PERSONAL IDENTITY IN THE BALANCE BETWEEN WORK AND FAMILY

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This paper discusses current trends in the balance between work and family and the personal identity. Submitted results were obtained from the interviews with 60 people over the age of 18 with the method of depth interview. The results demonstrate that maintaining the personal identity is very important for saving the balance work - family. The personal identity is influenced by age, gender, health and values. In the balance between work and family, the personal identity in the life cycle is shifting from the career in youth and adulthood, to the family in later age stages. Although, for the women the maintaining of the balance work - family is more complicated. Their strong and clear identity with the family is supporting the career development. The family identity is a leading and determining factor of the professional identity. If in the family everything is okay, then in the work place everything is okay. The results will be useful for all who are interested in the issues of the identity - for psychologists, for managers and for family members.

Introduction

The problem of the personal identity is basic in the context of interpretation balance between work - family. Personal identity in maintaining the balance between work and family can suffer in dynamics and development according to the different social situations, social roles in the implementation and the requirements of the professional and the family context. In this aspect personal identity can enter the position of diffusion and moratorium, and be lost and consequently changed. Then, a conflict is demonstrated in a self-verification, self-esteem and self-categorization, and as the conflict between work and family. The current personal identity is faced with rising requirements of social identity. In seeking a solution to this problem there are used results from the depth interviews that focus on personal identity in the balance between work - family.

Data and methodology

As Deaux (1992) specifies the connection between social and personal identity, she believes that social identity is based on idiosyncratic characteristics of personal identity, and personal feelings and values, as a general overview of self and the identity to social group.

"The personal identity is a network of meanings, which present self as individuality and they operate with different roles and situations with all members of the groups to which it belongs" (Stets & Burke, 2000). The change of personal identity and the quality of life changes in partitions: search, detention,

excessive time or behavioral commitment to workplace, the protection of income, increasing adaptability of the labor force, the introduction of more flexible working arrangements. In the context of matrimony, parenting and childhood it leads to violation between the balance of work and family. According to Greenhaus & Beutell (1985) in the conflict work - family there may be highlighted three different types of conflicts related with time, with the tension and with the behavior.

The first type of conflict is linked to the time joined with different social roles in which a man enters and time devoted to those roles. This conflict can be demonstrated in two dimensions. The first dimension is related to the alignment of time for different social roles and physical presence in them. Personal identity may enter in this conflict as moratorium or diffusion, because of the inability of physical person to attend two different places. The second dimension, linked to the time has an emotional and behavioral markedness. The personal family identity and personal professional identity are different and they can't be manifested fully together with a subjective commitment with the other social role.

The second type of conflict, connected to the tensions, also reflects the personal identity due to transmission of emotional tension, stress, sensitivity and fatigue from one social role to another, and from one social situation to another. A man begins to manifest retrospective identity, connected to the performance of social roles in the past with acceptable emotional strength and up-to-date identity. It is related to the requirements of the implementation of the same social roles, but with a higher level of cognitive and affective tension and distress.

The third type of conflict work - family, connected with the behavior, demonstrates different expectations for behavioral models in different social situation. The personal identity is placed in the requirements for the extremely different, even sometimes contradictory and incompatible expectations for behavior in the other role.

As a method of survey there were conducted deep interviews, which are characterized by a high degree of trust communication. Depth interviews are conducted with the assistance of GConsulting Bulgaria.

Deep interviews were conducted with 60 persons over 18, representatives of different generations, social groups, and educational levels in the period January, 2011 – December, 2012.

Results of the study

The following results are obtained:

The method of a deep interview is the best among the elderly people (above 40-45), to which it is not foreign to express the tendency of life balance. It is caused in particular by experienced crises of identity in partitions of tension, and behavior in the work and family.

In the group of most young respondents, where identity is still in the process of search, forming and more personal level project, the deep interview as a method in certain cases produces artifacts in the form of ad hoc responses to the questions that the respondent has apparently never been asking himself as well as in the case of the work and in respect of the family.

The role repertoire of the most respondents in active age is distributed in both social fields: family and the professional development. The typical family roles are those of husband/wife and parent, but no

exception, is where even 50-60 years old continue to care about their elder parents, etc. to fulfill the role as the caring son or daughter.

