

Theses of doctoral (Ph.D) dissertation

**The challenges of balancing family and work roles
in the lives of women with children**

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1. The aim and subject of the thesis

The dissertation examines the issue of reconciling family and work roles and achieving and maintaining balance among women with children who are actively employed. In the literature review, I discuss the main concepts, theoretical and empirical approaches related to the topic in four subchapters. Current and relevant theoretical approaches to the institution of the family are introduced, followed by a review of the literature on work-family balance and the interpretation of conflicts arising in the work-family relationship. The topics of relationship satisfaction and psychosocial well-being are also discussed.

The family environment is one of the most important areas in human life and a decisive factor in upbringing and socialisation, which can also serve as a protective factor (Boreczky, 2015; Raj & Raval, 2013). Numerous research findings (e.g., Johnson et al., 2006; Lakatos et al., 2020; Minuchin, 2005; Olson, 2000) emphasise the decisive role of the quality of family relationships. The dynamics of family functioning play a crucial role in maintaining the mental health of individuals and family members, as well as the adaptive functioning of the family system (Bilač et al., 2024; Chen et al., 2017). David H. Olson's "circumplex model" serves to analyse family functioning and forms one of the central parts of the dissertation. It describes family and couple dynamics along the dimensions of cohesion, flexibility, and communication, supplemented by an examination of family satisfaction (Olson, 2000; Lakatos et al., 2020).

In line with global socio-economic changes, family functions and roles are also constantly changing, but maintaining the physical and mental health of family members and adapting to the outside world remain of paramount importance (Burgin et al., 2017; Engler et al., 2020). The former stable, traditional model of family structure has been replaced by a dynamic approach that emphasises continuity, which interprets the shift away from the traditional nuclear family and the pluralisation of lifestyles not as a crisis in family functioning, but as a process of adaptive adjustment to a changing environment (Czibere, 2017; Waite & Gallagher, 2000).

The transformation of family structures has also significantly influenced family roles and responsibilities, as well as patterns of labour division and employment within households. The traditional division of roles and responsibilities that prevailed until the beginning of the 20th century, - according to which women had the exclusive role of housewife and mother, while men were the “breadwinners” - was gradually replaced by the acceptance of role sharing and restructuring, accompanied by a growing demand for gender equality and workplace reforms (Geszler, 2014; Haupt & Gelbgiser, 2024). Despite all these changes, however, the traditional

division of labour and roles is still more accepted and characteristic of Hungarian society (Geszler, 2014; Murinkó, 2014; Takács, 2017).

This approach also includes families adapting to the ever-increasing participation in the labour market (Hantrais et al., 2020). It is an indisputable fact that the spheres of family and work influence each other, and that people must fulfil multiple roles simultaneously (Gragnano et al., 2020; Makra et al., 2012). Numerous studies and research findings have also highlighted that incompatible roles can lead to role conflicts, which have a negative impact on people's physical and mental health, their sense of well-being, and their satisfaction with life, relationships/marriage, family life, and work (e.g., Allen et al., 2020; Makra et al., 2012; Molnár & Orosz, 2017; Neto et al., 2021; Pascucci et al., 2022). In terms of employment, social openness towards female employment has also increased, a change that can also be observed in Hungary, with more and more households operating as "dual-income families" (Horváthné Petrás, 2020). Not only do both parties have workplace obligations, but family responsibilities must also be shared, which can lead to increased stress when trying to balance work and family roles (Gragnano et al., 2020). The phenomenon of the so-called "double burden" is particularly noticeable among mothers raising children, as they often face increased stress from meeting the demands and requirements of family and work, often at the same time (e.g., Harvey, 2022; Lipták & Matiscsákné Lizák, 2018; Perry-Jenkins & Gerstel, 2020). In their case, managing the work and family responsibilities is a complex task, especially when trying to maintain a balance between mental health, parenting, family life, and relationship satisfaction (Arpino & Luppi, 2020; Koncz, 2016; Makra et al., 2012).

Given that the reconciliation of work and family roles is receiving increasing social and scientific attention, the issue of harmonising these two spheres of life could not be more important or relevant in the lives of working women with children. We therefore considered it necessary to analyse and research the existence or lack of balance between work and family life (Makra et al., 2012). The thesis focuses on the issue of work-life balance, a classic topic that is at the centre of domestic and international studies, examining it from the perspective of currently working mothers raising one or more children (Makra et al., 2012; Nagy & Paksi, 2014; Nagy et al., 2018). The primary objective of the research was to explore how various dimensions of private life - such as family structure, communication patterns, relationship dynamics, the age and number of children, psychological well-being, and general life satisfaction - on factors related to the role at work, such as conflicts arising from work and family, the degree of involvement in work and family, and work satisfaction. We also examined

whether these effects are evident in the transition from the workplace to family life, thereby influencing the dynamics of the family system and the balance experienced by women with children (Makra et al., 2012; Molnár & Orosz, 2017; Nagy, 2017; Thompson & Bunderson, 2001).

