

Received: 13.11.2012
Accepted: 28.03.2013

A – Study Design
B – Data Collection
C – Statistical Analysis
D – Data Interpretation
E – Manuscript Preparation
F – Literature Search
G – Funds Collection

QUALITY OF LIFE AND RELATIONS BETWEEN WORK AND FAMILY

Aleksandra Peplińska^(A,B,D,E,F,G), **Teresa Rostowska**^(A,B,D,E,F,G)
Institute of Psychology, University of Gdansk

SUMMARY

This article is a review of work on various interrelated and coexisting roles in family, social and professional life. Special attention is given to the ability to balance work and family as it affects the quality of life in healthy adults. The literature on spillover between work and personal/family life reflects two principal theoretical perspectives: negative, focusing on conflict between these roles, and positive, emphasising mutual enrichment. Individual roles are realized simultaneously or sequentially, and are often interwoven; they may complement, expand or disrupt the course of life. Undoubtedly, family/personal life and work constitute the most basic human environment, where important needs are satisfied, determining the level of life satisfaction. The level of involvement in various roles is determined by personal factors, such as education or personality traits, and social factors, such as culture. There exists a continuous spillover between these two domains, which is a natural, dynamic process developing over the entire course of life. They need not cause only conflicts; they may fulfill significant human needs and be the source of joy and happiness. However, satisfaction with both professional and personal life requires balancing the roles. This skill is key for the quality of life of partners. The authors will also summarize briefly some brain correlations related to “healthy” emotions in the family, necessary for building stable and long-term family ties. It seems that the ability to balance work and family roles is the key to improving the quality of life of partners.

Key words: family roles, healthy adults, neuropsychological perspective

BACKGROUND

The foundation for a successful life, broadly understood, is the individual's ability to balance work and family roles, which is also, by the same token, the sine qua non for experiencing a feeling of satisfaction and happiness, and is thus decisive for the partners' quality of life (Bańka, 2007; Rostowska, 2008, 2009).

An analysis of the literature on the problem of quality of life reveals the multidimensionality of this concept and the lack of consensus among authors as to how it should be conceived. Initially the concept of quality of life was associated exclusively with material satisfaction, determined by the goods the individual possesses. Successively, however, the meaning of the concept has been expanded to include non-material values, such as freedom, health, and happiness. Among the terms used to describe it are "well-being," "wellness," "life satisfaction," or "health", which by some are treated as synonyms, while for others they are concepts associated with a person's overall quality of life. It is possible to consider quality of life in a cultural context, and to relate it to the individual's expectations regarding selected parameters of life, evaluated on the basis of the objective conditions prevailing in a given country (Rapley, 2003). In order to specify a person's mental state, the subjective correlates of meeting needs and achieving goals, they bring subjectively perceived aspects of quality of life into play with the objective circumstances of life. This constitutes the result of a positive evaluation of one's own achievements and failures in confrontation with objective reality, and also the evaluation of one's own possibilities, goals, aspirations, and desires (Ratajczak, 2006).

In the literature one can find four ways of understanding quality of life:

- prototheoretical;
- pragmatic;
- normative-ideological;
- theoretical-psychological (Kowalik, 2000; Derbis, 2000).

The concept of quality of life is sometimes also related to clinical norms (the absence of symptoms of disease), social norms (fulfillment of social roles), and individual norms (the realization of personal goals) (Rostowska, 2008). According to Bańka (2005), quality of life is a category that changes over time under the influence of daily experiences. Along with happiness and well-being, it constitutes the outcome of a person's constant development, which is an individual process of working out criteria and standards that serve to compare information received at various times. It is also the result of judgements formulated by the individual on the topic of their own life. In this author's opinion, it reflects the mental representations of life on the one hand, and on the other, the regulators of the processes of processing the information in which the individual is immersed. Thus a comprehensive evaluation of a person's quality of life requires the analysis of a great deal of very diverse information: that is, the person's subjective state, the experience of situations and events, goals and expectations for the future, and comparisons within social groups (Bańka, 2005).

According to R. Veenhoven (1991), life satisfaction is the degree to which the individual evaluates the overall quality of their life as favorable. The process of such a valuation takes place on two planes: the emotional (associated with the individual's feelings and affective states) and the cognitive (pertaining to the way life is perceived by the individual and the degree to which needs are met) (Rostowska, 2009). Many studies in this area have indicated that both of these domains are closely connected and mutually conditioned. It has also been shown, however, that the interrelations are not necessarily direct in character, but can be determined by other, outside variables. This is evidenced by research showing that cognitive and emotional experiences are evaluated in separate areas of the brain. The limbic system is more responsible for the emotional experiences, whereas for the experiences of cognitive character the prefrontal structures of the frontal lobe are primarily responsible (Rostowska, Rostowski & Lewandowska-Walter, 2009; Rostowski & Rostowska, 2010; Rostowska & Rostowski, 2012). The hemispheric asymmetry of the frontal lobes in experiencing various kinds of emotions is also a factor here. Negative emotions are more related to the activity of the right frontal lobe, while the activity of the left frontal lobe is tied to positive emotions. The right fronto-temporal cortex controls internal emotional stimulation, and the left is responsible for realizing actions in a planned and sequential manner. The integrated connection of the activities of both the limbic system and the prefrontal cortex (ventromedial prefrontal cortex) determines the emotional and relational comfort, the so-called well-being, of an individual. On the other hand, the integrated connection with the orbitofrontal cortex enables decision-making in concert with one's goals and values (Rostowska & Rostowski, 2011; 2012).

