

## MEANINGFUL WORK AND WORK-FAMILY INTERACTION: A SCOPING REVIEW

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The aim of this scoping review was to map the current situation of research on the relationship between work meaningfulness and work–family enrichment/work–family conflict. Four databases were used to identify relevant articles. Additional strategies were applied to search for relevant studies. In total, 24 articles were analyzed, of which 10 explored the relationship between work meaningfulness and work–family enrichment, and 14 explored the relationship between work meaningfulness and work–family conflict. Additionally, a meta-analysis was performed to summarize the relationship between work meaningfulness and work–family enrichment/work–family conflict. The meta-analytic results confirmed a moderate positive relationship between work meaningfulness and a positive work–family interaction and a weak negative relationship between work meaningfulness and negative work–family interaction. Theoretical explanations of the relationships are provided. The results are discussed, and ideas for future research are proposed.

**Keywords:** work meaningfulness; work-family enrichment; work-family conflict; scoping review; meta-analysis

Work meaningfulness has been a topic of interest for many decades. Scholars in different fields, such as psychology, sociology, economics, and philosophy, have been keen to answer the question: “What makes work meaningful?” (Rosso et al., 2010). Work meaningfulness is characterized by a personal feeling that work is worthwhile, important or valuable (Pratt & Ashforth, 2003),

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Handling editor: WIKTOR RAZMUS, John Paul II Catholic University of Lublin. Received 13 May 2025. Received in revised form 25 Aug. 2025, 21 Nov. 2025. Accepted 15 April 2026. Published online 18 May 2026.

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and is related to such aspects as self-actualization, personal growth, and other-oriented help, etc. (Allan et al., 2019; Rosso et al., 2010). Regarding the definition of work meaningfulness, as Bailey et al. (2019) discussed, there is little consensus on how this phenomenon is defined. The authors also highlighted the existence of at least 28 different measurements for work meaningfulness (see also Bailey et al., 2019). This paper does not strive to define work meaningfulness, which is a complex task. Solely for the purpose of this study, we review a wider range of studies, specifically those using the definition of work meaningfulness within the psychological state derived from the Job Characteristics Model, workplace spirituality, or the humanities tradition, and those defining meaningfulness as multi-dimensional or one-dimensional construct, etc.

A meta-analysis by Allan et al. (2019) confirmed that work meaningfulness is positively related to work engagement, organizational commitment, organizational citizenship behaviors, self-related job performance, job and life satisfaction, life meaning, and general health, while being negatively related to withdrawal and negative affect. The results revealed that meaningful work is related to various positive outcomes both for the employee and the employer; however, little is known about positive outcomes outside of work. In their systematic review of meaningful work for the period of 20 years, Tan et al. (2023) mentioned the possibility of analyzing antecedents and consequences of meaningful work at the organizational and societal levels in future research.

Other systematic reviews (e.g., Burghardt & Möller, 2023; Chaolertseree & Taephant, 2020; Lozovetska et al., 2024) are also limited by focusing only on work-related or person-level analyses, while others (e.g., Bailey et al., 2019) only mention the role of work meaningfulness in individual outcomes such as work–family interaction, but no analysis was performed. Empirical research provides evidence that the role of work meaningfulness goes beyond work and organizational life and may also be important for work–family dynamics. Studies such as those by Aboobaker et al. (2020) and Hassan et al. (2021) provide valuable information showing that work meaningfulness is positively related to work–family conflict and work–family enrichment, respectively. A theoretical explanation of this relationship is also possible and relevant. Before going further, it is important to briefly review the concepts of both work–family enrichment and work–family conflict. First, work–family interaction (both enrichment and conflict) is bidirectional, meaning that work may influence family life, and vice versa. In this study, only work-to-family interaction is reviewed, considering that the other construct examined is work meaningfulness. Work meaningfulness is expected to result in work-to-family

interaction only, while family-to-work interaction may barely influence work meaningfulness. Second, in this study, work–family enrichment is defined as a positive result of work–family interaction. It refers to a process in which participation in one life domain (e.g., work) helps an individual gain resources that are then transferred to another domain (e.g., family), increasing the quality of life in that domain (Greenhaus & Powell, 2006; ten Brummelhuis & Bakker, 2012). Other terms, such as facilitation, enhancement, or positive spillover, are often used interchangeably with work–family enrichment, with enrichment being the most common. Meanwhile, work–family conflict is defined as a negative result of work–family interaction. It refers to the incompatibility between work and family demands when both domains require the same limited resources to fulfill them (Greenhaus & Beutell, 1985). In this paper, these definitions of work–family enrichment and work–family conflict will be used. Third, the concept of work–family balance also exists. However, as reviewed by Casper et al. (2018), this concept lacks a precise definition. For example, some researchers define it as a level of satisfaction, others as the absence of work–family conflict, and still others as a combination of a higher level of enrichment and a lower level of conflict.

