



Republic of the Philippines  
**Department of Education**  
REGION III – CENTRAL LUZON  
SCHOOLS DIVISION OFFICE - SCIENCE CITY OF MUÑOZ  
MUÑOZ CENTRAL SCHOOL

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**WORK AND FAMILY: THE BEST OF BOTH WORLDS**

**by Sarah Gen DG. Reña**

According to the International Encyclopedia of Marriage and Family, work and family are the two most significant aspects of human life. Employees have to work to provide a living for their families. Undeniably, work and family demand not little time and energy. In today's world, the tendencies of employees, both men, and women, to play the dual role of parents and workers are getting common (Frone, 1997). Being a parent and employee at the same time may lead to incompatibility between the two roles. This incompatibility is known as the work-family conflict. Work-family conflict is defined as a form of inter-role conflict in which the role strains from the work and family roles are mutually incompatible in some respect (Greenhaus and Beutell, 1985).

Work-family conflict is rampant in every workplace; thus, it is inevitable for most employees to experience it, especially those who work related to providing services and long work hours. According to the Essay on Work-Family Conflict, more time spent on work means less time for the family and children. Moreover, employees do not just come home after work; they go home tired, frustrated, and stressed. And vice versa, many employees experiencing family problems such as child-rearing and marital stress may carry these strains to work from home. Hence, employees must learn to balance work and family. There are umpteen studies and articles regarding the work-family balance that give answers to work-family conflicts. These steps may not be one-size-fits-all, but these can furnish a great idea and help achieve work-family balance.

**BE HEALTHY!** The crucial first step is to be healthy. YES! Mind and body. It is the COVID-19 pandemic that made everyone realize that health must come above all else. As parents and same-time employees, good physical and mental health are the most precious gifts an individual can offer to their family and workplace. Being physically healthy includes having a nutritious diet, taking vitamins and supplements to boost the immune system, exercising daily, and getting enough sleep. Moreover, having good mental health entails being positive, having peace of mind, and feeling good about oneself. After all, how can individuals juggle work and family if they are not physically and mentally healthy?

**TIME MANAGEMENT IS THE KEY** Time strains are the toughest to combat; however if one can manage their time, there is a significant victory in balancing work and family. Set the allocation of time for family and time for work. It may not be equal in quantity but see to it that quality time is spent whenever possible. There should be



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a distinct separation between the two to protect family life from work-related distractions and vice versa. Plan ahead of your schedule and mark down important dates in your calendar so that you won't miss any important celebrations in the family. For example, a parent employee can file his or her leave benefits in advance so that important days are already reserved for family. By doing so, the limited time that parent employees have must be allotted and used efficiently. Also, do not be too hard on yourself, make time for hobbies and passion as well.

**SET EYES ON WHAT TO PRIORITIZE** While importance is more of an internal process, urgency is driven by outside variables like deadlines. (Kumar, 2018) What may be important to an individual might not be as important to someone else. One must know how to organize tasks based on importance and urgency. Then set the time limit for completing the said tasks. For instance, every task in the workplace is equally important but the urgency differs from each other. This may also be anchored in time management. Make a to-do list of what has to be done first and so on, so that deadlines are met.

**COMMUNICATE MORE** Most conflicts are resolved through good communication, not excluding the work-family conflict. The parent employees must communicate with their family members regarding insights into work life to make them understand their situation and vice versa. Communication strengthens the bond within the family. The more family members are bonded, the more they trust, understand, and love each other. Each member will make a conscious effort to bring each member close together. When children of parent-employees are supportive and understanding, they can be less stressed in doing their two opposite roles.

**ESTABLISH BOUNDARIES** Work and family obligations must be kept separate. When working, parent employees must pay close attention to the duties at hand and make every effort to block out any home issues that can distract or confound them. On the other side, one must make an effort to avoid doing work at home and instead concentrate on spending time with their family.

**SEEK SUPPORT FROM LOVED ONES** Nothing is better than receiving support from relatives. For a parent employee to be able to depend on them, they must be the ones who understand your situation and timetable. If one merely asks them for emotional support, he or she could even be astonished by the love and attention they can offer.

**ATTEND WORK-FAMILY-RELATED PROGRAMS** Proper training and programs give strategies to manage time and schedule to balance these two roles. These can also provide tips for reducing frustrations, anxieties, and stress while fulfilling different responsibilities at the same time. Aside from that, these programs can also present a parent employee with the best approach that suits their personal and family needs.



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**LISTEN TO ONE'S BODY** Rest and leisure time is crucial to function well. An individual must never forget to take deep breaths, do what he or she loves, and take some time off. One can recharge and regain what he or she has lost while carrying out their responsibilities as family members and employees by taking a vacation with their family and friends. Contrary to what some people have said, it is not a waste of time. Sometimes all he or she needs to do is pay attention to what his or her body wants. Prioritizing oneself above all is not being selfish. It is called self-love.

Work and family may be two conflicting worlds but if an employee can balance them accordingly, he or she will get the best of both worlds.

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