Deep interviews as a method for the study of personal identity have better response when respondents are women. One of the reasons for this is the higher confession culture of the ladies (often enough forming in informal communication with friends). In this way there can be realized response sign of psychological support, which removes emotional tension of daily functioning. However, it is due to the rich repertoire of life experience and social roles, in which the typical Bulgarian woman is weighted and an adequate behavior in each of them, and hence, the continuous need to redefine and deduct one´s identity, which is subjected to the test of difficult consistent roles and fluctuate more often in the field of the family, in the conflict work - family.

Representatives of the strong sex are more willing to build their personal identity as ensemble of social identities and identifications (profession, social status, political identifications), which makes them highly reflexive to changing social environment, but not to themselves. More often they are willing to shift personal identity in the work field, and not in the field of the family. In the studies of Stets & Burke (1996), they also found that there are different roles of gender in families and different scheme of behavior for men and for women (husband and wife). Regardless of social change and the change of roles, asymmetry of matrimonial roles of the man and the woman continues to dominate (Oppenheimer, 1994).

In the field of professional development a typical respondent is an employee of main level. In this case the professional role is clearly recent establishment isolated in the space of the working time and the work environment.

Involved, however, with entrepreneurial or executive functions may not enjoy this restriction. Although somewhat reduced, the role of their commitments is carried over into the free time and family time.

Most of young people, who don't yet have their own families, and are on the threshold or at the beginning of their professional realization, may afford the luxury to adopt the most significant roles in the basic or several alternative friendly circles.

Family and workers friendly environment is necessarily going to the background, and roles in it lose their importance. Among the sampled population there are several cases where deliberately selected civil activist role (cause) has managed to become basic as a field for personal realization.

In these daily roles, the circle of the significant is limited to the family (partner, children, parents) and friends/circle of friends, and rarely to colleagues in work and like-minded /people with similar interests or standing behind common cause.

In the structured life-world and everyday life there is nothing strange that almost every person who had an interview marked as basic values for themselves family/children, friends and work.

Discussion of results

The study of personal identity is the indisputable challenge, and the results can rarely claim the finality and reliability, with which the studies are proud, related to measurement, evaluation, and testing. There are these objective reasons:

- the personal identity is a complicated more personal level phenomenon, featuring the fluidity, the hierarchy of its constituent aspects, a strong sensitivity to contextual characteristics of the individual life-world, the world of significant for individual inter-subjectivity, facts, and the phases of the vital biography;

- with personal identity there is the "effect of the snow ball" with accumulation of personal ideology which disclose it, as it is a concealed fixed of its dimensions;

- even for the individuals most susceptible to self-reflection of their own identity which is unquestionably clear; self-knowledge difficultly overcomes the limits, beyond those the risk of self-destruction of the personality lurks around; the refusal of insight often is a protective reaction to affirm her personal qualities crises, including crises of the identity;

- even the most non-assertive qualitative methods of trust communication (as the used in a deep interview) provoke respondent to the dosage great boldness and protective sheltering behind verbal masks, public accepted clichés or replacement of authentic I desired I-image;

- tending to confession and openness strongly depends on the individual psychological type of the respondent and is defined by the limits of the "inviolable personal, non-underlying of sharing with anyone, and even more with unknown person" (as is the interviewer).

For all these limits to gain knowledge of your personal identity, even the most ambitious research experience must be satisfied with the claim that, it is only the truth of the subject, and the symptoms, indications. The result of their understanding hardly can outperform the status of one (or several) relatively justified (not proven) empirical material hypothesis.

The conflict work - family reduces family satisfaction, while the conflict family - work reduces customer satisfaction from the work (Adams et al., 1996).

Values, to which there is no self-goal striving, due sense of marketability, adequacy, independence, happiness together with the nearest, the most frequently used health (their own and the nearby), some decent standard of living and security.

Health is increasingly significant value with the growth of the age. The most young rarely define as significant for themselves the value of the health, but they don't forget.

The decent/good standard of living is valuable not only because it is a stand of independence, the freedom to live according to the wish, but also because of the emancipation on the circumstances, allows you a help if necessary, protect from injuries of social comparison and complexes for inferiority.

