**Appendix 1**

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| BEO1 | Almost all the promises made by my employer during recruitment have been kept so far (reversed) | Breach of employer obligation  Robinson and Morrison (2000) |
| BEO2 | I feel that my employer has come through in fulfilling the promises made to me when I was hired (reversed) |
| BEO3 | So far my employer has done an excellent job of fulfilling its promises to me (reversed) |
| BEO4 | I have not received everything promised to me in exchange for my contributions |
| BEO5 | My employer has broken many of its promises to me even though I've upheld my side of the deal |
| FWC1 | The demands of my family interfere with my home and family life | Family-work conflict  Netemeyer et al. (1996) |
| FWC2 | The amount of time my family takes up makes it difficult to fulfill job responsibilities |
| FWC3 | Things I want to do at job do not get done because of the demands my family puts on me |
| FWC4 | My family produces strain that makes it difficult to fulfill job duties |
| FWC5 | Due to family activities, I have to make changes to my plans for work-related duties. |
| PD1 | I was bothered by things that usually don’t bother me. | Psychological distress Center for Epidemiological Studies' Depression Scale |
| PD2 | I did not feel like eating; my appetite was poor. |
| PD3 | I felt that I could not shake off the blues even with help from my family or friends |
| PD4 | I had trouble keeping my mind on what I was doing- Presentism i.e. absent mindedness |
| PD5 | I felt depressed and fearful. |
| PD6 | I thought my life had been a failure. |
| PD7 | My sleep was restless and I talks very less. |
| PD8 | I felt lonely and find people unfriendly. |
| PD9 | I felt sad and had crying spells |
| PD10 | I felt that people dislike me and could not get going. |
| FS1 | I would do anything for a member of my family. | Family satisfaction Carver and Jones (1992) |
| FS2 | I always feel my family supports me |
| FS3 | I always know what I can and cannot get away with at my house. |
| FS4 | This is too much conflict in my family. |
| FS5 | I usually feel safe sharing myself with my family. |
| FS6 | I am happy with my family just the way it is. |
| FS7 | With my family I can rarely be myself. |
| FS8 | I often find myself feeling dissatisfied with my family. |
| FS9 | My family always believes in me. |
| FS10 | I find great comfort and satisfaction in my family |
| LS1 | In most ways my life is close to my ideal. | Life satisfaction Diener et al. (1985) |
| LS2 | The conditions of my life are excellent. |
| LS3 | I am satisfied with my life. |
| LS4 | So far I have gotten the important things I want in life. |
| LS5 | If I could live my life over, I would change almost nothing |