Family and working context as predictors of family-work balance in working mothers

The aim of the study was to identify perceived work-family interference in employed mothers, as well as establish personal, organizational and family determinants of the two potential experiences of work-family interference - work to family interference or family to work interference. Our research involved 261 working mothers contacted in a kindergarten their children attended. The results showed that questioned mothers perceived significantly stronger work to family interference than family to work interference. Perceived partner's participation in childcare and domestic work is a significant predictor of the experienced work-family balance. Mothers who had less demanding jobs and perceived more organizational flexibility, experienced less work to family interference. Working hours per day significantly predicted the experience of work-family interference, while the number of children predicts the family to work interference.

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