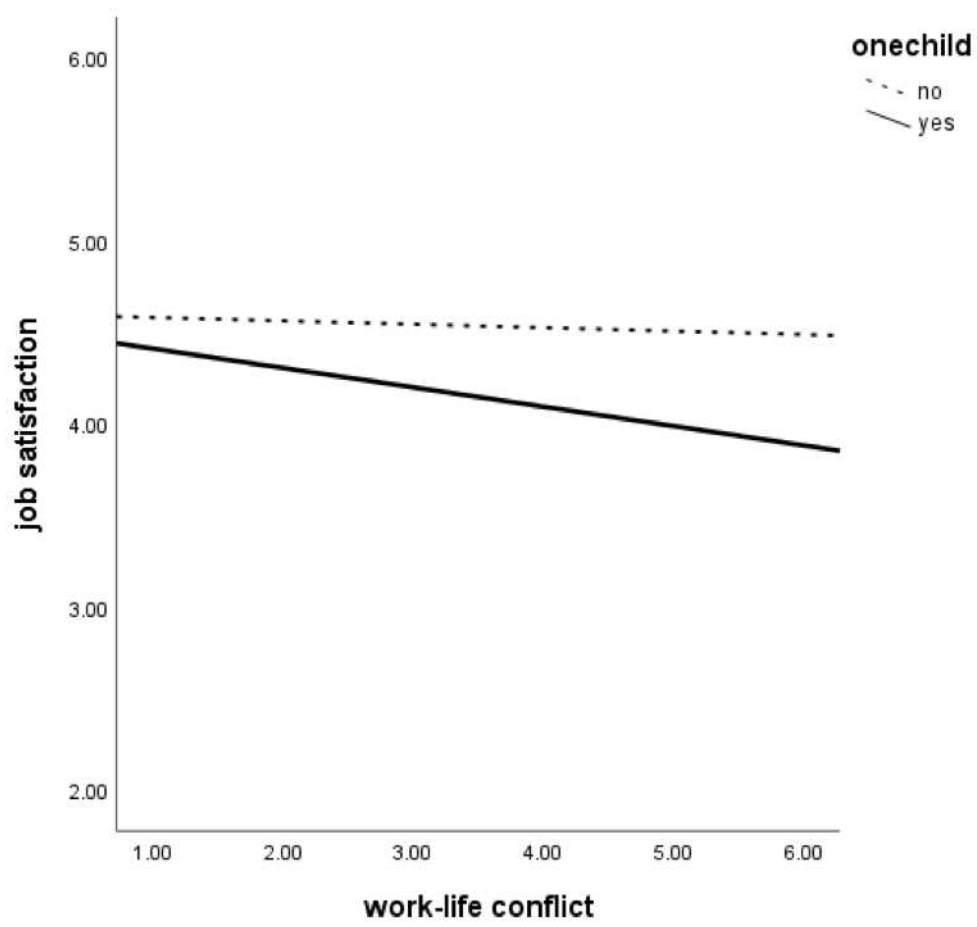**Figure 2a: Moderating Role of Family Structure on WLC and JS**

Figure 2b: Moderating Role of Gender on WLC and JS within Only-children Group
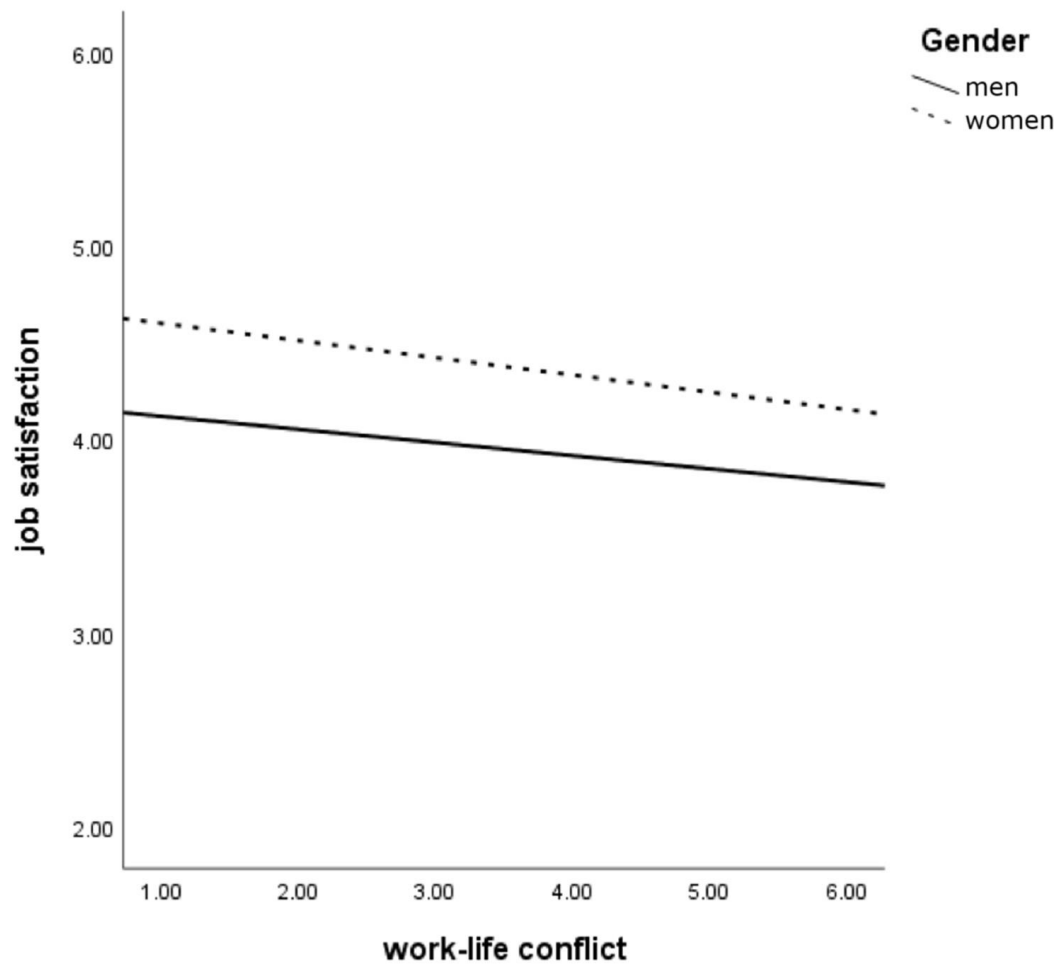