### **The Present Study**

Although there are some well-known studies on the relationship between work meaningfulness and work–family interaction, they are scattered and a synthesis of the literature is needed. A positive experience at work, such as positive affect and emotions, is a resource that can increase performance in the family domain (Greenhaus & Powell, 2006). This may happen because it increases one’s psychological availability to engage in other roles, leads to more positive interactions with others, or expands energy levels. Additionally, according to the Broaden-and-Build theory (Fredrickson, 2001), positive experiences and emotions can increase cognitive flexibility, self-efficacy, and motivation to solve problems. Given that meaningful work is related to positive work experiences (e.g., work engagement, Ilies et al., 2024; positive work reflection, Sonnentag et al., 2021), it is expected to be positively related to higher work-family enrichment and lower work-family conflict.

This scoping review examines the current state of research on the relationship between work meaningfulness and work–family interaction. More specifically, work–family enrichment and work–family conflict, as opposite sides

of the work–family interaction, will be analyzed. The former refers to the “extent to which experiences in one role improve the quality of life in the other role” (Greenhaus & Powell, 2006; p. 73), while the latter is characterized by the experience of incompatible demands between work and family roles (Carlson & Kacmar, 2000). The following research questions are proposed: (1) What is the extent and nature of research on meaningful work and work–family enrichment/conflict? (2) What theories are used to explain the relationship between meaningful work and work–family enrichment/conflict?

## METHODS

Two search procedures were applied to search for articles that show the relationship between (1) meaningful work and work–family enrichment, and (2) meaningful work and work–family conflict. Four electronic databases (Web of Science, Academic Search Ultimate (EBSCO), ScienceDirect, and Scopus) were used. The literature search was carried out using a combination of the following two sets of keywords: (1) (“work meaningfulness” OR “meaningful work” OR “meaning at work”) AND (“work–family enrichment” OR “work–family positive spillover” OR “work–family facilitation”), (2) (“work meaningfulness” OR “meaningful work” OR “meaning at work”) AND (“work–family conflict” OR “work–family interference” OR “work–family negative spillover”). Keywords were identified from published meta-analyses on work meaningfulness or work–family enrichment/conflict (e.g., Allan et al., 2019; Liu et al., 2025; Vadvilavičius & Stelmokienė, 2024a). The literature search was conducted in February 2025.

Only articles written in English and published in peer-reviewed journals were searched. The search procedure was not restricted by date or region in which the research was performed. The search algorithm and initial findings were extracted as *.ris* files, which can be found in the supplementary material. Rayyan.ai software was used for the screening processes.

Two inclusion criteria were set: (1) primary data were used in the study, and (2) outcome(s) of the analyses regarding the relationship (direct and indirect) between work meaningfulness and work–family enrichment/conflict were provided. The exclusion criteria included: (1) qualitative study design or other types of articles that did not present primary quantitative results (e.g., opinion papers, commentaries); (2) secondary studies (e.g., meta-analyses);

(3) the direct and indirect relationship between work meaningfulness and work–family enrichment/conflict was not analyzed.

In addition, three additional strategies were employed to identify any relevant studies overlooked using an electronic database search. First, the reference lists of the selected articles to identify potential articles based on their titles. Second, citations of the selected articles were screened. Lastly, Google Scholar was used to search gray literature, following the suggestion found in Haddaway et al. (2015). The first 100 references were screened to find any relevant article. The flow diagram in Figure 1 illustrates the process of identifying the relevant studies. It is important to note that there were three studies that reported information on both analyzed relationships, resulting in a total of 24 studies analyzed in the results section.

