PARENTING STYLE IN THE CONTEXT OF THE CONFLICT BETWEEN PARENTAL AND BUSINESS ROLES

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ARTICLE INFO

ABSTRACT

The paper discusses the connection between parenting style and the scope of the conflict between parental and business roles. For a parenting style, we used the concept of Dianne Baumrind (1966/2002), who defined three basic types of a parent-child relationship: authoritarian, authoritative and permissive. The problem of conflict is accessed through the theory of work-family conflict, the Greenhaus and Beutell model (Greenhaus and Beutell, 1985), according to which the impact of work on a family consists of three sub-dimensions: time-based conflict, strain-based conflict, and behaviour-based conflict. The survey involved 204 respondents – employed parents with at least one child aged 3 to 16 years. The results of the research have shown that the authoritarian and the permissive parenting style is accompanied by a more obvious conflict of parental and business roles, while the positive effect of employment is linked to the authoritative parenting style. Implications of the obtained findings show that business and family responsibilities enable parents to participate in multiple roles, that can be used to promote their growth and development and better functioning in the parental role.

1. INTRODUCTION

The family is the essential environment that an individual belongs to, but, besides that, a job and performing of a certain activity, if we can say so, is another critical system within the framework of which is expected to have a specific role and one's personality realization. Certain relationships are established between these systems which can be functional or problematic. They can contribute to the creation of harmony in the life of an individual (Casper et al, 2007; Lapierre and McMullan, 2016, see also: Frone, 2003; Greenhaus and Powell, 2006; Sieber, 1974), or they can be a source of stress and destabilization of both parental and professional as well as personal functioning (Carlson, Kacmar and Williams, 2000; Frone, 2003; Greenhaus and Powell, 2006).

The requirements of modern society are becoming more and more complex regarding professional competence and, parallel to that, of quality parenting too. This, in turn, leads to a burden on the family system that needs to respond to both the demands of a profession and the needs of each member of the family system. The development of technology and the changing organization of work in contemporary society are bringing about consequences and the emergence of ever more conflicts in the work-family context.

This situation has prompted research curiosity for the emergence of numerous empirical research (this one too) that deals with the examination of the relationship between parental styles and the conflict between parental and business roles.

1.1. Parenting style

The family atmosphere in which a child is growing up depends largely on parental behaviour towards a child and a parenting style. The family atmosphere can additionally be burdened by many parents' problems, including the conflict of family and business roles. The unhealthy family atmosphere can affect

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the psychophysical health of a child.

A parenting style means relatively consistent ways of parenting, which establish overall relationships with children. A parenting style is formed very early; it is a two-way process. A child adopts it as a model of parental behaviour, and a parent perceives a child's reaction as a positive or negative affirmation of parents' actions.

The concept of Diane Baumrind (Baumrind, 1966), who, relying on the Schaefer`s model, defined three basic types of a parent-child relationship as authoritarian, authoritative and permissive is very important for our research. The authoritarian style is characterized by superimposed control, often not adjusted to the age of a child, with a relatively low warmth in relation to a child, and the most frequent outcome is high dependence and average social responsibility. Researches often show that parenting irritability is associated with increased externalizing and internalizing behaviour, poorer academic achievement, less pro-social behaviour and worse physical health (Low and Stocker 2005; Waylen and Stewart-Brown 2010). The authoritative style is characterized by relatively high control in the context of rationalism and feelings adapted to the age of a child. Authoritative parents exhibit general acceptance followed by high verbal communication, which most often has outcomes in successful adaptation, independence and social responsibility. Researches show that warm, affectionate parenting behaviours are associated with optimal child outcomes (Chao and Willms 2002; Landry, Smith and Swank, 2006). According to this concept (Baumrind and Thompson, 2002), the authoritative model is the most effective way of children upbringing in achieving a high level of individuality and belonging to a community. The permissive style is characterized by low control accompanied by low demands with the general acceptance of the child, which as a result often has low social responsibility and apparent independence.

A parenting style can significantly determine future development and behaviour of a child with far-reaching effects in adulthood too. Considering the importance of parenting styles, in this paper, we wanted to determine the connection between parenting styles and employment, that is, with the conflict of parental and business roles.