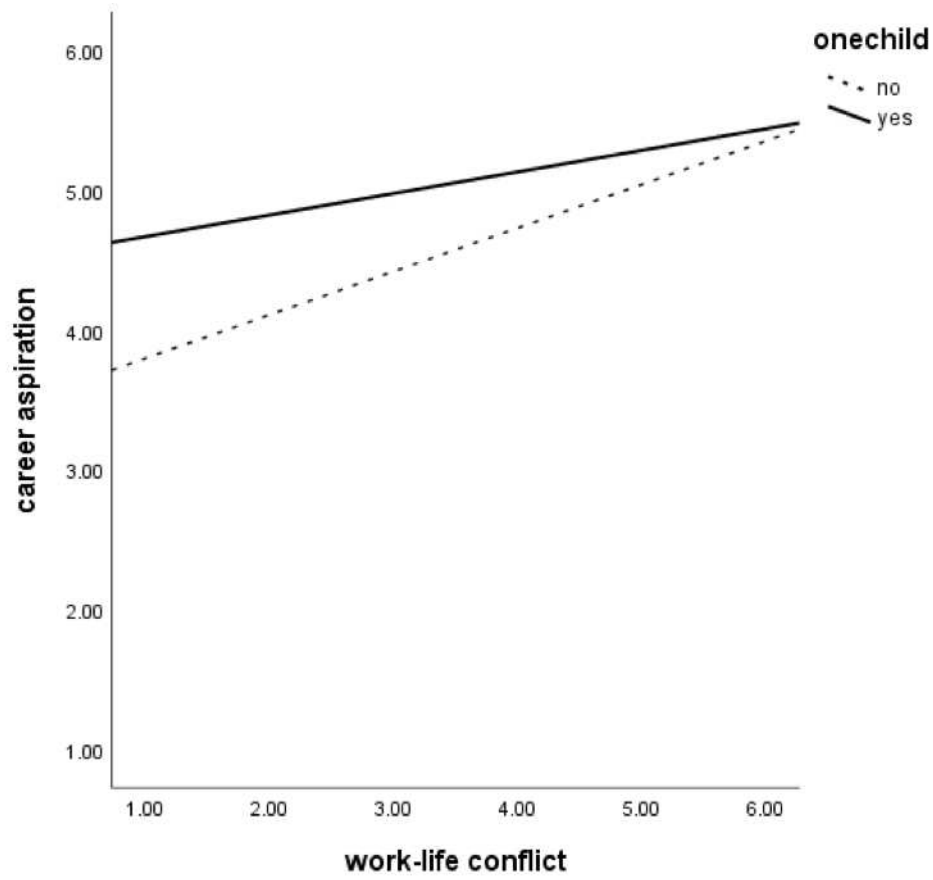**Figure 3a: Moderating Role of Family Structure on WLC and CA**

Figure 3b: Moderating Role of Gender on WLC and Career Aspiration within Only-children Group