
The effect of disruptive private life events on employees' sustainable careers with moderating effects of work-home support and disclosure of private life events

Master thesis

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Preface

In front of you lies the thesis: ‘The effect of disruptive private life events on employees’ sustainable careers with moderating effects of work-home support and disclosure of private life events’. This thesis was part of the master Strategic Human Resources Leadership at the Radboud University. From January 2022 until June 2022, I have been writing on this thesis.

The topic of this study was about the influence of disruptive private life events on employees’ sustainable career. I have chosen this topic, because I found it interesting to investigate whether someone’s personal life can really influence how one is functioning at work. Additionally, I was wondering what organisations can do to help employees who are dealing with disruptive private life events. When I was writing my thesis, I have experienced a disruptive private life event myself. This made me realized what kind of influence these events can have on yourself and your functioning at work. Besides, I realized that these events can happen to anyone and often are unpredictable, which makes it hard to anticipate on. This study has provided me with new insights on this topic and it showed me that organisations can definitely be of great support for employees who are dealing with disruptive private life events.

I would like to thank several people who have supported me when writing my thesis. First of all, I would like to thank my supervisor Karen Pak for her clear and encouraging feedback, but most of all for her amazing support. Additionally, her quick responses to my emails and the time she had for me, was very valuable. I would also like to thank my second assessor Sofija Pajic for her critical, but very helpful feedback. Finally, I would like to thank my parents, my sister, and my friends for their support and encouragement during this period.

I hope you enjoy reading my thesis!

Manon Muller

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Abstract

Nowadays, organisations are dealing with an aging workforce. To be able to work longer, sustainable careers are required. However, disruptive private life events can happen and can influence one's sustainable career. Therefore, this research examined to what extent disruptive private life events influence employees' sustainable careers and to what extent work-home support and disclosure of private life events moderate this association. It is expected that disruptive private life events are negatively associated with the three outcomes of sustainable careers: work ability, work engagement and employability. Furthermore, it is expected that work-home support provided by a supervisor would weaken this association. Moreover, when employees disclose their private life events with their supervisor, this will make the beneficial effect of work-home support on the association between disruptive private life events and sustainable careers stronger. To test these hypotheses, a quantitative study with 153 respondents was conducted. The results indicated that disruptive private life events are negatively associated with one's work ability and employability. However, it did not significantly affect employees' work engagement. Besides, work-home support did not significantly moderate the association between disruptive private life events and employees' sustainable careers. Moreover, disclosure did not significantly influence the effect of work-home support on the association between disruptive private life events and sustainable careers. Contributions of this study are that co-worker support is perceived as more important than work-home support and in order for employees to share personal issues, it is important to create a safe place within the organisation.

Key words: *Disruptive private life events, sustainable careers, supervisor support, disclosure*

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Introduction

As people nowadays are getting older, organisations have to deal with an aging work force (Van Dalen, Henkens & Schippers, 2010). The life expectancy of people in the Netherlands will increase from 81.5 years old in 2015 to 86 years old in 2040 (RIVM, 2018). Additionally, the biggest group of the working population in the Netherlands is 55 to 65 years old (CBS, 2021). This trend results in potential labour shortages and increase the pressure on pension systems (Pak, Kooij, De Lange, Meyers & Van Veldhoven, 2020). Therefore, organisations and governments are taking measures for delaying retirement and supporting the labour market participation of older workers (Fleischmann, Koster & Schippers, 2015; Van Dalen et al., 2010). To be able to work longer, it is important for all employees to make sure that one has the energy, resources and competences to keep working effectively (De Hauw & Greenhaus, 2015). Having a sustainable career throughout one's working life is therefore necessary. Sustainable careers can be characterized by health, happiness and productivity (De Vos, Van der Heijden & Akkermans, 2020). A sustainable career is reflected by individuals' career choices and the way one's values and needs are aligned with the work environment and one's personal life, but without comprising one's future needs (De Lange, Kooij & Van der Heijden, 2015; De Vos & Van der Heijden, 2017).

However, during one's career, employees are likely to experience several disruptive events in their private lives that may impact their sustainable career (Pak et al., 2020). Employees can experience all kinds of disruptive private life events, for example losing a relative or getting a child (Akkermans, Seibert & Mol, 2018; Pak, Wang, Kooij, De Lange & Van Veldhoven, 2021). The Work-Home Resources (W-HR) model of Ten Brummelhuis and Bakker (2012) helps explaining why disruptive private life events are likely to have a negative impact on one's sustainable career. The model describes that when employees are dealing with a disruptive private life event, they lose personal resources, like attention and sleep (Bakker et al., 2019). This depletion of personal resources in the home domain leads to less functioning in the work domain (Ten Brummelhuis & Bakker, 2012). Employees need their personal resources to function well at work, so a decrease of these resources can negatively influence someone's sustainable career (Bakker et al., 2019; Pak et al., 2020).

Organisations can help employees who are dealing with disruptive private life events by providing extra contextual resources for acquiring additional personal resources (Pak et al., 2020). A possible way for employees to acquire new resources is with the use of external help, like the support of a supervisor (Freund & Baltes, 2002). This research focuses on the work-

home support provided by supervisors, because supervisors are often the first point of contact for employees and when the supervisor cares about employees' private lives, they can better help employees who are dealing with a disruptive private life event (Greenhaus, Ziegert & Allen, 2012; Nabawanuka & Ekmekcioglu, 2022). Work-home support can be seen as an important contextual resource (Bakker et al., 2019). Contextual resources can lead to a development of personal resources (Kim, Lee, Park & Yun, 2015; Ten Brummelhuis & Bakker, 2012). This boost of resources can be helpful for weakening the negative effects of the disruptive private life event on one's sustainable career (Kim et al., 2015).

However, in order to provide the necessary support, employees must share what happens in their private lives with their supervisor (Brouwers, Joosen, Van Zelst & Van Weeghel, 2020). Yet not all employees are eager to disclose their personal issues with the organisation, due to different reasons (Duncan, 2020; Pak et al., 2020). This research will build further on the article of Pak et al. (2021) in which they suggest for further research to investigate the role of disclosure of private life events as a possible moderator in the relationship between disruptive private life events and sustainable careers. If employees do disclose their private life issues, they appreciate and expect to receive support from their supervisor (Dewa, van Weeghel, Joosen, Gronholm & Brouwers, 2021). If they do not disclose their private life issues, then employees have to deal with their issues themselves (Brouwers et al., 2020; Pak et al., 2020). This emphasizes the importance of disclosure in order to receive the necessary support.

Although research on sustainable careers is increasing, it is still in the early stages of development and there is a need for more insight into the topic of sustainable careers (Bozionelos, Lin & Lee, 2020; De Vos et al., 2020; Greenhaus & Kossek, 2014). Moreover, previous research mainly focused on demands that happen within the job and the effect of this on sustainable careers (e.g., Albrecht, 2012; Brady, Truxillo, Cadiz, Rineer, Caughlin & Bodner, 2019). Additionally, Bakker et al. (2019) argue that very little is known about when the home domain interferes with the work domain. The effect of disruptive private life events (e.g., home demands) as predictors for sustainable careers are largely overlooked (Pak et al., 2021). This research therefore contributes to the literature, by adding disruptive private life events as a potential predictor of sustainable careers for creating a better understanding of sustainable careers. Previous studies also argue that little is known about the impact of disruptive events and about how to mitigate or enhance the effects of these events (Bakker et al., 2019; Pak et al., 2020). Moreover, little is known about organisational responses to disruptive private life events of employees (Hall, Lee, Kossek & Las Heras, 2012; Pak et al.,

2020). The goal of this research is therefore to get a better understanding of the effect of disruptive private life events on one's sustainable career. Additionally, investigating supervisors' work-home support as an organisational response and disclosure of private life events to see if these two variables moderate the effect between disruptive private life events on one's sustainable career. Therefore, the following research question is formulated:

'To what extent do disruptive private life events influence the sustainable careers of employees and to what extent do work-home support and disclosure of private life events moderate this effect?'

Answering this research question is academically and practically relevant. This research is scientifically relevant, because first of all this research adds disruptive private life events (home demands) as a potential predictor of sustainable careers for gaining a better understanding of the possible predictors of sustainable careers. Secondly, little is known about the impact of disruptive private life events and how organisations response to these (Bakker et al., 2019; Pak et al., 2020). This research therefore contributes to existing literature by providing new information about the impact of disruptive private life events on one's sustainable career and by examining work-home support provided by supervisors as an organisational response for explaining a possible way for organisations to response to this. Finally, this research will build further on the suggestion of Pak et al. (2021) for examining the effect of the moderator disclosure of private life events for better explaining the effect of disruptive private life events on sustainable careers. This research also provides practical knowledge, as there are in every organisation employees who are dealing with disruptive events in their personal lives (Akkermans et al., 2018). Therefore, it is important for organisations and supervisors to support their employees in the best possible way, in order for the employees to be healthy, happy and productive. This is also beneficial for organisations themselves, as happy employees lead to better performance (Jiang, Lepak, Hu & Baer, 2012). This research can contribute to this, by first of all creating more awareness about employees dealing with disruptive private life events. Secondly, organisations can use the knowledge that is gained by this research for providing the necessary support when someone is dealing with a disruptive private life event.

Theoretical framework

In this section the main concepts that are used in this research will be discussed. First, the outcome variable sustainable careers is explained. Second, the predictor variable disruptive

private life events is defined and the link between the two concepts is explained. Subsequently, the variables, work-home support and disclosure of private life events, are discussed and their effect on the relationship between disruptive private life events and sustainable careers is explained as well. This will lead to the formulation of three hypotheses. This section ends with a conceptual model in which the relationships between all variables are presented.

Sustainable careers

Sustainable careers can be defined as: *“the sequence of an individual’s different career experiences, reflected through a variety of patterns of continuity over time, crossing several social spaces, and characterized by individual agency, herewith providing meaning to the individual”* (Van der Heijden & De Vos, 2015, p.7). This definition focuses on the individual, but for having a sustainable career there should be a balance between the individual needs and organisational needs (Van der Heijden & De Vos, 2015). Therefore, the sustainability of a career will come from this alignment and by having mutual benefits for the individual and organisation, as well as mutual benefits for the individual and their broader life context (Van der Heijden & De Vos, 2015). Moreover, in the definition the continuity over time means that in the sequence of career experiences, there can be periods of employment interchanged by periods of part-time work, unemployment, caregiving and so on. Employees have to make choices in fulfilling their needs and expectations, as these can change during their lifetime (Van der Heijden & De Vos, 2015). To make this sustainable, continuity implies that the present needs are being fulfilled without compromising future needs (Van der Heijden & De Vos, 2015). A sustainable career is therefore one that endures over time with a long-term perspective. Besides that, later on De Vos et al. (2020) argue that a sustainable career consists of three indicators: health, happiness and productivity. These indicators will be used in this research and are explained in more detail in the next part.

Health entails both mental and physical health and it refers to the dynamic fit of one’s mental and physical capacities with one’s career (De Vos et al., 2020). Over time physical demands can affect someone’s sustainable career, as someone’s physical condition can decrease as one gets older (De Vos et al., 2020). For the mental demands, these might only become apparent at a certain point in time in one’s career when someone is for example no longer capable of dealing with a stressful job and drops out due to a burnout (Khamisa, Peltzer, Ilic & Oldenburg, 2016). In this research, *health* is conceptualized as work ability, because this concept is about the mental and physical ability to function at work now and in the future (Ilmarinen, 2001; Pak et al., 2021). Therefore, this concept captures best what health entails in

this research. Additionally, work ability depends on personal resources, like mental and physical health, and relate to one's work capabilities (Ilmarinen, 2001). As this research focuses on one's personal resources and work outcomes, work ability was seen as a good fit.

Happiness refers to the subjective elements of feeling successful or satisfied with one's career (De Vos et al., 2020). Looking at it concerning a broader life perspective, *happiness* is about the dynamic fit of someone's career with one's values, career goals and needs regarding personal growth and work-life balance (De Vos et al., 2020; Sheldon, Kasser, Smith & Share, 2002). Fisher (2010) provides different conceptualizations of happiness at work. Work engagement is one of them and can be defined as "*a positive, fulfilling, work-related state of mind that is characterized by vigour, dedication and absorption*" (Bakker & Demerouti, 2008, p.209). In this research, *happiness* is conceptualized as work engagement, because employees who are more engaged at work have higher levels of energy, are enthusiastic about their work and are often fully immersed in their work so that the time flies (Bakker & Demerouti, 2008). Engaged employees have the tendency to believe that they are feeling more successful and satisfied with their work and this captures best what happiness at work is about (Bakker & Demerouti, 2008; Fisher, 2010).

Productivity is about having strong performance in one's current job as well as being high employable for the future or in other jobs and it refers to the dynamic fit of someone's career with organisational human capital needs (De Vos et al., 2020; Van der Heijde & Van der Heijden, 2006). *Productivity* is conceptualized as employability in this research, because in the sustainable career framework of De Vos et al. (2020) the importance of accounting for employability as an indicator of productivity is stressed for studying sustainable careers. Moreover, employability is the ability of employees to continuous fulfilling, acquiring or creating new work by making optimal use of existing competences (Oostrom, Pennings & Bal, 2016; Van der Heijde & Van der Heijden, 2006). This concept was therefore seen as the best option for conceptualizing productivity. Van der Heijde and Van der Heijden (2005) argue that employability consists of five dimensions: occupational expertise, anticipation and optimization, personal flexibility, corporate sense and balance. This research focuses on one dimension, namely occupational expertise. Occupational expertise is about the degree of knowledge and skills related to a particular professional domain (Van der Heijde & Van der Heijden, 2006). The focus is on this dimension, because occupational expertise constitutes a substantial element of employability and is in line with the competence-based conceptualization of employability (Van der Heijde & Van der Heijden, 2006).