1.2. Theories on the relationship between work and family

Increased interest in this issue began with the massive hiring of middle-class women (World War II). In the meantime, as a result of research, several theories about the relationship between work and family were created. According to Zedeck (1987), some of them are:

1) Spillover theory – what happens at work is also spilt over to family life. In other words, if a person doing a tedious job can become lazy at work, and by newly acquired skills – avoid performing various family duties;

2) Compensation theory – there is an inverse relationship between work and family, and people invest themselves differently in these two. In one sphere people realize, do or get what they cannot in the other sphere;

3) The theory of segments – work and family are independent spheres, spatially separated, time-wise and functionally, and this enables their independent functioning. - family is a sphere of intimacy, affectivity, and intense interpersonal relationships, while work is a sphere which is impersonal, competitive, and rather instrumental than expressive;

4) Theory of instrumentality – work and family are connected in such a way that one of these spheres is always a means to achieve desired results in the other – for example, good business results lead to good family life, and they are the means to provide a different kind of life satisfaction;

5) The theory of conflict – these two spheres are generally incompatible, and success in one sphere inevitably leads or requires sacrifices in another sphere. This is because these two spheres have different norms and requirements;

6) Integrative theory – work and family are so intertwined that it is impossible to observe them separately.

One of the famous theories of the work-family conflict is the model of Green-haus and Beutell (Greenhaus and Beutell, 1985). They define the conflict of working and family roles as 'a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect' (Greenhaus and Beutell, 1985, p. 77) and that the work-family conflict is two-way and multi-dimensional. The impact of work on a family and vice versa consists of three sub-dimensions: a time-based conflict (when

the demands of one role make it physically impossible to fulfill another role), a conflict based on strain, efforts of a person and characteristics of a person (when efforts that a person invests in one role prevent the fulfillment of requests which are expected by another role) and a behaviour-based conflict (when behaviours related to one role are incompatible with expectations related to the other, at the simultaneously existing role of an individual).

On the other hand, the so-called expression 'work-family balance' (Sieber, 1974) can be found in the literature more and more often. It is a matter of satisfaction and good functioning at both work and home with a minimum interrole conflict. Alternatively, as Wayne, Musisca and Fleeson (2004, p. 110) define, work-family relief (mood, received support, improved self-esteem and time management) 'occurs when participation in one role, leads to better functioning in another role'. This expression is based on a new hypothesis, that is, the involvement of an individual in multiple roles leads to a greater number of resources and opportunities that a person can use to promote their growth and development and better functioning in other domains of life (the so-called 'enlargement hypothesis'). So, as the family-work conflict can go in both directions, it is noteworthy that a job can also contribute to a family, as well as the other way round (Allen, 2012).

However, there is also a theory that emphasizes the role of personality traits on the work-family relationship. Thus, neuroticism is positively, and conscientiousness is negatively linked to the work-family conflict. Collaboration, openness to experience and extraversion positively influence the relaxation of work-family relationships (Wayne, Musisca and Fleeson, 2004).

1.3. The connection between parenting styles and conflict of roles

Studies that deal with the problem of employment of both parents show that, for example, there are better marriages in cases with husbands whose wives are employed but are not primarily career-oriented, but family oriented (Scarr, Phillips and McCartney, 1989). With the arrival of children, the need for man's engagement gets increased. Women's work outside home gives men an opportunity to increase involvement in the upbringing of children, and this option enhances the emotional well-being of husbands and their

increased closeness with women and children (Brayfield, 1995), indicating that both parents being employed has a positive impact on the family. The positive impact of employment is there also because two parents bring higher income than one, and the economic power of a family has increased, which significantly improves the quality and diversity of the upbringing environment.

However, there are also studies that show the other side of the employment effect. Poor quality jobs that expose parents to work overload and intensity, low autonomy and long hours have been linked to more punitive and harsh parenting behaviors (Perry-Jenkins et al., 2007), reduced emotional availability (Johnson et al., 2013); poorer quality family relationship with children (Cooklin et al., 2015) and less time together (Cooklin et al., 2015; Johnson et al., 2013).