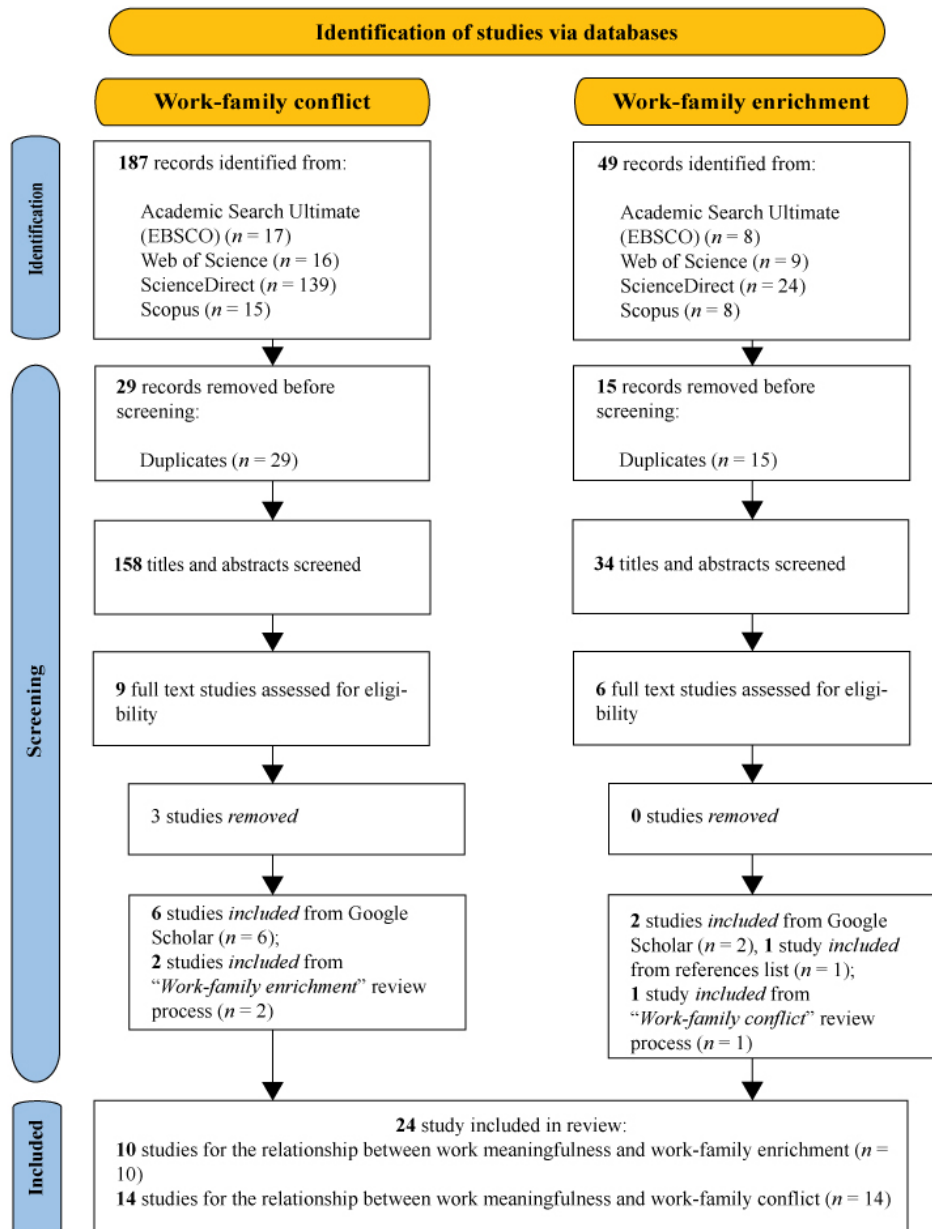
The names of the study authors, the country where the study was conducted, participants data (sample size, age and gender), the research design, the relationship between work meaningfulness and work–family enrichment/conflict, and the theoretical assumptions regarding the direct relationship between work meaningfulness and work–family enrichment/conflict were extracted manually from articles. To enhance data extraction reliability, and given that the review was conducted by a leading researcher, the extracted data and coded SPSS file were independently re-verified a few days after the initial extraction. Some discrepancies were found and resolved individually.

## RESULTS

### **Relationship Between Work Meaningfulness and Work–Family Enrichment**

In total, data from 10 papers (11 samples) including 2,692 respondents (see Table 1S in the supplementary material) were analyzed. The reviewed articles were published between 2013 and 2023, with the most published between 2021 and 2023 ( $n = 7$ ). Of the samples analyzed, five were from Asia, three from the United States, and three from Europe. The number of participants per study ranged from 81 to 393. Finally, of the 10 articles, four samples consisted of more male participants, five consisted of more female participants, and two studies reported an almost equal ratio of females and males (45–55% of each gender in a study).

**Figure 1**  
*Identification of Studies Flow Diagram*



*Note.* Three reviewed studies (Bragger et al., 2021; Guidetti et al., 2021; Tummers & Bronkhorst, 2014) reported information for both relationships: work meaningfulness and work-family conflict versus work meaningfulness and work-family enrichment.

The average age of the participants ranged from 33 to 43.6 years; five papers did not report the mean age. A cross-sectional research design was the most common ( $n = 8$ ), while two studies used a longitudinal design.

All articles included in this scoping review reported a direct relationship between work meaningfulness and work–family enrichment. Correlation coefficients ranged from .31 to .72 (based on Pearson's  $r$ ). Seven articles employed structural equation modeling (mediation analysis) to examine the relationship between work meaningfulness and work–family enrichment. Only one article reported that a third variable (work engagement) mediates the relationship between work meaningfulness and work–family enrichment (Johnson & Jiang, 2017). Meanwhile, five papers indicated that work meaningfulness mediates the relationship between various variables (access to decent work, Kashyap & Arora, 2022; leader humility, Kim et al., 2023; customer misbehavior, Loi et al., 2018; authentic leadership, Silva et al., 2023; leader–member exchange, Tummers & Bronkhorst, 2014) and work–family enrichment. Finally, one paper posited that work meaningfulness mediates the relationship between work–family enrichment and psychological well-being (Sarwat et al., 2021).