Disruptive private life events

During one's life, people are likely to experience several (un)planned major life events that affect their careers (Hirschi, 2010). Life events are often synonymous with life transitions and refers to important changes in social roles or life phases (Luhmann, Fassbender, Alcock & Haehner, 2021). Specht, Egloff and Schmukle (2011) argue that private life events consist of (a) normative transitions in life, like getting married; (b) meaningful changes, like the birth of a child; and (c) major individual experiences, like the passing away of a loved one. This research focuses on events that happen in one's personal life and will be referred to as disruptive private life events. Disruptive private life events can be positively or negatively valanced (Akkermans et al., 2018). Examples of positive life events are events like moving in with a partner or the birth of a child (Specht et al., 2011). Examples of negative life events are getting a chronic illness or getting divorced (Akkermans et al., 2018; Bakker et al., 2019). This research will focus on both the positive and negative disruptive private life events of employees, as both can be considered to be disruptive (Pak et al., 2021). For example, a positive life event like taking care of a baby also limits one's energy and time (Du, Derks & Bakker, 2018). A key characteristic of disruptive private life events is that their occurrence and consequences are often uncontrollable and unpredictable (Akkermans et al., 2018; Luhmann et al., 2021). This implies that employees cannot proactively anticipate upon these events. The more uncontrollable and unpredictable these private life events are, the more likely these events have disruptive effects (Pak et al., 2021). The degree to which private life events are disruptive can vary among employees' evaluation of these events and can differ depending on the circumstances (Pak et al., 2021). For example, a divorce might be perceived as life shattering for one person, but is seen as a relief for another (Luhmann et al., 2021). This research therefore focuses on the extent to which employees perceive private life events as disruptive and to what extent the degree of disruptiveness of the private life event affects their sustainable career.

The beforementioned WH-R model of Ten Brummelhuis and Bakker (2012) is used for explaining why disruptive private life events might negatively influence one's sustainable career. According to the WH-R model, individuals who are confronted with disruptive private life events lose personal resources, like energy, sleep and attention (Bakker et al., 2019). Resources can be anything, including physical objects, energies, conditions and personal characteristics (Halbesleben, Neveu, Paustian-Underdahl & Westman, 2014). Hobfoll (2002) made a distinction between contextual resources (located outside the self) and personal resources (proximate to the self). These lacking personal resources then lead to impaired

functioning in one's work domain, because the personal resources that are left limit optimal functioning at work (Du et al., 2018). For someone who loses personal resources due to a disruptive private life event, it is difficult to focus on anything else than the disruptive event that had occurred, because the attention (personal resource) of someone is aimed at dealing with the private life event (Bakker et al., 2019; Luhmann, Hofmann, Eid & Lucas, 2012). Once these resources are used, they cannot be used for other purposes (Du et al., 2018). For assurance of a sustainable career, personal resources, like having more energy and a good condition are important. It is however harmful for individuals to lose personal resources as this can cause stress and therefore negatively impact one's sustainable career (De Lange et al, 2015; De Vos et al., 2015).

Bakker, Demerouti and Verbeke (2004) argue that when employees lose personal resources due to job demands, they are more exhausted and do not have enough resources to perform well at their job. This leads to a decrease in one's productivity and has a negative impact on employees' health and happiness (Bakker et al., 2004). Ten Brummelhuis and Bakker (2012) propose that home demands (e.g., disruptive private life events) can have similar negative effects on work outcomes as job demands. Indeed, Pak et al. (2021) found in their study that disruptive private life events have a negative effect on the work ability of employees. Additionally, another study of Pak et al. (2020) found that disruptive private life events are, in most cases, associated with a perceived loss of personal resources, which appeared to negatively influence employees' work ability. Other studies also found that employees who are dealing with disruptive private life events are more likely to get anxiety and depression for example, which leads to negative health outcomes and loss of resources, which also has a negative impact on one's work ability (Cohen, Murphy & Prather, 2019; Hammen, 2016; Mather, Blom & Svedberg, 2014). Therefore, the following hypothesis is formulated:

H1a: The disruptiveness of private life events is negatively related to employees' work ability (health).

Additionally, Bakker et al. (2019) found that individuals who experienced a disruptive private life event, lose personal, energetic and cognitive resources that are needed to function well at work and this has led to less work engagement. This is confirmed by other studies, which found that employees who have experienced a disruptive private life event are less engaged at their work due to the impediment of personal resources at work (Breevaart & Bakker, 2011; Halbesleben, 2010; Udayar, Canzio, Urbanaviciute, Masdonati & Rossier, 2021). Moreover, Mather et al. (2014) have found that disruptive private life events influence the development of

having a burnout, which is seen as the exact opposite of work engagement (Schaufeli & Bakker, 2004). Therefore, it is expected that disruptive private life events will have a negative impact on employee's work engagement. This leads to the following hypothesis:

H1b: The disruptiveness of private life events is negatively related to employees' work engagement (happiness).

Little research has been conducted to investigate the effect of disruptive private life events on one's employability. An exception is the study of Blokker, Akkermans, Tims, Jansen and Khapova (2019) who have found that disruptive private life events have a negative effect on one's employability, because one's competences (personal resources) are weakened due to the private life event. Moreover, in the article of Veld, Van der Heijden and Semeijn (2016) they found that home-to-work conflict, which can be seen as a form of disruptive private life event, has a negative effect on one's employability, because of the loss of personal resources and thus having fewer resources available to invest in one's employability. Yet, Udayar et al. (2021) found no significant direct effect on the impact of disruptive private life events on one's employability. Despite the non-significant effect, this research expects a negative impact of disruptive private life events on employees' employability, because it can be argued that a loss of personal resources leads to less employable employees (Blokker et al., 2019; Veld et al., 2016). Taking all of this together, the following hypothesis is formulated:

H1c: The disruptiveness of private life events is negatively related to employees' employability (productivity).

Work-home support

Organisations can provide support to employees who are dealing with disruptive private life events (Pak et al., 2020). Especially the support of supervisors can be very valuable, because supervisors are often the first point of contact for employees (Nabawanuka & Ekmekcioglu, 2022). Previous research found that general supervisor support can reduce post-traumatic stress, increase job satisfaction and well-being, increase work performance and employability and has a negative relationship with retention (Bachrach & Bamberger, 2007; Bozionelos et al., 2020; Nabawanuka & Ekmekcioglu, 2022; Shanock & Eisenberger, 2006). Moreover, Pak et al. (2020) found that supervisor support is the most important factor to help regaining work ability after experiencing a disruptive private life event. This research will focus on the extent to which employees perceive their supervisor support as helpful for dealing with their private lives and will be referred to as work-home support (Dijkers, Geurts, Den Dulk, Peper & Kompier, 2004).

Work-home support focuses on dealing with the interdependencies between employees' work and home domains (Dijkers et al., 2004; Greenhaus & Kossek, 2014). This specific type of supervisor support can be very helpful for employees who are dealing with disruptive private life events, because when one is dealing with a disruptive private life event, the home domain is disturbed. The work-home support is especially helpful for reducing employees' work-home stress and by promoting high levels of work-home balance (Greenhaus et al., 2012; Jawahar & Soundria, 2015).

The W-HR model can also be used for explaining how work-home support can help employees to deal with disruptive private life events. As discussed earlier, when an individual is dealing with a disruptive private life event, he/she loses personal resources which in turn affects one's work ability, work engagement and employability (e.g., Bakker et al., 2019; Blokker et al., 2019; Pak et al., 2020). When someone is dealing with a disruptive private life event, one strives to obtain more resources (Ten Brummelhuis & Bakker, 2012). Individuals who possess more resources are able to deal better with stressful situations and with the consequences of the disruptive private life event (Akkermans et al., 2018; Ten Brummelhuis & Bakker, 2012). Work-home support provided by supervisors can be seen as a contextual resource (Bozionelos et al., 2020; Ten Brummelhuis & Bakker, 2012). Ten Brummelhuis and Bakker (2012) argue that contextual resources can lead to a development of personal resources. Resources can produce new resources and replenish them (Kim et al., 2015; Ten Brummelhuis & Baker, 2012). This is also mentioned in the article of Freund and Baltes (2002) where they argue that a possible way for employees to acquire new resources is with the use of external help, like the support received from a supervisor. The work-home support can therefore provide extra personal resources for employees who have lost resources due to disruptive private life events that have occurred (Kim et al., 2015; Pak et al., 2021). This increase in personal resources is necessary for functioning well at work and lead to a better work ability, more work engagement and more employability (Bozionelos et al., 2020; Halbesleben, 2010; Kim et al., 2015; McGonagle et al., 2013; Pak et al., 2021; Ten Brummelhuis & Bakker, 2012; Xanthopoulou, Bakker, Demerouti & Schaufeli, 2009). Overall, it can be argued that supervisors' work-home support is able to provide employees with the additional personal resources they need to have to cope with disruptive private life events and in this way weaken the negative effects of these disruptive private life events on one's work ability, work engagement and employability. This leads to following hypotheses:

H2a: Work-home support moderates the relationship between the disruptiveness of private life events and work ability (health) in such a way that when work-home support is perceived as positive, the negative relationship between the disruptiveness of private life events and work ability (health) is weakened.

H2b: Work-home support moderates the relationship between the disruptiveness of private life events and work engagement (happiness) in such a way that when work-home support is perceived as positive, the negative relationship between the disruptiveness of private life events and work engagement (happiness) is weakened.

H2c: Work-home support moderates the relationship between the disruptiveness of private life events and employability (productivity) in such a way that when work-home support is perceived as positive, the negative relationship between the disruptiveness of private life events and employability (productivity) is weakened.

Disclosure of private life events

In the previous section it is argued that supervisors who are considerate of employees private life can help employees who are dealing with disruptive private life events in order to maintain their sustainable career (e.g., Kim et al., 2015; Pak et al., 2021; Ten Brummelhuis & Bakker, 2012). However, to provide the necessary support, employees must disclose their private life issues at work (Duncan, 2020). Disclosure is about the extent to which an individual reveals a concealable part of their identity to others within their social environment, like their workplace (Fletcher & Everly, 2021). Disclosing private life issues, provides the employee with an opportunity to share an important part of their life with others, which often makes them vulnerable to negative consequences, like discrimination and harassment (Brouwers et al., 2020; Dewa et al., 2021; Follmer, Sabat & Siuta, 2020). To disclose private life issues with the organisation or supervisor, there should be a safe place within the organisation to talk about sensitive issues such as when one desires to have a child (Greenhaus & Kossek, 2014). Previous research has shown that not all employees always want to disclose their private life issues at work, as this may influence their performance and so they remain silent (Brouwers et al., 2020; Duncan, 2020; Pak et al., 2020). Additionally, some employees choose to not disclose private life events as some employees want to protect the boundaries between work and private spaces (Duncan, 2020). Not telling about private life events makes it difficult for supervisors to provide the necessary support for employees who are dealing with disruptive private life events. Employees have to deal with their private life issues themselves when choosing for non-disclosing this to a supervisor (Brouwers et al., 2020; Dewa et al., 2021).

Disclosing private life issues with one's supervisor can also have benefits for employees (Brouwers et al., 2021). Disclosure improves relationships at work, because it leads to better understanding and an improved connection between supervisors and employees (Brouwers et al., 2021; Little, Hinojosa & Lynch, 2017). The increase of support from co-workers and supervisors is seen as the most important benefit for disclosure (Little et al., 2017; Von Schrader, Malzer & Bruyère, 2014). If employees decide to share their disruptive private life events with their supervisor, they greatly appreciate the support and respond unfavourably if this expected support is not received (Pak et al., 2020; Pak et al., 2021). Moreover, not receiving the expected support is similar to losing resources and can make the consequences of the disruptive private life event even worse (Pak et al., 2020). Dewa et al. (2021) confirmed this in their study, where they argue that the most positive experience employees perceived after disclosing their mental health issues was the managerial support. The most negative experience after disclosing was not receiving any managerial support (Dewa et al., 2021). Sharing personal information can signal trust and caring, and therefore the reaction of the supervisor to this disclosure is important (Duncan, 2020; Little et al., 2017). The reaction of the supervisor can influence the relationship between the employee and is something that employees will remember in their working lives (Little et al., 2017). Overall, if employees disclose their private life issues with their supervisor, they expect to receive the necessary support and when they perceive this support as positive, the beneficial effect of work-home support will be stronger on the relationship between disruptive private life events on employees' sustainable careers. Therefore, the following hypotheses are formulated:

H3a: The beneficial effect of work-home support on the disruptiveness of private life events and work ability (health) will be stronger when employees disclose their private life events with their supervisor.

H3b: The beneficial effect of work-home support on the disruptiveness of private life events and work engagement (happiness) will be stronger when employees disclose their private life events with their supervisor.

H3c: The beneficial effect of work-home support on the disruptiveness of private life events and employability (productivity) will be stronger when employees disclose their private life events with their supervisor.

Conceptual model

A visual representation of the relationships between the variables and the formulated hypotheses are presented in Figure 1.

