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## The sources of conflict in combining family and professional roles

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### ABSTRACT

Presented article analyzes the sources of conflict between the family role and the professional role. The article is focused on the sources of conflict between work and family. The possibility of interference between these two roles should be closely investigated and better understood. Despite that in some cases the lines between professional and family life tend to blur, both of these types of life still have different roles and requirements. The article is an investigation of attainable literature and studies regarding the subject. The empirical investigation imply that the conflict of roles starts when the time committed to the requirements of one of them makes it difficult to meet the requirements of the other. Even though lately the number of investigations of this subject has grown, the results are still differentiated and sometimes even self-contradictory. The comparison of the results of different investigators showed that the work-family and family-work conflicts are positively correlated which indicates mutual strengthening and necessity of searching for common and individual causes that condition their coexistence, domination and strength. The received results are consistent with the results of many other studies, whose authors tried to indicate that each of these conflicts could have specific causes and course.

**Keywords:** family-work conflict, work-family conflict, professional role, family role, sources of conflict, women's role, men's role

## **1. INTRODUCTION**

Work and family are two especially important areas of most people lives. These days we can observe many changes in these areas. The traditional distinction between work and family becomes blurred and the two areas are intertwining. The changes of views on the professional and family roles are the results of not only the political-economic changes in the country, but also of the process of globalization and industrialization in the world. Studies conducted by Demeronti, Bakker and Bulters suggest that every function can be a source of positive energy [10]. Functioning in a number of roles is associated with greater life satisfaction than functioning in one role. It involves acquiring new skills and growth of personal resources such as: higher self-esteem and feeling of self-efficiency. However, the conducted studies show that performing a number of roles at the same time can present many conflicts that can badly influence health and lower the life satisfaction [23].

The functional division into male and female roles meets the conditions required by the family to achieve basic functions that guarantee the continuity of social relations. The female role has the expressive function which means meeting the inside needs of the family, such as carrying out the domestic responsibilities, care of the dependent family members and emotional support of the family. The male role is instrumental which means it is oriented outside and involves the responsibility gaining the financial resources needed to support the family [7].

The division of work and family responsibilities based on gender is associated with adaptation to the environment in which we live. The family adapts to the changes that occur in the job market [13].

Nowadays the roles of women and men, their diversity, complexity and time spent on their realization is gradually, but visibly, blurring the existing boundaries. The social, cultural and economic transformation only speed up the process. The modern manifestation of mentioned phenomena are conflicts between the professional and family areas. The conflict occurs between the two areas when a person who performs both roles encounter conflicting requirements of respective functions. The family-work conflict is determined by the number of children and the number of work responsibilities of the spouse [15].

Personal development naturally assumes that with age the objectives and priorities change, while the life structure is modified. On the different stages of adulthood, people realize different development tasks and must meet different requirements. These requirements, both family and professional, during the middle stage of adulthood associate themselves with important requirements such as carrying for the younger generation and supporting its development whilst also carrying for ageing parents. At that time, the adults need to play several roles that are difficult to balance. This diversity of roles can lead to conflicts between them and consequently to the overflow of roles [8].

In the light of the role theory, the relations between the work and the family need to be considered in the category of the amount of roles played by people and resources that every individual has at his disposal. Among others these resources include: time, energy and physical strength. The limitations of these resources, that are necessary to handle many different roles, can result in negative consequences both in home and in work [20].

Since the democratization of social life and the transformations it brings, we can observe the changes in family relations, which now favors moving away from the traditional approach to social roles in the name of partnership and gender equality. Recently woman stops being associated with fulfilling only the family role and man only the professional role. Freedom of

choice to assume and fulfill social role is an important feature of modern man and woman in family. Nowadays women have more freedom of action. Modern perception of social roles emphasizes the element of equality between woman and man in fulfillment of family and professional roles. Women and man become equal partners who support each other while sharing their rights and obligations [24].

Changing socio-economic conditions forced changes in perception and fulfillment of social roles. Women and men define their roles on their own depending on their needs and expectations. The roles of wife and husband are continually determined and modified during interactions between partners, who can fulfill themselves both in family and professional area.