Strazdins et al., (2006) pose three key pathways via which work-family conflict affects children's relational environments - through parent wellbeing, parent-child interactions, and inter-parental relationships. And, while parents with optimal mental health have capacity to provide warm, nurturing and stimulating environments for their children, parental stress and mental health difficulties are related with poorer quality parent-child interactions, with less warmth, more irritability and less consistency (Conger et al., 2002). Recent longitudinal research of work-family conflict and children's mental health (Dinh et al., 2017) showed that when parents move into work-family conflict and when it becomes chronic, children's wellbeing is adversely affected both directly and indirectly via increases in poor parent mental health, parenting irritability and marital dissatisfaction.

The socialist society, which was there in Serbia in the second half of the 20th century, promoted equality between men and women and, in that context, promoted the employment of women as a social value, which was further the case during the transition period. In this paper, we wanted to explore the scope of the conflict between parental and business roles in families in Serbia, since the transition and crisis in Serbian society can, in different ways, reflect on parental functioning and parenting styles.

2. MATERIALS AND METHODS

The aim of this research was to establish the connection between parenting styles and the scope of parental and business role conflicts. The general assumption we started from was that a high-level conflict between parental and business roles is associated with dysfunctional parenting. The sample of this research consists of 204 employed parents in Serbia who are married, with at least one child aged 3 to 16, because then there are big demands in the parental role, and we thought that they would best understand the particles from the research instrument and most objectively respond to them. Research subjects are biological parents, 46 male examinees (22.5%), and 158 female respondents (77.5%). Most of the respondents are with a university degree (64.2%), 34.8% with secondary school degrees and only one respondent with a primary school diploma. When it comes to types of work, the most significant percentage of respondents work with things (44.1%), slightly fewer work with people (37.7%), and the smallest percentage of respondents work with data (18.1%).

A descriptive method was used within which the scaling technique was used, and the following instruments:

The first scale – The scale of assessment of the level of conflict between the parental and business role was specially constructed for this research, and, within it, the Scale of Work/Family Conflict was used (Kopelman, Greenhaus and Connolly, 1983, pp. 198-215), which contains the following dimensions: conflict at work, family conflict and role conflict; then the short version of the Scale Work-Family Enrichment (Cooklin et al., 2015, pp. 266-277), which contains dimensions: work-family conflict and work-family enrichment; and a shortened and customized version of the Multidimensional Measure of Work-Family Conflict (Carlson et al., 2000, pp. 249-276) with three sub-dimensions: time-based conflict, strain-based conflict (personality traits included), and behaviour-based conflicts. The scale obtained in this way has five dimensions that are in line with the separated factors in the factor analysis of the instrument: Time Conflict, Strain Conflict, Positive Employment Effect, Conflict of Behaviour, and Conflict of Problem Solutions. The scale contains 20 particles (for example: The business schedule often leads to the problem of organizing my family activities; My work at my job has a positive effect on my children; When I come

home from work, I am often too exhausted to take part in parental responsibilities/activities with children...). The reliability of the Krombach alpha scale is 0.812.

The second scale – Parental styles assessment scale is the Parenting Styles and Dimensions Questionnaire (PSDQ - Robinson et al., 2001). The scale contains the dimensions of the authoritarian, authoritative, and permissive style and relies on the model of Baumrind upbringing styles. The dimensions of the authoritative style are connection, regulation and autonomy. The dimensions of the authoritarian style are coercion, verbal hostility and non-reasoning. The permissive style in the questionnaire has no particular dimensions. The scale contains 32 particles (for example *I am responsive to our child's feelings and needs, I use corporal punishment as a way of disciplining our child*). The reliability of the Krombach Alpha scale is 0.741.

Both scales are numerical scales, and the numbers in it are defined as follows: 1. Never, 2. Almost never, 3. Once in a while, 4. Very often, 5. Always.

This research was carried out during 2016. The research was conducted in Serbia, by transmitting the instrument of the research via a social network. To deal with the assessment scale, parents had enough time, i.e. as much as each one of them individually needed.

3. RESULTS AND DISCUSSIONS

Respondents are first given to assess how often they are confronted with specific situations related to work and family conflicts (20 claims). The results showed that the conflict between parental and business roles is not high in our respondents. The highest average values are in the items *Business, and family responsibilities make me a complete person* (AS = 4.49) and *Business and family responsibilities at the same time make me feel more competent* (AS = 4.26). About half of the respondents always found themselves in these claims.