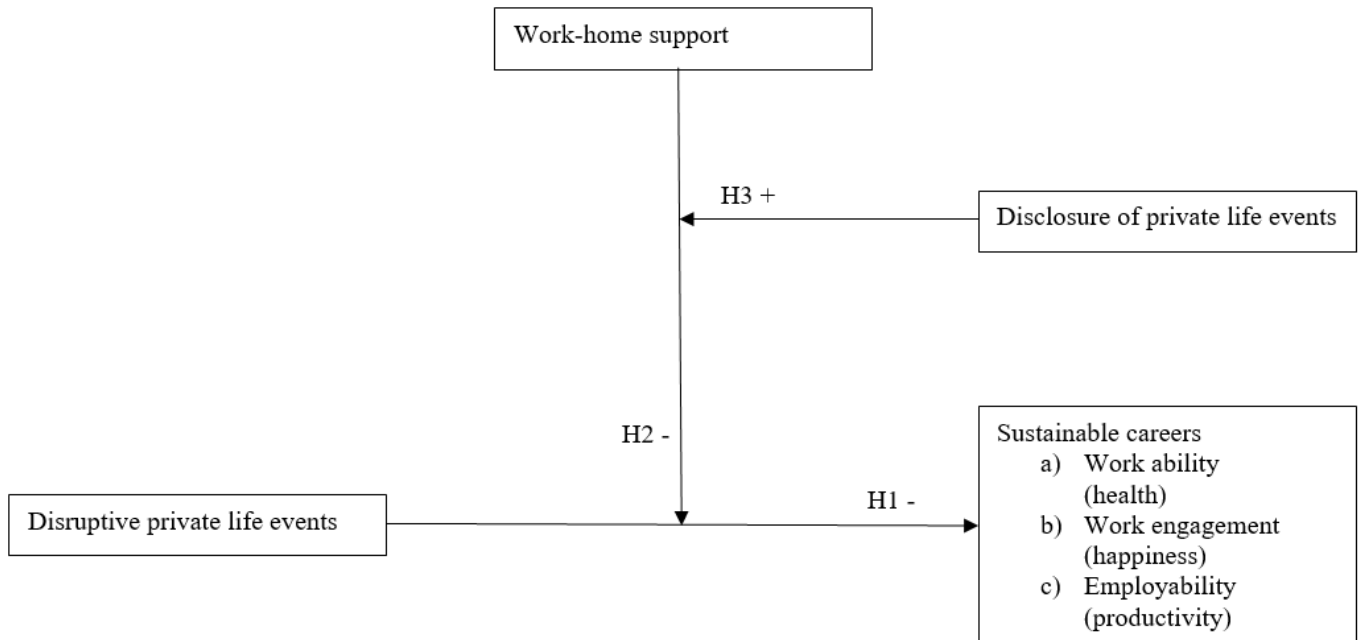


Figure 1. Conceptual model

Methodology

Research design

The essence of quantitative research is to determine the relationship between variables, which is why this type of research was used in this study (Punch, 2014). For answering the research question, it was important to look at to what extent disruptive private life events influence employees' sustainable careers and to what extent work-home support and disclosure of private life events moderate this effect. Quantitative research was seen as most appropriate, because the data obtained from this type of research allows to statistically test the theory-driven expectations about the relationships between the variables of this study (Field, 2018). A visual representation of the relationships between the variables can be found in Figure 1. A survey was executed to gather the quantitative data. By conducting a survey, a sample is taken of the population, because it was not doable to collect data from all individuals in the population (e.g., employees who have a supervisor), therefore by taking a sample assumptions can be made of a bigger population (Punch, 2014). Additionally, more data can be collected in a short period of time (Field, 2018). This was crucial due to limited time available for this study.

Procedure and sample

To gather as many respondents as possible, convenience sampling was used. The respondents were gathered by using the researcher's network and contacting them via online platforms, like Facebook, LinkedIn and WhatsApp. The questionnaire was administrated via Qualtrics and distributed on the 15th of April 2022 until the 26th of April 2022. The language of the questionnaire was Dutch, because this was the language all respondents were familiar with. For participating in this study, respondents needed to be working and to have a supervisor. This was emphasized when contact was made with the respondents.

The online questionnaire was structured as followed; it started with an introduction in which the respondent was being thanked for participating in this research. Moreover, to adhere research ethics, the respondents were informed on the purpose of this study, the expected duration of the questionnaire, the voluntary participation, a guarantee for anonymity and the researcher's contact information for respondents who have questions about the research (Babbie, 2016). Additionally, respondents had to give consent that they understood that their data is only used for research purposes. After that, general questions about one's gender, age, educational level and working hours were asked. Then, questions about the concepts of this study were asked. The questionnaire ended by thanking the respondent again for their participation in the study.

In total, there were 179 respondents who had filled in the survey. Data was checked whether every question was filled in and if there were no missing values. 26 respondents had more than 50% missing data, these were deleted from the sample, because the extent of missing data was high enough to affect the results and therefore these cases were not usable (Hair, Black, Babin & Anderson, 2014). This resulted in a final sample size of $N = 153$. Most of the respondents were female (64.7%, $N = 99$). The average age was 33.13 years ($SD = 14.39$). Moreover, most of the respondents were highly educated with 32% of them having a degree for the University of Applied Sciences, followed by 22.9% holding a Master's degree. The average hours worked per week was 26.54 ($SD = 13.83$). In total, 71 (46.4%) respondents have experienced a disruptive private life event in the past year, of which 31 respondents experienced a positive event and 65 respondents which experienced a negative event. This implies that 25 respondents have experienced multiple disruptive private life events during the past year. The disruptive private life event that was mentioned most often was the passing away of a loved one ($N = 28$). Other events varied from pregnancy ($N = 4$), moving in together ($N = 10$), a relative

getting ill ($N = 20$), breakup ($N = 4$) and divorce ($N = 2$). In Table 1 the socio-demographic statistics are presented.

Table 1
Socio-demographic statistics

Variables	Categories	Frequency	Percentage
Gender	Male	53	34.6%
	Female	99	64.7%
	Different	1	0.7%
Age	<i>Mean</i>	33.13	
	<i>SD</i>	14.39	
Educational level	Primary education	0	0%
	Secondary education	18	11.8%
	Vocational education	27	17.6%
	University of Applied Sciences	49	32.0%
	Bachelor's degree	23	15.0%
	Master's degree	35	22.9%
	PHD	1	0.7%
Weekly working hours	<i>Mean</i>	26.54	
	<i>SD</i>	13.83	

Note. $N = 153$

Measures

All the variables of this study were measured using several validated scales. The items were used in their original form. The items that were used in this research can be found in Appendix 1. For assessing the convergent validity, exploratory factor analysis per construct was performed and the Cronbach's α ($> .7$) was checked. All the scales were assessed on their Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy ($> .5$), Bartlett's Test of Sphericity ($p < .05$), their eigenvalue (> 1), explained variance ($> 60\%$), scree plot and the communalities after extraction ($> .2$) (Field, 2018). This did not apply for the variable disclosure of private life events, because this variable was recoded into a dummy variable and therefore no exploratory factor analysis was performed (Hair et al., 2014).

Sustainable careers. What is mentioned in the theoretical framework is that sustainable careers consist of health, happiness and productivity (De Vos et al., 2020).

Health is conceptualized as work ability and this construct was measured by a four-item scale of McGonagle, Fisher, Barnes-Farrell and Grosch (2015). This scale was based on three

items from the Work Ability Index (Tuomi, Ilmarinen, Jahkola, Katajarinne & Tulkki, 1998) and one additional item (McGonagle et al., 2015). The first item was: ‘How many points would you give your current ability to work?’. This item was measured on a scale ranged from 0 (*cannot currently work at all*) to 10 (*work ability is at its lifetime best*). This scale was transformed in a five-point Likert scale, as the other three items were also measured on a five-point Likert scale. The scale for the other three items was ranging from 1 (*very poor*) to 5 (*very good*) (McGonagle et al., 2013; McGonagle et al., 2015). An example of these items is: ‘Thinking about the mental demands of your job, how do you rate your current ability to meet those demands?’. The exploratory factor analysis for this construct resulted in a KMO of .78, which is above the required .5. The Bartlett’s Test of Sphericity was significant ($p < .001$). The communalities were all above the required .2. Based on the eigenvalue (> 1) and the scree plot, there was one factor extracted, which explained 64.9% of the variance. A reliability test was also performed. The Cronbach’s α was .818, which is above the required .7 and indicates a high reliability (Field, 2018).

Happiness is conceptualized as work engagement and this construct was measured by using the Utrecht Work Engagement Scale (UWES) which consists of three dimensions: vigour, dedication and absorption (Schaufeli, Bakker & Salanova, 2006). The original UWES consists of 17 items (Schaufeli, Martínez, Marques-Pinto, Salanova & Bakker, 2002), but later on this was shortened and validated to 9 items (Schaufeli et al., 2006). The UWES-9 was used for this research. The items were measured on a seven-point Likert scale, ranging from 1 (*never*) to 7 (*always*). An example item is: ‘At my work, I feel bursting with energy’. The exploratory factor analysis for this construct resulted in a KMO of .91, which is above the required .5 and Bartlett’s Test of Sphericity was found to be significant ($p < .001$). All of the communalities were above the required .2. Based on the eigenvalue (> 1) and the scree plot, one factor was extracted, which explained 60.8% of the variance. Subsequently, a reliability test was performed, which resulted in a Cronbach’s α of .918, indicating a high reliability (Field, 2018).

Productivity is conceptualized as employability and this was measured by using five items of the shortened and validated scale of Van der Heijde and Van der Heijden (2006). Their scale consists of five dimensions; occupational expertise, anticipation and optimization, personal flexibility, corporate sense and balance (Van der Heijde & Van der Heijden, 2006). As mentioned before, this research focused on one subscale, namely occupational expertise, because this dimension was seen as the most relevant for this research. Moreover, focussing on all the dimensions would have made this questionnaire too long. Therefore, the focus was only

on one subscale which made the survey more user-friendly. The first four items were measured on a six-point Likert scale, ranging from 1 (*very bad*) to 6 (*very good*). An example item is: 'In general, I am competent to distinguish main issues from side issues and to set priorities'. The last item was: 'How would you rate the quality of your skills overall?' and this item was measured on a six-point Likert scale, ranging from 1 (*very low*) to 6 (*very high*). The exploratory factor analysis for this scale resulted in a KMO of .82, which is above the required .5 and Bartlett's Test of Sphericity was found to be significant ($p < .001$). The communalities were all above the required .2. Based on the eigenvalue (> 1) and the scree plot, one factor was extracted, which explained 62.6% of the variance. After that a reliability test was performed. The Cronbach's α was .849, indicating a high reliability (Field, 2018).

After performing the exploratory factor analysis per outcome of sustainable careers, one exploratory factor analysis was performed containing all the items of work ability, work engagement and employability. This resulted in a KMO of .89, which is above the required the .5. Bartlett's Test of Sphericity was significant ($p < .001$). The communalities were all above the required .2. Based on the eigenvalue (> 1) and the scree plot, three factors were extracted, which explained 64.1% of the variance. Moreover, all the items loaded on the corresponding factor. This showed that work ability, work engagement and employability should be considered as three separate outcomes.

Disruptive private life events. First of all, respondents were asked whether or not they had experienced a positive and/or negative disruptive private life event during the past year. Respondents could answer 'yes' (coded as 1) or 'no' (coded as 2). When the respondents indicated that they experienced a disruptive private life event, they were asked to clarify what kind of event they had experienced. After this, questions were asked about the disruptiveness of the specific event by using four items of the scale of Luhmann et al. (2021). The items were measured on a five-point Likert scale ranging from 1 (*does not apply at all*) to 5 (*applies completely*). An example item is: 'I had to change my life because of the event'. Respondents who had not experienced a disruptive private life event in the past year were automatically given a score of 1, indicating that they did not perceive any disruptiveness. By doing this, these respondents were also included in the analyses. The exploratory factor analysis for this scale resulted in a KMO of .87, which is above the required .5. Bartlett's Test of Sphericity was found to be significant ($p < .001$). The communalities were all far above the required .2. Based on the eigenvalue (> 1) and the scree plot, one factor was extracted, which explained 92.7% of the

variance. Subsequently, a reliability test was performed. The Cronbach's α was .973, which indicates a high reliability (Field, 2018).

Work-home support. This construct was measured by using five items of the scale of Dikkers et al. (2004). This scale was designed to measure work-home culture, but also measures how employees perceive their supervisor support as helpful for their private lives (Dikkers et al., 2004). Some of the items were slightly adapted to fit better in this research, like changing the word 'organisation' into 'supervisor'. The items were measured on a five-point Likert scale ranging from 1 (*totally disagree*) to 5 (*totally agree*). An example of the items is: 'My direct supervisor supports employees who want to switch to a less demanding job because of their private situation'. Less respondents ($N = 121$) had filled in the items of this variable. One explanation could be that these items were asked at the end of the questionnaire and perhaps some respondents did not have the time to finish the entire questionnaire. Therefore, more missing values were reported for this variable (20.9%), but it remains below 30%, which means the variable could be included in the analyses (Hair et al., 2014). The exploratory factor analysis for this construct resulted in a KMO of .87 and is above the required .5. Bartlett's Test of Sphericity was significant ($p < .001$). The communalities were all above the required .2. Based on the eigenvalue (> 1) and the scree plot, one factor was extracted, which explained 75.5% of the variance. A reliability test was performed next. The Cronbach's α was .917, indicating a high reliability (Field, 2018).

Disclosure of private life events. This construct was measured by using two questions which are based on the research of Dewa et al. (2021). The first and most important question was about whether the respondent told their supervisor about the disruptive private life event that had occurred. This variable was transferred into a dummy variable, with 'yes' (coded as 1) as reference category and 'no' (coded as 0). The respondents who have told their supervisor about the disruptive private life event were in the minority (36.6%, $N = 56$). More respondents did not tell their supervisor about the disruptive private life event (37.9%, $N = 58$), this can be explained due to fact that respondents who have not experienced a disruptive private life event might have answered this question with no. Additionally, this question was not answered by all respondents, because not all of them had experienced a disruptive private life event. To include these respondents in the analyses, they were given an automatic score of 'no', because if respondents did not experience such an event, then they also did not have to tell this to their supervisor. Moreover, the data indicated that almost all respondents who have not experienced a disruptive private life event answered the disclosure item with 'no'. After asking whether

respondents had disclosed their disruptive private life event with their supervisor, a question was asked about the reason for (not) disclosing. Reasons for disclosing varied from trusting one's supervisor, having a good relationship with the supervisor, the supervisor was interested in one's private life, the disruptive private life event influenced one's functioning at work, for calling in sick and some people just wanted to share it. Reasons that were mentioned for not disclosing the disruptive private life event with one's supervisor varied from keeping work and private life separately, the disruptive private life event had no influence on one's functioning at work, disclosing could influence one's career, disclosing was not necessary/relevant, disclosing was not the supervisor's business and not having a good relationship with one's supervisor.

Control variables. In this research age (in years), gender (coded as 1 = 'male', 2 = 'female' and 3 = 'different, namely...') and education level (coded as 1 = 'primary education', 2 = 'secondary education', 3 = 'vocational education', 4 = 'University of Applied Sciences', 5 = 'Bachelor's degree', 6 = 'Master's degree', 7 = 'PHD') were used as control variables, because previous research showed that they are related to employees' work ability, work engagement and employability (Bozionelos et al., 2020; McGonagle et al., 2013; Nabawanuka & Ekmekcioglu, 2022; Van den Berg, Elders, De Zwart & Burdorf, 2009). Moreover, Greenhaus and Kossek (2014) argue that men and women experience the work-home interface differently. This gender difference could be of importance for this research, because this study focuses on disruptive private life events on someone's sustainable career and therefore the work-home interface is of importance. Gender was recoded into a dummy variable as this variable consists of categorical data. The reference category was female (coded as 1), the other categories were coded as 0. Besides that, the number of working hours was also used as a control variable, because it is argued that for understanding one's sustainable career is highlighted by employees' exposures to long working hours, while at the same time dealing with responsibilities in one's personal life (Greenhaus & Kossek, 2014; Hall et al., 2012). This is relevant to investigate when studying about disruptive private life events and one's sustainable career.