Currently women choose from many possibilities of pursuing social roles. Modern women have entered the labor market and started to occupy the area of life that until recently belonged only to men. Researchers notice that women tend to fall into two extreme contradictions. One of them being that a part of women run from the traditional roles assigned to them, escaping from home responsibilities into work. Second one being that the other part of them stick to the traditional role, running from labor market requirements to raising children.

The relationship between the professional and family role was investigated by Vaydannoff [26]. One of the purposes of the investigation was to determine between whom the professional and family roles may occur. Studies identified conflict between the roles as a significant source of strain.

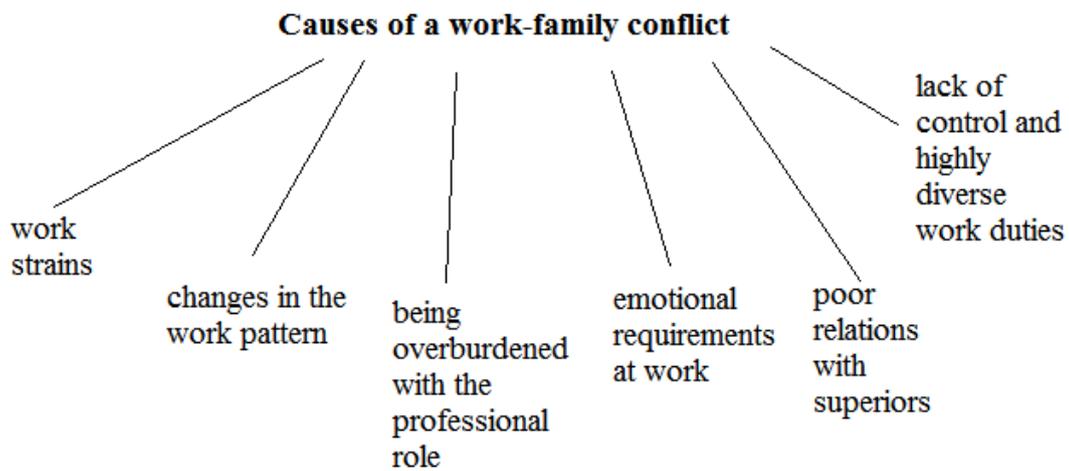
## **2. THE SIGNIFICANCE OF THE CONFLICT BETWEEN THE PROFESSIONAL AND THE FAMILY ROLE**

Conflict of roles defined as simultaneous occurrence of two equal responsibilities or requirements, in which time to fulfill one of the requirements makes it difficult to fulfill the requirements of the other [14]. The conflict of professional and family role takes a form of opposing pressure. In the case of professional role it presents itself as a pressure associated with work membership and performing tasks that sometimes require working from home, outside of work hours. In the case of family role it may occur as a pressure from family members to focus on family matters while outside of work. This conflict occurs between the employee's role and the role of a husband and father. In general sense, the conflict occurs between the roles when the pressure arising from one role isn't compatible with the pressure arising from the other role.

The confliction between work and family is defined in literature as a variety of roles in which requirements of one of the roles makes it difficult or even impossible to fulfill the requirements related with other aspects of life. In other words the fulfillment of the family role requirements is hindered by the fulfillment of professional role. These difficulties are the result of the lack of time, emotional pressure or different way of behaving in professional and family roles [21].