To explore the relationships between the variables examined, we defined four main research objectives.

The first objective was to identify the presumed correlations between relationship/marital/cohabitation satisfaction, life satisfaction, and well-being. The presence of children in the family, with particular regard to their number and age, was included as a fourth variable in the probable relationship system.

Based on the results of previous analyses, the *second objective* was to examine, based on the dimensions of Olson's family structure model (Lakatos et al., 2020; Olson, 2000), whether there is a correlation between the dimensions of cohesion, flexibility, communication, and satisfaction with family life. Furthermore, we examined whether there is a correlation between the individual dimensions and well-being, as well as satisfaction with life and relationships.

As a third objective, we examined whether the following factors have an impact on general work-life conflict: workplace demands (e.g. Deshmukh, 2018; Nagy & Paksi, 2014), marital status (e.g., Gragnano et al., 2020), and the presence of children in the family - number and age of children (e.g., Makra et al., 2012; Lakshmi & Prasanth, 2018). In addition, there is a correlation between the aforementioned factors and relationship and life satisfaction (e.g., Bellmann and Hübler, 2021; Haar et al., 2014; Makra et al., 2012), as well as individual well-being (e.g., Obrenovic et al., 2020).

The *fourth objective* of this study was to examine whether there is a mediating effect - direct and/or indirect effects - between work-related conflict and the relationship and life satisfaction of the mothers participating in the study (e.g., Lee Siew Kim and Seow Ling, 2001; Makra et al., 2012; Neto et al., 2021). In the analysis, we were interested in whether Olson's dimensions - cohesion, flexibility, family communication, and satisfaction with family life - play a mediating role in this relationship.

2. Research methods

Prior to the main study summarised in the dissertation, a smaller sample study was also presented as a preliminary study for the doctoral research.

The questionnaires used in the research were available to the respondents in both paper and online formats. Participation in the survey was preceded by a detailed description that informed respondents about the study's purpose and how to participate. After giving their consent, they could begin filling it out if they met the criteria (*mothers over the age of 18 who are currently working and have a child or children*).

The questionnaire package contained two sets of questions, the first of which related to demographic data (age; place of residence; highest level of education attained by the respondent; and, if the respondent was in a relationship at the time of completion, the question also applied to their partner; relationship status; number and age of children).

The other questionnaire contained various questions about the respondent's work characteristics, starting with their current occupation and position. In the following question, participants were asked to indicate how long they had been working at their current place of work. They then had to select which of the following characteristics applied to their work schedule. Additionally, if they were in a relationship or married at the time of completion, they were also asked to indicate whether their partner's work schedule applied to them. The next question concerned the respondents' working hours and the factors that influence them at their current workplace. The last question asked about their satisfaction with their family's financial situation.

In addition to the self-designed questions described above, our research also utilised questionnaires adapted and validated in Hungarian, which included the following: Relationship Assessment Scale (RAS), Work-Family Conflict Questionnaire, WHO Well-Being Index (WBI-5), and the Olson's Family Scale (Family Adaptability and Cohesion Evaluation Scales (FACES IV)).

The diversity of relationships and family structures justified the use of measurement tools that can capture different relationship patterns beyond traditional marital satisfaction. Accordingly, the study used the seven-item questionnaire developed by Susan Hendrick in 1988, supplemented with a question on sexual satisfaction, which was also included in the dissertation. The Hungarian version (RAS-H) of the Relationship Assessment Scale (RAS) was also used (Martos et al., 2014).

The 25-item Work-Family Conflict Questionnaire was developed by Makra et al. (2012) for use on a Hungarian sample. The scale measures the dimensions of work-to-family and family-to-work conflict, involvement in work and family, and satisfaction with life and work.

Susánszky and colleagues (2006) presented a Hungarian adaptation of the five-item version of the *WHO Well-Being Index*, which provided information on the current state of general well-being of the participants in our study, based on a two-week interval preceding completion.