Research ethics

Often social research represents an intrusion into people's lives (Babbie, 2016). Respondents have to reveal personal information about themselves to for them strangers. Therefore, several ethical considerations were made within this research. It is important that no respondent is forced to participate in the research, but that their participation is voluntary (Babbie, 2016). In the introductory paragraph of the survey, it was emphasized on the voluntary participation of

the respondents, and they were informed about the freedom to withdraw from their participation at any moment in time. Moreover, the respondents were not forced to answer questions that they did not want to answer (Babbie, 2016). Besides that, in survey research, the clearest concern is the protection of the respondents' interests and well-being of their identity (Babbie, 2016). Therefore, anonymity and confidentiality are important. Anonymity is guaranteed when the researcher and the people who read about the research cannot identify a given response with a given respondent (Babbie, 2016). Confidentiality is guaranteed when the researcher can identify a given person's response, but promises not to do so publicly (Babbie, 2016). In this research the answers that were given were anonymous, as the researcher could not connect a given response with a respondent. Respondents did not need to fill out personal details, except for age, gender, education level and working hours, but these variables cannot be linked back to a specific person. In the introductory paragraph it was guaranteed that the answers that the respondents gave were anonymous. What was also mentioned in the introductory paragraph, was the purpose of this study, the expected duration of the questionnaire and the researcher's contact information for respondents who have questions about the research. At the end of the introductory paragraph, respondents were asked to give permission for participation in this research by that they understood that their participation is voluntary, that they feel free to withdraw their agreement at any time throughout the research process and that their answers will only be used for academic purposes. Hereby voluntary informed consent was realized (Punch, 2014).

Analysis

First of all, a missing data analysis was performed and outliers were checked in the dataset. 26 respondents had more than 50% missing data and these were removed from the dataset. After removing these respondents, the missing data was random and below 10%, which was ignorable (Hair et al., 2014). Except for the variable work-home support (20.9%), but the missing data was below 30% and therefore this variable was still included in the analysis (Hair et al., 2014). After that, the assumptions, normality, linearity, homoscedasticity, and multicollinearity were checked. Subsequently, the moderated moderation analysis was performed by using Model 3 of the PROCESS add-on function in SPSS version 27 (Hayes, 2018). PROCESS was used, because this add-on function was able to test the three-way interaction which is presented in the conceptual model in Figure 1. The analysis was performed three times, because it had to be tested for all the three outcomes of sustainable careers (work ability, work engagement and employability). By performing the analyses, the variables were mean-centred to avoid

multicollinearity and for a better interpretation of the data (Hair et al., 2014). The control variables gender, age, education level and weekly working hours were included as covariates during the analyses.

Results

Descriptive statistics

In Table 2 the mean, standard deviation and correlations for all variables are presented. When examining the correlations, 10 significant correlations are found between the independent variable, the dependent variables and the moderators ($p < .05$). Significant correlations only represent an association between two variables and not a direct causality (Hair et al., 2014). First of all, work engagement is significantly positively correlated with work ability ($r = .34, p < .001$). Furthermore, employability is significantly positively correlated with work ability ($r = .58, p < .001$) and work engagement ($r = .36, p < .001$). Besides, disruptive private life events have a significant negative correlation with work ability ($r = -.26, p < .01$). Work-home support is significantly positively correlated with work ability ($r = .32, p < .001$), work engagement ($r = .31, p < .01$) and employability ($r = .26, p < .01$). Moreover, disclosure of private life events has a significant positive correlation with work engagement ($r = .21, p < .01$), disruptive private life events ($r = .62, p < .001$) and work-home support ($r = .27, p < .01$).

Table 2

Descriptive statistics and correlations

	M	SD	1	2	3	4	5	6	7	8	9	10
1. Work ability	3.96	0.66	-									
2. Work engagement	4.71	0.89	.34***	-								
3. Employability	4.64	0.64	.58***	.36***	-							
4. Disruptive private life events	2.41	1.44	-.26**	.06	-.15	-						
5. Work-home support	3.76	0.84	.32***	.31**	.26**	.06	-					
6. Disclosure of private life events	-	-	-.09	.21**	.02	.62***	.27**	-				
7. Gender	-	-	-.03	-.09	.05	-.10	.01	-.06	-			
8. Age	33.13	14.39	-.05	.11	.06	-.07	-.12	.16*	-.21*	-		
9. Educational level	-	-	.01	-.08	-.05	.16	.04	.07	.02	-.26**	-	
10. Weekly working hours	26.54	13.83	.03	.30***	-.00	.05	-.03	.20*	-.30***	.40***	-.09	-

Note. $N = 153$. * $p < .05$, ** $p < .01$, *** $p < .001$

Hypothesis testing

Before testing the hypotheses, assumptions on normality, linearity, homoscedasticity and multicollinearity were checked. All assumptions were met (Appendix 2). For testing the hypotheses that were formulated in this research, Model 3 of the PROCESS add-on function in SPSS was used for conducting the three-way interaction analysis (Hayes, 2018). The analysis was performed three times, because it had to be tested for all the three outcomes of sustainable careers (work ability, work engagement and employability).

First of all, the analysis with the outcome variable work ability was performed. The results are shown in Table 3. According to Hypothesis 1a, a negative association between the disruptiveness of private life events and employees' work ability was expected. In line with this expectation, a significant negative association between disruptive private life events and work ability was found, as indicated by Table 3 ($b = -.21, p < .01$). Therefore, Hypothesis 1a is supported. Furthermore, according to Hypothesis 2a, it was expected that work-home support moderates the relationship between the disruptiveness of private life events and work ability in such a way that when work-home support is perceived as positive, the negative relationship between the disruptiveness of private life events and work ability is weakened. However, according to Table 3, no significant interaction between disruptive private life events and work-home support was found ($b = .11, p = .18$) and therefore Hypothesis 2a is rejected. Additionally, no direct association was found between work-home support and work ability ($b = .13, p = .32$). Moreover, according to Hypothesis 3a, it was expected that the beneficial effect of work-home support on the disruptiveness of private life events and work ability will be stronger when employees disclose their private life events with their supervisor. As Table 3 indicates, the three-way interaction between disruptive private life events, work-home support and disclosure of private life events was not significant ($b = .28, p = .13$). Hypothesis 3a is therefore rejected. Additionally, according to Table 3, no direct association between disclosure and work ability was found ($b = .19, p = .32$). The control variables, gender, age, educational level and weekly working hours were found to be not significant.

Table 3

Results of the moderated moderation analysis for work ability, controlled for gender, age, educational level and weekly working hours

Outcome: work ability			
Model summary: $F(11, 104) = 2.55, p < .01, R^2 = .21$			
Predictors	B	SE	P
Constant	4.03***	.40	.00
Disruptive private life events	-.21**	.06	.00
Work-home support	.13	.13	.32
Disclosure of private life events	.19	.19	.32
Disruptive private life events x work-home support	.11	.09	.18
Disruptive private life events x disclosure of private life events	-.25	.13	.05
Work-home support x disclosure of private life events	-.23	.26	.38
Disruptive private life events x work-home support x disclosure of private life events	.28	.18	.13
Gender	-.02	.12	.86
Age	-.01	.01	.13
Educational level	.03	.05	.52
Weekly working hours	.01	.01	.19

Note. $N = 116$. * $p < .05$, ** $p < .01$, *** $p < .001$

In Figure 2 the results of the first analysis are shown. The figure contains the unstandardized regression coefficients with one significant association between disruptive private life events and work ability.

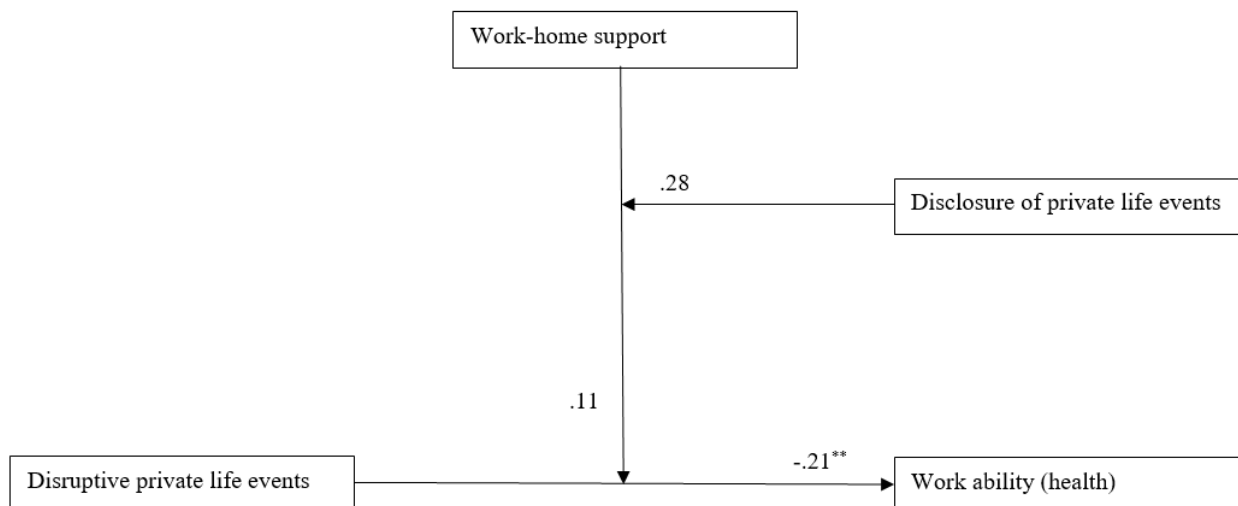


Figure 2. Conceptual model for work ability containing the unstandardized regression coefficients with ** $p < .01$

The next analysis that was performed was for the outcome variable work engagement. The results can be found in Table 4. According to Hypothesis 1b, a negative association between the disruptiveness of private life events and employees' work engagement was expected. Yet,

no significant association between disruptive private life events and work engagement was found, as indicated by Table 4 ($b = -.00$, $p = .99$). Therefore, Hypothesis 1b is rejected. Moreover, according to Hypothesis 2b, it was expected that work-home support moderates the relationship between the disruptiveness of private life events and work engagement in such a way that when work-home support is perceived as positive, the negative relationship between the disruptiveness of private life events and work engagement is weakened. As indicated by Table 4, the interaction between disruptive private life events and work-home support was found to be not significant ($b = .07$, $p = .54$). Hypothesis 2b is therefore rejected. In addition, no significant direct association was found between work-home support and work engagement, according to Table 4 ($b = .23$, $p = .17$). Furthermore, according to Hypothesis 3b, it was expected that the beneficial effect of work-home support on the disruptiveness of private life events and work engagement will be stronger when employees disclose their private life events with their supervisor. As Table 4 indicates, the three-way interaction between disruptive private life events, work-home support and disclosure of private life events was not significant ($b = .00$, $p = .99$). Hypothesis 3b is therefore rejected. Additionally, no direct association between disclosure of private life events and work engagement was found, as Table 4 indicates ($b = .25$, $p = .31$). The control variables gender, age and educational level were not significant. Weekly working hours, on the contrary, does have a significant association ($b = .02$, $p < .01$).

Table 4

Results of the moderated moderation analysis for work engagement, controlled for gender, age, educational level and weekly working hours

Outcome: work engagement			
Model summary: $F(11, 104) = 3.23$, $p < .001$, $R^2 = .25$			
Predictors	B	SE	P
Constant	4.12***	.52	.00
Disruptive private life events	-.00	.09	.99
Work-home support	.23	.17	.17
Disclosure of private life events	.25	.25	.31
Disruptive private life events x work-home support	.07	.11	.54
Disruptive private life events x disclosure of private life events	.14	.17	.40
Work-home support x disclosure of private life events	-.24	.34	.49
Disruptive private life events x work-home support x disclosure of private life events	.00	.24	.99
Gender	-.07	.16	.66
Age	.00	.01	.61
Educational level	-.01	.06	.87
Weekly working hours	.02**	.16	.00

Note. $N = 116$. * $p < .05$, ** $p < .01$, *** $p < .001$

The results of the analysis for work engagement are shown in Figure 3. The figure contains the unstandardized regressions coefficients. However, no significant associations were found.