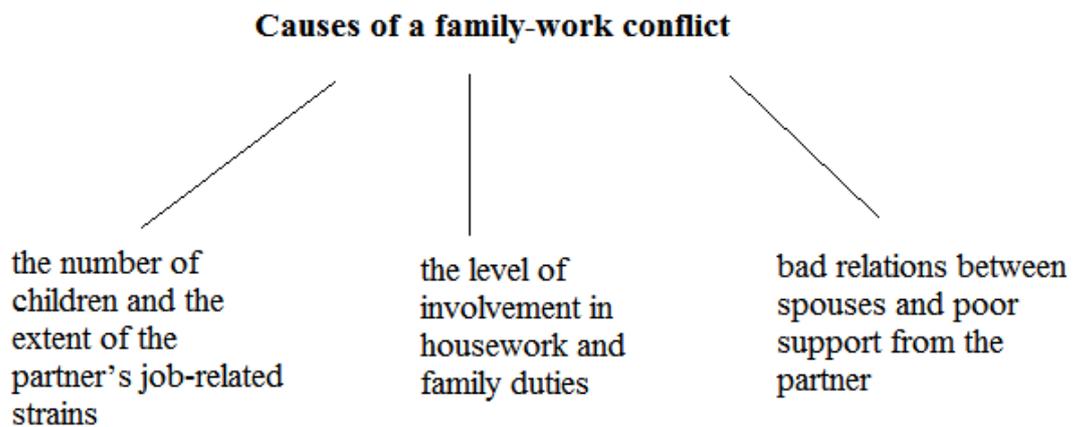
While differentiating the work-family conflict, the researchers refer to the situation in which the requirements related with the professional roles affect the functioning of family members. In literature also distinguish the family-work conflict where the family role requirements hinder the fulfillment of work responsibilities [22].

According to the literature the factors attributing to the work-family conflict are: heavy work load [18], changes in work pattern, professional role overload [11], emotional requirements at work [9], and bad relations with superiors, lack of control and a large variety of duties in the workplace [17].



**Figure 1.** Causes of work-family conflict

The literature research shows that the main determinants of family-work conflict are: number of children and professional responsibilities of a partner[2], level of engagement in home and family duties[6], poor marital relationship and lack of support from partner[19].



**Figure 2.** Causes of family-work conflict

### 3. OVERVIEW OF QUALITY RESEARCH

[1] the conducted studies noted a sort of collision between family and professional role. When asked directly, if enquired women would devote their time to fulfill their professional goals at the expense of the time devoted to their families, it turned out that 38% of female

respondents answered that probably not, and as many as 14% of female respondents said that they definitely wouldn't commit their professional time to their family. The results indicate that more than a half of enquired women puts family first, and in case of the conflict of roles, they wouldn't sacrifice their family in the name of professional development. Almost 1/5 of female respondents has different opinion, and answered yes (4, 2%) or probably yes (17, 5%). It can be stated that in a situation that require a choice to be made between two possibilities, that cannot be pursued simultaneously, the majority of female respondents would choose fulfilling the family responsibilities instead of professional ones.

The situation is opposite when it comes to resignation from professional work. Even if the husband would earn enough to support his family at an appropriate level, more than a half of female responders states that they wouldn't give up their work. It shows that work is a very important aspect of life for a woman, and even in spite of satisfying financial situation provided by their partners, women still prefer to work. Conducted research shows, that professional activity is a very important aspect of enquired women's life. They want to work even if it's not associated with the need of maintaining family's financial liquidity. However, when professional duties are very time-consuming, women tend to choose their family duties at the expense of professional development. 31% of surveyed women notice the work-family conflict.

The conflict depends on the professional ambitions of the female respondents and the values that they associate with both roles. Surveyed women have less time for self-realization or too little time for their families and as a result they neglect one or the other area of their lives. Moreover, part of surveyed believe that a woman- mother is socially assigned to the household duties and raising a child, therefore from the social norm's perspective she should devote herself to her family role even at cost of her professional development. For 65% of surveyed women being a wife-mother doesn't interfere with professional ambitions, because they believe that the family role and deserving to be called a good mother is simply more important. For these women family comes first and they adjust their professional role to their maternal plans. The obtained data show that almost half of the female respondents see the possibility of resolving the conflict between home and work in sharing responsibilities, so that not only a husband but also a mother could realize herself professionally.