The theoretical justification for the relationship between work meaningfulness and work–family enrichment was also explored. The explanations for the relationship varied depending on the direction between the variables. Sarwat et al. (2021) suggested that the experience of work–family enrichment (as a result of work and family interaction) is related to higher work meaningfulness. This is because a person perceives their work as meaningful through positive experiences. However, most often (Bragger et al., 2021; Johnson & Jiang, 2017; Kashyap & Arora, 2022; Kim et al., 2023; Loi et al., 2018; Tummers & Bronkhorst, 2014) work meaningfulness was perceived as a way to gain resources (e.g., positive emotions and energy,) that could be transferred to the family domain. However, a further theoretical explanation is needed. These results are discussed in more detail in the discussion section. Finally, four papers provided only references to existing literature without proposing a deeper theoretical explanation (Guidetti et al., 2021; Hassan et al., 2021; Kashyap & Arora, 2022; Silva et al., 2023).

### Relationship Between Work Meaningfulness and Work–Family Conflict

In total, data from 14 articles including 5,634 respondents (see Table 1S in the supplementary material) were analyzed. The reviewed articles were published between 2013 and 2025, with the most published between 2021 and 2025 ( $n = 11$ ). Six articles analyzed samples from Asia, four from Europe, two from the United States, and a single sample was from Egypt and Bolivia. The number of participants ranged from 105 to 791. Three articles did not report the gender of the participants; seven reported having more male participants, three reported having more female participants, and one study reported an almost equal ratio of females and males (45–55% of each gender in a study). The average age of the participants ranged from 34.2 to 43.6 years, while seven papers did not report the mean age. A cross-sectional research design was used in all studies.

A direct relationship between work meaningfulness and work–family conflict was presented in 13 articles. One paper reported a relationship between two subtypes of meaningful work (agentive and communal) and general work–family conflict (Biolik, 2025), two indicated a relationship between the general score of meaningful work and subtypes of work–family conflict (strain, time and behavior; Bragger et al., 2021; Zhong et al., 2018), while rest of the papers found a relationship between general scores of meaningful work and work–family conflict. The correlation coefficients ranged from  $-.40$  to  $.12$  (based on Pearson's  $r$ ). Six articles presented structural equation modeling to examine the relationship between work meaningfulness and work–family conflict. Three studies reported that work–family conflict mediated the relationship between work meaningfulness and other variables (intention to stay, Aboobaker et al., 2020; emotional exhaustion, Trillo et al., 2024; COVID-19 disruption, Vara-Horna & Espinosa-Domínguez, 2023). Meanwhile, three papers reported that work meaningfulness moderated the relationship between other variables and work–family conflict (job demands, Chakravorty et al., 2025; emotional exhaustion, Mostafa, 2022; project citizenship behavior, Zhong et al., 2018, see more in Table 1S in the supplementary material). Five papers did not provide a theoretical justification for analyzing the direct relationship between work meaningfulness and work–family conflict (Biolik, 2025; Chakravorty et al., 2025; Guidetti et al., 2021; Nebenzahl-Elitzur et al., 2024; Tummers & Bronkhorst, 2013). However, work meaningfulness was perceived most often as a resource to prevent work–family conflict (Aboobaker et al., 2020; Bragger et al., 2021; Dewi et al., 2021; Mostafa, 2022; Munn,

2013; Trillo et al., 2024) or to buffer the relationship between work–family conflict and other variables (Zhong et al., 2018). Finally, a few papers suggested that work–family conflict reduced personal resources which could lead to lower work meaningfulness (Vara-Horna & Espinosa-Domínguez, 2023) or provided only a reference to the existing literature (Sintya et al., 2022).

### **Additional Analysis: Meta-Analysis**

Meta-analysis was performed to summarize the results of the scoping review. Only articles that provided Pearson's  $r$  for the direct relationship between work meaningfulness and work–family enrichment/conflict were included. The heterogeneity test was calculated to test the variability in the effect sizes in the studies. A random-effects model was used. Pearson correlation scores were transformed into Fisher's  $z$  scores to combine correlation coefficients from different studies and later transformed back to Pearson's  $r$  (Fisher, 1921). Meta-analysis was performed using *metafor* (Viechtbauer, 2010) and *robumeta* (Fisher et al., 2023) packages for *R* (R Core Team, 2025). Heterogeneity between the studies was assessed using  $Q$  and  $I^2$  statistics. See Quintana (2015) for more about the statistical procedure applied in this study.