The lowest average values are in the items - *I am often emotionally empty when I come home from work, which prevents me from contributing to my family* (AS = 1.89) and *With all the pressures on the job, when I come home, I am under too much stress to do stuff that fulfills me* (AS = 2.06). We see that these are items which relate to the emotional part of the conflict, that is, strain in the conflict of roles. However, more than a third of

respondents say that these types of conflicts have never existed, which is positive knowing the fact how possible conflicts may be unfavourable to parental functioning.

Such results only continue the series of results of those research that examine the relationship between work and family in a positive sense, as a type of relief, contribution ... Thus, relief can occur, for example, when participation in one role leads to privileges, resources, security from failure in another role and/or personal enrichment (Greenhaus and Powell, 2006; Sieber, 1974), which then lead to improved functioning in another domain. In addition, the employment of both parents requires equal involvement of parents in the family environment, resulting in the development of egalitarian attitudes with both parents. The prominence of the positive effects of employment is certainly linked to the problem of unemployment that is present in Serbia, which is why a significant number of families have existential problems, therefore, a salary more, that is, the increased economic power of the family significantly improves satisfaction and quality of upbringing.

To make it easier to notice the differences in the extent of the conflict between parental and business roles in relation to all the examined variables, it was necessary to make a factor analysis of the Scale of assessment of the scope of the conflict between parental and business roles. We have retained all 20 items divided into five factors that we have designated in accordance with the contents of the items themselves.

The first factor was named as the *Time-based Conflict* because this factor is saturated most by attitudes that point to separation, prevention, indulgence and lack of time which parents – instead of at work – would like to spend with their families. The second factor is referred to as the Strain-based Conflict because this factor is most saturated by attitudes that point to preoccupation, irritability, lack of relaxation and work-related stress. The third factor is called the Positive Effect of Employment because this factor is saturated with the attitudes that point to the feeling of completeness and competence due to the combination of work and parenting, a positive effect and better appreciation of the time spent with children. The fourth factor is referred to as the *Behaviour-based* because this factor is most saturated by attitudes that indicate behaviour which is effective at work which does not help to be a better parent or is counterproductive at home with children. The fifth factor is called

Conflict in Performing Activities because this factor is saturated by attitudes that indicate fatigue and problem of organizing family activities.

At the end of the presented and described factors, we conclude that out of five separate factors, three coincided with the already mentioned theory of the work/family conflict, which is the Greenhaus and Beutell model (1985) according to which the impact of work on family and vice versa consists of three sub-dimensions: time-based conflict, *strain-based conflict* (personality traits), and behaviour-based conflict.

Also, a factor called the *Positive effect of employment* can be compared with a construct well-known in the literature – the so-called 'Work-family balance' or 'enrichment' or 'enhancement' (Frone, 2003; Greenhaus and Powell, 2006; Sieber, 1974). It is a matter of satisfaction and proper functioning at work and at home with a minimum of interrole conflict.

These factors have been used as the dimensions of business and parental role conflicts in the continuation of the analysis.

In addition to this, respondents were asked to assess the extent to which they act in different situations, which is in line with certain parenting styles.

Table 1. Basic parameters of parenting styles

	Min	Max	AS	SD
Authoritarian style	1.00	3.83	2.11	0.59
Permissive style	1.00	4.75	2.81	0.77
Authoritative style	2.94	5.00	4.52	0.36

From Table 1 we can see that the average values of the authoritative style (AS = 4.52) are significantly higher than the average values of the permissive style (AS = 2.81) and the authoritarian style (AS = 2.11). This would mean that parents in the sample we examined prefer the authoritative (democratic) style of upbringing, followed by the permissive and the authoritarian style at the end. The most prominent presence of the authoritative style points to a positive emotional relationship between parents and children, that is, the connection, understanding and recognition of the child's needs for autonomy.

The results are in line with the research by Matejevic, Todorovic and Jovanovic (2014) who, also on a sample of parents from Serbia, show that the authoritative parenting style is

the dominant parenting style in the families of the students examined. The results are in line with research in other countries, as well (Waylen and Stewart-Brown, 2010; Yusuf and Sim, 2017). Also, the researches (Todorovic, Matejevic and Simic, 2012) showed that all sub-dimensions of the authoritative style of upbringing (connection, regulation, autonomy granting) positively contribute to family communication and family satisfaction as a whole.