The research conducted by [27] were aimed to examine whether experiencing the work-family conflict depends on age, remaining in relationship and having children. The results state that the conflicts are moderate, they do not affect life satisfaction, the offspring increases the scale of both forms of the conflict, and that age affects their perception. Being in a relationship doesn't affect the perception of neither form of the conflict. In reference to the conducted study it was decided to check if life satisfaction and experiencing work-family and family-work conflict by women that are professionally active depend on their age, being married or in a relationship, or having children [16]. After analyzing the data obtained from the research it was found that the severity of work-family conflict and life satisfaction doesn't correlate with age, however, the family-work escalates depending on the age – after 45th year of life it decreases [4]. The studies proofed that neither the family-work nor the work-family conflict coexists with being married or in a relationship. Furthermore it found that both work-family and family-work conflict coexists with having children. Women-mothers experienced bigger family-work conflict than women that don't have children. Summarizing, women-mothers experienced bigger work-family conflict than women without children. It turned out that work-family conflict occurs with greater frequency than family-work conflict [19].

The Lubrańsk's studies [5] were carried out on a sample of 223 working persons (115 women and 108 men) between 21 and 63 years of age. The aim of the study was to determine the intergenerational differences in the area of the role conflicts. The study used the questionnaire Conflicts: Work-Family and Family-Work. The results show that the work-family conflict occurs more often than family-work conflict. In the study the conflicts moderately correlate with each other. Whereas the stronger relationship between the two conflicts were noticed among men rather than women. Consideration of the correlation study in the analysis indicates that more intensive relation between both conflicts is characteristic to mothers. Such results suggest that individual differences in perception of roles and commitment of an individual to fulfilling these roles are relevant for interactions between particular life roles. Stronger relationship between the conflicts can be clearly observed in a group of parents than in a group of persons without children. Among the studied group, taking into account the period of early and middle adulthood, the obtained values of correlation rate between conflict of professional and family roles, were moderate.

There was an attempt in the study to analyze the correlation, which revealed that the number of hours spent at work every day, especially in the group of studied men, is a relevant correlate to experiencing the conflicts. Analysis of correlation conducted in a group of parents and persons without children showed that the number of hours spent in work actually coexists with role conflicts, especially with work- family conflict. Additionally, a relevant relation between work-family conflict and the amount of income was revealed in a group of mothers. Using the age division criteria presented in the characteristics of studied population, the intensity of conflicts of work and family was compared among the representatives of early and middle period of adulthood.

The analysis was further specified by gender criteria and a fact of being a parent. The results obtained show statistically significant differences between the representatives of the younger and the older generation in the range of the conflict of roles. Belonging to a particular generation turned out to be a decisive factor in the intensity of the conflict of roles. Included gender and family role criteria contributed to the specification of the conducted analysis. The comparison of the results of men in early and middle adulthood proofed that middle age is a period of life during which men experience stronger family-work conflict. Between men and women in the early and middle adulthood no significant differences were noticed regarding the conflict of roles. The author of the text tried to find out if, among the representatives of the same generation, the experiencing of the professional and family role conflict can be conditioned by gender or parental role. The results show that among young parents the family-work conflict occurs more intensely than among persons with no children. There were no significant differences between men and women representing the young adulthood period.

The results obtained in the studies led to the following conclusions: the daily number of work hours affects experiencing the conflict of roles, especially the work-family conflict. The higher the number of professional hours worked the stronger the conflict of roles. Among women the work-family conflict significantly correlates with the amount of income. By applying the criteria of gender and paternal role it was observed that stronger work-family conflict is characteristic to studied men. In comparison with people that don't have children, parents experience stronger work-family conflict. Similar relation occurs among mothers and women that don't have children. The adulthood period significantly differentiates experiencing the family-work conflict, which gets stronger during middle adulthood. Middle age is a period of life that intensifies the family-work conflict among men. During the early adulthood the

occurrence of family-work conflict varies between parents and persons with no offspring, therefore young parents experience stronger conflict of roles [10].

#### **4. STRATEGIES OF COMPROMISING THE FAMILY AND PROFESSIONAL ROLES UNDERTAKEN BY YOUNG PARENTS – OWN STUDY**

In order to investigate the problem of compromising the professional and the family role by young parents, the own pilot studies were conducted. As a part of study there were group interviews conducted with parents:

- mothers-employees - (76 responders),
- fathers-employees – (40 responders).