S. Kowalik (2000), on the other hand, argues that deep reflection is essential, in order to make an individual evaluation of quality of life. The author distinguishes two aspects of such an evaluation:

- cognition, which pertains to the contents that make up the construct of quality of life;
- emotion, which is associated with the individual's quality of life, both positive and negative.

This author also proposes an interesting developmental and psychological approach to the problem of quality of life, distinguishing the subjective dimension of human life, called the mental quality of life (Derbis, 2000; Kowalik, 2000).

In view of the theoretical analyses and research presented in the literature, it seems reasonable to state that, despite the growing interest in this problem, there is still no unambiguous definition of the concept of quality of life or compatible theoretical approaches that would make it possible "to grasp the essence of this rich, multifaceted and dynamically developing reality called human life and its quality" (Rostowska, 2008, p. 41).

Social roles and quality of life

Over the course of their life, a person may take on many roles simultaneously – parent, spouse, child, employee, friend – although some of these roles are more important or more typical for a certain period of life. According to Bańka (2004), simultaneous engagement in many roles is the most effective predictor of the quality of the individual's development and quality of life. The greatest threat is the lack of the experiences that come from changing and diversified roles, which may lead to low life mobility and mental inflexibility (Gustafson, 2002). Thus the individual's involvement in the simultaneous realization of many roles constitutes a sine qua non for normal and harmonious development, supports the formation of a mature personality (Bańka, 2004; Rostowska, 2008), and exerts a positive influence on general well-being, regardless of gender (Bańka, 2005). It can be concluded, then, that the individual's involvement in diverse life roles has a positive impact on their quality of life, since in this way one obtains numerous and diversified mental health buffers, increased income and improvement of the material situation (which provides greater freedom in meeting one's own needs and those of the family), a broad base of social support, opportunities to experience success in life on different planes, the chance to develop the self-concept by inuring oneself to the vicissitudes of life, and a feeling of sharing life, a value system, and means of communication (Bańka, 2005). The possibility of achieving success in various domains also provides the flow of life experiences between different spheres of life. It thus becomes possible to make the transition without conflict from one form of activity to another, which would seem to be particularly significant today, given the contemporary model of the personal and professional career. It should also be pointed out that involvement in many roles can also have a positive influence on the individual's mental health (Derbis, 2003). A great deal of research in this area indicates that women who are working professionally and have a family and/or children suffer a lower rate of depression than women who are unemployed, professionally inactive or single (Crosby, 1991).

Both researchers and clinicians are focusing a great deal of attention at present on quality of life in the perinatal period, from conception to the manner of resolution. Two radically different approaches to cesarean section have become apparent among mothers. While some actually prefer this kind of delivery, others regard it as a last resort, not only in view of possible complications for mother and child, but also because of the delayed return to professional activity as a result of surgical complications. Moreover, due to the increasing number of multiple pregnancies, a considerable amount of research is now being done on the quality of life of the parents, as well as the quality of the marital bond between the parents of single and multiple births (Preis et al, 2010; Bieleninik, 2012).

Conflict between professional and family roles, which can have a major impact on women's mental health, is only a factor in the case of women who have small children, especially those with premature children, multiple births (Bieleninik, 2012) or children with disabilities (Szulman-Wardal, Mański, 2010; Bidzan, 2011).

Speaking in very general terms, however, the number of children being raised correlates positively with women's mental health (Russo & Zierk, 1992; Bańka, 2005).

The multiplicity of roles can also reduce the probability of experiencing existential stress, and can significantly improve the quality of life for both women and men, on the principle of a moderating and mediating mechanism. Good quality of life in one sphere of a person's functioning, e.g. family or marital life, can act as a buffer against negative influences coming from another sphere, such as work. Thus a good quality of family life can counterbalance the impact of a low quality of life at work, producing a general feeling of life satisfaction (Derbis & Bańka, 1998). A similar dependency occurs when job satisfaction counteracts a low quality of family or marital life. It should be mentioned at this point that a multiplicity of roles and the engagement of both partners in both work and family roles can also have a positive impact on marital relations. It becomes possible to level out the status of the spouses and increase the similarity of their experiences, which can support improved communication between spouses and reinforce the quality of their emotional bonds. The professional involvement of both spouses enables them to appreciate more fully their mutual friendship and support, increases their interpersonal attractiveness, and provides opportunities to obtain more effective and qualitatively diverse social support.

Research indicates that the individual's quality of life, happiness, or well-being is affected very positively by the interaction of professional and family roles. It is not the case that these roles preclude each other; rather, they facilitate each other, when the realization of one role makes it easier for the individual to engage in another, e.g. a family role. The multiplicity of roles is accompanied, however, by particular sets of requirements and expectations, which are sometimes difficult to reconcile. There are situations where professional and family roles cannot be reconciled. Although work and active involvement in family or marital life are not mutually exclusive, then, for either women or men, still, they can lead to role conflict.

The nature of the relation between work roles and family or marital roles

The problem of how work interacts with family or marital life is of great interest not only for scientists, but also politicians, economists, and others. This results from the reality of contemporary human life and the omnipresent changes taking place. The spheres of functioning of both family or personal life and professional work constitute the basic environments of life, within which important individual needs are met, needs that are determining factors for the individual's satisfaction with life as a whole (Barnett, 2008). Both spheres are associated with specific tasks and requirements, and the level of engagement in their realization is determined by factors that are both personal and social in nature. They also constitute important areas of self-realization for contemporary people, regardless of gender (Whitehead, 2008). Traditional theories that assume the spheres of work and family or marital life to be independent of each other can now be regarded as outdated, since, as much research has shown, there is a constant spillover

of both positive and negative experiences between these domains (Duxbury & Higgins, 2001; Rostowski, 2006; Janicka, 2008; Peplińska, 2011). This spillover constitutes a natural and dynamic process, unfolding over the course of one's entire life, resulting from the fluidity and permeability of the boundaries that separate these two spheres (Rostowski, 2006; Zalewska, 2008).

