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# Topic 5-2 Balancing Family and Work

- In this topic, you will learn about the challenge of balancing family and work, as well as
  - The relationship of work and family life
  - Managing multiple roles
  - The role of the employer

# **Balancing Family and Work**

#### **Objectives for Topic 5-2**

- After studying this topic, you will be able to
- explain the relationship between work and family
- recognize ways working families can manage multiple roles
- identify ways employers can help dual-career families manage work and family roles

## Topic 5-2 Terms

dual-career families
multiple roles
priorities
job sharing

flextime
flexible workweeks
tailored paychecks

# The Relationship of Work and Family Life

- Your job can affect other areas of your life, including family relationships
- The quality of your family life can have an effect on your work performance





# The Effects of Work on Family Life

#### Positive effects

- Work satisfaction provides confidence
- Parents convey positive work attitudes to children
- Sharing
   management tasks
   strengthens family
   relationships

#### Negative effects

- Jobs leave little time for socializing or recreation
- Role overload
  - Dual-career
     families are families
     in which both
     spouses are
     employed

# The Effects of Family Life on Work

 Positive effects
 Workers with good family relationships are more cheerful and energetic Negative effects

Family
 responsibilities
 may distract the
 worker

## Did You Know...

#### 62% of working women earn half or more of their family's income Source: Women Employed



## Managing Multiple Roles

- Multiple roles refers to two or more roles, such as work and family roles, being filled by one person
- People with multiple roles need to
  - plan carefully
  - manage family resources

## **Set Priorities**

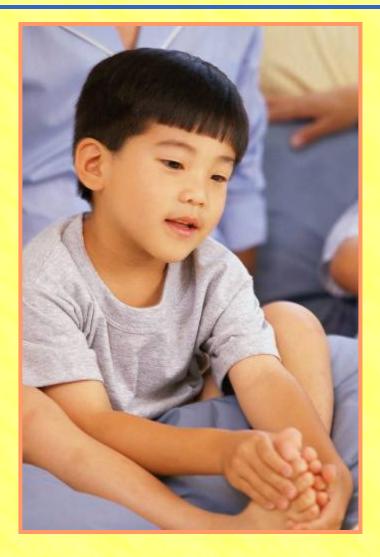
Priorities are important tasks ranked in order of importance

- What is most important to the family?
- How does this affect decision making?

## Make Choices

- Setting priorities can cause conflict
- Communication and support can help avoid or solve the conflicts
- Expectations must be realistic

## Find Child Care



 Choose the option that best fits the needs of
 the children
 the parents

## Brainstorm

How can a family with dual-career parents and teenage children spend more quality time together?

## The Role of the Employer

How do employees help balance work and family roles?

- Flexible work arrangements
- Employee
   benefits that
   help families



## **Flexible Work Arrangements**

- In job sharing, two people divide the job responsibilities of one job
- Flextime plans mean employees set their own work schedule within certain terms
- Flexible workweeks is a term meaning changing to four 10-hour workdays per week

# Employee Benefits That Help Families

- Fringe benefits are hidden benefits, such as life and health insurance, profit-sharing plans, and paid vacations
- Tailored paychecks allow employees to choose benefits that best meet their own wants and needs

## Summary for Topic 5-2

- Balancing work and family roles is a continuing challenge
- For dual-career families, good management and relationship skills are key elements
- To accommodate parents' needs, employers are offering flexible work schedules and benefits