Table 2. Basic parameters of parental styles' dimensions

	Min	Max	AS	SD
Physical Coercion	1.00	4.00	1.76	0.61
Verbal hostility	1.00	5.00	2.85	0.79
Non-reasoning	1.00	3.67	1.72	0.66
Indulgence	1.00	4.75	2.81	0.77
Connection	3.20	5.00	4.73	0.36
Regulation	3.17	5.00	4.64	0.46
Autonomy granting	2.40	5.00	4.15	0.58

From Table 2, we can see the authoritarian style, the values of verbal hostility (AS = 2.85) are higher than for coercion (AS = 1.76) and non-reasoning (AS = 1.72). Among the items related to the authoritarian parenting style are: *I criticize a child for their behaviour to get better, and I criticize a child when their behaviour does not meet my expectations*, which indicates that parents are 'strict' primarily verbally, in the sense of criticizing and thus expressing dissatisfaction. Within this style, the lowest arithmetic mean values were claimed: *I slap children when they misbehave* and *I punish children by leaving them alone with little or no explanation*, which means that parents who use authoritarian style do not approach children by corporal punishment, but only by verbal expression of dissatisfaction, but with an explanation of their actions, therefore, respecting the integrity and personality of their child.

When it comes to the authoritative upbringing style, we can see that the values of connection (AS = 4.73) and regulation (AS = 4.64) are higher than the autonomy values (AS = 4.15). Among the items relating to the authoritative parenting style are: *I comfort my child and show understanding when they are upset, and I react to feelings and needs of my child*, which indicates that parents are aware of the needs of children for their proximity and connection. However, within this style, the lowest arithmetic mean went to the statement *I allow my child to influence family rules*, which shows parents' unwillingness to comply with the wishes and needs of the child. These results indicate a parents' desire to establish closeness with children, but not to fully meet their child's need for independence and autonomy, or, the desire to develop child accountability is not sufficiently developed. However, the range of responses related to autonomy suggests that answers differ from those of young children and adolescents' parents. Moreover, in that sense, there are differences in relation to child's autonomy. The possibility of this interpretation is confirmed by the results of the research, also in Serbia (Matejevic, Todorovic and Jovanovic, 2014), according to which autonomy had a higher arithmetic mean than regulation, but the respondents in that research were parents of adolescents.

The permissive style has only one dimension, but in relation to the dimensions of other styles, we can see that the values of the permissive style, that is, the relaxation is lower than in others, except in relation to coercion and non-reasoning. Although we have concluded from the Table 2 that the permissive style is somewhat more representative than authoritarian, when the authoritarian style is analyzed in relation to special dimensions, we note that verbal hostility as a dimension of the authoritarian upbringing style is somewhat more present in relation to indulgence (permissive style).

We used Pearson's correlation coefficient to investigate the correlation between parental and business roles.

Table 3. The connection between the authoritarian parenting style ant the conflict of parental and business roles

	Authoritarian style	(Coercion)	(Verbal hostility)	(Non-reasoning)
Time-based conflict	.211**	.286**	.073	.194**
Strain-based conflict	.178*	.143*	.134	.199**
The positive effect of employment	-.243**	-.225**	-.233**	-.145*
Behaviour-based conflict	.075	.147*	-.030	.087
The conflict in the performance of activities	.221**	.204**	.176*	.190**

correlation at the level .05
** correlation at the level .01

We can notice from Table 3 that the higher coercion and non-reasoning in a parenting style are, the greater the time-based conflict is. These data are somewhat expected because when parents do not have enough time to dedicate to their family, they do not have time to explain their actions, as well as the reasons why a child needs to do something, and apply coercion as a way of communicating with a child.

Then, coercion and non-reasoning are higher the greater the stress-strain is. Moreover, this is somewhat logical, since emotionally fragmented and exhausted parents can often offer only that – a hostile attitude towards their children at those 'crisis' moments, although this is by no means justified.

When it comes to the positive effect of employment, a negative correlation is determined, that is, all the dimensions of the authoritarian parenting style of a parent are less high where the positive effect of employment is more present. Therefore, parents who feel more competent and complete due to the combination of work and family do not need to take an authoritarian attitude towards a child, to criticize or force them by slapping and oth-

er similar methods. These parents find many more successful methods of upbringing which are better for child's development.