Given the complexity of the relations between these two spheres, various forms of conceiving the relation between experiences resulting from the need to fulfil both professional and family roles can be found in the literature. Among the most common are these three (Lambert, 1990; Leiter & Duru, 1996, cited by Zalewska, 2008; Kossek & Ozeki, 1998):

- *radiation*, which involves transferring experiences associated with one role to the other;
- *compensation*, which consists in counterbalancing experiences in situations when negative experiences caused by the realization of one role are set off by positive experiences from the other;
- *segmentation*, which manifests itself in isolating and dividing experiences associated with particular roles.

Evans and Bartolomé (1984; cf. Greiner, Kudanowska & Tarnowska, 2006) have proposed an approach to the specific relations between family and work, in the form of differentiated models of the life career. They distinguish the following career models:

- *independent*, with strict separation of the professional and family spheres, and no spillover or interaction. According to Evans and Bartolomé, the independent career occurs in the case of low-level employees (given the contemporary state of our knowledge regarding constant spillovers between these spheres, regardless of the professional qualifications of the workers themselves, this model may begin to seem rather dubious);
- *interpenetrating*, in which there is constant spillover, both positive and negative, between the two spheres, as for example in artistic professions. On the basis of the examples analyzed, the authors seem to have had in mind here work with a particular emotional involvement, in the course of which any successes or failures within one role project onto emotional functioning in the other role, and affect not only the individual, but also persons involved with them, whether professional or personally;
- *conflicting*, in which there is emphasis on the negative consequences of spillover: problems or tensions resulting from one role interfere with the performance of the other;
- *compensatory*, in which one of the roles constitutes a form of recompense for lack of success in the other role; for instance, work can become a compensation for an unhappy family life. On the one hand, this can be thought of as an escape from failures in other spheres of functioning, but there can also be positive spillover: experiences, satisfaction, fulfillment in the realization of one of the roles can be transferred to the other, less satisfying one, thus reducing tension and frustration and improving the individual's attitude;

- *instrumental*, in which work is only a way of making a living and providing the means for a good family life, and the choice of jobs is dictated primarily by economic motives. The opposite situation could also presumably occur: that is, having a family could constitute only a means to reaching the desired professional status and achieving success;
- *integrative*, in which the two spheres are tightly bound together, because the boundaries between them are distinctly thin: work constitutes an essential element of family life and vice versa, as for example in the case of family businesses, farms, etc.

Grzywacz and Marks (2000) also emphasize the complexity of the relation between these two spheres of a person's functioning, calling attention to the reciprocal nature of the dependencies. As mentioned earlier, the performance of family or marital and professional roles can lead to facilitation, enrichment, i.e. increased effectiveness in the realization of each role, but it can also produce tension and conflict, especially due to the necessity to divide one's time, energy, and available resources. Grzywacz and Marks also point out that the complexity of the interactions in question may also affect the factors that mediate in this process. One factor can be simultaneously a source of conflict and facilitation, and the experiences associated with many roles can generate both positive and negative consequences; for example, long hours of work can lead to an increasing feeling of fatigue and tension, transferred to other spheres of functioning, such as the family, but they can also assure financial security and the opportunity for growth, both for the individual and for the members of their family (Zalewska, 2008).

The process of balancing work and family or marriage

The problem of interaction between the areas of work and family activity can be viewed from two basic theoretical perspectives: negative and positive effects (Lachowska, 2008; 2010). The perspective that concentrates on negative interaction between these two spheres is more often reflected in theoretical work and empirical research, so that it attracts more interest among researchers. Among the most terms used to describe this type of interaction are "conflict," "resource drain," and "negative spillover" (Edwards & Rothbard, 2000; Rostowski, 2006; Lachowska, 2008, 2010). The concept of work-family conflict was introduced by Koln, Wolfe, Quinn, Snoek, and Rosenthal (1964), and referred to what happens when the requirements of participation in one organization or group come into conflict with the requirements of participation in another.

Greenhaus and Beutell (1985), on the other hand, defined conflict as incongruent demands at work and in the family, i.e. mutual interference in the realization of tasks. Duxbury and Higgins (1994, 2001) defined work-life conflict as something that occurs in the situation when the demands associated with particular roles are not consistent and compatible, so that participation in one role interferes with participation in another. Three forms of work-family conflict are distinguished (Greenhaus & Beutell, 1985; Duxbury & Higgins, 2001; Rostowski, 2006; Janicka, 2008):

- conflict arising from time management, caused by the inescapable fact that time devoted to one role limits the amount of time that can be devoted to another. For example, the need to spend long hours at work makes it hard to spend time with one's partner or children, or participate in important family events;
- conflict arising from tension, which occurs when problems created in one sphere are transferred to another, e.g. pressure at work creates friction at home;
- conflict arising from patterns of behavior, which occurs when behavior that is useful in one role is inappropriate in another; for example, the behavior of a manager, who must be decisive and sometimes authoritarian, can be counterproductive at home, creating tension and misunderstanding.

Although some researchers question this last type, on the grounds that its existence has not been fully verified empirically, still, the observation of social life would seem to justify its inclusion.

