

WORK-FAMILY CONFLICT IN THE CONTEXT OF DEMOGRAPHIC CHANGE

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ABSTRACT:

WORK AND FAMILY ARE THE TWO MAJOR SCENES FOR ADULTS, EXISTING EVER SINCE THE BEGINNING OF MANKIND, BUT HIGHLY ANALYZED IN THE LAST YEARS DUE TO SOCIAL, ECONOMIC AND DEMOGRAPHIC CHANGE. THE IMPORTANCE OF STUDYING THE RELATIONSHIP BETWEEN FAMILY LIFE AND WORK ISSUES IS DETERMINED BY THE NEGATIVE EFFECTS OF POOR MANAGING OF THE TWO ROLES ON ONE SIDE FOR THE INDIVIDUAL HUMAN BEING (PHYSIC – SOMATIC, PSYCHIC AND BEHAVIOR MANIFESTATIONS), FOR THE ORGANIZATION ON THE OTHER HAND (ABSENTEEISM, LOW PRODUCTIVITY, HIGH COSTS GENERATED BY ILLNESS, PERSONNEL FLUCTUATION AND TURN-OVER) AND FOR THE SOCIETY AS A WHOLE.

PREVIOUS RESEARCH IDENTIFIED A NEGATIVE RELATIONSHIP BETWEEN WORK-FAMILY CONFLICT AND JOB SATISFACTION (JONES AND BUTLER, 1980; PLECK, STAINES AND GOLD, 1980, KOPLEMEN ET AL. 1983; AHMAD, 1996). IN SOLVING THIS EQUATION BECOMES OBVIOUS THE NEED TO ADDRESS THE CONFLICT BETWEEN WORK AND PERSONAL LIFE IN ORDER TO BALANCE THE TWO.

KEY WORDS : ROLE CONFLICT, FAMILY-FRIENDLY PRACTICES, SOCIALIZATION, SOCIAL CAPITAL, DEMOGRAPHIC RISKS, WORK-FAMILY CONFLICT

1. INTRODUCTION

This conflict exists, and its importance is demonstrated not only by the multitude of researches, but also by the information or regulation made in this respect by certain bodies or institutions from our country or other European countries. We bring to your attention the “European Pact for Equality Between Women and Men 2011-2020”, which encourages achieving a better balance between work and private life for women and men, to enhance gender equality, to increase the participation of both sexes in labor market, but also to help address demographic challenges.

The Council of Europe also draws attention to the demographic risks posed by declining birth rate that this unresolved conflict can attract: to meet the demographic challenge requires resolute action to combat barriers to harmonization of work and family, which may prevent European citizens to fulfill their desire to have children.

Our scientific interest to this theme is again justified by the EU Council Recommendation to Member States' to further develop and carry out adequate research to discover the factors that affect women's and men's possibilities to harmonize working life

and family life, their desire to have children and related attitudes in the different age groups and generations "(Council of the European Union, 2011, p.9). They are invited "to take appropriate measures to promote a better balance between work and private life for women and men, as recommended, among others, the European Pact for equality between women and men (2011-2020) "(EU Council, 2011, p. 10).

2. WORK-FAMILY CONFLICT IN ACTUAL CONTEXT

Internally, the National Agency for Equal Opportunities between Women and Men informs us about the results of studies that indicate the fact that at least one from three employees perceives high levels of stress caused by work-family conflict; 50% of parents believe that they have a problem to achieve a balance between time spent at work and family, and two of three parents felt moderately increased daily stress because of the difficulties and work-family role conflict.

In this context becomes somehow understandable the expansion of the limitless individualism culture at the expense of traditional guidelines for starting a family. Against this background we have a population explosion in poor areas of the world and decreased fertility in developed countries. Subsequent to these events, get-rich areas are in the situation of not being able to cause people to sustain, and in the absence of people we can not talk about social capital. Family crisis and its functions crisis are a negative indicator of social capital.

2.1. Work from a theoretical approach

While Kanter referred to the separate spheres model of work and family, according to which men were assigned a set of defined roles, outside the house, through the provision of paid work and women who target other distinct set of unpaid domestic work, now we must note this scenario is enjoying less and less accuracy.