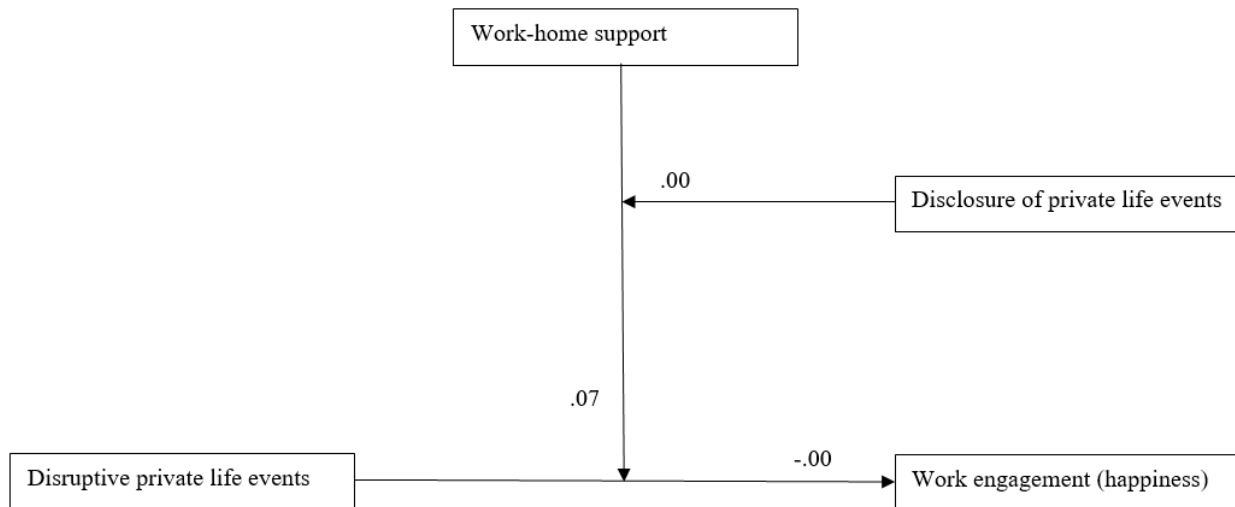


Figure 3. Conceptual model for work engagement containing the unstandardized regression coefficients

The last analysis was performed for the outcome variable employability. The results for this analysis are shown in Table 5. Overall, the moderated moderation model is not significant ($F(11, 104) = 1.51, p = .14, R^2 = .14$) and therefore the results should be interpreted carefully. According to Hypothesis 1c, a negative association between the disruptiveness of private life events and employees' employability was expected. As Table 5 indicates, the association between disruptive private life events and employability is found to be significant ($b = -.15, p < .05$). Therefore, Hypothesis 1c is supported. Furthermore, according to Hypothesis 2c, it was expected that work-home support moderates the relationship between the disruptiveness of private life events and employability in such a way that when work-home support is perceived as positive, the negative relationship between the disruptiveness of private life events and employability is weakened. However, the interaction between disruptive private life events and work-home support is not significant, as indicated by Table 5 ($b = .14, p = .09$). Hypothesis 2c is therefore rejected. Additionally, according to Table 5, no significant direct association was found between work-home support and employability ($b = .03, p = .80$). Finally, according to Hypothesis 3c, it was expected that the beneficial effect of work-home support on the disruptiveness of private life events and employability will be stronger when employees disclose their private life events with their supervisor. The three-way interaction between disruptive private life events, work-home support and disclosure of private life events was not significant, as Table 5 indicates ($b = .25, p = .17$). Therefore, Hypothesis 3c is rejected. Additionally, according to Table 5, no direct association between disclosure of private life

events and employability was found ($b = .20, p = .27$). The control variables, gender, age, educational level and weekly working hours were found to be not significant.

Table 5

Results of the moderated moderation analysis for employability, controlled for gender, age, educational level and weekly working hours

Outcome: employability

Model summary: $F(11, 104) = 1.51, p = .14, R^2 = .14$

Predictors	B	SE	P
Constant	4.53***	.38	.00
Disruptive private life events	-.15*	.06	.02
Work-home support	.03	.12	.80
Disclosure of private life events	.20	.18	.27
Disruptive private life events x work-home support	.14	.08	.09
Disruptive private life events x disclosure of private life events	-.03	.13	.80
Work-home support x disclosure of private life events	-.23	.25	.36
Disruptive private life events x work-home support x disclosure of private life events	.25	.18	.17
Gender	.08	.12	.51
Age	.00	.01	.85
Educational level	-.01	.05	.76
Weekly working hours	.00	.01	.97

Note. $N = 116$. * $p < .05$, ** $p < .01$, *** $p < .001$

The results of the analysis for employability are shown in Figure 4, which contains the unstandardized regression coefficients. One significant association was found between disruptive private life events and employability.

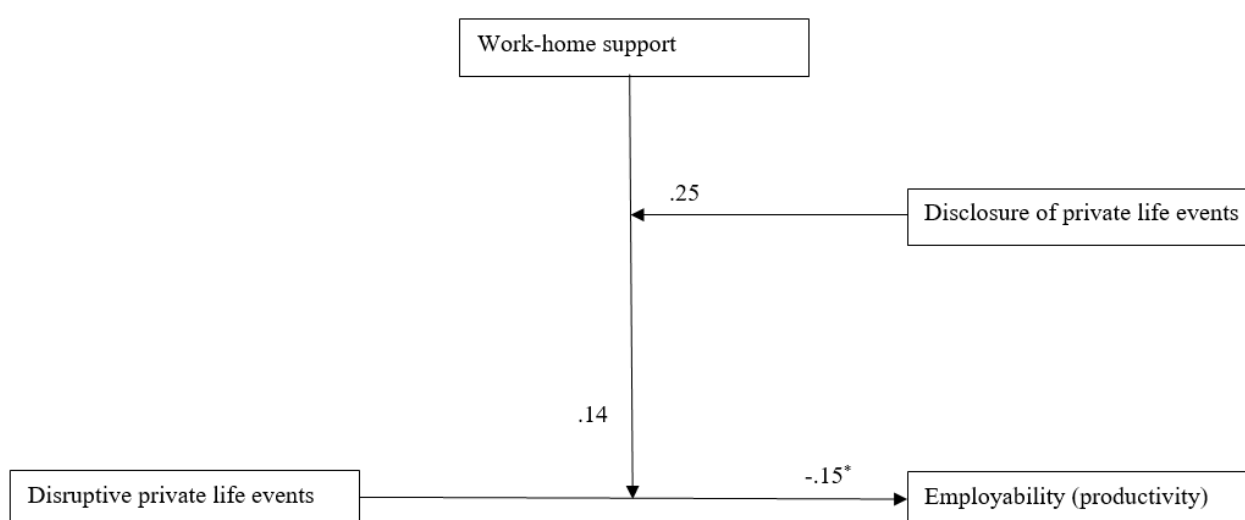


Figure 4. Conceptual model for employability containing the unstandardized regression coefficients with $*p < .05$

Additional analysis

Only two of the nine hypotheses were found to be significant. Therefore, an additional qualitative analysis was performed for gaining a better understanding of the influence of disruptive private life events on one's sustainable career. Semi-structured interviews were conducted with five respondents. With semi-structured interviews some questions are formulated beforehand, but there is room for new arising questions during the interviews (Bleijenbergh, 2015). The interview guideline can be found in Appendix 3. The respondents were asked whether they had experienced a disruptive private life event and how this event influenced their sustainable career. Additionally, the respondents were asked whether they told their supervisor about the event and if their supervisor provided them with the support they needed to deal with the disruptive private life event. After the respondents gave their consent (Appendix 4), the interviews were recorded, and summaries of the interviews were made directly after conducting the interviews. These summaries can be found in Appendix 5.

All the respondents indicated that they have experienced a disruptive private life event during the past year. These events varied from positive events (e.g., having a baby and bought a house) to negative events (e.g., family member got ill and a breakup). The disruptive private life events have had different impact on the respondents' lives. Almost all respondents indicated that the disruptive private life event has had a big impact on their personal life. Respondent 1 indicated: *"Hearing this news, has had a big influence on me personally and I found it difficult to deal with this"*. Despite the big influence the disruptive private life events have had on the respondents personally, it did not really influence how the respondents functioned at their work. Most of the respondents had less energy and concentration due to the disruptive private life event. This can be seen as a loss of personal resources, but this depletion of personal resources did not influence one's work ability, work engagement and employability. As indicated by respondent 2: *"When we broke up, in the beginning I was very emotional and I had less energy and concentration at my work, but after a week I was already able to perform my job as usual"*. Being at work was seen as a distraction of the respondents' personal lives. Almost all respondents indicated that when they were at work, they thought less about their demands at home. Respondent 5 indicated: *"I found it very pleasant to go to work, because when you are working, you think less about other things. I saw my work as a distraction of my private life and because I only work one and half day a week, it provided me with the time to relax"*. Overall, the disruptive private life events did not influence the respondents' functioning at work and their sustainable career.

Regarding the disclosure and the work-home support, all respondents have disclosed their disruptive private life event to their supervisor. Reasons the respondents gave for disclosing varied from that their supervisor knows what goes on their private lives, it explains when you are having a bad day, the disruptive private life event was not something that can be hidden, needed for taking a day off and trusting one's supervisor. Respondent 3 indicated: *"Yes, I have told my supervisor about buying a house, because I could not keep it hidden for so long and I was really excited about it, so I found it enjoyable to share this with my supervisor"*. All of the respondents indicated that they have a good relationship with their supervisor. The support the respondents received from their supervisors was perceived as good and helpful. Especially, talking with one's supervisor was seen as important for dealing with the disruptive private life event. Moreover, the respondents indicated that when they needed to take a day off or when they wanted to work less hours in order to deal with the disruptive private life event, their supervisors were very cooperative and this was not a problem. Respondent 5 indicated: *"My supervisors always ask how I am doing and when I need anything I could say this to them and then we will find a solution together, which was really helpful for me"*. One respondent even said that her supervisor was lowering the work pressure for her in order to deal with her private situation. When the respondents needed more support or when they wanted anything else in order to deal better with the private life event, they could indicate this to their supervisors and then together a solution was found. The respondents indicated that their supervisors could not do anything else to help them.

However, most of the respondents indicated that they have a better relationship with their colleagues than with their supervisor. As respondent 4 indicated: *"My supervisor is already 60 years old and my colleagues are of my own age. Therefore, my colleagues understand me better, and I have a better relationship and share more with them than with my supervisor"*. These respondents said that they share more personal issues with their direct colleagues than with their supervisors, because they work more closely with them. The colleagues of the respondents listened to them and the respondents indicated that they could freely talk about their private lives. Moreover, some colleagues offered to help the respondents by taking over some tasks at work in order for the respondents to focus more on their private lives. Respondent 2 indicated: *"My supervisor and colleagues helped me by lowering my work pressure. Some colleagues offered to take over some my tasks, which was very helpful and so I could focus more on myself and arranging things at home"*. This co-worker support was perceived as very helpful for the respondents dealing with a private life event.

Discussion

Nowadays, organisations have to deal with an aging workforce (Van Dalen et al., 2010). To be able to work longer, it is important for all employees to have a sustainable career throughout their working lives (De Hauw & Greenhaus, 2015). However, during one's career, disruptive private life events can happen and can influence one's sustainable career. Therefore, this study examined whether disruptive private life events influenced employees' sustainable careers and whether home-work support and disclosure of private life events moderate this relationship. Subsequently, the following research question was formulated:

'To what extent do disruptive private life events influence the sustainable careers of employees and to what extent do work-home support and disclosure of private life events moderate this effect?'

To answer this research question, a quantitative study with 153 employees was conducted. The results indicated that the disruptiveness of private life events is negatively related to employees' work ability and employability. Yet, the results for employability should be interpreted carefully, as the overall moderated moderation model was not significant. These findings are in line with previous studies which have found a negative association between disruptive private life events and work ability (Pak et al., 2020; Pak et al., 2021) and between disruptive private life events and employability (Blokker et al., 2019; Veld et al., 2016). An explanation for these effects, according to the WH-R model, is that employees who are confronted with disruptive private life events lose personal resources and this lack of personal resources lead to impaired functioning in one's work domain (Du et al., 2018; Ten Brummelhuis & Bakker, 2012). Employees need these personal resources to perform well at their work and when these personal resources are depleted, employees' work ability will be weakened (Cohen et al., 2019; Pak et al., 2021). Additionally, when someone loses personal resources, less resources will be available to invest in one's employability (Veld et al., 2016).

However, no significant association was found between the disruptiveness of private life events and work engagement. This was unexpected, as previous studies have found a negative association between disruptive private life events and work engagement (Bakker et al., 2019; Udayar et al., 2021). A possible explanation for this non-significant association is that someone's work can be seen as a distraction from the disruptive private life event (Duncan, 2020; Pak et al., 2021). This might indicate that someone is able to be engaged at their work by focussing on their job and thereby forgetting their demands at home for a moment. Most of the

respondents also mentioned this in their interview, they have experienced a disruptive private life event, but they were still able to be engaged at work. By engaging at work and with their colleagues, they thought less about their private lives and therefore their work was seen as a distraction. Moreover, another explanation is mentioned in the article of Bakker et al. (2019) where they argue that employees who mentally detach from their disruptive private life event are more likely to use their psychological resources to be more engaged at work. Psychological detachment from disruptive private life events implies that employees stop thinking about the event and thus also stop spending their personal resources, like time, energy and attention on the event (Bakker et al., 2019; Sonnentag, Venz & Casper, 2017). Therefore, more resources will become available to be more engaged at work. Another explanation is that engaged employees have high levels of energy and self-efficacy, and this helps them to exercise influence over events that affect their lives (Bakker & Demerouti, 2008). Having a high energy level and self-efficacy indicate that these employees already possessed sufficient personal resources, so dealing with a disruptive private life event can be seen as less problematic for one's work engagement (De Stobbeleir, De Boeck & Dries, 2016; Pak et al., 2020). These resources could counteract the detrimental effects of the disruptive private life event and are necessary for dealing with the consequences of the disruptive private life event (Akkermans et al., 2018; Udayar et al., 2021). Overall, this can explain why no significant association between disruptive private life events and work engagement was found.

Furthermore, previous research suggested that supervisors who are considerate of employees' private life (e.g., work-home support) can especially be helpful for employees dealing with disruptive private life events, because this type of support is helpful for reducing employees' work-home stress and by promoting high levels of work-home balance (Greenhaus et al., 2012; Jawahar & Soundria, 2015). Moreover, in the literature is stated that work-home support can be seen as a contextual resource and these can lead to a development of personal resources (Ten Brummelhuis & Bakker, 2012). Work-home support provided by supervisors can therefore provide additional personal resources for employees who have lost resources due to disruptive private life events that have occurred (Kim et al., 2015; Pak et al., 2021). This increase in personal resources is necessary for functioning well at work and lead to a better work ability, more work engagement and more employability (Halbesleben, 2010; Kim et al., 2015; McGonagle et al., 2013; Pak et al., 2021). From the interviews it became clear that the respondents were very satisfied with the support they received from their supervisor in order to deal with their disruptive private life event. However, no evidence was found for the moderating

role of work-home support on the association between disruptive private life events and all three outcomes of sustainable careers (work ability, work engagement and employability).