Those researchers who concentrate on the negative interactions between work and family most often refer to two theories to explain how such conflict arises: the theory of roles and Hobfoll's theory of conservation of resources. The first theory assumes that work and family are both systems of roles, which entail specific expectations and requirements that can generate conflict (Greenhaus & Beutell, 1985). One can speak of role conflict when the realization of one role becomes difficult to reconcile with the realization of another (Parasuraman & Greenhaus, 2002). It can be assumed, then, that conflict between roles appears when the time demands of one role interfere with the realization of tasks involved in another role, or when the negative emotions experienced within one role (stress, frustration) are projected into another, or when behavior that is useful or necessary in fulfilling one role interferes with the kind of behavior needed to fulfill another role (Greenhaus & Beutell, 1985; Lachowska, 2008; 2010; Rostowska, 2008, 2009).

According to Stevan Hobfoll's theory of conservation of resources (1989), the individual possesses a finite amount of resources, and strives to keep, protect, and expand them. If the realization of many roles leads to the loss of resources due to their consumption, this generates a feeling of threat, anxiety, and tension, thus reducing the feeling of well-being (Hobfoll, 1989). The individual may then decide to withdraw from the role, when faced with such resource drain and the lack of any possibility to rebuild, in order to reduce the attendant tension or realize one role at the cost of the other (Barnett, 1998; Grandey & Cropanzano, 1999; Lachowska, 2010).

The perspective of positive interaction focuses on processes of mutual enrichment and facilitation of the various roles. Unfortunately, the lack of interest by researchers in this approach has caused it to be poorly represented in both theoretical work and empirical research (Lachowska, 2008). Among the operative terms used in this approach are "positive spillover," "enrichment," "enhancement," and "facilitation" (Grzywacz, 2000; Lachowska, 2010). According to this

approach, the fulfillment of one role, such as work, is enhanced by the fulfillment of another, such as family, and the resources derived from one can be used to improve the other, e.g. thanks to experience and skills gained from fulfilling a given role. For example, the skills of planning, time management, and communication acquired in the workplace can be put to good use to make family or marital roles more effective.

One of the first to point out positive associations that could result from the multiplicity of roles was N.F. Marks (1977, cited by Lachowska, 2010). He argued that the fulfillment of many roles not only need not necessarily drain the individual's resources, but can actually enrich them, thereby improving the state of well-being. It can be hypothesized, then, in contrast to Hobfoll's theory of conservation of resources, that experiences gained in the course of fulfilling one role can provide resources that can be used in the realization of another role (Greenhaus & Powell, 2006). The result of this can be the acquisition of skills and personal maturity, an enriched personality, and a positive effect on the feeling of well-being and mental health of the individual.

In considering the mutual interactions between work and family, we should not forget about the direction of dependency. Early research on this issue concentrated exclusively on how work affects the functioning of families, assuming that the boundaries of the family system are more permeable than the boundaries of the work or organizational system (Rostowski, 2006). Thus the approach to this problem was unidirectional (Parasuraman & Greenhaus, 2002). While it is difficult to argue with either the premises or the conclusions of this research, pointing to the major impact of professional work on family functioning, still, we should not forget that this spillover can also be reciprocal. A reverse in the approach to these dependencies and the direction of spillover came with the end of the 20th century. It was in this period that the bidirectional nature of the interactions between the workplace and the family sphere - that is, the workplace's impact on the family and the family's impact on the workplace - came to be confirmed empirically (Lachowska, 2008). Given both the affective quality and the direction of interaction between work and family, four categories of dependency are now distinguished (Grzywacz, 2000; Janicka, 2008; Lachowska, 2008; Rostowska, 2008):

- work-family conflict;
- family-work conflict;
- work-family enhancement;
- family-work enhancement.

Unfortunately, research on the factors that determine the occurrence of one of these four scenarios has not been consistent and unambiguous. As Rostowska (2008) points out, the way multiplicity of roles is perceived and experienced is determined by individual differences.

Determinants of the integration of work and family or marital roles

The effective integration of the spheres of work and family functioning, leading to the partner's satisfaction with the relative equilibrium, is conditioned by many factors. Their significance changes over time, thus affecting the quality of the marital union. On the basis of the literature, we can divide the determinants of the integration of these two roles into two categories:

- environmental, resulting, for instance, from the specific nature of the workplace or organization, the roles fulfilled, and the profession;
- individual, which can be associated with the properties of the individual, such as gender, age, education, children, or the status of the relationship, or they may result from the structure of the personality and the mental properties of the individual, such as motivation, values, level of commitment, mental health, physical health, etc.

Grzywacz and Marks (2000), operating within the framework of system theory, looked for answers to the question of how these factors affect the process of balancing the individual's social roles. Their research on more than 2000 employees demonstrated that the sources of experience associated with the fulfillment of both work and family roles are extremely complex in nature. It turned out to be possible to find barriers that produce conflict in both directions, i.e. work-family and family-work, but also barriers that operate specifically only in one direction. Moreover, some of these barriers can also serve the individual as particular resources. From all this research it can be inferred that the search for the sources of conflict or enhancement between the workplace and the family should treat them separately: that is, different barriers may be determining the occurrence of particular forms of interaction. They can also lead to conclusions regarding the differing consequences affecting the whole Gestalt of the individual's functioning (Grzywacz & Marks, 2000; Zalewska, 2008).

The results of these authors' research, along with many others, indicated clearly that one of the particularly important factors here is gender, which can constitute both a predictor and a moderator of these dependencies (Frone, Yardley & Markel, 1997, cited by Janicka, 2008). In the biological approach, the development of human sexual roles is first and foremost accounted for by genetic factors, associated with, among other things, different aspects of the performance of the endocrine system and the brain (Rostowski, 2012).