The identified correlation coefficients were used from all reviewed papers that reported Pearson's  $r$  coefficient between general score of work meaningfulness and work–family enrichment/conflict. Only one correlation coefficient from Johnson and Jiang (2017) was extracted containing the effect size from Time 1. Data file, script, and funnel plots can be found in the Supplementary Materials.

Effect sizes of  $k = 10$  samples ( $n = 2,400$ ) were used to combine the relationship between work meaningfulness and work–family enrichment. The combined overall correlation coefficient revealed a moderate positive relationship between work meaningfulness and work–family enrichment,  $r_{\text{pooled}} = .50$ , 95%CI [.36, .61];  $Q(9) = 161.06$ ,  $p < .001$ ,  $I^2 = 93.95\%$ . The forest plot for estimate is presented in Figure 2. Visual inspection of funnel plot and Egger's test,  $z = -0.02$ ,  $p = .98$  suggested no publication bias.

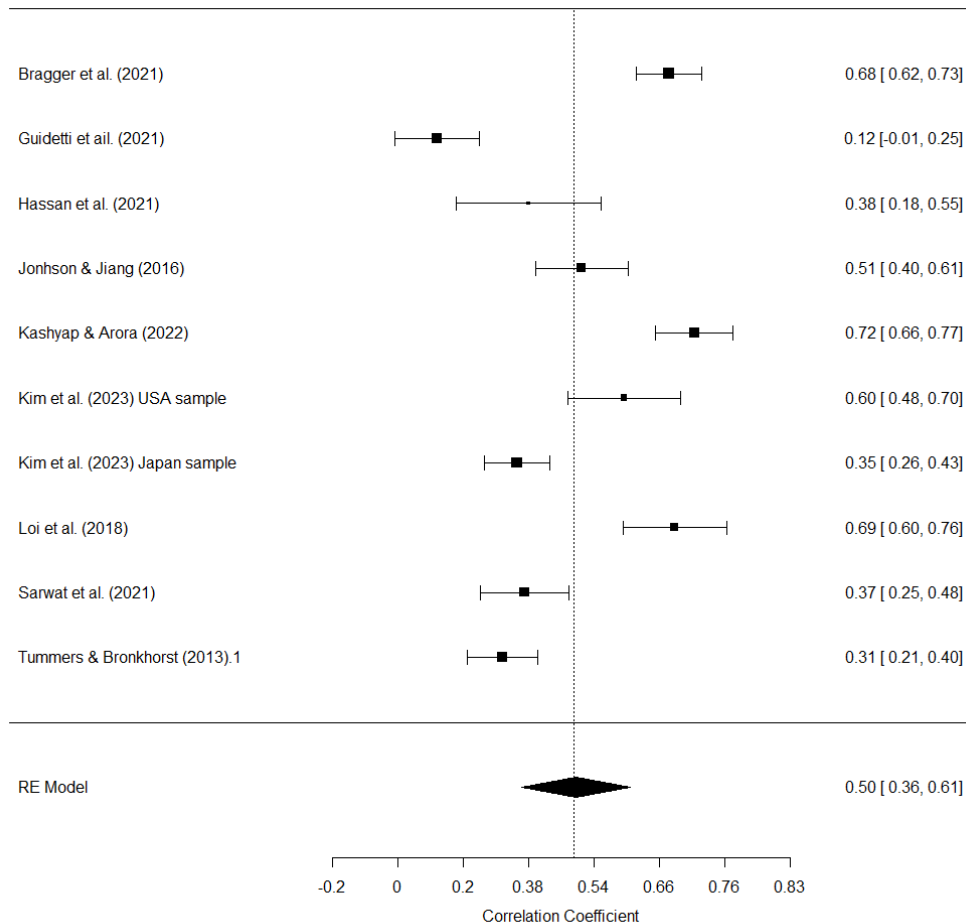
Effect sizes of  $k = 7$  samples ( $n = 2700$ ) were used to combine the relationship between work meaningfulness and work–family conflict. The combined overall correlation coefficient revealed a weak negative relationship between work meaningfulness and work–family conflict,  $r_{\text{pooled}} = -.18$ ; 95% CI [-.30, -.06];  $Q(6) = 78.62$ ,  $p < .001$ ,  $I^2 = 89.95\%$ . The forest plot for estimate is presented

in Figure 3. Visual inspection of funnel plot and Egger's test,  $z = 0.00$ ,  $p = .99$  suggested no publication bias.

