Abstract

This work represents one of the first detailed views on psychological aspects of work-family relationship in our country. I was interested in the relationships between various factors from work and family domains and the part they have in predicting work-family and family-work conflict. The aim of the research was to investigate direct relations of variables representing objective engagement of the individual in work and family areas. From the variables influencing the individual on the work side of the work-family interface we focused on work load, work hours, frequency of business trips and work status of the employee as antecedents of WFC. On the family side of the border we were interested in the influence of factors of primary childcare and household responsibilities, family work hours, number and age of children on FWC. Besides, we also focused on direct and mediation role of family-friendly organizational culture, family-friendly benefits used, work/family salience and sense of control over one’s work on the relationship between objective role engagement variables and WF interference. We tested for differences between groups of individuals according to sex, partner and parental status and also how work, family, demographic and family-friendly org. culture variables relate to the forms of WFC. Findings and future implications for research and practice are discussed.