The gender of the partners significantly differentiates the expectations and convictions they hold regarding the fulfillment of family- and work-related roles. These can be placed on a continuum, from traditional to non-traditional, which leads to diverse kinds of dependencies in the work-family relation (Lachowska, 2010). It can safely be assumed, then, that women with a more traditional point of view regarding life roles, who are more engaged in the issues of family life and the roles to be filled in this respect, will feel more interference in the realization of a professional role. In the case of men with more traditional inclinations, the dependency may be reversed: due to their greater involvement in their work, they may more often experience family-work conflict (Greenhaus & Beutell,

1985). The available research on this issue does not, however, allow for any such simple dependencies, since their results, based on the gender of the partners, continue to be inconsistent, sometimes even contradictory and unclear. On the one hand, we can find papers that claim there is no difference between women and men in terms of the intensity of work-family or family-work conflict (Duxbury & Higgins, 2001; Barnett, 2008; Lachowska, 2010); others emphasize the unfavorable situation of women, leading to more frequent conflict, regardless of its direction (Rostowski, 2006; Rostowska, 2009).

It would seem appropriate, then, to look for factors other than gender that could explain the discrepancies in the published research. One such variable must surely be, as mentioned earlier, the level of engagement in the given role. A high level of commitment to a particular role can lead to conflict with other roles, due to the heavy concentration of attention and activity. As Rostowska (2009) suggests, however, the engagement of the individual in one role may lead to the appearance of conflict in the work-family relation, though it need not necessarily deprive the individual of the possibility to integrate these spheres, at least in respect to the assumption and fulfillment of obligations.

Not without importance in this context is the perceived quality of the role, as well as the level of satisfaction with its realization. This can support positive spillover between different roles, or negative, if there is little or no satisfaction. As Rostowski (2006, p. 63) points out, "positive and negative emotional reactions to one role, i.e. marital and family or the workplace, constitute a significant mechanism joining commitment to one role with commitment to another."

One of the crucial elements in the process of balancing work and family roles is the personality of the partners (Duxbury, Higgins & Lee, 1994; Rostowski, 2006; Janicka, 2008; Rostowska, 2008). The research on this issue indicates that among the dimensions of personality that have particular importance are neuroticism and extraversion, which significantly affect the direction and quality of the spillover between these two spheres of functioning. A higher level of neuroticism, manifested by difficulties in adapting to new conditions or coping with obstacles, many negative emotions, and a tendency to pessimism, can seriously interfere with the process of integrating roles and generate exaggerated consequences from any conflict that may arise. It seems reasonable to assume, on the other hand, that extraversion would be a factor supporting and facilitating integration, since it entails optimism and the skills of building good interpersonal relationships and looking for social support, as well as an active (task-oriented) approach to coping with difficulties and setbacks in life (Burke, 1988; Rostowski, 2006; Rostowska, 2009).

Attention has also been drawn to the essential importance of the type of personality, i.e. proactive or reactive. Proactive individuals are relatively less inhibited by influences, situations, and changes in the environment. They exhibit a tendency to identify possibilities, opportunities, ways and means of taking advantage of change, and display initiative in striving to bring about favorable change (Rostowska, 2008). They can take action to acquire support, and engage in restructuring

or negotiating to minimize work-family conflict. The passivity of reactive persons, on the other hand, their tendency to bow to the pressure of circumstance and avoid action intended to change the situation, can lead to significantly more conflict (Bate-man & Grant, 1993; Aryee, Srinivas & Hwee Hoon, 2005).

Another important determinant in the experience of conflict is the feeling of being overloaded, resulting from the excess of obligations and problems. A feeling of being overwhelmed in one's roles can have a negative impact on the individual's motivation and their capability to budget their energy so as to integrate the various spheres of their functioning (Frone, Russell & Cooper, 1997; Duxbury & Higgins, 2001). The subjective feeling of being overloaded, in turn, produces time pressure. As indicated by research in this area, it is estimate that 57% of workers experience time pressure (Frederick, 1997; Chalteejee, 2000, cited by Janicka, 2008), which intensifies the experience of stress and frustration, and causes tension that is transferred to other areas of functioning, especially the family.

The model of marriage is yet another essential factor affecting the appearance of work-family conflict (Rostowski & Rostowska, 2005). Beginning in the 1980s and 90s, essential changes have taken place in terms of the dominant model of marriage, in the form of steady departure from the traditional model, with its clear division of the roles and obligations of both partners, in favor of marriage as an egalitarian partnership. The essence of this model is the involvement of both partners in professional work, and the division of responsibility for raising children and maintaining the family. The results of research on the consequences of this transformation have pointed to many advantages resulting from it, both for the partners themselves and for society at large: a higher level of marital satisfaction and a reduced level of depression and anxiety for both partners. Many researchers, however, are of the opinion that egalitarian marriage brings with it a higher level of stress for the spouses than does traditional marriage. One of the main difficulties entailed by an egalitarian partnership is the need to constantly adjust the equality between the partners, to engage in daily negotiations, and to make constant new arrangements and compromises (Rostowski, Rostowska, 2005; Rostowski, 2009). On the other hand, we should not forget that this model creates opportunities to develop more intimate unions, based on mutual respect (Brockner & Wiesenfeld, 1996; Deutsch, 1999). At present, however, we are observing the gradual evolution of a new model, essentially a variant of the egalitarian model, where both partners not only work outside the home, but also pursue professional careers in a competitive labor market, often involving managerial or executive roles (Rostowski, 2009). The essence of such dual-career relationships is the heavy commitment of both partners to their professional careers, which very often entails the necessity to improve one's qualifications, develop one's position, and change jobs frequently, at the expense of stability of employment (Carter, 1997). The high ambition of dual-career spouses, their strong commitment to their roles, the likelihood of significant time pressure, and the feeling of overload can make it harder to reconcile work- and family-related obligations, thus generating increasing conflict.