An explanation for this finding could be that due to the small sample size ($N=153$), this effect was too small for significantly explaining the influence of work-home support on the disruptive private life events and the three outcomes of sustainable careers. Besides, another form of support could be more important for dealing with a disruptive private life event, than the support received from a supervisor. The interviews indicated that most of the respondents had a better relationship with their direct colleagues than with their supervisor. The respondents indicated that they work more closely with their colleagues and therefore they talk more about their private lives with them than with their supervisor. The colleagues of the respondents were also important for providing support for the respondents who are dealing with disruptive private life events by taking over tasks and talking about it. In the literature, it was found that co-worker support may help bolster employees' ability to circumvent stress and provide socioemotional support by encouraging other employees (Christian, Garza & Slaughter, 2011; McGonagle et al., 2015). Co-worker support can be emotional support, like acts of caring grounded in friendship and personal concern (Shin, Hur, Choi, 2020). This implies respecting and trusting other employees. Additionally, co-worker support can be instrumental support such as providing physical aid, resources, guidance and knowledge necessary for the job (Shin et al., 2020). This type of support could be perceived as more important than supervisor support, because of the closer bond one has with his co-workers. Moreover, previous research argue that the support of a spouse or life partner might be more important than the support provided by a supervisor (De Vos et al., 2020; Greenhaus & Kossek, 2014). For achieving balance between the work and family domain, Amin, Arshad and Ghani (2017) argue that support from both domains are needed. Spousal support can help by providing advice, showing empathy, caring and giving love and this can make an individual feel more motivated, able to perform effectively at work and improve work outcomes (Amin et al., 2017; Greenhaus & Kossek, 2014). Moreover, the support of a spouse plays an important role in helping individuals dealing with disruptive private life events, as a spouse is more involved in one's personal life than a supervisor (Amin et al., 2017). Additionally, it provides individuals with the necessary resources to deal with the disruptive private life event and for regaining their work ability, work engagement and employability (De Vos et al., 2020; Greenhaus & Kossek, 2014). However, both resources provided at home and at work are necessary to maintain a sustainable career (Greenhaus & Kossek, 2014).

Based on the results of this study, disclosing private life events did not increase the beneficial effects of work-home support on the disruptiveness of private life events and work ability, work engagement and employability. An explanation for this finding can be that employees decide to not disclose their private life issues with their supervisor, because they perceived the private life events as less disruptive and are able to deal with the disruptive private life events themselves (Brouwers et al., 2020; Dewa et al., 2021). As employees are able to deal with the disruptive private life events themselves, disclosure can be seen as not necessary and did not have any influence on the work-home support and on the association between disruptive private life event and the three outcomes of sustainable careers (work ability, work engagement and employability) (Brouwers et al., 2020). Besides, although the interviews indicated that all respondents have disclosed their disruptive private life event with their supervisor, the data that was collected for this study shows that the minority of respondents talked about their disruptive private life event to their supervisor (36.6%, $N = 56$). This low statistical power can explain why disclosing private life events to one's supervisor was not significant.

Limitations and directions for future research

This research is subject to several limitations. First, data was collected by using a cross-sectional questionnaire. To completely understand one's sustainable career, one snapshot in time might be insufficient. The needs and goals of individuals can change over time, as well as factors within one's personal context, which affect the sustainability of one's career (De Vos & Van der Heijden, 2017; De Vos et al., 2020). Additionally, it is difficult to capture the impact of disruptive private life events on the work domain when data is only collected once, because the impact of the events might be different in the beginning than after a longer period of time (Du et al., 2018). Therefore, further research should perform a longitudinal study, whereby these concepts are measured at different points in time for better capturing the impact of disruptive private life events on one's sustainable career.

Second, to gather the data, convenience sampling method was used. By using convenience sampling, respondents were gathered by using the researcher's network and they were contacted via social media. A disadvantage of using this sampling method is that most of the respondents are represented by the same social class and live in the same geographic area (Punch, 2014). Therefore, some groups are overrepresented, for example more respondents were female (64.7%, $N = 99$) and most of them were between the age of 20-30 (61.4%, $N = 94$). This can lead to biased results. Further research about the disruptiveness of private life events

and sustainable careers should benefit from using a random sample, which would reduce the biased results and leads to a higher generalizability (Punch, 2014).

Third, the sample size ($N = 153$) of this research was relatively small, when taking into account the complexity of the conceptual model (see Figure 1). This can explain why only two hypotheses were found to be significant. A more complex model, like the moderated moderation model, need more statistical power, but the small sample size could have reduced this power (Hair et al., 2014). Therefore, further research could use the same conceptual model, but use a larger sample size for creating more statistical power to test the moderated moderation model.

Fourth, in the questionnaire no option was available for the variable disclosure of private life events, when respondents indicated that they have not experienced a disruptive private life event. For measuring disclosure, a question was asked about ‘did you tell your supervisor about the event?’. If the respondent did not experience any event during the past year, then the option ‘not applicable’ should have been available, because in this research more respondents did not tell their supervisor about the disruptive private life event, but it is not certain whether these respondents really did not tell their supervisor about the event or whether they have not experienced any event and therefore answered with ‘no’. This can lead to an invalid way of measuring disclosure and perhaps is an explanation why disclosure was not significant. The (non)disclosure process is complex and the outcome is influenced by many factors (Brouwers et al., 2020), therefore it is a possibility that quantitative research cannot measure it adequately. Further research should measure disclosure in a qualitative study, where the reasons of the disclosure could be investigated for measuring it more adequately.

Fifth, this research only focused on disruptive events in someone’s private life, but disruptive events can also happen at work (Akkermans et al., 2018). Additionally, according to WH-R model, demands in one domain lead to a depletion of personal resources and prevent functioning well in the other domain (Ten Brummelhuis & Bakker, 2012). Therefore, disruptive events at work could also lead to a depletion of personal resources. Testing this conceptual model for disruptive private life events and work events will create a more complete view for the possible predictors of sustainable careers. This is a suggestion for further research to look into this.

Sixth, this research investigated the disruptiveness of private life events, but more characteristics of major life events exist, like valence, controllability, anticipation, familiarity,

intensity and frequency, adjustment and change and emotional significance (Akkermans et al., 2018; Luhmann et al., 2021). These characteristics might explain why individuals differ in how they respond to those events. It would be interesting for further research to investigate how these additional characteristics of major life events might impact work-related outcomes such as one's work ability, work engagement and employability.

Finally, work-home support did not significantly influence the association between disruptive private life events and the three outcomes of sustainable careers (work ability, work engagement and employability). Yet, the interviews indicated that the work-home support provided by supervisors were perceived as helpful for dealing with a disruptive private life event, but perhaps other forms of support have a stronger effect on the association between disruptive private life events and sustainable careers. A suggestion for further research is to test these other forms of support (e.g., co-worker support and spousal support) to see if these forms do have a stronger impact to buffer the negative consequences of disruptive private life events.

Practical implications

This research provides some practical implications for organisations and supervisors. Every organisation will have to deal with employees who are dealing with disruptive private life events. All employees will eventually experience such an event (Akkermans et al., 2018). Therefore, it is important for organisations and supervisors to support their employees in the best possible way, in order for the employees to be able to do their work well and to stay healthy, happy and productive (De Vos et al., 2020). When employees are feeling happy and are able to perform their job, they will be more productive and this is also beneficial for organisations themselves (Jiang et al., 2012).

This research shows that disruptive private life events are negatively associated with employees' work ability and employability. To maintain one's work ability and employability, it is important that organisations look after their employees. In this study work-home support was not found to be significant, but what became clear from the interviews is that co-worker support was perceived as valuable for the respondents. Therefore, in order to maintain and enhance one's work ability and employability, the support received from colleagues play an important role in this (McMullan, Lapierre & Li, 2018). To enhance co-worker support, organisations could schedule regular team meetings where co-workers can talk about their demands at home, which increases the team's knowledge of each other's situation (McMullan et al., 2018). When organisations encourage conversations to gain a better understanding of each other's home demands (e.g., disruptive private life events), this could contribute to an

increase in co-workers' motivation and ability to help to balance the work and home domain of employees who are dealing with a disruptive private life event (McMullan et al., 2018).

Moreover, the results of this study indicate that a relatively little amount of employees disclose when they are dealing with a disruptive private life event to their supervisor. This emphasizes that in order for organisations and supervisors to provide the necessary support to their employees, they first need to know about it (Brouwers et al., 2021). Therefore, organisations should create a safe place, where every employee can share their private life issues, without being discriminated or harassed (Dewa et al., 2021). Moreover, to increase disclosure within an organisation, organisations should focus on intrinsic factors (factors that are motivated by the person themselves), including helping managers and employees build relationships that help satisfy a need for connection (Brouwers et al., 2020; Dewa et al., 2021). When supervisors and employees have a good connection, more trust exists between them and this increases the revealing of personal information (Little et al., 2017). Additionally, training can be offered to supervisors on how to effectively respond to disclosures of employees, as their reactions could influence the relationship with their subordinates and damage the trust between managers and employees (Little et al., 2017).

Conclusion

This research examined to what extent disruptive private life events influence one's sustainable career and to what extent work-home support and disclosure of private life events moderate this relation. The results indicated that the disruptiveness of private life events negatively influenced one's work ability and employability. Thus, when employees experience a disruptive private life event, their sustainable careers are negatively influenced to a large extent. However, contrary to the expectations, disruptive private life events did not influence one's work engagement. Moreover, work-home support did not significantly moderate the relationship between disruptive private life events and the three outcomes of sustainable careers (work ability, work engagement and employability). Furthermore, disclosure of private life events did not influence the effect of the work-home support on the relationship between disruptive private life events and employees' sustainable career.

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Appendix 1: Items used for the questionnaire

Werkvermogen (health → work ability)	
McGonagle, A. K., Fisher, G. G., Barnes-Farnell, J. L., & Grosch, J. W. (2015). Individual and work factors related to perceived work ability and labor force outcomes. <i>American Psychological Association</i> , 100(2), 376-398.	
Item	Schaal
Hoeveel punten zou u uw werkvermogen op dit moment geven?	0 (<i>ik kan momenteel helemaal niet werken</i>) tot 10 (<i>mijn werkvermogen is momenteel op zijn best</i>)
Wanneer u nadenkt over de fysieke (lichamelijke) eisen van uw baan, hoe beoordeelt u uw huidige werkvermogen om aan deze eisen te voldoen?	1 (<i>zeer slecht</i>) tot 5 (<i>zeer goed</i>)
Wanneer u nadenkt over de mentale eisen van uw baan, hoe beoordeelt u uw huidige werkvermogen om aan deze eisen te voldoen?	1 (<i>zeer slecht</i>) tot 5 (<i>zeer goed</i>)
Wanneer u nadenkt over de sociale eisen van uw baan, hoe beoordeelt u uw huidige werkvermogen om aan deze eisen te voldoen?	1 (<i>zeer slecht</i>) tot 5 (<i>zeer goed</i>)

Werkbetrokkenheid (happiness → work engagement)	
Schaufeli, W. B., Bakker, A. B., Salanova, M. (2006). The measurement of work engagement with a short questionnaire. <i>Educational and Psychological Measurement</i> , 66(4), 701-716.	
Item	Schaal
Op mijn werk bruis ik van energie	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Als ik werk voel ik me fit en sterk	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Als ik 's morgens opsta heb ik zin om aan het werk te gaan	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Ik ben enthousiast over mijn baan	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Ik ben trots op het werk dat ik doe	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Mijn werk inspireert mij	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Ik ga helemaal op in mijn werk	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Mijn werk brengt mij in vervoering	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)
Wanneer ik heel intensief aan het werk ben, voel ik mij gelukkig	1 (<i>nooit</i>) tot 7 (<i>altijd</i>)

Inzetbaarheid (productivity → employability)
Due to protection of these items, they cannot be shown here. The original items can be found in: Van der Heijde, C. M., & Van der Heijden, B. I. J. M. (2006). A competence-based and multidimensional operationalization and measurement of employability. <i>Human Resource Management</i> , 45(3), 449-476.

Ingrijpende privé gebeurtenissen (disruptive private life events)	
Luhmann, M., Fassbender, I., Alcock, M., Haehner, P. (2021). A dimensional taxonomy of perceived characteristics of major life events. <i>Journal of Personality and Social Psychology</i> , 121(4), 633-668.	
Item	Schaal
Heeft u de afgelopen 12 maanden een ingrijpende gebeurtenis meegemaakt in uw privéleven? Dit kunnen zowel positieve als negatieve gebeurtenissen zijn. Denk hierbij aan het krijgen van een nieuwe relatie of het krijgen van een kind, maar ook gebeurtenissen als het overlijden van een familielid of het krijgen van een ernstige ziekte.	1 = 'Ja, dit heb ik afgelopen 12 meegemaakt' 2 = 'Nee, dit heb ik afgelopen 12 maanden niet meegemaakt'
Als u op de vorige vraag 'ja' heeft geantwoord, kunt u aangeven om wat voor een gebeurtenis(sen) dit ging? Indien u 'nee' heeft geantwoord dan mag u deze vraag overslaan	...
De gebeurtenis(sen) leidde(n) tot veranderingen in mijn sociale-, familie-, en werk gerelateerde rollen	1 (helemaal niet van toepassing) tot 5 (helemaal van toepassing)
Door de gebeurtenis(sen) moest ik mijn leven veranderen	1 (helemaal niet van toepassing) tot 5 (helemaal van toepassing)
De gebeurtenis(sen) had(den) een grote impact op mijn leven	1 (helemaal niet van toepassing) tot 5 (helemaal van toepassing)
De gebeurtenis(sen) had(den) veel gevolgen voor mijn dagelijks leven	1 (helemaal niet van toepassing) tot 5 (helemaal van toepassing)

Steun van leidinggevende voor balans tussen werk en thuis (work-home support)	
Dikkers, J., Geurts, S., Den Dulk, L., Peper, B., & Kompier, M. (2004). Relations among work-home culture, the utilization of work-home arrangements, and work-home interference. <i>International Journal of Stress Management</i> , 11(4), 323-345.	
Item	Schaal
Mijn direct leidinggevende steunt medewerkers die vanwege privéredenen naar minder zware functies over willen stappen	1 (helemaal oneens) tot 5 (helemaal eens)
Mijn direct leidinggevende steunt medewerkers die vanwege privéredenen (tijdelijk) minder uren willen werken	1 (helemaal oneens) tot 5 (helemaal eens)
Mijn direct leidinggevende houdt rekening met de privésituatie van medewerkers	1 (helemaal oneens) tot 5 (helemaal eens)
Mijn direct leidinggevende steunt medewerkers die te maken hebben met zorgtaken in hun privéleven	1 (helemaal oneens) tot 5 (helemaal eens)
Ik kan met mijn direct leidinggevende goed praten over mijn privéleven	1 (helemaal oneens) tot 5 (helemaal eens)

Onthullen van privé gebeurtenissen (disclosure of private life events)	
Heeft u uw leidinggevende verteld over de ingrijpende gebeurtenis(sen) die heeft/hebben plaatsgevonden?	1 = 'Ja' 2 = 'Nee'
Waarom heeft u ervoor gekozen om dit wel/niet te vertellen aan uw leidinggevende?	...

