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ZNAČAJ PORODIČNOG FUNKCIONISANJA I MEĐULJUDSKIH ODNOSA NA POSLU ZA DOŽIVLJAJ KONFLIKTA IZMEĐU POSLA I PORODICE

Apstrakt: Cilj ovog rada bio je utvrđivanje efekata dimenzija porodičnog funkcionisanja i odnosa sa kolegama i pretpostavljenim na doživljaj konflikta između posla i porodice kod zaposlenih osoba koje su u braku i imaju decu. Na uzorku, koji je obuhvatao 644 ispitanika oba pola (59.1% ženskog), primenjene su odgovarajuće skale iz PORPOS baterije, konstruisane za potrebe projekta 179002, čiji je cilj bio ispitivanje diverziteta odnosa na poslu i u porodici u Srbiji 2011. godine. Za procenu dimenzija porodičnog funkcionisanja korišćene su stavke preuzete iz skala FACES III i FACES IV, dok su ostale varijable (konflikt posao–porodica i međuljudski odnosi na poslu) ispitivane skalama konstruisanim unutar navedenog projekta. Od dimenzija porodičnog funkcionisanja, samo komunikacija se izdvojila kao značajni prediktor, dok su iz domena posla, obe vrste odnosa (sa kolegama i nadređenim) predviđale doživljaj konflikta posao–porodica. Sa povećanjem procenjenog kvaliteta ovih odnosa, kao i porodične komunikacije, smanjivao se konflikt. Efekti komunikacije delom su posredovani navedenim odnosima na poslu. Što je kvalitet porodične komunikacije procenjen višim, to je bolje ocenjen i kvalitet ovih odnosa, a konflikt manjim. Uprkos niskom procentu objašnjene varijanse, dobijeni rezultati opravdali su pretpostavljeni doprinos interpersonalnih odnosa na poslu i u porodici predviđanjem usklađenosti poslovnih i porodičnih uloga.

Ključne reči: konflikt posla i porodice, porodično funkcionisanje, odnos sa kolegama, odnos sa pretpostavljenim

THE ROLE OF FAMILY FUNCTIONING AND INTERPERSONAL RELATIONS AT WORK IN WORK-FAMILY CONFLICT

Abstract: The aim of this paper was to examine the effects of the dimensions of family functioning and relationships with colleagues and with the superior at work on the experience of work-family conflict in the employed married parents. We applied the appropriate scales of PORPOS battery, constructed for the purpose of the project 179002 (aimed to examine the diversity of relationships at work and in the family in Serbia in 2011) in the sample of 644 respondents of both genders (59.1% females). For the assessment of the dimensions of family functioning, the items were taken from both FACES III and FACES IV, while the other variables (work-family conflict and interpersonal relations at work) were examined with scales constructed within the project. Among the dimensions of family functioning, only communication distinguished itself as a significant predictor, while both types of relationships at work (with colleagues and the superior) predicted the experience of the work-family conflict. With the increase

in the perceived quality of these relationships, as well as with better perceived family communication, the conflict was reduced. In addition, it had been found that the effect of communication on work-family conflict was partly mediated by the relationships at work. The higher the quality of family communication was, the better the quality of work-related relationships, and the lower the work-family conflict. Despite the low percentage of variance explained, the obtained results justified the assumed contribution of interpersonal relationships at work and in the family to the prediction of the coordination of work and family roles.

Keywords: work-family conflict, family functioning, relationship with colleagues, relationship with the superior