The evaluation of the quality of life in dual-career marriages can be affected by differences between women and men regarding the consequences resulting from this type of marriage (Rostowska, 2008). It has been suggested that men may have obtained more advantages from this type of marital relationship, since it reduces their feeling of sole responsibility for the financial maintenance of the family. More and more often, however, it is claimed that the transformations of contemporary marriages, and thus families, have led to specific changes in the roles played by women and men: namely, an increased role for women and a weakened position for men. This phenomenon constitutes rather a side effect of the emancipation of women, their professional involvement and active participation in public life (Witczak, 1990). Contemporary women, who have come to be equal to men in education, efficiency, accurate decision-making, coping with difficulties and tasks, effectiveness in pursuing a professional career, and participation in meeting the costs of raising a family, are placing greater and greater demands on their partners. It is scarcely surprising, then, that contemporary men very often feel threatened in their basic, time-sanctioned roles, and sometimes act in a way intended to negate the value of family life. Fortunately, this type of behavior does not occur in all men. Many men have a positive attitude towards working with strong women, and functioning in a marital relationship with a stabilized situation and clearly specified roles gives them a feeling of satisfaction with their personal and family life (Popenoe, 1996; Coltrane, 2004).

CONCLUSION

In the context of contemporary transformations taking place in our world, it seems safe to assume that the balancing of the roles associated with personal and professional life has become a necessary condition for a feeling of satisfaction and happiness. Both professional work and marital or family life allow the individual to meet many needs and have experiences of many different kinds, though these may be both positive and negative. As Rostowska states (2009), depending on the nature and intensity of these experiences, the quality of life can be good or bad. The economic and social transformations that have been taking place in the workplace, and the changes in the functioning and structure of marriage and the family, have unfortunately brought about a gradual increase in both internal and external conflicts in the work-family relation. As proven by a great deal of research (Frone, Russell & Cooper, 1997; Duxbury & Higgins, 2001), conflict in the process of integrating professional and family roles has been steadily intensifying, which does not give grounds for optimism regarding the quality of life in our times.

REFERENCES

- Aryee, S., Srinivas, E. & Hwee Honn, T. (2005) Rhythms of life: antecedents and outcomes of work – family balance in employed parents. *Journal of Applied Psychology*, 90, 132-146.
- Bańka, A. (2004). Kapitał kariery: klucz do rozwoju człowieka przez całe życie. In: W. Kret (ed.), *Poradnictwo kariery – teoria, mity i szanse*. Łódź: Wyd. Naukowe Wyższej Szkoły Humanistycznej [in Polish].

- Bańka, A. (2005). Jakość życia a jakość rozwoju. Społeczny kontekst płci, aktywności i rodziny. In: A. Bańka (ed.), *Psychologia jakości życia* (pp. 11-78). Poznań: Stowarzyszenie Psychologia i Architektura [in Polish].
- Bańka, A. (2007). *Psychologiczne doradztwo karier*. Poznań: Wyd. PRINT-B [in Polish].
- Barnett R. C. (2008). On multiple roles: past, present and future. In: J.K. Korabik, D.S. Lera & D.L. Whitehead (eds.), *Handbook of Work – Family Integration – research, theory and best practices* (pp. 75-94). London: Academic Books.
- Bateman, T. & Grant, J. (1993). Proactive component of organizational behaviour. *Journal of Organizational Behaviour*, 14, 103-118.
- Bidzan, M. (2008). Jakość życia pacjentek z różnym stopniem nasilenia wysiłkowego nietrzymania moczu. Kraków: Oficyna Wyd. Impuls[in Polish].
- Bidzan, M., Aponowicz, I., Bidzan, L., Szulman-Wardal, A. (2010). *Health-Related Quality of Life in rheumatoid arthritis from the bio-psycho-social perspective*. In: J. Bergier (ed.), *Environmental factors shaping wellness in sickness and disability*. Lublin: Wyd. NeuroCentrum, 21-35.
- Bidzan, M. (2011). *Jakość życia dzieci z chorobą przewlekłą i niepełnosprawnością ruchową i ich rodzin*. In: M. Bidzan, W. Budziński (eds.) *Rozwój poprzez terapię. Interdyscyplinarne aspekty pedagogiki leczniczej*. Gdańsk: Wyd. GWSH, 126-159 [in Polish]
- Bidzan, M., Bidzan, L., Smutek, J. (2012). *A Model of Psychological Factors Conditioning Health Related Quality of Life in Urodynamic Stress Incontinence Patients after TVT*. In: A. Alhasso, A. Fernando (eds.), *Urinary Incontinence*, Rijeka: In Tech, 131-144.
- Bieleninik, Ł. (2012). *Dzieci urodzone przedwcześnie w percepcji matek*. Gdańsk: Wyd. Harmonia Uviversalis [in Polish].
- Brockner, J. & Wiesenfeld, B. (1996). An integrative framework for explaining reactions: the interactive effects of outcomes and procedures. *Psychological Bulletin*, 120, 189 - 208.
- Burke, R.J. (1988). Some antecedents and consequences of work – family conflict. *Journal of Social Behaviour and Personality*, 3, 287 – 302.
- Carter, N. (1997). Solve the dual – career challenge. *Workforce*, 2, 21-22.
- Coltrane, S. (2004). Fathering: paradoxes, contradictions and dilemmas. In: M. Coleman & L. Ganong (eds.), *Handbook of contemporary families: considering the past, contemplating the future* (pp. 224-253). Thousand Oaks: Sage Publications.
- Crosby, F.J. (1991). *Juggling: the unexpected advantages of balancing career and home for women and their families*. New York: Free Press.
- Derbis, R. (2000). *Doświadczanie codzienności. Poczucie jakości życia, swoboda działania, poczucie odpowiedzialności, wartości osób bezrobotnych*. Częstochowa: Wyd. Wyższej Szkoły Pedagogicznej w Częstochowie.
- Derbis, R. (2003). Jakość życia z pracą i bez pracy. In: R. Derbis (ed.), *Niepokoje i nadzieje współczesnego człowieka. Człowiek w sytuacji przełomu*. Częstochowa: Wyd. Wyższej Szkoły Pedagogicznej w Częstochowie [in Polish].
- Derbis, R. & Bańka, A. (1998). *Poczucie jakości życia a swoboda działania i odpowiedzialność*. Poznań: Stowarzyszenie Psychologia i Architektura [in Polish].
- Deutsch, H. (1999). *Halving it all: how equally shared parenting works*. Cambridge: Harvard University Press.
- Duxbury, L.E. & Higgins, C.A. (1994). Interference between work and family: a status report of dual-career and dual-earner mothers and fathers. *Employee Assistance Quarterly*, 9(3-4), 55 – 80.
- Duxbury, L.E. & Higgins, C.A. (2001). *Work – life balance in the new millennium: Where are we? Where do we need go? Work Network*. Ottawa: Canadian Policy Research Networks, Int.
- Duxbury, L.E., Higgins, C.A. & Lee, C. (1994). Work – family conflict: a comparison by gender, family type, and perceived control. *Journal of Family Issues*, 15(3), 449-466.
- Edwards, J.R. & Rothbard, N.P. (2000). Mechanism linking work and family: clarifying the relationship between work and family constructs. *Academy of Management Review*, 25(1), 178-199.
- Evans, P. & Bartolomé, F. (1984). The changing pictures of the relationship between career and family. *Journal of Occupational Behaviour*, 5, 9-21.