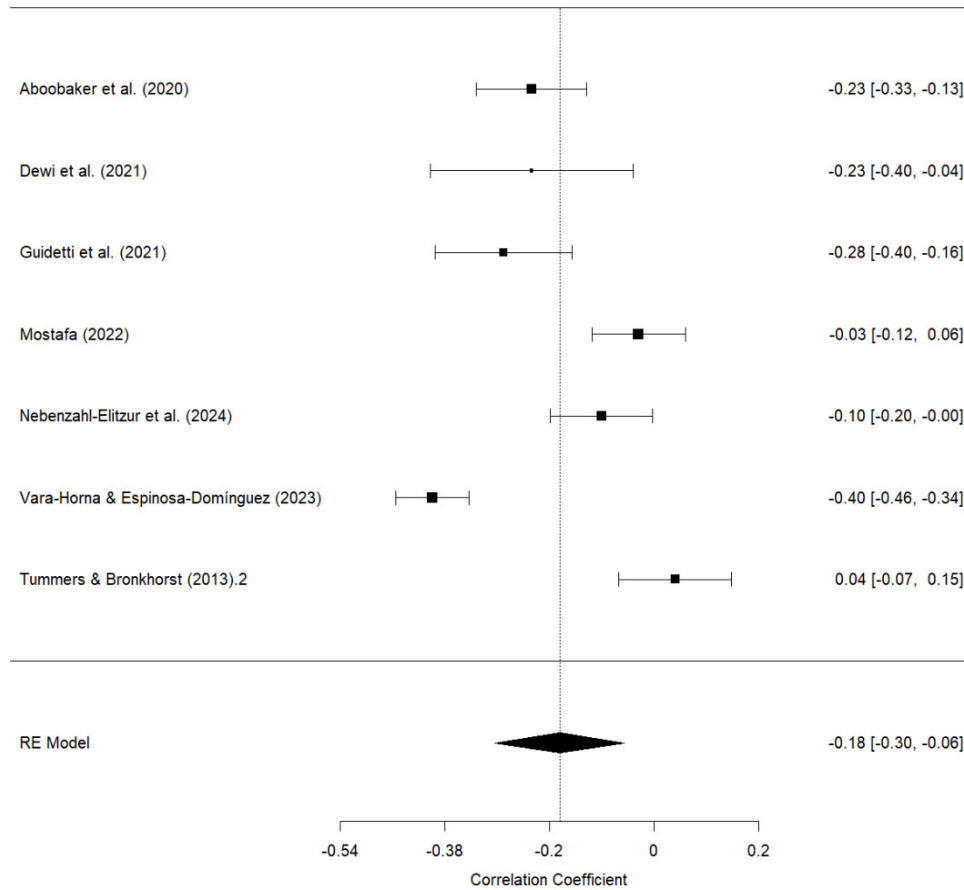
Additionally, a moderation analysis was performed to test the moderating effect of region in which the research was conducted (U.S., Europe, or Asia). The analysis revealed that the region where the study was conducted did not moderate the relationship between meaningful work and work-family enrichment,  $QM(1) = 0.27$ ,  $p = .61$ , versus meaningful work and work-family conflict,  $QM(1) = 2.26$ ,  $p = .13$ .

**Figure 2**

*Forest Plot for Relationship Between Work Meaningfulness and Work-Family Enrichment*



**Figure 3**  
*Forest Plot for Relationship Between Work Meaningfulness and Work–Family Conflict*



## DISCUSSION

This scoping review examined the current status of the research on the relationship between work meaningfulness and work–family enrichment / work–family conflict. In general, it suggests that work meaningfulness and both positive and negative work–family interaction are interrelated.

In total, 21 articles were identified, of which seven explored the relationship between work meaningfulness and positive work–family interaction, 11 explored the relationship between work meaningfulness and negative work–

family interaction, and three studies explored the relationship between work meaningfulness and both positive and negative work-family interaction. These findings suggest that negative work-family interaction is still studied more frequently among scholars. Both work-family enrichment and work-family conflict are important aspects of work-family interaction, and since it is expected that they can occur simultaneously, future studies should include both constructs in the same analysis. Controlling the interrelationship between work-family enrichment and work-family conflict may help to better understand their relationship with work meaningfulness.

All articles were published between 2013 and 2024, while most of the studies appeared between 2021 and 2024. This review partially confirms that the COVID-19 pandemic has raised interest in work-family interaction, as most studies have been published during and after the pandemic. Other reviews have revealed similar findings (e.g., Vadvilavičius & Stelmokienė, 2024a; Vadvilavičius & Stelmokienė, 2024b). It should be noted that most of the studies were conducted in Asia, followed by Europe and other regions of the world. Although the most significant part of the scientific literature is based on samples from Western, educated, industrialized, rich, and democratic societies (Otterbring & Falwarzny, 2024), an increasing number of findings from Asia, especially from China, are observed (Gomez et al., 2022). Considering differences in cultural, political, and legal system between countries, it could be expected that the results cannot be generalized across different cultural contexts. Interestingly, only one study used samples from two countries (Kim et al., 2023). Rothmann et al. (2019), Martela and Riekkö (2018) and other researchers emphasize that national differences may occur in the context of meaningfulness of work. However, the moderation analysis revealed that the region in which the study was conducted did not moderate the relationship between the meaningfulness of work and work-family enrichment/conflict. It is important to emphasize that the results of the moderation analysis are sensitive due to small number of sample sizes used and should be interpreted with caution. Therefore, cross-cultural studies are highly encouraged in the future.

