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## WORK AND FAMILY IN "ETHOS OF THE POLISH ENTREPRENEUR 2014"

### ABSTRAKT

Poniższy komunikat jest opisem jednego z modułów badania pracowni Polskiego Pomiaru Postaw i Wartości, Instytutu Socjologii Uniwersytetu Kardynała Stefana Wyszyńskiego w Warszawie, zrealizowanego w kwietniu 2014 r. pt. „Etos polskich przedsiębiorców 2014”. Dane pozyskano z losowej reprezentatywnej próby techniką CAWI. Celem badania było pozyskanie informacji dotyczących opinii i postaw przedsiębiorców wobec pracy, religii i rodziny.

**Słowa kluczowe:** badanie typu CAWI, przedsiębiorcy, etos, rodzina

### ABSTRACT

The article is about of one of the parts of the research conducted by team of Polish Measurement of Attitudes and Values (PPPiW), done in April 2014 r. “Ethos of polish entrepreneur 2014”. The data was obtained using Computer Assisted Web Interview (CAWI) techniques. The purpose of the research was to explore the attitudes of entrepreneurs towards work, religion, family and their perception of economic and social reality.

**Keywords:** research, CAWI, entrepreneur, ethos, family

In April 2014, research team of Polish Measurement of Attitudes and Values (PPPiW) at the Institute of Sociology of the Cardinal Stefan Wyszyński University in Warsaw conducted a sociological research project involving a representative sample of the Polish entrepreneurs. The research was based on a random and representative sample of entrepreneurs (N=1002), varied in terms of sex, age, education, the type of business activity performed and size of company. The survey was conducted online and the data was obtained using Computer Assisted Web Interview (CAWI) techniques. The purpose of the research was to explore the attitudes of entrepreneurs towards work, religion, family and their perception of economic and social reality.

The part devoted to family relationships contained considerations on the balance between work and family, which is encompassed by the concept called the *work life balance*. The prevailing feeling among the respondents was that they managed their time at work effectively, and thus, they were able to perform domestic duties to a large extent. The majority group, i.e. 67%, stated that they were unable to fulfil their domestic and family responsibilities only a few times in a year due to exhaustion from a heavy workload. However, it is worrying that nearly 22% thereof experienced such difficulties a few times per month and 3.6% did so on a daily basis. The work-life imbalance is much more typical in the case of males (80.3%) than females (19.7%), which may reflect either an excessive workload for Polish entrepreneurs or better resourcefulness of females in terms of work organisation. Heavy workload is more typical in males who failed to participate in family celebrations once a year (78.1%) or had problems with fulfilling family obligations (75.8%). In the case of females, the equivalent values were 34.0% and 37.6%, respectively.

Furthermore, it should be noted that the working climate also affects the quality of family life. A few times in a year, a stressful job caused some tension around the household of 73.3% of the respondents, and a few times in a month - of as many as 15% of the respondents. Males experienced such situations considerably more often than females, however, the latter group's indications were also frequent. The distribution of responses proves that there is no clear separation between personal and professional life, which shows that negative emotions at work easily permeate into family life causing tension in contacts between family members and hence affecting the quality of family life.

The transformations, which the Polish family has undergone within the last few years, also refer to certain roles and partnership within a family understood as the clear division of responsibilities. The family partnership model seems to be deeply ingrained in the minds of our respondents, which is reflected in solid belief (91.3%) that the family should be based on partnership and division of responsibilities. Both males and females declared their willingness to share family duties and their agreement is significant (99.5% of females and 98.5% males definitely agree with that opinion).

Parenting means an obligation to perform certain roles from the time of conception until the death of one of the parties. Such obligation entails many sacrifices and is often viewed as absolute devotion to children. Indeed, the decision to sacrifice everything to their children divided the respondents into those who were definitely for (22.2% - definitely "yes" and "rather yes") and those who were against (23.1% - respectively). The majority of respondents (54.7%) had no opinion on the issue, but males were more conservative in that respect (67.6%). The distribution of responses shows more freedom in expressing opinions, but the majority of respondents were against sacrificing everything to children (64.5% - either definitely disagree or rather disagree, whilst 32.5% either definitely agree or rather agree). This total disagreement on the traditional view of parenting expressed by devotion to children may be a proof of significant transformations in the way how the roles of a mother and a father as well as their educational functions are defined.

On the basis of empirical data, the Polish entrepreneur is aware of the necessity to find balance between professional and family life. However the actual situation requires some improvement. The commitment to work does not exclude conscious partnership within the family by being always ready to share family duties, but also contributes to such approach. Furthermore, the definition of parenting is changing and the traditional model ceased to exist in that respect, since we expect love and respect from children, but at the same time reject the idea of sacrificing everything for them.

The answers for the questions in the questionnaire and the detailed empirical analyses are contained in the publication *Etyka katolicka a duch kapitalizmu*, which is the result of the work of the whole research team.