David H. Olson, an American couple and family therapist, is credited with creating one of the most significant and widely used family tests for analysing the functioning of marriage and family systems, which has been presented in several versions over the years. In my dissertation, I used the 4th version of the Olson's Family Scale (Family Adaptability and Cohesion Evaluation Scales (FACES IV)), adapted by Vargha et al. (2007), which is based on the "circumplex model" described in the literature review, which consists of the basic assumptions and conceptual framework of the structural model of family functioning. The FACES-IV questionnaire consists of a total of 62 statements. It contains eight subscales, six of which measure the family cohesion (cohesive, disengaged, enmeshed) and flexibility (flexible, rigid, chaotic) perceived by the members. Satisfaction with family communication is also included as a supplementary subscale. At the end of the questionnaire, questions 53-62 contain statements on satisfaction with various aspects of family life, focusing on cohesion, adaptability, and communication.

As a first step in the empirical study, we examined the reliability of our measurement tools, which was later confirmed by confirmatory factor analysis using R Studio and the Lavaan package. We used IBM SPSS Statistics 21.0 and the Jamovi programme to analyse the data collected during the research, and we performed additional analyses using the R statistical software package. To analyse the hypotheses (H1-H3), we performed a normality test in all cases, using the Kolmogorov-Smirnov test to determine that our variables did not exhibit a normal distribution ($p < .001$). Thus, we performed the correlation tests using the non-parametric Spearman correlation method.

In addition to the correlation analyses, we performed linear regression analysis on the entire sample to explore the extent and direction of the influence of individual variables on the relationship and life satisfaction.

Furthermore, we employed mediation analysis to investigate the extent to which family factors mediate the effect of work-related conflicts on relationship and life satisfaction, thereby obtaining a more nuanced understanding of the relationships between work and family life.

As part of the study, we also investigated whether cluster analysis could be used to identify family types in the sample. The analysis aimed to reveal any differences between family types based on Olson's family dimensions in relation to the variables included in the study.

3. Results in thesis points

3.1. Results of the preliminary study forming the basis of the doctoral research

To test the instruments, we examined the relationship between work-family conflict and family structure among working mothers in a small sample, which also served as a preliminary study for the dissertation (N=273).

Of the measurement tools used in the empirical study, we used data from the following to analyse the results of the preliminary study: a questionnaire we developed ourselves on demographic data (age, gender, relationship status, number and age of children) and two standard questionnaires (Work-Family Conflict Questionnaire and Olson's Family Scale (Family Adaptability and Cohesion Evaluation Scales (FACES IV))). The preliminary study aimed to examine whether women who are currently working and raising children can reconcile work and family life in the face of conflicts arising from various workplace pressures and family expectations, and how this affects the development of their family structure. The study's results confirmed that achieving a work-life balance is a significant challenge for families with young children, particularly for working mothers. The analysis of the data revealed a negative correlation between work and family roles. The importance of a well-functioning family system, characterised by adequate cohesion and flexibility, is also reflected in both family and workplace satisfaction.

The results pointed to further research directions and important correlations between the variables to be examined, which we investigated using a larger sample (N=522) and an expanded, comprehensive set of measurement tools, thereby playing a decisive role in the completion of the final dissertation.

3.2. Results of the doctoral research

Based on the results presented in the literature review and the correlations previously identified in the field, several hypotheses and sub-hypotheses were formulated in line with the research questions and objectives.

The following are the theses based on the empirical results of the research.

Thesis 1: The number of children and the age of the youngest child, i.e. whether there are more and younger children in the family, does not negatively affect the level of relationship satisfaction.

Several factors must be considered to explain the correlation results of our first two sub-hypotheses, although previous research has suggested that having more children, especially younger children, may reduce relationship satisfaction (e.g. Bühler et al., 2021; Twenge et al., 2003), however, this effect is not evident in all contexts. Furthermore, certain protective factors may mitigate or offset the adverse effects (parents' adaptability, changing expectations regarding childbearing, social support, division of childcare and household tasks, quality of communication and conflict management in relationships, cultural differences, family dynamics) (e.g. Carlson et al., 2020; Hou et al., 2019; Szcześniak & Tułeczka, 2020).

The results related to the thesis are discussed in subsection 8.1 of the dissertation.

Thesis 2: Significant positive correlations were found between well-being and satisfaction with life, relationships and work.

