

Skills for Living

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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