Also, the greater the conflict of behaviour is, the greater compulsion in the upbringing style of a parent is. This can be explained by problems some parents have when dealing with behaviour at work which cannot be transferred to their family. Namely, many parents are, in fact, workers who carry out tasks assigned 'from above' (by their boss, their director, or similarly), while their home becomes an 'exhaust pipe' and show their superiority by giving orders, and by corporal punishment of children.

In the end, the greater the conflict in the performance of activities is, the more all the dimensions of the authoritarian style are present in the upbringing style. A logical sequence can be – poor organization, then frustration and dissatisfaction, and hostile attitudes towards children.

Our results are in line with the opinion of some authors that when a mother tries to compete with a large number of business and family demands, that reflects to her concentration and attention so that she will experience a negative mood. Mothers who are dissatisfied with their role as an employed mother or who experience high role conflicts practice less effective upbringing styles because they do not have enough concentration to act differently. Parents can have negative reactions due to the negative perception of child's behaviour by increasing control and punishment or avoiding interaction with a child, that is, a negative mood may also have an impact on rejection and punishment by parents (MacEwen and Barling, 1991). Cooklin and associates (2015, 2016) found that higher work–family conflict was independently associated with less warm, affectionate responding towards the child and more negative irritable interactions even when maternal sociodemographic characteristics, maternal mental health and child temperament were controlled. Recent research of firefighting and fathering (Shreffler, Meadows and Davis, 2011) showed that working more than 60 hours per week significantly predicted lower satisfaction with children's behavior.

To investigate the connection between the permissive parenting style and the conflict between parental and business roles, we used Pearson's correlation coefficient.

Table 4. The connection between the permissive parenting style ant the conflict of parental and business roles

	Permissive style (indulgence)
Time-based conflict	.200**
Strain-based conflict	.133
The positive effect of employment	-.078
Behaviour-based conflict	.306**
The conflict in the performance of activities	.248**

*** correlation at the level .01*

From Table 4 we can notice that there is a statistically very significant connection between the permissive upbringing style and the dimensions – time-based conflict, the conflict of behaviour, and the conflict in the activities. The higher these dimensions of conflict are, the more present is indulgence in the parenting style.

Namely, parents who have a higher conflict of behaviour at work and in the family, actually do what they are required to do at work, but at home they do not have such demands from someone 'from above' and become inconsistent in children upbringing (threatening with punishment but not punishing them), and thus more often resort to indulgence, or apply the permissive upbringing style. They do not place themselves as an active agent responsible for shaping and changing child's current or future behaviour, they are more responsive than they are demanding.

Due to a higher time conflict, the same as in the conflict in performing activities, when parents do not have time to deal with their children, inconsistencies and omissions occur again. Also, the feeling of guilty conscience, which is likely to occur here, can lead to excessive indulgence, with the thought that it can compensate for their frequent absence. These parents do not respect the principle of devotion that relates to the total physical, mental, and emotional engagement of parents during socializing with their child. They are not up to date with the needs and activities of a child to be able to respond promptly with an appropriate upbringing action, if neces-

sary. Our results are in line with research in the world (Perry-Jenkins, Repetti and Crouter, 2000) that show that, for example, mothers with high work-family conflicts withdraw from relationships with children, they can become depressed, set out less clear home rules, etc. Also, Borelli et al., (2017) conducted research on five studies of parents' feelings of guilt regarding perceived negative impacts on their children that arise from addressing work over familial responsibilities. Results showed that the mothers with high work and family conflict and a high number of working hours reported significantly high levels of work and family - guilt, and this work and family - guilt was associated with higher parenting permissiveness.

To examine the correlation between the authoritative parenting style and parental and business roles conflict, we also used Pearson's correlation coefficient.