- Frone, M.R., Russell, M. & Cooper, M.L. (1997). Relation of work – family conflicts to health outcomes: A study of employed parents in two community samples. *Journal of Occupational and Organizational Psychology*, 70(4), 325 - 335.
- Grandey, A.A. & Cropanzano, R. (1999). The conservation of resources model applied to work-family conflict and strain. *Journal of Vocational Behaviour*, 54, 350-370.
- Greenhaus, J.H. & Beutell, N.J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10, 76-88.
- Greenhaus, J.H. & Powell, G.N. (2006). When work and family are allies: a theory of work-family enrichment. *Academy of Management Review*, 31(1), 72-93.
- Greiner, I., Kudanowska, E. & Tarkowska, M. (2006). Czynniki indywidualne i społeczne warunkujące podejmowanie decyzji edukacyjno – zawodowych. In: A. Paszowska-Rogacz (ed.), *Materiały metodyczno – dydaktyczne do planowania kariery zawodowej* (pp. 25-78). Warsaw: KOWEZIU [in Polish].
- Grzywacz, J.G. (2000). Work-family spillover and health during midlife: is managing conflict everything? *American Journal of Health Promotion*, 14, 236 - 243.
- Grzywacz, J.G. & Marks, N.F. (2000). Reconceptualizing the work-family interface: an ecological perspective on the correlates of positive and negative spillover between work and family. *Journal of Occupational Health Psychology*, 5(1), 111-126.
- Gustafson, P. (2002). *Place attachment and mobility*. Göteborg: Department of Sociology.
- Hobfoll, S.E. (1989). Conservation of resources: a new attempt at conceptualizing stress. *American Psychologist*, 44(3), 513-524.
- Janicka, I. (2008). Konflikt w relacji rodzina-praca a jakość życia jednostki. In: L. Golińska & B. Dudek (ed.), *Rodzina i praca z perspektywy wyzwań i zagrożeń* (pp. 419-430). Łódź: Wydawnictwo UŁ [in Polish].
- Kahn, R.L., Wolfe, D.M., Quinn, R., Snoek, J.D. & Rosenthal, R.A. (1964). *Organizational stress* (2nd edition). New York: Wiley.
- Kossek, E.E. & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: a review and directions for organizational behaviour-human resources research. *Journal of Applied Psychology*, 83, 139-149.
- Kowalik, S. (2000). Jakość życia psychicznego. In: R. Derbis (ed.), *Jakość rozwoju a jakość życia* (pp. 11-31). Częstochowa: Wyd. WSP [in Polish].
- Lachowska, B. (2008). Wzajemne oddziaływania pracy i rodziny – perspektywa konfliktu i facylitacji (raport z badań pilotażowych). In: L. Golińska & B. Dudek (eds.), *Rodzina i praca z perspektywy wyzwań i zagrożeń* (pp. 431 – 444). Łódź: Wydawnictwo UŁ [in Polish].
- Lachowska, B. (2010). Konflikt i facylitacja jako mechanizmy wzajemnych oddziaływań pracy i rodziny – analiza różnic płciowych. In: T. Rostowska & A. Peplińska (eds.), *Psychospołeczne aspekty życia rodzinnego* (pp. 283-300). Warsaw: Wyd. Difin [in Polish].
- Parasuraman, S. & Greenhaus, J.H. (2002). Toward reducing some critical gaps in work-family research. *Human Resource Management Review*, 12, 299-312.
- Peplińska, A. (2011). *Małżeństwo a specyfika pracy marynarzy – perspektywa psychologiczna*. Kraków: Oficyna Wyd. Impuls [in Polish].
- Popenoe, D. (1996). *Life without father*. Cambridge, Massachusetts, USA: Harvard University Press.
- Preis, J., Bieleninik, Ł., Bidzan, M. (2010). Jakość związku małżeńskiego matek z ciążą wielopłodową i pojedynczą, *Perinatologia, Neonatologia i Ginekologia*, 3 (2), 140-144 [in Polish].
- Rapley, M. (2003). *Quality of life research: a critical introduction*. London: Sage Publication.
- Ratajczak, Z. (2006). Psychologiczne aspekty funkcjonowania współczesnych organizacji. In: Z. Ratajczak, A. Bańka & E. Turska (eds.), *Współczesna psychologia pracy i organizacji*. Katowice: Wyd. UŚ [in Polish].
- Rostowska, T. (2008). *Małżeństwo, rodzina, praca a jakość życia*. Kraków: Oficyna Wyd. Impuls [in Polish].
- Rostowska, T. (2009). Aktywność zawodowa małżonków a jakość ich życia. In: T. Rostowska (ed.), *Psychologia rodziny. Małżeństwo i rodzina wobec współczesnych wyzwań* (pp. 60-80). Warsaw: Wyd. Difin [in Polish].

