

Vereinbarkeit von Familie und Beruf:
Geschlechterrollenorientierung und elterliche Schuldgefühle
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Zusammenfassung

Die vorliegende Studie untersucht den Effekt von täglich erlebten Konflikten in Familie und Beruf auf tägliche Schuldgefühle in den jeweiligen Domänen, sowie den Moderationseffekt von Geschlechterrollenorientierung (GRO) und wahrgenommener sozialer Unterstützung aus dem familiären Umfeld (SozU). 47 berufstätige Eltern beantworteten einen Online-Fragebogen, beginnend mit einer einmaligen Basisbefragung und zusätzlich einer täglichen Befragung über einen Zeitraum von fünf Tagen. Auf Basis einer Mehrebenenanalyse konnte ein signifikanter Zusammenhang von täglichem Work-Family Conflict (WFC) und täglichem Work-Family Guilt (WFG), wie auch der Zusammenhang von täglichem Family-Work Conflict (FWC) und täglichem Family-Work Guilt (FWG) bestätigt werden. Die Moderationshypothesen, die die Auswirkung von egalitärer und traditioneller GRO auf den Zusammenhang von Schuld und Konflikt messen sollten, konnten nicht berechnet werden. Ebenso verhielt es sich mit der Hypothese, dass Personen mit hoher SozU weniger täglichen FWG in Zusammenhang mit täglichem FWC erleben. Jedoch wurde ein signifikanter mittlerer Zusammenhang von GRO mit täglich erlebten Schuldgefühlen und täglichen Konflikten in Familie und Beruf festgestellt. Täglicher FWC zeigte einen stärkeren signifikanten negativen Zusammenhang zu SozU als zu täglichem WFC. Weiterhin erlebten Frauen im Mittel höhere Mengen an Konflikt in beiden Bereichen als Männer. Teilnehmende, die mit Kindern im Haushalt leben, berichteten signifikant mehr WFG und FWG als die Gruppe ohne Kinder im Haushalt. Wie auch in vorheriger Forschung zeigt diese Studie ein höheres Erleben von WFG als FWG unabhängig von Geschlecht oder Kindern im Haushalt. Eine Limitation der Studie war die geringe Teilnehmendenzahl für das Längsschnittdesign. Weitere Limitationen und Implikationen für zukünftige Forschung werden diskutiert.

Schlüsselwörter: Vereinbarkeit Familie und Beruf, Work-Family Conflict, Schuldgefühle, Geschlechterrollenorientierung, soziale Unterstützung

Abstract

This study examines the effect of daily conflicts in family and work on daily feelings of guilt in the respective domains as well as the moderation effect of gender role orientation (GRO) and perceived social support from the family environment (SozU). 47 working parents answered an online questionnaire, starting with a one-off basic survey and additionally a daily survey over a five-day period. On the basis of a multi-level analysis, a significant correlation of daily work-family conflict (WFC) and daily work-family guilt (WFG), as well as the connection between daily family-work conflict (FWC) and daily family-work guilt (FWG), was confirmed. It was not possible to calculate the moderation hypotheses that were supposed to measure the impact of egalitarian and traditional GRO on the relationship between guilt and conflict. The same applied to the hypothesis that people with high SozU experience less daily FWG in connection with daily FWC. However, a significant middle relationship of GRO with daily feelings of guilt and daily conflicts in family and work was noted. Daily FWC showed a stronger significant negative correlation to SozU than to daily WFC. Furthermore, on average women experienced higher levels of conflict in both areas than men. Participants living with children in their household reported significantly more WFG and FWG than the group without children in the household. As in previous research, this study shows a higher experience of WFG than FWG regardless of gender or children in respective households. Implications for future research are discussed.

Keywords: work-family interface, work-family conflict, guilt, gender role orientation, social support

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