The course of young family parenthood construction and work



reconciliation model with reference to qualitative research

Ilona Tandzegolskienė, Elena Trepulė, Aušra Rutkienė, Giedrė Tamoliūnė, Vaida Jurgilė (vytautas Magnus University)



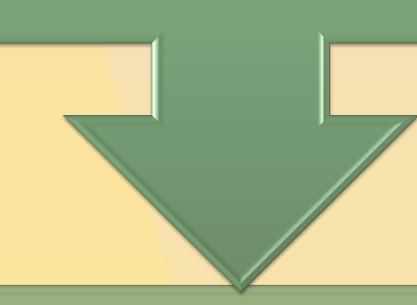
Introduction

The goal of this empirical study - to present common ground covering the experiences of young parents and employers, and define career counsellors' role in the process of work and family/falmily and work reconciliation.

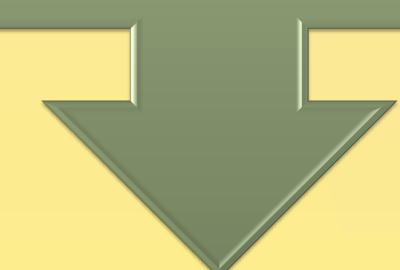
The **object** of the research is reconciliation of work and family/family and work.

Methods

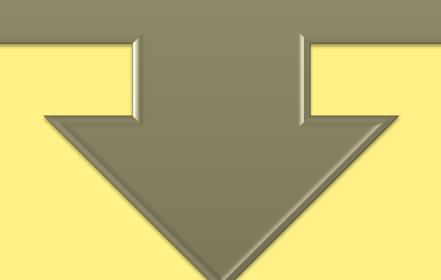
The analysis of literature: Work-family live; Work-family conflict construct; Work-family conflict models; Work-family role conflict; Work-family linking mechanisms; Work social support and family social support; Career management; Work-family facilitation; Family -work reconciliation.



Narrative interviews with young parents: 15 narrative-interviews with young families (both mother and father). In the narrative interviews the following sequence of life stages has been followed: child birth -> maternity/paternity leave (1-2 years) -> mother's/father's return to work -> child's entry to kindergarten -> child's entry to school.



Semi-structured interview with employers: 14 interviews with the employers representing private and public sectors in the different counties. The semi-structured interview instruments were focused on the following topics: a) creation of family-friendly work place; b) necessity for flexible work schedule; c) development of decrees regulating support in respect to the needs of young parents.

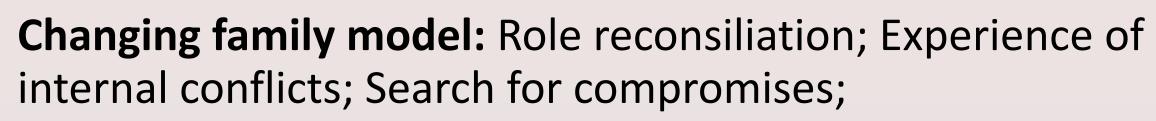


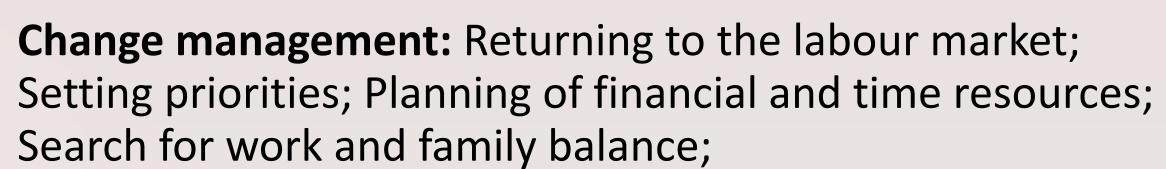
Focus group with career guidance and human resource specialists:

Focus group of 6 experts. Career counsellors and human resource specialists are expected to be those facilitators who actively participate in the process of searching balance between family and work.

Results

Young families' narrative interview results - Thematic analysis (Braun &Clarke 2006, Soderberg 2006):

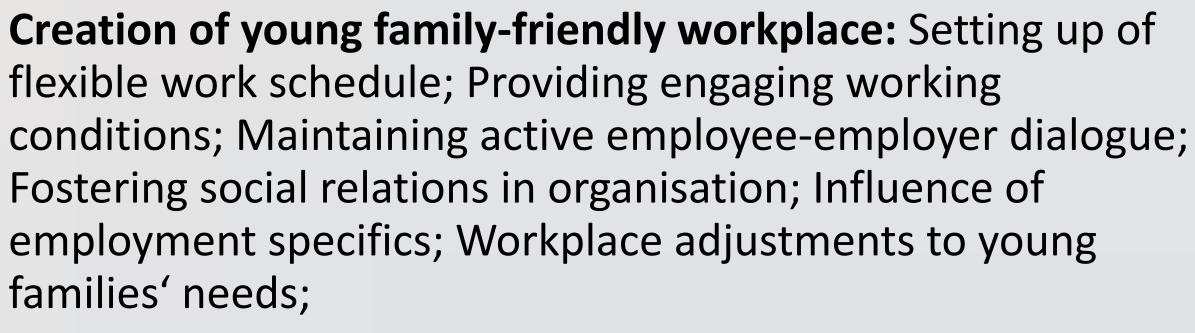




Career management: Different types of career; Expedient career planning; Searching for intrinsic "Me"; Career development decision-making;

Supportive environment: State support; Organisation's nature and inner culture; Comparison of work and family skills; Family relations' harmony.

Employers' interview results - Content analysis (Elo&Kyngäs, 2007):





Definition of formally regulated young family support: Formalisation of common agreements; Effectiveness of information provided by Personnel Department /Administration; The level of determining young parents' legal status;

Employer's options to adjust to the various forms of support: Employer's possibilities to establish child-friendly environment; Influence of organisation's internal culture; Anticipating career development opportunities.

Experts' focus group results - Content analysis (Elo&Kyngäs, 2007):

- Categorization of career counsellors' and human resource specialists' approach to facilitation of family and work reconciliation:
- Pressure experienced by employees with small children;
- Development of career counselling services;
- Recommendations provided by career counsellors to employees;
- Keeping a consistent system/order determining child-care support during maternity/paternity leave and later.

References

Braun, Virginia & Clarke, Victoria (2006). Using thematic analysis in psychology. Qualitative Research in Psychology, 3:2, 77-101. Routledge: Tylor Francis Online.

Satu, Elo & Kyngäs, Helvi (2008). The qualitative content analysis process. Journal of Advanced Nursing, 62(1), 107-115. Finland: University of Oulu.

Soderberg, Anne-Marie (2006). Narrative interviewing and narrative analysis in a study of a cross-border merger. Management International Review, 46(4), 397-416. Gabler Verlag.

Contact

Ilona Tandzegolskienė: ilona.tandzegolskiene@vdu.lt

"The financial support provided by the Research Council of Lithuania for the research and proof-reading of English language is gratefully acknowledged (Project Reg. No. MIP-075/2014)"

12. Berliner Methodentreffen Qualitative Forschung, 22.-23. Juli 2016