In reality, the boundaries between the two spheres were dimmed by the participation of both genders in the two categories of activities in most situations. Combining the two types of work gives rise to a phenomenon of diversion, "spillover" in the terminology of Googins (1991), manifested by the penetration of experiences, attitudes, behaviors, feelings, from a sphere into the other.

For the first time during World War I, between 1914 and 1919, the number of women working outside the home for money has increased significantly, due to the recruitment of men. 20s and 30s brought change to this situation, on the one hand because the war ended, and unemployment subsequently appeared with the Great Depression of the 1930s, when women were dismissed to be employed males.

World War II brought other changes, again by employing women in paid work outside the home, between the years 1939-1946, but this time they did not come back in so many households at the end of the war, being also supported by the feminist movement.

Nowadays, especially in urban areas "the role of information and intelligence, concentrated both in humans and in machines increasingly becoming more sophisticated all-encompassing and intellectual work tends to replace physical labor. Globalizing production cheaper as technology increasingly allows information dissemination of information beyond the borders of various countries, and rapid communication via television, radio, fax and e-mail eroding traditional boundaries of cultural communities. "(Fukuyama, 2002, as cited Gorun, 2012).

2.2. Highlights of “family” concept

In the contemporary world where most types of social institutions and social relationships are changing apace, it seems that family also can not remain unchanged and is therefore not recommended to total a model or another of family organization. There are authors who consider that "these changes do not mean a family crisis, but faster an individual adaptation behavior to demographic, economic and material changes affecting societies as a whole."

Psychologists note the importance of family life from birth until entry into school because living together in a family is essential for the formation of personality. "The family is considered a framework to respond to almost all needs of the child, therefore it must produce love, attention, approval, respect, to the satisfaction of effective socialization of children. (Muntean, 2006, p.81).

Even if the evolution of society from traditionalism to modernism and postmodernism greatly changed the contents of socialization, parents are still active factors of socialization.

Pavel Mureșan defines socialization as "the process of integration and adaptation of the individual to society through learning in the family, school, institutions, organizations, and profession the cultural products of that society, ways of thinking, profession, moral norms and values, legal, scientific, political, social roles ". (Mureșan, 1980, p.19).

"Through family, the society proposes, transmits, requires to the individuals forms of activity, patterns of behavior, norms, organizational forms, values, customs, traditions that are known, learned and adopted by component members to facilitate their social integration" (Batâr 2004, p. 106) Contemporary society has an economy based on money and markets, so the maintenance of a family needs both paid work outside the house, plus unpaid work inside the house, which many families do not financially afford to outsource .

2.3. Contemporary social facts

We are now witnessing the diversification of services that offer for a fee what earlier was done by family members: psychologists provide counseling, coaching, mentoring in the organizational environment, banks provide us with loans, functions that in previous communities were provided by parents, other experienced or older relatives and members of extended family .

Current legislation determines that by the raise of the retirement age, grandparents are no longer available for growth of their grandchildren only when the latter are already big or health problems transform those retired into assisted. In addition, the economic transformations determine migration of young people, making harder cooperation within families.

For these reasons it becomes necessary for families the expenditure of financial resources to practically buy care that its members can not provide at certain times, which will generate frustration in at least two aspects. On the one hand, because of the lack of satisfaction of fulfilling a certain role you believe you deserve, and secondly because the couple's finances are reduced. Generally these contracts with the service providers do not take the form of a legal act, but remain at the level of verbal agreement between the two parties, which may have negative effects in at least two directions: the provider may waive the work and can be easily replaced - a source of additional stress for both parties, and in

terms of social aspects the black labor phenomena develops, with all its economic, legal and even personal consequences.

All these contemporary facts seem to justify to some extent the birth of work-family conflict, which can be defined as a "form of inter-role conflict in which the role demands from work and family are incompatible to the extent that participation in roles related to work or in the family is more difficult because of participation in the other role" (Greenhaus and Beutell, 1985, as cited Voydanoff, 2002, p.147). The author proposes an integrative model of conflict, challenging its two types: overloading and interference. We talk about overload when role requirements in terms of time or energy for their fulfillment are too high, so that the individual can no longer fulfill the role properly or does not feel comfortable in an effort to fulfill the role. Where the requirements of various roles are conflicting with each other, we are dealing with interference.