Table 5. The connection between the authoritative parenting style and the conflict of parental and business roles

	Authoritative style	(Connection)	(Regulation)	(Autonomy granting)
Time-based conflict	-.152*	-.178*	.032	-.226**
Strain-based conflict	-.040	-.173*	.027	.002
The positive effect of employment	.414**	.469**	.217**	.335**
Behaviour-based conflict	-.008	-.103	.145*	-.088
The conflict in the performance of activities	-.053	-.179*	.075	-.066

correlation at the level .05
*** correlation at the level .01*

From Table 5 we can see that the more positive the effect of employment is, the more parents apply the authoritative style of upbringing. Therefore, there is greater connection, regulation and autonomy granting of parents in the upbringing style. It means that

parents, who are satisfied with their work, also convey a sense of satisfaction to the relationship with their children. Parents who thanks to their jobs do not have major existential issues have more energy and are more willing to deal adequately with their children. Satisfied parents design and organize better their time spent with children.

On the other hand, as the time conflict is greater, there is less presence of connection and autonomy in the parenting style. Logically, parents lacking time they can devote to their family, do not get to build a strong relationship with their children, in their relationship, there is less connection and trust and autonomy, and therefore they do not grant autonomy to a child either.

Furthermore, the greater Strain-based Conflict in the parenting style is, the less authoritative parents are to their children, more precisely, there is less connection between parents and children. The correlation is clear and logical – parents who are mentally disrupted due to a lot of duties at work and home have less power to devote themselves to creating a strong and healthy relationship with their child, resulting in less bonding in their relationship.

In the end, the greater the conflict in the performance of activities is, there is less authoritativeness in relation to children, that is, parents and children are less connected. Parents who have a problem with time organization and who are too tired to do the activities they love with their children, do not have enough opportunities to strengthen their relationship with children and create a relationship of affiliation and support.

The obtained results are in line with some research (Cooklin et al., 2015, 2016; Gursoy and Yildiz, 2007; Masa and Tyokyaa, 2016) which showed that the employment of parents, primarily a mother, positively affects the quality of the upbringing environment. Namely, it may be that mothers revalue the time that they do spend with their children when time is constrained by employment participation, and prioritize affection and consistency for their children. For instance, for some families, increased income might mean that some mundane and routine domestic tasks can be outsourced, alleviating stress. Alternatively, a satisfying, high-quality job conveys competence, optimism, motivation and self-esteem. These qualities are supportive for promoting parenting confidence and competence.

4. CONCLUSIONS

Summarizing the results, we conclude that there is a correlation between a parenting style and the conflict between parental and business roles, and this is a positive correlation between the scope of the conflict of parental and business roles and the authoritarian and permissive upbringing styles of parents and the negative correlation in relation to the authoritative style. The general assumption that a greater conflict of parental and business roles is associated with dysfunctional parenting, with the authoritarian and permissive parenting style of parents – has been confirmed.

It can be noted that in the context of transition and unemployment problems in Serbia there is a positive effect of employment. Business and family responsibilities make up complete people out of parents and make them feel more competent. Parents most prefer the authoritative (democratic) style of upbringing, followed by the permissive and the authoritarian style as the least preferred. Parents who feel the positive effect of employment do not apply coercion and verbal hostility within their style of upbringing, but they achieve connection, regulation and autonomy with their children.

However, the results of the research indicate the existence of parents who use forms of authoritarian and permissive styles of upbringing. We note, therefore, that some parents lack adequate communication with children. The results of our research indicate the necessity to educate parents, mostly in the context of parenting styles. There are many ways in which the state and the society can help families where parents have the problem of resolving work-family conflicts. Measures that reduce the conflict of family and work relations are those measures that help families and reduce family and work stress. Those measures can fall into immediate social intervention and social policy measures, measures to reduce stress at a workplace, and social measures to support families externally or measures that help strengthen families from within.

This research opens up new research opportunities. Namely, research can focus on the problems of conflict with parents of children of different ages, because it is possible that there is a difference between parents of children of pre-school age, younger grades of elementary school and older grades. This would include sample expansion and the representation of all categories in particular. This research would answer the question of whether the level of parental and business

roles conflict is most reflected in dysfunctional parenting when children are small, i.e. pre-school age (which could be a hypothesis of research). Also, since we have noted that parenting styles and the conflict between parental and business roles in Serbia are rather connected, we have not identified what is the cause of what, that is, what is the direction of influence or what other factors influence those mentioned variables. In addition, our findings point to the need for future research to focus on the positive effects of having multiple roles and to study how such positive effects can be achieved. All this would contribute to clarifying this problem from several aspects.

ACKNOWLEDGEMENTS

Conflict of interests

The authors declare no conflict of interest.

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