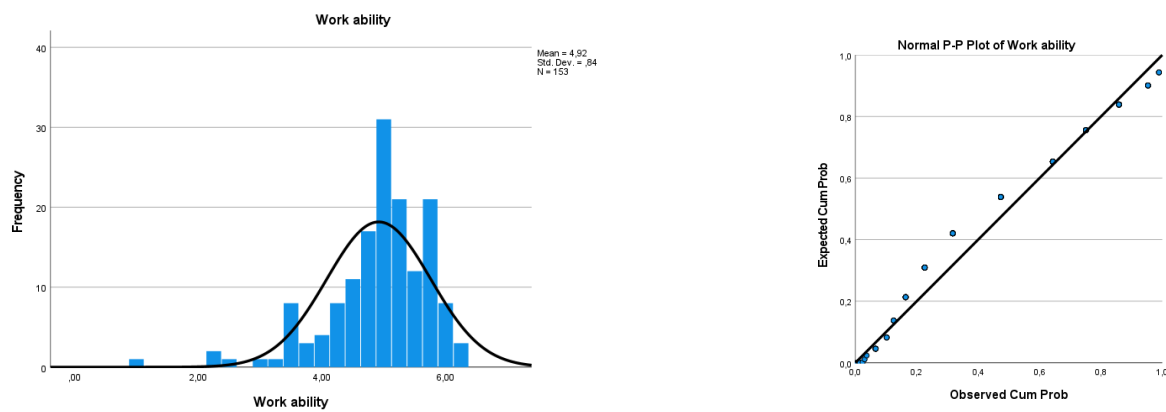
Controle variabelen (control variables)	
Item	Schaal
Wat is uw geslacht?	1 = 'Man' 2 = 'Vrouw' 3 = 'Zeg ik liever niet' 4 = 'Anders ...'
Wat is uw leeftijd?	In jaren ...
Wat is uw hoogst afgeronde opleiding?	1 = 'Basisonderwijs' 2 = 'Middelbaar onderwijs' 3 = 'MBO' 4 = 'HBO' 5 = 'WO-bachelor' 6 = 'WO-master' 7 = 'PHD' 8 = 'Zeg ik liever niet'
Hoeveel uur werkt u gemiddeld per week?	In uren ...

Appendix 2: Assumptions for performing the moderated moderation model

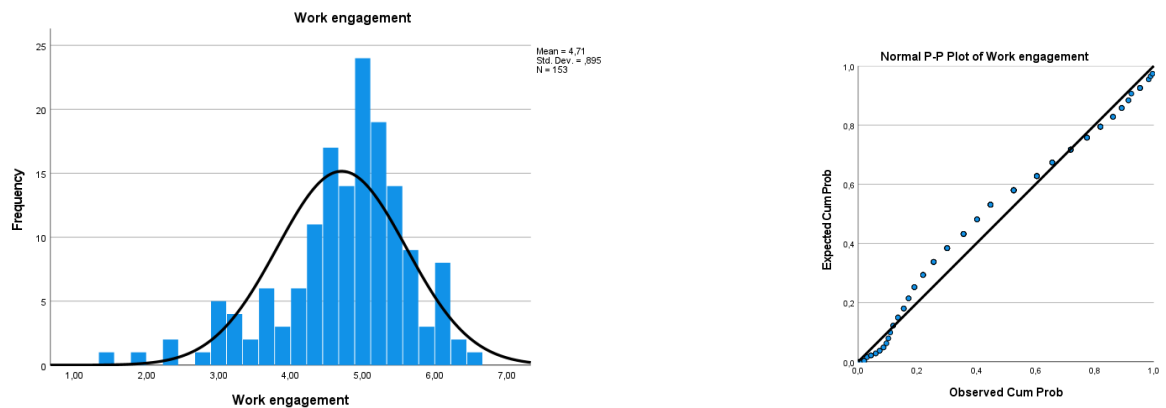
Normality:

For checking the normality of the variables, Histograms and Normal P-P Plots were assessed. All variables were normally distributed, except for disruptive private life events. This can be explained due to the respondents who have not experienced a disruptive private life event and therefore they scored low on disruptiveness. The normality of disclosure of private life events was not checked, because this variable was measured by one item with only two answer categories.

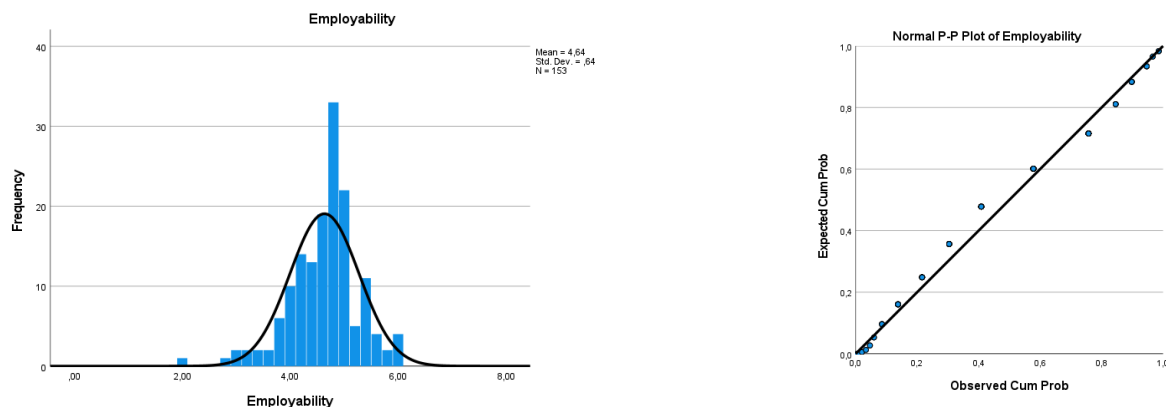
Work ability:



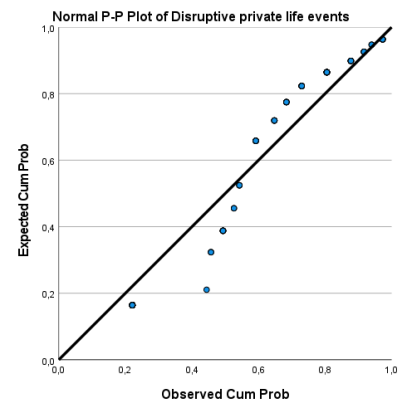
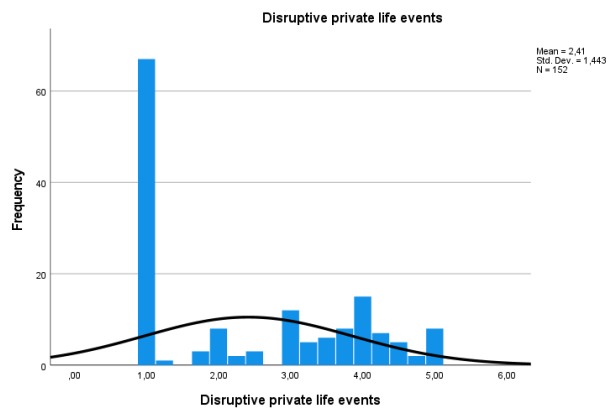
Work engagement:



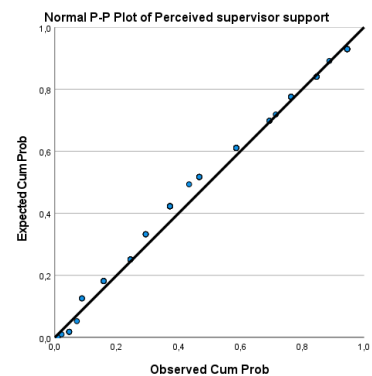
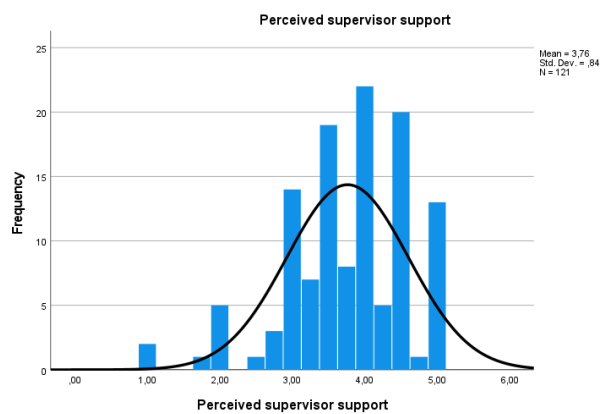
Employability:



Disruptive private life events:

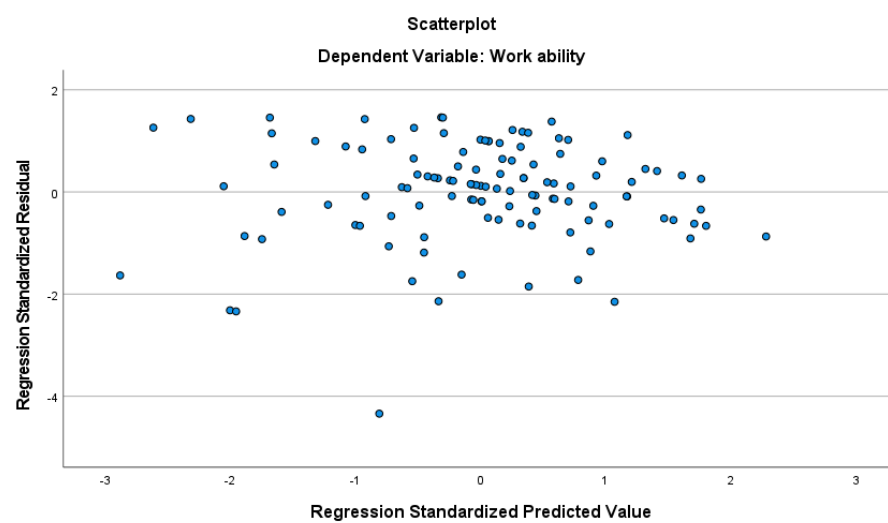


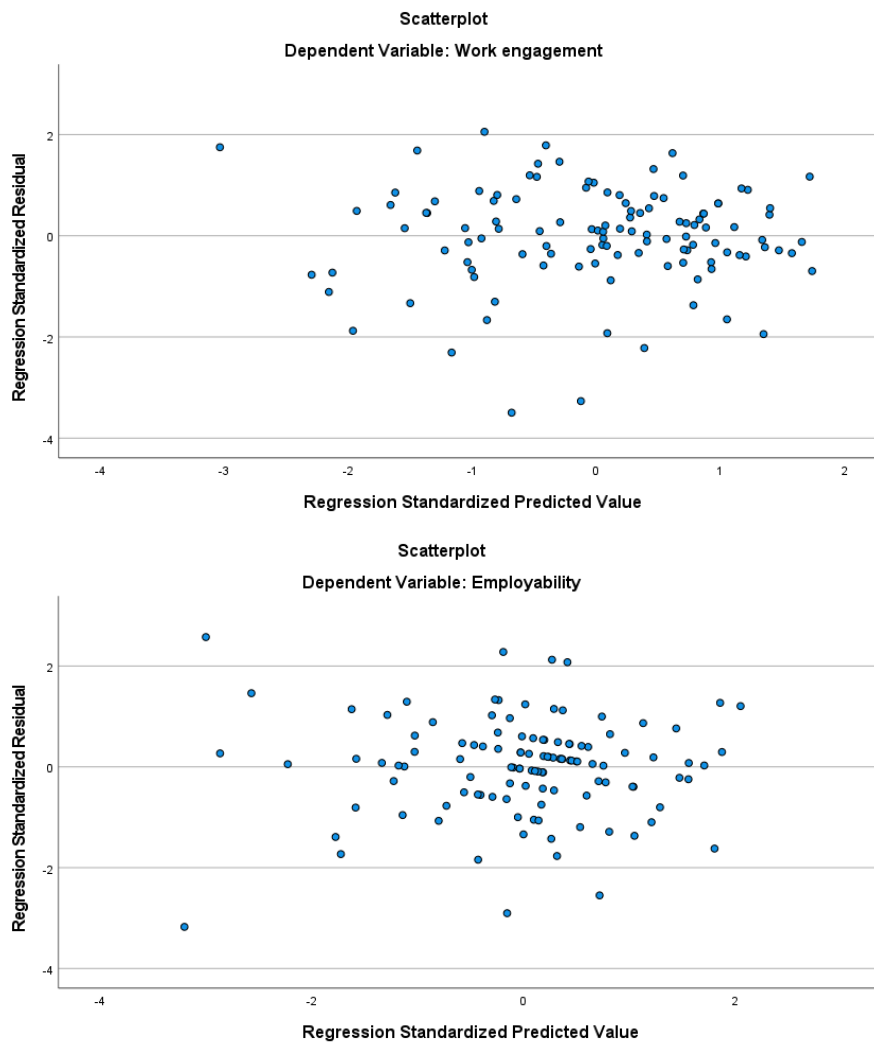
Work-home support:



Linearity and homoscedasticity:

For assessing the linearity and homoscedasticity, the scatterplot for the three dependent variables were checked.





Multicollinearity:

For assessing the multicollinearity, the VIF should be lower than 10 (Hair et al., 2014). In Table 6 the results for multicollinearity analysis are presented.

Table 6

Results for multicollinearity checked for work ability, work engagement and employability

Variables	Tolerance	VIF
Disruptive private life events	.54	1.8
Work-home support	.87	1.1
Disclosure of private life events	.50	2.0
Gender	.87	1.1
Age	.74	1.4
Educational level	.86	1.2
Weekly working hours	.75	1.3

Note. $N = 153$

Appendix 3: Interview guideline

Introductie:

Allereerst heel erg bedankt voor uw tijd om aan dit interview deel te nemen. Dit gesprek zal gaan over ingrijpende gebeurtenissen die plaats hebben gevonden in uw privéleven en hoe deze mogelijk invloed hebben gehad op uw functioneren op het werk. Daarnaast zal het ook gaan over of u verteld heeft over de gebeurtenissen aan uw leidinggevende en op welke manier uw leidinggevende u mogelijk hierbij kon helpen.

