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Professor Leads Rethinking Work-Family Balance Discussion at Sikorsky

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Sacred Heart University's Jeanine Andreassi, associate professor of management in the Jack Welch College of Business, recently led a discussion titled "Rethinking Work-Family Balance: Coping" at Sikorsky Aircraft Corporation in Stratford.

Andreassi's main research is in the field of work and family, including how individual differences influence work-family conflict. The event was attended by approximately 40 people who are in the finance department at Sikorsky. The discussion was sponsored by the Sikorsky Finance Women's Forum and coordinated by Jessa Francis, chair of the development committee. The executive sponsor was Rachel Muli, VP and controller.

Before the session, Andreassi sent out a survey with a work-life coping scale. The results showed individuals the degree to which they use positive thinking, preventive coping or seek social support. Andreassi compiled the results for Sikorsky as a whole and let everyone see which coping styles were related to higher levels of conflict and which to lower levels.

In the forum, groups of employees discussed their results and best practices for managing work and life demands. The little things—such as making a list, setting limits and separating work from home—has been shown to help relieve stress and anxiety, Andreassi says. Creating a network with people for emotional support can also be beneficial.

SHU and Sikorsky have a long-standing relationship where many graduates have found careers at the company, and many Sikorsky employees have come to campus to continue their education.