Part of the research in this field has revealed the existence of a weak division of roles in the modern family, caused mainly by the integration of women in working life. It seems that the structure of marital roles is conditioned by the instructional and cultural background of the partners, the socio-professional category to which they belong, but also by the relationships outside of the conjugal nucleus with extended family, friends, neighbors and other close.

Studies seem to indicate that women are greater captive of some traditional beliefs regarding household tasks, so they get to significantly reduce their involvement in work in order to benefit from more time for family care. Behavioral manifestations take the form of refusal to travel for work, rejection of advances if it involves extra work, hours overtime or travel and reducing working hours (Keene and Reynolds, 2005).

We also must mention studies showing that simultaneous involvement in several types of roles creates for the individual a greater variety of opportunities and skills that facilitate its development as a person, thus contributing to a better functioning of him/her.

Researchers also noted, especially for men, that workplace stress is strongly countered by a good marital relationship, since it appears that the opportunity to share the difficulties of the day to a sensitive partner functions as a resource in overcoming obstacles.

For women who have abandoned traditional view research also shows that there are some situations where overlapping of roles brings advantages. For women who are wives, mothers and employed mental and physiological wellbeing level is superior to that of wives or unemployed mothers, and compared with that of single female employees.

If the research proves that is not in all cases a conflict between family and professional life, but on the contrary, there are cases of successful harmonization of the two areas becomes natural our scientific curiosity directed to elucidate the factors that favor the balancing and shaping appropriate strategies in this regard.

Studies have shown that individuals who are not satisfied at work are more likely to become aggressive within the family and have a poorer quality of family life compared with those who have a self-determined motivation in the work environment. The model goes further and shows that those who feel alienation from family are more dissatisfied and concerned about the problems faced, and thus entitled to feelings of emotional exhaustion and work-family conflict spread.

2.4. Useful resources in addressing work-family conflict

After addressing personal vectors which apparently favor balancing family and professional life, it is necessary to analyze organizational environment resources through which the company contributes in overcoming this conflict.

Many companies offer their employees a range of family-friendly practices, trying to solve some causes of work-family conflict. These include a range of facilities supported entirely or partly by the organization.

Family-friendly policies may include:

- Childcare services on site - facilities organized and supported wholly or partly by the employer in office space, which would allow children to be near its parent, in addition lowers the cost of transport to another place where can be left the child and reduces time spent on these trips.
- Subsidies for child care - targeting grants to cover all or part of the expenses related to the placement of children in specialized care when the company can not afford to organize such a service in their own space.
- Subsidies for care for the elderly - are granted to employees who care for the elderly and thus may choose to subsidize the expenses related to maintenance.
- Compressed working week - is a practice which allows employees to work for 4 days a week for about 10 hours or a 3-day schedule of 12 hours.
- Flexible time - requires a work plan around a core hours from midday, for example from 10 to 14.
- Telecommuting - allows you to work from anywhere, not necessarily at the office headquarters.

Of course, the presentation of these policies is indicative, in practice running through various versions, and the applicability and effectiveness are questionable, depending on several factors such as type of work, the features of individual, family and others.

These models of balancing family and professional life are the subject of several investigations, and it can not be called into question their effectiveness, which in many cases has been demonstrated, but their financial justification, given that the implementation of some of them bring costs that probably exceed the profit obtained by increasing productivity. Economic power of the company and brand policy get involved here.

It is demonstrates once again that addressing social issues should not be done isolated, but interlocking domains of social life, as many issues can be affected. We recommend such an approach, from different angles.

3. CONCLUSION

The Society, the world we live in are changing. In order to better integrate into the system, we need legislative policies aimed at professional environment, high quality residential care for children or the elderly, and individual adaptation. Personal factor gets involved here, acceptance and awareness of the role responsibility and the acceptance of change, continuous personal development, mobility and flexibility through transition from expectant position to the action strategy. We are talking about changing the individual to society, but also about changing society for the individual, both actors having an important contribution.

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