**Table 1.** Age of respondents.

| <b>Age</b>   | <b>Women (76 persons)</b> | <b>Men (40 persons)</b> |
|--------------|---------------------------|-------------------------|
| <b>20-25</b> | 2                         | 1                       |
| <b>26-30</b> | 28                        | 15                      |
| <b>31-35</b> | 17                        | 9                       |
| <b>36-40</b> | 15                        | 7                       |
| <b>41-45</b> | 10                        | 6                       |
| <b>46-50</b> | 4                         | 2                       |

Based on the chart it can be concluded that the test group of respondents are mainly young people. The highest number of respondents, both male and female, is between 26 and 30 years old.

**Table 2.** Number of respondents' children.

|              |            | <b>Number of respondents</b> | <b>Total number of children</b> |
|--------------|------------|------------------------------|---------------------------------|
| <b>Women</b> | 1 child    | 31                           | 31                              |
| <b>Women</b> | 2 children | 26                           | 52                              |
| <b>Women</b> | 3 children | 19                           | 57                              |
| <b>Men</b>   | 1 child    | 17                           | 17                              |
| <b>Men</b>   | 2 children | 12                           | 24                              |

|                          |            |    |            |
|--------------------------|------------|----|------------|
| <b>Men</b>               | 3 children | 10 | 30         |
| <b>Men</b>               | 4 children | 1  | 4          |
| <b>Total 116 persons</b> |            |    | <b>215</b> |

The study involved 116 responders: 76 women and 40 men. Parents declared the number of their children. The results show that the highest number of both men and women have only one child. Collectively the responders have 215 children.

**Table 3.** Age of respondents' children.

| <b>Age</b>   | <b>Number of children</b> |
|--------------|---------------------------|
| <b>0-1</b>   | 9                         |
| <b>1-2</b>   | 42                        |
| <b>2-3</b>   | 47                        |
| <b>3-4</b>   | 21                        |
| <b>4-5</b>   | 11                        |
| <b>5-6</b>   | 13                        |
| <b>6-7</b>   | 19                        |
| <b>7-8</b>   | 8                         |
| <b>8-9</b>   | 12                        |
| <b>9-10</b>  | 16                        |
| <b>10-11</b> | 9                         |
| <b>11-12</b> | 8                         |
| <b>Total</b> | <b>215 children</b>       |

Studies show that the highest number of responders' children is between 2 and 3 years old, while the lowest number of children is between 7 and 8 and 11 and 12 years old. Studies were conducted with young mothers and fathers which influences the dominant low age of children.

The study aims to examine how young parents are trying to compromise their professional and family duties and from what help, provided by employers, they mainly benefit.

**Table 4.** Number of studied women/mothers benefiting from entitled leaves.

| <b>Women</b> | <b>Maternity leave</b> | <b>Parental leave</b> |
|--------------|------------------------|-----------------------|
| 76 people    | 76                     | 24                    |
| %            | 100%                   | 31,58 %               |

**Table 5.** Number of studied men/fathers benefiting from entitled leaves.

| <b>Men</b> | <b>Maternity leave</b> | <b>Parental leave</b> |
|------------|------------------------|-----------------------|
| 40 people  | 2                      | 0                     |
| %          | 5%                     | 0 %                   |

Conducted studies show that in order to compromise the family and professional roles young parents use the opportunities associated with specific form of employment and other rights that they are entitled to. It should be pointed out that whether they use them or not mainly depends on their knowledge about them and the position of the employer. Most obvious and commonly used rights are maternal, parental and childcare leave.