A large part of the respondents explicitly or implicitly attributed high value status of the security and, to a large extent is the mirror image of the fact that it is among the most deficiency things in today's life. Lack of security rapidly deteriorating subjective well-being, generates stress, anxiety, fear of making important life decisions.

Health care, a good standard of living and security takes significant part of the time. The time devoted to the household tasks, as well as the rearing of children is different for women and men, women devote more time to deal with family tasks compared to men (Bond et al., 1998).

At the same time, according to Gutek et al. (1991) women devote more time to household chores. However women do not share, that it causes bigger conflict work-family, than men. Gutek et al.

(1991) concluded that Roleplaying overload does not necessarily lead to role conflict. They describe the role-playing conflict as consisting of two factors: work, which prevent the life in the family, and family life, which prevents the work.

In themes family - work/professional development appear serious differences, which can be summarized in a few type:

Type (1) - The part of the youngest respondents: the most important in the work is the career, understood as path of more powerful, financial and prestigious resource. The career with them is such an important value, that the family or plans for it, children or plans for such, friends, go to the background.

Type (2) - For the majority of interviewed in working age, undirected to career, work is in the first place decent earnings, possibility to secure funding of the family.

Type (3) - For a small part of the workforce work is significant as field for personal realization, it is possible to do something, which subjective is liked, and a human can be the one, who is in the family.

In the course of this decryption to balance family, work/professional realization there is collision with people, for which professional role is part of their own identity and is important in this capacity, and not with the money, which it bears. The career, promises or recognition, are more significant for them than satisfaction of the family.

For type (1) the work, and exactly that, with which it is subjectively appreciated and important, is equivalent or more important than all the other values (family, friends, free time). But with it, there are made least compromise. According to Bedeian et al. (1988), when stress connected with the work increases, satisfaction of life decreases, because of the subsequent deterioration of the conflict work - family, which is the proof that the conflict work - family is mediatory variable.

In type (2) professional role is secondary. Important is supporting the family or those in a friendly round.

In type (3) there is balance in the dyad work - family, because there is a high level of self-efficiency; the stresses in the family and in the work are limited.

Conclusion

Differences in values, its structure, degree of completeness and stability predetermine to a large extent priorities in the individual vital strategies related to personal identity in the work and in the family.

In career-oriented representatives of the younger and the average generation the vital strategy is oriented toward success and it's legitimate in the context of modern culture measurements - money, high social status, power, prestige. These same indicators are the subjective measurements of well-being, and also of happiness (as far as this social; not molecular typing is willing to think in such old fashioned and sentimental categories).

Far more common representative for the persons of working age attaches priority of the family, friendly round and the activities of the free time. Work and professional development are significant only as a source of existence. Wealth is defined as a decent income, good level of consumption, good family, health for all in the family, faithful friends, enough free time to private with family, friends and

their hobby. This system of values combines traditional presented prosperity with culture of the coming consuming. Although the diverse nature these two components now struggle enough cleanly, such as a symbiosis between modern and premodern, west and Orient. Only economic crisis and uncertainty charged it with tension and troubles.

Representatives of the third age are the most valuably expropriated by the current social environment. Not only because their system is formed in another time, but because they have system of values, comparing to which nowadays system seems totally lacking of values. There is nothing in the environment, which would have motivated them to adapt to it, nor do they possess mental and social tools to do so. The thing that currently keeps them together is the same endlessly unfamiliar system of values of the social background. Within those values the personal identity suggests prosperity through health and a decent income, a good family, the feeling of an honest and well-lived life, the self-esteem of continuous usefulness need and autonomy.

Finally, there are value systems, in the nucleus of which we are transcendent valuable or civil-activist case which have made life an evolving concept: the relevant value, cause or the other people. In these cases their personality realization strategy is entirely subordinate to the moral values and efforts they daily claim in an increasingly cynical world.

Personal identity in the balance work - family changes with the age and the challenges of the required social roles. It is defined in different way according to sex and social situations. The dynamics of the personal identity can provoke conflict in dichotomy work - family, but can lead to life rational circle of permanent conversion from retrospective to the current identity, and again in a retrospective, and again in current identity.

So the personal identity will undergo flexible changes according to new requirements of the social roles and social situations in the work and/or in your family, without crises and without dramas.

Acknowledgement

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