

Literature review

Personal and professional lives became two important related variables, which are continuously conflicting. The enhancement of the stress among the two domains led to various negative consequences upon the individuals' psychological and social order, as well as career's performance. According to Greenhaus, Parasuraman, & Collins (2001), the research showed that the conflict among family and work for employees are leading to negative impacts upon personal lives, such as; great rates of depression and anxiety, while on the professional lives, the conflict had been leading to the reduction of the employees' capabilities for the self-development, increase of rates of absenteeism, and the reduction of the employees' performance within their organizations (MICHEL, KOTRBA, MITCHELSON, BALTES, & CLAFK, 2010). In Finland, the changes of the social order had been leading to different types of the conflicts. For instance, according to Verkko & Lehtiniemi (1994), the rise of the rate of the employed women and the increasing of the men's involvement within the parenting processes had been generating different types of conflicts. According to Duxbury, Higgins, & Lee (1994), the interference among the individuals' responsibilities toward the family and the work had been creating a major conflict, which resulted from long working hours of the parents. The main problem can be realized as a time management problem. In other words, according to Aryee (1992), the problem is a time-based concept, which is based on the need of the parents to spend a huge time with both of the children and in the work, which can't be achieved easily (Mauno & Kinnunen, 1998). The definition of the Work-family conflict had been introduced Greenhaus & Beutell (1985) throughout explaining the conflict to be a conflict among the family's and the work's roles of the employees. In