Other legal solutions facilitating the balancing of roles, indicated by mothers during the study are:

- possibility of reducing the working hours in case of people having the right to child care leave; this way they gain protection from dismissal for 12 months
- possibility of using two half-hour brakes for feeding the child during working hours, which in practice means the ability to finish the work after 7 hours
- possibility of using the additional two days free from work due to child care

Mothers and fathers that participated in the study didn't use the possibility of joining the work with maternal or parental leave. Parents working on a contract of employment often use annual leave and other leaves that they are entitled to, in order to spend time with children. In case of emergency, for example illness of a child, parents use outstanding leaves or sick leaves. Parents also admitted that the big help in compromising the professional and the family roles are facilitation offered by work in public institutions (such as co-financing trips for children, additional funds, bonuses).

Parents also mentioned other facilities they use. Different kinds of reliefs, mostly tax relief, which they are entitled to due to having children. Parents often use the services of nurseries, especially when they both work and they can't rely on support from their family in taking care of children. Public institutions, where the fees are much lower, are particularly popular – however the number of admissions is limited. In the event of unavailability of public nursery or kindergarten, parent are looking for solutions in the form of private nurseries and kindergartens or hiring a babysitter.

**Table 6.** The percentage of children attending to preschools / school.

| <b>Age</b>   | <b>Number of children</b> | <b>%</b> |
|--------------|---------------------------|----------|
| <b>0-1</b>   | 0                         | 0        |
| <b>1-2</b>   | 11                        | 26,19    |
| <b>2-3</b>   | 28                        | 59,57    |
| <b>3-4</b>   | 19                        | 90,47    |
| <b>4-5</b>   | 11                        | 100      |
| <b>5-6</b>   | 13                        | 100      |
| <b>6-7</b>   | 19                        | 100      |
| <b>7-8</b>   | 8                         | 100      |
| <b>8-9</b>   | 12                        | 100      |
| <b>9-10</b>  | 16                        | 100      |
| <b>10-11</b> | 9                         | 100      |
| <b>11-12</b> | 8                         | 100      |
| <b>Total</b> | <b>154 children</b>       |          |

26% of studied parents declare using nurseries and preschools after the first year of children's life. Studies show that with the age of children increases the number of people using this kind of care.

**Table 7.** Children attending to nurseries and preschools

|                              | <b>Number of children</b> | <b>Total</b> |
|------------------------------|---------------------------|--------------|
| <b>State nurseries</b>       | 21                        | 39           |
| <b>Private nurseries</b>     | 18                        |              |
| <b>State kindergartens</b>   | 46                        | 62           |
| <b>Private kindergartens</b> | 16                        |              |

Public institutions, where the fees are much lower, are particularly popular – however the number of admissions is limited. In the event of unavailability of public nursery or kindergarten, parent are looking for solutions in the form of private nurseries and kindergartens.

Parents also take informal action to enable the compromise between the professional and family role. Help, to a large extent, is provided by the family, especially grandparents and friends. Other relations and informal arrangements with employers also have great importance. The decisions made mutually by parents and their employers, to some extent are based on formal solutions provided e.g. by the company regulations, however they largely depend on individual, informal arrangements. Parents very often take the opportunity to start work in flexible hours and using the day off in the middle of the week. Some employees are also aware that in the event of emergency (child's illness or school visit) they can count on employer's understanding and possibility of leaving work for some time.

**Table 8.** Number of respondents using family help in taking care of children.

|                        | <b>Assisted by the family</b> | <b>Number of children</b> | <b>%</b> |
|------------------------|-------------------------------|---------------------------|----------|
| <b>Women / mothers</b> | 52 (z 76)                     | 96                        | 68,42    |
| <b>Men / fathers</b>   | 28 (z 40)                     | 52                        | 70       |

All the respondents agree that their parents' - especially grandma's - help in upbringing and carrying for children is very important. In their opinion this kind of support is particularly important in the initial stage of child's life, when there is no possibility of using the services of nursery or in the situation when child didn't get in to the nursery or kindergarten. Grandparents take care of the children and pick them up from educational facilities mostly during the parents' work hours. The result show that most of men and women use family help in taking care of the children.

