

SUPPLEMENTARY MATERIAL

Table 1S
Summary of Articles Selected for Scoping Review

Authors	Sample	Design	Theoretical justification	Results
<i>Work meaningfulness and work–family enrichment</i>				
Bragger et al. (2021)	U.S.: $n = 386$, 44% males	Cross-sectional	Greater work meaningfulness is related to higher tolerance to stress, development of new skills that can help to better balance work and family; work meaningfulness may spill over into other life domains	$r = .68$
Guidetti et al. (2021)	Italy: $n = 229$, 61% males; mean age 43.6 years ($SD = 11.5$)	Cross-sectional	Not provided	$r = .12$
Hassan et al. (2021)	Malaysia: $n = 81$, 48.1% males	Cross-sectional	Referring to the other articles	$r = .38$
Johnson & Jiang (2017)	U.S.: $n = 194$, 38.1% males; mean age 38.67 years ($SD = 12.46$)	Longitudinal	Work meaningfulness is a resource to promote work–family enrichment according to Steger et al.'s (2012) meaningful work theory	$r = .51$ (between T1 and T1) / $r = .52$ (between T1 and T2) Work engagement (T2 variable) fully mediated the relationship between work meaningfulness (T1) and work–family enrichment (T2)
Kashyap & Arora (2022)	India: $n = 280$, 61.9% males	Cross-sectional	Referring to the other articles	$r = .72$ Work meaningfulness (and work engagement in parallel) mediates the relationship between access to decent work and work–family enrichment;
Kim et al. (2023)	Japan: $n = 393$, 50% males U.S.: $n = 132$, 66.8% males	Cross-sectional	Work meaningfulness is a resource to promote work–family enrichment: perceiving work as meaningful reduces stress and increases job satisfaction which predicts a higher work–family enrichment	Japan: $r = .35$ U.S.: $r = .60$ Work meaningfulness mediates the relationship between leader humility and work–family enrichment in both samples
Loi et al. (2018)	China: $n = 156$, 28.6% males	Longitudinal	People who experience a higher level of work meaningfulness are more likely to apply workplace skills and expand workplace perceptive to their families. Additionally, work meaningfulness promotes positive affect which may spill over into family life	$r = .69$ Work meaningfulness mediates the relationship between customer misbehavior and work–family enrichment
Sarwat et al. (2021)	Pakistan: $n = 215$, 77.6% males; mean age 33 years ($SD = 5.3$)	Cross-sectional	The experience of work–family enrichment is related to believing that one's work is meaningful	$r = .37$ Work meaningfulness mediates the relationship between work–family enrichment and psychological well-being

Silva et al. (2023)	Portugal: $n = 292$, 28.5% males; mean age 40.52 years ($SD = 11.88$)	Cross-sectional	Referring to the other articles	Spearman's rho = .66 Work meaningfulness mediates the relationship between authentic leadership and work–family enrichment
Tummers & Bronkhorst (2014)	Netherlands: $n = 334$, 2% males; mean age 40 years	Cross-sectional	Work meaningfulness increases positive emotions and positive emotional energy that can lead to work–family enrichment	$r = .31$ Work meaningfulness mediates the relationship between leader–member exchange and work–family enrichment;
<i>Work meaningfulness and work–family conflict</i>				
Aboobaker et al. (2020)	India: $n = 350$, 58% males	Cross-sectional	Work meaningfulness is a job resource to prevent work–family conflict	$r = -.23$ Work–family conflict mediates the relationship between meaningful work and intention to stay
Biolik (2025)	Poland: $n = 500$; mean age 41.78 years ($SD = 11.29$)	Cross-sectional	Not provided	$r = .12$ (agentic with work–family conflict) $r = .31$ (communal with work–family conflict)
Bragger et al. (2021)	U.S.: $n = 386$, 44% males	Cross-sectional	Work meaningfulness may buffer work–family stress and facilitate the transfer of resources	$r = -.17 / -.20$ (with strain-based and behavior-based work–family conflict)
Chakravorty et al. (2025)	India: $n = 713$, 63% males; mean age 38 years ($SD = 6.75$)	Cross-sectional	Not provided	Work meaningfulness moderates the relationship between general job demands and work–family conflict: the relationship between general job demands and work–family conflict is stronger when work meaningfulness is low
Dewi et al. (2021)	Indonesia: $n = 105$, 49% males	Cross-sectional	Work meaningfulness can reduce stress and help prevent work–family conflict	$r = -.23$
Guidetti et al. (2021)	Italy: $n = 229$, 61% males; mean age 43.6 years ($SD = 11.5$)	Cross-sectional	Not provided	$r = -.28$
Mostafa (2022)	Egypt: $n = 484$, 63% males	Cross-sectional	Work meaningfulness is associated with a higher level of resources that can be related with a lower level of work–family conflict	$r = -.03$ (ns) Work meaningfulness moderates the relationship between work–family conflict and emotional exhaustion: the relationship between work–family conflict and emotional exhaustion is stronger when work meaningfulness is low.
Munn (2013)	U.S.: $n = 687$	Cross-sectional	Work is perceived as meaningful if a person is able to achieve a work–family balance	$\beta = -.06$
Nebenzahl-Elitzur et al. (2024)	Israel: $n = 407$, 90% males; mean age 36.66 years ($SD = 10.38$)	Cross-sectional	Not provided	$r = -.10$
Sintya et al. (2022)	Indonesia: $n = 124$	Cross-sectional	Referring to the other articles	$t = .74$ (ns)

Trillo et al. (2024)	Spain: <i>n</i> = 213; 36% males; mean age 38.69 years (<i>SD</i> = 10.61)	Cross-sectional	Work meaningfulness is associated with higher level of resources that can be related with lower work–family conflict	Work–family conflict mediates the relationship between meaningful work and emotional exhaustion
Tummers & Bronkhorst (2014)	Netherlands: <i>n</i> = 334, 2% males; mean age 40 years	Cross-sectional	Not provided	<i>r</i> = .04 (ns)
Vara-Horna & Espinosa-Domínguez (2023)	Bolivia: <i>n</i> = 791, 68% males; mean age 34.2 years (<i>SD</i> = 8.1)	Cross-sectional	Work–family conflict is related to reduced resources which may result in a loss of work enjoyment, causing meaningful work to be weakened	<i>r</i> = -.40 Work–family conflict mediates the relationship between COVID-19 disruption and meaningful work
Zhong et al. (2018)	China: <i>n</i> = 311, 80% males	Cross-sectional	Work meaningfulness buffers the relationship between work–family conflict types and project citizenship behavior based on Thompson & Bunderson (2001) model.	<i>r</i> = .09 (ns) / .01 (ns) / -.02 (ns) (with time-base, strain-based, and behavior-based work–family conflict) Work meaningfulness moderates the relationship between work–family conflict types and project citizenship behavior: the relationship between work–family conflict types and project citizenship behavior is stronger when work meaningfulness is low.