De resultaten van dit gesprek zullen anoniem en vertrouwelijk worden verwerkt. Dit houdt in dat de antwoorden die u geeft, niet kunnen worden herleid naar u of uw werkgever. U bent niet verplicht om een vraag te beantwoorden wanneer u dit liever niet wilt. Het interview zal ongeveer 15 minuten duren.

Ingrijpende privé gebeurtenissen:

- Heeft u afgelopen jaar een ingrijpende gebeurtenis(sen) in uw privéleven meegemaakt? (Dit kunnen zowel positieve als negatieve gebeurtenissen zijn. Denk hierbij aan het krijgen van een nieuwe relatie of het krijgen van een kind, maar ook gebeurtenissen als het overlijden van een familielid of het krijgen van een ernstige ziekte)
- Wat voor een gebeurtenis was dit?
- Wat voor invloed heeft deze gebeurtenis gehad op uzelf?
- Wat voor invloed heeft deze gebeurtenis gehad op uw functioneren op het werk? (werkvermogen, betrokkenheid en inzetbaarheid)

Leidinggevende en onthullen van privéleven:

- Heeft u aan uw leidinggevende verteld over de gebeurtenis?
- Waarom heeft u dit wel/niet verteld?
- Was u achteraf tevreden dat u dit wel/niet heeft verteld?
- Op welke manier heeft uw leidinggevende u geholpen?
- Was u tevreden met de aangeboden hulp van uw leidinggevende?
- Wat had uw leidinggevende nog meer kunnen doen om u te helpen?

Afsluiting:

Nogmaals hartelijk bedankt voor uw tijd om deel te nemen aan dit interview. Mocht u nog iets willen toevoegen of als u nog vragen/opmerking heeft, dan hoor ik dit graag.

Appendix 4: Consent form for participating in the interviews

- Ik ga vrijwillig akkoord om deel te nemen aan dit interview.
- Ik begrijp dat als ik nu toestemming geef om deel te nemen, dat ik op elk moment mijn deelname kan terugtrekken, dat ik niet verplicht ben om te antwoorden en dat ik mijn toestemming om de data te gebruiken binnen twee weken na het interview kan terugtrekken, zonder enige gevolgen, in dit geval wordt de data vernietigd.
- Het doel van het onderzoek is aan mij verteld en ik heb de gelegenheid gehad om vragen te stellen over het onderzoek.
- Ik ga ermee akkoord dat mijn interview wordt opgenomen.
- Ik begrijp dat al mijn informatie vertrouwelijk wordt behandeld en dat in het verslag mijn identiteit verborgen zal blijven. Dit wordt gedaan door geen persoonlijke gegevens te vermelden in het verslag.
- Ik begrijp dat mijn data (opnames) bewaard worden voor 10 jaar.
- Ik begrijp dat mijn getekende toestemmingformulier bewaard wordt tot 1 september 2022.
- Ik begrijp dat ik toestemming heb tot mijn informatie die ik heb gegeven op elk moment wanneer het is opgeslagen.
- Ik begrijp dat ik op elk moment contact kan opnemen met de onderzoeker (manon.muller@ru.nl) wanneer ik meer duidelijkheid en informatie wil hebben.

Handtekening van de deelnemer

XX XX Datum

Handtekening van de onderzoeker

Manon Muller Datum

Appendix 5: Interview summaries

In Table 7 an overview of the descriptive statistics of the respondents are presented.

Table 7

Descriptive statistics of the respondents

Respondent	Gender	Age	Occupation	Disruptive private life event
1	Female	54	Administrative worker at a high school	Family member got ill
2	Female	23	Quality member at a food company	Breakup
3	Male	25	Online marketeer	Bought a house and rebuilding
4	Female	30	Remedial educationalist	Having a baby
5	Female	59	Shop assistant at a bookstore	Family member got ill and became a grandma

Interview 1:

Female, 54 years old

Disruptive private life event: family member got ill

Disruptive private life event:

The respondent indicated that her father got diagnosed with cancer and has not very long to live. Her father lives two hours away from her, so she does not see him every day, but she tries to go there as often as she can. This has had a big impact on her life and she found it difficult how to deal with this. She noticed that lately it gets more difficult for her, especially at work. The respondent works at the administration of a high school and at the moment it is a busy time, because of the exam period that is going on. She is the only one who can do this task, no one else can help her. The respondent is worried about that if something should happen with her father during this period, then nobody can really replace her. This is difficult for the respondent and makes her nervous. She found it difficult to let this go and now has double worries about her work and her father. At her work, her supervisor is trying to find a solution, but this is not easy as everyone in the organisation is busy, and no one really got the time to learn this new task. Besides, the respondent indicated that she has less energy now than when she heard the news in the beginning. She is however still able to focus on her work. The respondent said that she is very happy that her father is still here, but with this busy period at her work, it makes her more nervous and restless. She also wants to finish things at work and arrange things for if he passes away, then she can leave her work with more peace. But the respondent also says that you do not know how long it will take for her father to pass away, so it might not even be necessary to do this. What the respondent also indicated is that her job can be seen as a distraction of the private life event, because then you have something else to think about. She said that she had two weeks of vacation, but she did not like to be at home and do nothing,

because then you are thinking more about it. Some distraction is better, otherwise you can be more negative, because you have less energy and you are not feeling great then nothing is fun anymore.

Disclosure and work-home support:

The respondent has told her supervisor about the whole situation. She has disclosed this, because she thought that he should need to know about it and when something happens it is strange that you tell your supervisor at that moment that your father was sick for a long time. The respondent has a good relationship with her supervisor and there is an informal culture within the organisation. She does not feel that her supervisor is standing above her. This makes it easier to share personal issues. Moreover, the respondent indicated that her supervisor should know about it, because when something happens, he can take action beforehand. Additionally, the respondent said that when you are not having a good day, because of the situation, then the supervisor and other colleagues can take this into account and know the reason for this. Her supervisor is also very flexible and reasonable. An example is that she had vacation and wanted to go to her father, but at that time she was sick. So, a week later, she went to her father and did not have to officially take a day off. She indicated that her supervisor could not do anything else to help her. Her supervisor told her that if she needs anything, she could indicate this. But this was not necessary for her, as she did not know how long it is going to take.

Interview 2:

Female, 23 years old

Disruptive private life event: break up

Disruptive private life event:

The respondent indicated that her boyfriend ended their relationship after 4.5 years. This had a big influence on the respondent's life. The respondent and her boyfriend lived together and they have bought a house 1.5 years ago. She told that after they broke up, she wanted to live in the house, but she had to arrange many things. She noticed that she was really busy with doing this and also that she did not have the full 100% of concentration at her work. In the beginning she was also very emotional and this influenced how she was functioning at her work. Moreover, some colleagues asked about she was doing. The respondent appreciates talking with her colleagues, but the respondent indicated that she did not always want to talk about this, because it made her feel sad. The disruptive private life event happened 10 months ago and the respondent said that that period passed by without completely knowing what happened. She

does not have a clear view on what exactly happened, as many things had to be arranged and it was really emotional. After a week after the breakup, the respondent was able to perform her job as usual. The respondent thought that it would have a big influence on her functioning at work, but it turned out better than she expected. The respondent said that her work was also a kind of distraction, which she perceives as pleasant. When you are at home all the time, then you are thinking more about it, so being at work made her think less about the whole situation.

Disclosure and work-home support:

The respondent has told her supervisor about the whole situation, because then she knows about what goes on in her private life and if she is not feeling great then her supervisor can help her. She has a good relationship with her supervisor. Her supervisor and colleagues tried to help her by lowering the work pressure. Her colleagues offered to take over some of her tasks, so she could focus more on herself. Moreover, the respondent talks about it with her supervisor and her colleagues. The respondent was satisfied with the support she got and it really helped her to better focus at work, but she also said it was something that she has to solve by herself. Additionally, the respondent did not want to be pitied all the time. The respondent indicated that her supervisor could not do anything else to help her.

Interview 3:

Male, 25 years old

Disruptive private life event: bought a house and rebuilding

Disruptive private life event:

The respondent indicated that he and his girlfriend moved to their new house in April. This was a positive event. The impact the event had, was especially noticeable in the beginning. When they had to move, they were busy with rebuilding the house and he had to put a lot of energy and time in this. The respondent indicated that when he heard they got the house, it gave him more energy and he was really happy, because it was something you look forward to. At the moment, his energy level is back to normal. The respondent is still very happy and he found it very enjoyable, but now he is getting used to it. The event did not really have an influence on how he is functioning at work. Only in the beginning, he got less energy, because of rebuilding the house and arranging things, but this did not influence his concentration at work. There are still some things that has to be done at the house, but the respondent can do this in his free time when he wants to do it, without any pressure, so this takes less of his energy.

Disclosure and work-home support:

The respondent has told his supervisor about the event. He had disclosed this to his supervisor, because it was not something that can be hidden and he was really excited about it. He and his girlfriend were searching for a house for over 6 months and he told his supervisor that he sometimes had to go to visit a house and therefore he needs to get free for work. The respondent found it enjoyable to share this with his colleagues and supervisor. Especially when the respondent and his girlfriend finally succeeded in finding a house. Moreover, he found it important to share this with his colleagues and supervisor, so they also know what goes on in his life and then they know what he is doing. His supervisor and colleagues reacted very positive. The respondent works more closely with his colleagues and therefore he talked more with them about the event, than with his supervisor. Yet, he has a good relationship with his supervisor, but the respondent does not work with him every day. His supervisor was very cooperative when he needed to take a day off for visiting a house. This was not an issue. The respondent indicated that his supervisor could not do anything else to help him. If he wanted something, he has to ask for it himself and then they can talk about it.

Interview 4:

Female, 30 years old

Disruptive private life event: having a baby

Disruptive private life event:

The respondent indicated that five months ago her baby was born. This is her first baby and it was quite a change for her private life. During her pregnancy she was feeling great and did not have any complaints and therefore at that time it did not really have a big impact on her and her work. She said that she was already planning things, so with her head she was busy with it. She realized that things are going to change and that there are more important things out there than work. Before her pregnancy she was really focused on her work and she worked 36 hours a week. At the moment, she has reduced her working hours to 24 hours a week, so this is quite a change for her. She has to get used to get things done in less hours. The respondent is back to her work for 7 weeks, but she noticed that her head is quicker full at work, because she is thinking more of home. Also, before she goes to work and after she gets home, she has to take care of the baby. This is very enjoyable, but she mentioned that after her work it is also very busy at home. Moreover, in the beginning when she got back to work, she noticed that she had less concentration, was more easily distracted and it took her more energy than before. The respondent works as a remedial educationalist in the childcare and so she has to deal with

children and their parents, but because she became a mom herself, she can more relate with them. Moreover, now she knows what kind of problems during or after a pregnancy can arise and what kind of impact this can have. She perceives this as a positive thing, which can contribute to her work and as an advantage. The respondent also said that she had more difficulty with planning. Sometimes she has to leave her work earlier and then it is more difficult to make up for those hours. When she does not get things done at the end of a work day, normally she worked longer, but now she cannot do this. Additionally, she is more exhausted after a working day. She also has less sleep, due to the baby who wakes up at night, and this has an influence on her and for having less energy at her work.

Disclosure and work-home support:

The respondent has told her supervisor about that she was pregnant. However, she works in a young team with most of them are females between 25 years old and 35 years old. When she was pregnant, already three other colleagues were pregnant at that time or had just given birth. Additionally, after six weeks also two other colleagues got pregnant. So, when she told her supervisor that she was pregnant, her supervisor was happy for her, but the respondent noticed in her reaction that she was also worried about the organisation. The respondent indicated that the risk was there as every colleague was in the same life phase. But she was happy that she could share this with her colleagues. She has a good relationship with her supervisor, but her supervisor is of older age, so she mentioned that she has a better relationship with her direct colleagues. Moreover, she shares more with them, then with her supervisor. The support her supervisor gave her, was good. At the end of her pregnancy, she wanted to take it slowly and sometimes she did not even have to officially take hours for this. Now that she is back at work, she has parental leave and she can fill this in the way she wants. Her supervisor is very supportive in this. The respondent indicated that her supervisor could not do anything else to help her.

Interview 5:

Female, 59 years old

Disruptive private life event: became a grandma, helped her daughter and family member got ill

Disruptive private life event:

The respondent indicated that she had experienced three disruptive private life events during the past twelve months. She got a granddaughter, the relationship of her daughter got broken, so she and her baby had to live with the respondent for eight months and the respondent's father

had a cerebral infarction. This all has had a big influence on her. It really keeps her busy and she is thinking a lot about it. The respondent said that her father was the one who arranged everything at their home, but now he is not able to do this and therefore the respondent has to do this. So, every day she is really busy with arranging things. The disruptive private life events did not really influence how she is functioning at work, because she only works one and half day per week. She perceives her work as a distraction of her private life and for relaxing. The respondent indicated that when you are working, then you think less about other things. When it happened with her father, she noticed that she was not always mentally present at her work. The respondent said that her job is not very difficult, you do not have to think about it and this made it better for dealing with the private life events. Moreover, the respondent has pleasant colleagues and this also helped her to not think about it all day. When her daughter moved back into her house, she has to get used to it, also because her granddaughter was there too. The respondent indicated that you have to give each other room and it did not feel as if she was her grandma, but also has to raise her granddaughter. Her daughter has moved now, but she still babysits one day a week, so she has more time for herself. This is desirable for the respondent, as she also has to deal with her parents and especially her father. But she really likes babysitting and this is also a good distraction.

Disclosure and work-home support:

The respondent has told her supervisors about the events. She has disclosed this, because she has a really good relationship with them. They are very understanding of the situation. The respondent said that she could not have any better supervisors, because they always ask how she is doing and how it is going on with her private life. Her supervisors always listen to her and are very interested in her. They really helped her. When she was not able to work, she could say this to them and then they will find a solution together. So, if she needs anything, they are very cooperative and flexible. The colleagues of the respondent also provided support for dealing with a disruptive private life event by talking with her and making her forget about her home demands. The respondent indicated that their supervisors and colleagues could not do anything else to help her.