The number of participants ranged from 81 to 791, which is suitable for cross-sectional research designs and the variable-centered approach that was used in all the studies. However, a higher number of participants is needed for a person-centered approach to provide valuable information regarding individual differences (see also Spurk et al., 2020). Latent profile analysis, cluster analysis, or latent cluster analysis could be useful in better understanding the phenomenon and are recommended for future research. This type of analysis

can provide valuable insight into personal differences (including potential antecedents and consequences). For example, it can determine which combination of job demands and resources result in higher work meaningfulness, or which personality profiles experience lower work meaningfulness. Additionally, latent profile analysis or latent growth modeling can provide information about profile stability over time and help researchers determine the “causes” of changes in both work meaningfulness and work-family enrichment/conflict. Finally, person-centered methods may provide valuable insights into the development of interventions, as people may need different approaches to enhance their work meaningfulness, work-family enrichment, or work-family conflict. Cross-sectional research design was the most popular as was also revealed by other reviews (e.g., Mukaihata et al., 2022; Vadvilavičius & Stelmokienė, 2024a). Although heavily criticized, cross-sectional research is relatively easy to conduct and it can only provide information about the correlational relationship. However, two studies utilized longitudinal design. Longitudinal or diary study designs can be used to assess changes of variables over time; they can provide more exact estimates of the relationship between work meaningfulness and work-family enrichment/conflict. Although these designs require greater research resources and planning, more sophisticated research design (like longitudinal design) should be used in the future more often to reveal the causal relationship between variables. Additionally, longitudinal research design could present the stability of the relationship between work meaningfulness and work-family enrichment/conflict.

Most of the studies reviewed indicated a direct relationship between work meaningfulness and work-family enrichment/conflict. The relationship between work meaningfulness and work-family enrichment was mainly positive. Additionally, the conducted meta-analysis confirmed that the relationship between work meaningfulness and work-family enrichment was positive and moderately strong. Meanwhile, the relationship between work meaningfulness and work-family conflict was ambiguous and ranged from negative to positive relationship. The meta-analysis confirmed that the relationship between work meaningfulness and work-family conflict was negative and weak.

Structural equation modeling was conducted often to test the relationship between work meaningfulness and work-family enrichment/conflict. Most of the time, mediation analysis was conducted to test the mediating effect of work meaningfulness on the relationship between the other variables (e.g., access to decent work, customer misbehavior, authentic leadership) and work-family enrichment. Meanwhile, only one paper reported that a third variable

mediated the relationship between work meaningfulness and work–family enrichment (Johnson & Jiang, 2017) and one paper presented that work meaningfulness mediated the relationship between work–family enrichment and the other variables (Sarwat et al., 2021). Finally, three papers reported that work–family conflict mediated the relationship between work meaningfulness and the other variable (e.g., intention to stay) and three papers reported that work meaningfulness moderated the relationship between the other variable and work–family conflict. However, the results of this mediation analysis are limited because most of them used cross-sectional data. Researchers, e.g., O’Laughlin et al. (2018), argue that using cross-sectional data for mediation analysis may result in biased estimates and suggest that longitudinal or experimental data should be used.

Only a few authors provided theoretical justification for the relationship between meaningful work and work–family enrichment/conflict (despite explaining the results afterwards). In all, four papers did not report clear reasons for testing the direct relationship between work–family conflict and work meaningfulness (Biolik, 2024; Chakravorty et al., 2025; Guidetti et al., 2021; Nebenzahl-Elitzur et al., 2024). Other authors provided only a reference to existing literature without offering a deeper explanation (Hassan et al., 2021; Kashyap & Arora, 2022; Silva et al.; 2023; Sintya et al., 2022). Most often, a resource perspective was used to analyze the relationship between work meaningfulness and work–family enrichment/conflict. On the one hand, meaningful work can be related to resource gain, such as positive affect (Bragger et al., 2021; Hassan et al., 2021; Johnson & Jiang, 2017; Kashyap & Arora, 2022; Kim et al., 2023; Loi et al., 2018; Tummers & Bronkhorst, 2014); on the other hand, meaningful work can prevent resource depletion (Aboobaker et al., 2020; Dewi et al., 2021; Mostafa, 2022; Munn, 2013; Trillo et al., 2024). Finally, Sarwat et al. (2021) suggested that the experience of work–family enrichment was related to greater work meaningfulness because a positive experience leads people to perceive that their work was meaningful; while Vara-Horna and Espinosa-Domínguez (2023) suggested that work–family conflict reduced personal resources leading to lower work meaningfulness.