- Rostowska T., Rostowski J., Lewandowska-Walter A., (2009), Neuropsychological and Family Conditionings of Anorexia Nervosa, *Acta Neuropsychologica*. Vol. 7, No. 4. ss. 264-282.
- Rostowska T., Rostowski J., (2011), Satisfying psychological needs and quality of life among married and cohabitating couples. In: H.Liberska (ed.), *Relations in marriage and family: genesis, quality and development*. (pp. 67-98). Bydgoszcz. Copyright by Wydawnictwo Uniwersytetu Kazimierza Wielkiego
- Rostowski, J. (2006). Nierówność zawodowa kobiet a doświadczanie zadowolenia i jakość życia w miejscu pracy. Wybrane aspekty. In: T. Rostowska (ed.), *Jakość życia rodzinnego – wybrane zagadnienia* (pp. 43-70). Łódź: Wyd. WSI [in Polish].
- Rostowski, J. (2009). Współczesne przemiany rozumienia związku małżeńskiego. In: T. Rostowska (ed.), *Psychologia rodziny. Małżeństwo i rodzina wobec współczesnych wyzwań*. Warszawa: Wyd. Difin, 15-46 [in Polish].
- Rostowski J., (2010), Genetyczno-ewolucyjne podejście do małżeństwa i rodziny. W: T.Rostowska A.Peplińska (ed.). *Psychospołeczne aspekty życia rodzinnego*. (pp.11-42). Warszawa . Wyd. Difin [in Polish]
- Rostowski, J. (2012). *Rozwój mózgu w cyklu życia człowieka. Aspekty bioneuropsychologiczne*. Warszawa: wyd. Difin [in Polish]
- Rostowski, J. & Rostowska, T. (2005). Małżeństwo – wczoraj, dzisiaj i jutro – w perspektywie psychologicznej. In: M. Płopa (ed.), *Człowiek u progu trzeciego tysiąclecia – zagrożenia i wyzwania*. Vol. 1 (pp. 229-244). Elbląg: Wyd. EUH-E [in Polish].
- Rostowski J., Rostowska T., (2010), Neuropsychologiczne podłoże związku małżeńskiego. W: Rostowska T., Peplińska A.(red.), *Psychospołeczne aspekty życia rodzinnego*. (pp. 43-63). Warszawa. Wyd. Difin.[in Polish]
- Rostowski J., Rostowska T., (2012), Neuropsychological context of marital Functioning. In: Thomas Heinbockel (ed.) *Neuroscience* . Intech ISBN 978-953-51-0617-3. pp.51-66
- Szulman-Wardal, A., Mański, A. (2010). Tacy sami? – analiza funkcjonowania komunikacyjnego przypadku bliźniąt z Zespołem Downa, *Perinatologia, Neonatologia i Ginekologia*, 3 (1), 73-78 [in Polish].
- Veenhoven, R. (1991). Question on happiness: classical topics, modern answers, blind spots. In: F. Stack, M. Argyle & N. Schwarz (eds.), *Subjective well-being: an interdisciplinary perspective* (pp. 7-26). Oxford: Pergamon Press.
- Whitehead, D.L. (2008). Historical trends in work-family: the evolution of earning and caring. In: J.K. Korabik, D.S. Lera & D.L. Whitehead (eds.), *Handbook of work-family integration: research, theory and best practices* (pp. 13-36). London: Academic Books.
- Witczak, J. (1990). *Mężczyzna szuka miłości*. Warszawa: Instytut Wydawniczy Związków Zawodowych [in Polish].
- Zalewska, A.M. (2008). Konflikty praca-rodzina – ich uwarunkowania i konsekwencje. Pomiar konfliktów. In: L. Golińska & B. Dudek (eds.), *Rodzina i praca z perspektywy wyzwań i zagrożeń* (pp. 403-418). Łódź: Wydawnictwo UŁ [in Polish].

Address for correspondence:

Aleksandra Peplińska
Institute of Psychology, University of Gdansk,
Bazynskiego 4, 80-952 Gdansk, Poland,
e-mail: psyape@ug.edu.pl