

# SUPPORTIVE SUPERVISOR TRAINING IMPROVES FAMILY RELATIONSHIPS AMONG EMPLOYEE AND SPOUSE DYADS

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## BACKGROUND

The relationship between employees and their families has been linked to employee health, well-being, and job outcomes. Supportive supervisor training can be effective in helping employees meet their nonwork needs. However, they have seldom focused on marital and family relationships.

This study examined the effect of the Veteran Supportive Supervisor Training (VSST) on the quality of military veterans' relationship with their spouses.

## RESEARCH CONDUCTED

A cluster-randomized controlled trial design was utilized to evaluate the effect of the VSST on 250 military veterans and their matched spouses.

Participants completed the VSST and answered questionnaires regarding employee stress, marital relationship quality, positive parenting, and family supportive supervisor behaviors.

## RESULTS

- The VSST increased couples' dyadic marital relationship quality 9 months following baseline.
- For veterans under high levels of stress at baseline, the VSST led to improvements in dyadic marital relationship quality and positive parenting.

## IMPORTANCE

- The VSST was shown to be beneficial for family relationships among veterans and their spouses.
- The VSST may be particularly beneficial to veterans who are under high stress.



Summary based on the following paper:

Brady, J. M., Hammer, L. B., Mohr, C. D., & Bodner, T. E. (2020). Supportive supervisor training improves family relationships among employee and spouse dyads. *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000264>