### Theoretical Implications

Considering the lack of theoretical justification why and how work meaningfulness is related to work-family enrichment / conflict, this review will provide a brief explanation of the relationship.

The Conservation of Resources (COR) theory (Hobfoll, 1989) describes that people tend to gain and maintain various resources, while the loss of resources is associated with strain and anxiety (Hobfoll, 1989; Jenkins et al., 2016; Talukder, 2019). The principles of COR theory have also been used in the development of the Job Demands-Resource model (Bakker & Demerouti, 2007) and the Work-Home Resource model (ten Brummelhuis & Bakker, 2012), which are widely applied in work-family interaction studies. Work meaningfulness can help gain resources, such as positive affect or positive reflection of work. Studies confirm that meaning at work is related to higher positive affect (e.g., Shen et al., 2022) and positive work reflection (Ilies et al., 2024), which are also related to work-family enrichment (Daniel & Sonnentag, 2014). It is reasonable to assume that the relationship between work meaningfulness and work-family enrichment/conflict is mediated by positive experience at work. The findings of Johnson and Jiang (2017) at least partially support the statement, as the authors have found that work engagement mediates the relationship between work meaningfulness and work-family enrichment. Moreover, as discussed by Vadvilavičius and Stelmokienė (2024a), positive experience at work is an important mediator between work engagement and work-family enrichment. Future studies should test the mediating role of positive affect and positive work reflection in the relationship between work meaningfulness and work-family enrichment/conflict.

Meaningful work is expected to be associated with higher levels of work and personal resources, which can be used to deal with job demands (according to the Job Demands-Resources model); for example, work meaningfulness is related to a higher level of psychological capital (e.g., Tan et al., 2019), which can be an important resource for dealing with various demands. Additionally, based on the Broaden-and-Build theory (Fredrickson, 2001), positive experiences broaden one's thinking and increase cognitive flexibility. This cognitive flexibility may be useful for solving various cognitive problems at work. These assumptions allow us to speculate that work meaningfulness is not a resource *per se*, but is related to the increase of other resources. The rise in resources can help prevent work-family conflict. Meanwhile, the increase in positive affect and personal resources can spill over into family life and

enhance work–family enrichment. According to the Spillover theory, various resources tend to spillover from one life domain into another. This spillover of resources describes the work–family enrichment process. In other words, the increase of various resources, especially positive affect, due to work meaningfulness spillovers from work to home.

These assumptions are important for the further development of the Work–Home Resource theory (ten Brummelhuis & Bakker, 2012). According to the theory, contextual resources (e.g., supervisor support) first affect personal resources (e.g., self-efficacy) and only after that contextual resources are transferred to other life domain to achieve work–family enrichment. However, work meaningfulness is not a contextual resource, but it can be stimulated by it (e.g., authentic leadership, Silva et al., 2023). A person can experience higher work meaningfulness after experiencing a job–person fit (Tims et al., 2016). In other words, this review suggests that work–family enrichment can be achieved not only because of higher level of contextual resources but because of work meaningfulness. Still, it is important to further explore the relationship between work meaningfulness and work–family enrichment/conflict.

### **Practical Implications**

The results suggest that an increase in work meaningfulness can be related to higher work–family enrichment and lower work–family conflict. Although existing results do not confirm the cause–effect relationship, interventions related to reinforcement of work meaningfulness (e.g., Allan et al., 2018; Bartzik et al., 2021) could be recommended as it may help to balance work and family demands.

### **Limitations**

Gray literature was looked up only partially using Google Scholar and searching for references and citations. However, valuable articles may still be missing. Only studies in English were searched and analyzed. Only a few keywords were chosen for the analysis, and more should be used in the future to cover more potential papers. The quality of the papers was not assessed, but quality assessment could produce more reliable results. Furthermore, *a priori* protocol for this review was not registered. Lastly, although this study offers

some theoretical explanations for how work meaningfulness relates to work–family enrichment and conflict, these explanations are limited by the lack of a precise definition of work meaningfulness (see also Bailey et al., 2019). Given this conceptual ambiguity, the theoretical interpretations provided here should be treated with caution.

### **CRedit Author Statement**

TADAS VADVILAVIČIUS (70%): conceptualization, methodology, data curation, formal analysis, resources, writing (original draft).

AURELIJA STELMOKIENĖ (30%): supervision, writing (review and editing), validation.

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