**Table 9.** In what age of the child, parents use grandparents' help the most.

| <b>Age</b> | <b>Number of children</b> |
|------------|---------------------------|
| <b>0-1</b> | 9                         |
| <b>1-2</b> | 38                        |
| <b>2-3</b> | 27                        |
| <b>3-4</b> | 16                        |
| <b>4-5</b> | 13                        |
| <b>5-6</b> | 11                        |
| <b>6-7</b> | 13                        |
| <b>7-8</b> | 7                         |

|              |                     |
|--------------|---------------------|
| <b>8-9</b>   | 8                   |
| <b>9-10</b>  | 5                   |
| <b>10-11</b> | 1                   |
| <b>11-12</b> | 0                   |
| <b>Total</b> | <b>148 children</b> |

The chart represents the age of the children being under care of their grandparents. Grandparents take care of the children and pick them up from educational facilities.

**Table 10.** The type of care provided by grandparents regarding children’s age.

| <b>Age</b>   | <b>Constant care during parent’s working hours</b> | <b>Pick up form educational facilities and care until the returning of a parent from work</b> |
|--------------|--|---|
| <b>0-1</b>   | ✓  |   |
| <b>1-2</b>   | ✓  | ✓   |
| <b>2-3</b>   | ✓  | ✓   |
| <b>3-4</b>   | ✓  | ✓   |
| <b>4-5</b>   | ✓  | ✓   |
| <b>5-6</b>   |  | ✓   |
| <b>6-7</b>   |  | ✓   |
| <b>7-8</b>   |  | ✓   |
| <b>8-9</b>   |  | ✓   |
| <b>9-10</b>  |  | ✓   |
| <b>10-11</b> |  | ✓   |

From the test results shown in the table it can be concluded that the grandparents take continuous care of the children during their parents working hours, especially from birth till 4th year of life. From 5th year of life, grandparents help consists on pick-ups from educational facilities and taking care until return of parent from work, because children have compulsory education. Some of the mother also uses the possibility of bringing children to work. Some companies which worked with studied women, offered facilities in child care during the mother’s work. E. g. room dedicated for children or financing the stay of the child with sitter during work outside of the place of residence. At the same time mothers that used the possibility

of bringing child to work, pointed out that this kind of situation is a last resort, and mentioned that they try to use this option very rarely not to abuse the trust of their superiors.

It is worth noticing that fathers rarely mentioned any possibilities provided by the employer in assistance with care of a child in a workplace. They also admitted that the presence of a child at their workplace could disturb them and other workers, and that their work environment is unsuitable for children. Men definitely more often, in the context of informal arrangements, pointed to the possibility of adjusting their starting hours and if necessary the possibility of leaving work during the day.

All the respondents agree that their parents' help in upbringing and carrying for children is very important. In their opinion this kind of support is particularly important in the initial stage of child's life, when there is no possibility of using the services of nursery or in the situation when child didn't get in to the nursery or kindergarten. Grandparents mostly take care of the children and pick them up from educational facilities during the parents' work hours.

**Table 11.** Solutions facilitating compromising the roles

| <b>Solutions</b>  | <b>Number of people using</b> |                          | <b>%</b>     |            |
|---|-------------------------------|--------------------------|--------------|------------|
|   | <b>Women<br/>76 people</b>    | <b>Man<br/>40 people</b> | <b>Women</b> | <b>Man</b> |
| Possibility of reducing working hours for persons entitled to parental leave  | 58 people                     | 0 people                 | 76,21%       | 0%         |
| Possibility of granting two one and a half hour breaks in order to feed the baby, which in practice means the possibility of finishing work after 7 hours | 29 people                     | 0 people                 | 38, 16%      | 0%         |
| Possibility to take two additional days of work in order to care for a child  | 76 people                     | 40 people                | 100%         | 100%       |
| Tax deductions  | 76 people                     | 40 people                | 100%         | 100%       |
| Using the services of nurseries and kindergartens   | 45 people                     | 21 people                | 59,21%       | 52,5%      |
| Using the help of family  | 31 people                     | 19 people                | 40,78%       | 47,5%      |
| Flexible working hours  | 68 people                     | 34 people                | 89,47%       | 85%        |
| Ability to leave work for a short period of time  | 76 people                     | 37 people                | 100%         | 92,5%      |
| Possibility of bringing children to work in emergency situations  | 18 people                     | 2 people                 | 23,68%       | 5%         |

|  |           |           |        |     |
|--|-----------|-----------|--------|-----|
| Financing the stay of the child at the guardian, while its parent works outside their place of residence | 58 people | 38 people | 76,31% | 95% |
|--|-----------|-----------|--------|-----|