Our results confirm a positive, albeit weak, relationship between individual well-being and relationship satisfaction. Specifically, people who generally have higher psychological well-being tend to be more satisfied with their relationships and, consequently, may also exhibit greater satisfaction in their relationships (Martos et al., 2014). We also identified a positive correlation between life satisfaction and relationship satisfaction, with the correlation results showing a more significant relationship (Stahnke & Cooley, 2021). Furthermore, a clear positive trend was observed between life satisfaction and well-being; that is, individuals who are satisfied with their lives generally report higher levels of well-being, and vice versa (Ruggeri et al., 2020). The assumed positive relationship between work satisfaction, sense of well-being, and satisfaction with life and relationships was confirmed: higher levels of satisfaction with life and relationships, as well as a sense of well-being, contribute to greater work satisfaction (e.g. Kansky, 2017; Makra et al., 2012; Viñas-Bardolet et al., 2020).

The results related to this thesis are discussed in sections 8.1 and 8.3 of the dissertation.

Thesis 3: A significant negative relationship was found between life satisfaction and the age of the youngest child.

Although this was not included in the hypotheses, based on the additional results, albeit a weak correlation, it can be assumed that mothers' life satisfaction may be higher during the early childhood period. That is, the younger the youngest child in the family, the more positive the

mothers' subjective well-being. This may be due to several psychological and social factors and protective factors, such as emotional involvement in childcare and upbringing, flexibility, or the use of appropriate coping strategies, social support, more flexible working conditions, a more balanced distribution of household and childcare tasks, the child's temperament, or even optimal communication within the couple and effective conflict management (Abreu-Afonso et al., 2022; Arpino & Luppi, 2020; Molnár & Orosz, 2017; Pietromonaco et al., 2021; Szcześniak & Tułeczka, 2020).

The results related to this thesis are discussed in subsection 8.1 of the dissertation.

Thesis 4: We identified a positive significant relationship between the dimensions of Olson's FACES-IV - family cohesion, family flexibility, communication (family communication) and family satisfaction.

In line with the first part of the second hypothesis, a positive relationship was found between Olson's primary and secondary dimensions - cohesion, flexibility, communication and satisfaction with family life - which, based on the results, can be supported by moderate correlations. This confirms the results and findings of previous studies: families with a supportive internal atmosphere and optimal communication are more balanced, involve their members more in family processes, and are more cohesive. During various changes, in the vast majority of cases, conflict management strategies that facilitate adaptation are used (e.g. Lakatos et al., 2020; Olson, 2011; Shearman & Dumlao, 2008; Wilder, 2016).

The results related to this thesis are discussed in subsection 8.2 of the dissertation.

Thesis 5: The dimensions of Olson's FACES-IV - family cohesion, family flexibility, communication (family communication) and satisfaction with family life - showed significant positive correlations with well-being, life satisfaction and relationship satisfaction.

Our correlation results confirmed that the dimensions of the Olson model showed positive, albeit not very strong, relationships with well-being and life satisfaction, which is similar to previous findings (e.g., Izzo et al., 2022; Szcześniak & Tułeczka, 2020; Xiang et al., 2022), suggesting that proper functioning within the family contributes to the general well-being of family members and higher levels of overall life satisfaction, but is not the sole determinant of these factors. Following the positive trend, the most significant correlations were found in the case of relationship satisfaction, which suggests that in well-functioning families, individuals are generally more satisfied with their relationships, and vice versa. It is likely that optimal

family functioning is behind higher levels of relationship satisfaction (Abreu-Afonso et al., 2022; Lakatos et al., 2020; Nameni et al., 2025).

The results related to this thesis are discussed in subsection 8.2 of the dissertation

Thesis 6: In the case of work-to-family conflict, no significant correlation was found regarding the number of children or the age of the youngest child; however, a negative correlation was found between family-to-work conflict and the age of the youngest child.

Our results only partially supported the conclusions of previous analyses, with a weak correlation. There was no significant correlation between work-to-family conflict and either the number of children or the age of the youngest child. In our study, we identified a weak negative correlation between family-to-work conflict and the age of the youngest child, indicating that family-to-work conflict tends to decrease as children age.

The results related to this thesis are discussed in section 8.3 of the dissertation.

Thesis 7: Conflicts arising from work and family roles reinforce each other, and a negative relationship was found between involvement in work and family.

Based on the results, a significant relationship was found between work-to-family conflict and family-to-work conflict, indicating a two-way dynamic: the greater the conflict originating from one direction, the greater the likelihood of problems arising in the other sphere (French et al., 2018). The results of our study point to a contradictory relationship between involvement in work and family, suggesting that working women with children can achieve a certain degree of balance between the two spheres of life, but it may be that increasing expectations and commitment in one area may somewhat reduce the attention, time and energy devoted to the other (Nohe et al., 2015).

The results related to this thesis are discussed in subsection 8.3 of the dissertation.

Thesis 8: The degree of family involvement is associated with higher levels of relationship satisfaction, but there was no significant relationship between the number of children, the age of the youngest child and family involvement.

