



The 2025 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

WINNER

Li, W.-D., Wang, J., Allen, T., Zhang, X., Yu, K., Zhang, H., Huang, J. L., Liu, M., & Li, A. (2024). Getting under the skin? Influences of work–family experiences on personality trait adaptation and reciprocal relationships. *Journal of Personality and Social Psychology*, 126(4), 694–718.
<https://doi.org/10.1037/pspp0000476> wendong@cuhk.edu.hk

FINALISTS

Clingan, L. (2024). Defining women’s incomes: Household disruptions and gendered resolutions. *Social Forces*, 103(2), 595–614. <https://doi.org/10.1093/sf/soae098> lclingan@princeton.edu

James, A. (2024). Platform work-lives in the gig economy: Recentering work–family research. *Gender, Work & Organization*, 31(2), 513–534. <https://doi.org/10.1111/gwao.13087> al.james@ncl.ac.uk

Kossek, E. E., Porter, C. M., Rosokha, L. M., Wilson, K. S., Rupp, D. E., & Law-Penrose, J. (2024). Advancing work–life supportive contexts for the “haves” and “have nots”: Integrating supervisor training with work–life flexibility to impact exhaustion or engagement. *Human Resource Management*, 63(3), 397–411. <https://doi.org/10.1002/hrm.22207> ekossek@purdue.edu

NOMINEES

Everett, B. G., & Taylor, C. J. (2024). Abortion and women’s future socioeconomic attainment. *American Sociological Review*, 89(6), 1044–1074.
<https://doi.org/10.1177/00031224241292058> catetaylor@ucsb.edu

Graham, B. A., & Sinclair, R. R. (2024). The chains of the past: A life course perspective on childhood adversity and organizational attitudes and behaviors. *Journal of Occupational Health Psychology*, 29(3), 155–173. <https://doi.org/10.1037/ocp0000379> bag5928@psu.edu

Han, S. W., Gowen, O., & Brinton, M. C. (2024). When mothers do it all: Gender-role norms, women’s employment, and fertility intentions in post-industrial societies. *European Sociological Review*, 40(2), 309–325. <https://doi.org/10.1093/esr/jcad036> sh2462@cornell.edu

Kowalewska, H., & Vitali, A. (2024). The female-breadwinner well-being ‘penalty’: Differences by men’s (un)employment and country. *European Sociological Review*, 40(2), 293–308.
<https://doi.org/10.1093/esr/jcad034> hk775@bath.ac.uk

Liu, Y., Si, Z., Shi, Y., Li, B., Liu, P., Liu, S., & Sun, Q. (2024). “Win-win”: Dual-path influence of workplace spirituality on work-family enrichment. *Journal of Occupational and Organizational Psychology*, 97(3), 841–863. <https://doi.org/10.1111/joop.12495> liupingqing@bit.edu.cn

- Maestas, N., Messel, M., & Truskinovsky, Y. (2024). Caregiving and labor supply: New evidence from administrative data. *Journal of Labor Economics*, 42(S1), S183–S218.
<https://doi.org/10.1086/728810> ytruskin@syr.edu
- Maraziotis, F. (2024). Flexibility for equality: Examining the impact of flexible working time arrangements on women's convergence in working hours. *British Journal of Industrial Relations*, 62(2), 410–445.
<https://doi.org/10.1111/bjir.12787> filippos.maraziotis@york.ac.uk
- Muragishi, G. A., Aguilar, L., Carr, P. B., & Walton, G. M. (2024). Microinclusions: Treating women as respected work partners increases a sense of fit in technology companies. *Journal of Personality and Social Psychology*, 126(3), 431–460. <https://doi.org/10.1037/pspi0000430> gmuragis@uw.edu
- Philipp, M.-F., Büchau, S., & Schober, P. S. (2024). Who should scale back? Experimental evidence on employer support for part-time employment and working hours norms for couples with young children. *Social Politics: International Studies in Gender, State & Society*, 31(3), 531–557.
<https://doi.org/10.1093/sp/jxad034> marie-fleur.philipp@uni-tuebingen.de
- Pletneva, L. (2024). Turning work into a refuge: zjob crafting as coping with personal, grief-inducing events. *Academy of Management Journal*, 67(4), 1055–1083.
<https://doi.org/10.5465/amj.2022.0604> l.pletneva@lse.ac.uk
- Prickett, K. C., Crosnoe, R., & Raley, R. K. (2024). Employment resources and the physical and mental health of mothers of young children. *Journal of Family Issues*, 45(7), 1633–1659.
<https://doi.org/10.1177/0192513X231181370> crosnoe@austin.utexas.edu

The Kanter Award raises awareness of excellent work-family research, fosters debate about standards of excellence, identifies the “best of the best” studies on which to base future research, and outlines specific implications of the research for work-life and human resource professionals.

Named in honor of Rosabeth Moss Kanter, who has been identified as the most influential contributor to modern literature on work and family, the Kanter Award is given for the best research paper(s) published during the year. The rigorous award process typically involves over 70 scholarly reviewers from all over the world who decide on the Kanter winners from over 5,000 articles published in over 60 scholarly journals. No applications or nominations are accepted.

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