## **5. SUGGESTIONS RAISED BY THE RESPONDENTS**

In the course of the study parents discussed about solutions that could be implemented in order to facilitate compromising the family and work roles. Women proposed mainly the increase of involvement of grandmothers in childcare. In their opinion, extending the professional activity by increasing the women’s retirement age is an obstacle.

In the interview with parents appeared ideas of increasing the institutional support of young parents - availability of nurseries and kindergartens.

Another idea that came up during the interviews refers to the promotion and encouragement of creating domestic daycares. Interviewed agree that it would be an answer to the lack of places in public nurseries and preschools.

Parents also agree that an interesting solutions would be a daycare run by the workplace or provision of place for childcare by the employer. For the interviewed, another important point is introducing larger financial reliefs for young parents.

Interviewed women pointed out the need of social campaigns, which would strengthen the positive image of working mothers and fathers that care for children in greater extent than before. Another idea concerned implementation of flexible work schedule for young parents.

The majority of interviewed persons, particularly women, highlighted the need of some extra days of annual leave for employee with children.

## **6. CONCLUSIONS**

Although in recent years the number of studies on the problem of conflicts of family and professional roles increased significantly, the results still vary, and it can even be stated that they contradict themselves. Comparison of the results of other researchers has shown that the existing conflicts of family-work and work-family are correlated positively, which indicates their mutual strengthening, as well as the need of looking for their common and separate causes that determine their coexistence, domination and strength. The received results are consistent with the ones of many other studies whose authors tried to prove that every conflict can have its specific causes and course [7]. The conducted study has revealed that having children affects the severity of both forms of conflict. Women with offspring more often experience the work-family conflict and the family-work conflict than women with no children. It may be associated with women performing most of the household duties while respecting the social requirements concerning the realization of professional duties. Such requirements are interpreted in the same way for women and men, even though men are still not equally involved in housekeeping and childcare [12]. As a result, women continue to function in two roles: family and professional. Many published studies show that women, particularly the ones with young children, are forced to spend more time with their family, which results in intensification of family-work conflict. The results also confirm that the best way out of this difficult situation for women involved

concurrently in childcare, household duties and work responsibilities, is equal division of task between spouses or partners. [3]

In the event of lack of support from partner, women severely experience both forms of conflict, which takes the form of so called double load [25]. The studies found that women age significantly affects the perception of a conflict of roles, but only the family-work variation. The most vulnerable to this type of conflict are women that are in the phase of professional stability up to 44 years of age, slightly less vulnerable are women that are in the exploration phase up to 34 years of age, and the least vulnerable are women remaining in the phase of being supported, from 45 up to 60 years of age. In all studies, conducted by researchers in that time period, women openly admitted that the family contributes to the increase of experiencing the role conflict, and that having a family makes it more difficult to fulfill work responsibilities. Studies show that women work not only to satisfy their economic needs, but also to ensure for themselves sufficiently high status in the family [6].

In conclusion, it should be emphasized that the simultaneous performance of family and professional role usually leads to experiencing double-conflict at the work-family, family-work level. Referring to the theory of multiplicity of roles [20], according to which, people that perform more of them experience better frame of mind and increase of life satisfaction, because negative effects experienced in one role are successfully compensated by the positive effects achieved in different role. Studies confirm that professionally active women that remain in a stable relationship and have children feel better and report less problems despite experiencing the conflict of roles. It's worth noticing that the conflict of roles can carry both positive and negative effects. On one hand, it can induce a sense of mental growth, personal development and better functioning, on the other hand it can cause stress and fatigue.

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