Contrary to our hypothesis, no significant relationship was found between family involvement, the number of children, and the age of the youngest child, which may indicate that the number and age of children are not always decisive factors in terms of family involvement, or that other factors - social support or workplace conditions (e.g. individual preferences, external assistance) - also influence parents' involvement in family life. Concerning family

involvement, higher levels of relationship satisfaction can be explained by the fact that in a happy relationship, where the partners love and support each other, there are common goals and both are committed to their family, the level of active involvement in family life may increase (Grevenstein et al., 2019).

The results related to this thesis are discussed in section 8.3 of the dissertation.

Thesis 9: Conflict types originating from either direction - work-to-family or family-to-work - reduce the level of well-being, general life satisfaction and relationship and work satisfaction.

High stress levels significantly impact work and life satisfaction, as well as mental and physical well-being (Fuß et al., 2008; Makra et al., 2012; Pikó & Piczil, 2006). Whether we consider work-to-family or family-to-work conflict, both phenomena can cause severe tension in people, thereby reducing their sense of well-being and the extent to which they are satisfied with their life and their relationship/marriage (e.g. Fuß et al., 2008; Makra et al., 2012; Pascucci et al., 2022; Pikó & Piczil, 2006).

The results related to this thesis are discussed in subsection 8.3 of the dissertation.

Thesis 10: Balanced, optimal family functioning - higher levels of family cohesion, flexibility, intra-family communication and satisfaction with family life - reduces the likelihood of work-to-family conflict and family-to-work conflict.

Our findings also support the findings of previous studies that emphasise the importance of an optimal and balanced family unit in reducing work-family conflict. This suggests that individuals living in more harmonious family structures experience fewer work-to-family and family-to-work conflicts (Allen et al., 2020; Gragnano et al., 2020; Makra et al., 2012).

The results related to this thesis are discussed in subsection 8.3 of the dissertation.

Thesis 11: The most significant positive predictors of life satisfaction are satisfaction with family and romantic relationships, family involvement, work satisfaction, and indicators of psychological well-being, while the strongest predictors of relationship satisfaction are life satisfaction and the quality of family communication.

To supplement the correlation analyses, we examined the predictive effect of each independent variable on relationship and life satisfaction using linear regression analysis.

During the study, we used three nested linear regression models to predict relationship and life satisfaction, exploring how the impact of psychosocial variables related to demographics,

work-family conflict, and family functioning changes as the model expands. Overall, the results underscore the crucial role of optimal family functioning, emotional closeness, psychosocial well-being, and partner support in shaping the quality of life and relationship satisfaction of mothers raising children (e.g., Diener et al., 2017; Szcześniak & Tułeczka, 2020).

Thesis 12: Work-to-family conflict also affects relationship and life satisfaction through Olson's dimensions of cohesion, flexibility, communication (family communication) and family satisfaction.

The way a family functions can also act as a key protective factor, reducing the adverse effects of work-family conflict and promoting relationship and life satisfaction (Makra et al., 2012). In line with previous findings, our mediation analysis confirms that family dimensions - cohesion, flexibility, communication, and satisfaction with family life - and optimal family functioning play a key role in mitigating the effects of work-to-family conflict. In the case of relationship satisfaction, conflict only had an indirect effect, while both direct and indirect effects were observed in terms of life satisfaction. This suggests that strengthening and optimising family dimensions promotes more effective management of workplace conflicts, as a well-functioning family unit plays an indispensable role in maintaining relationship satisfaction and overall life satisfaction (Lee Siew Kim & Seow Ling, 2001; Makra et al., 2012; Neto et al., 2021).

The results related to this thesis are discussed in subsection 8.4 of the dissertation.

Thesis 13: The functioning patterns of different family types, based on Olson's family dimensions and family functionality, differ. Balanced families are characterised by higher levels of cohesion, flexibility, and effective communication, which contribute to greater emotional stability and satisfaction, in contrast to dysfunctional families.

The four clusters that emerged correspond to the families described in previous studies (e.g. Allen et al., 2020; Gragnano et al., 2020; Lakatos et al., 2020; Makra et al., 2012; Olson & Gorall, 2003; Varga & Tóth, 2007) in terms of their functioning, which are further reinforced by the variables examined (well-being, satisfaction with relationships, life and work, as well as work-to-family and family-to-work conflict, family involvement, and satisfaction with work).

4. Conclusions

The main objective of this dissertation was to examine the family dimensions identified by Olson - cohesion, flexibility, family communication, and satisfaction with family life - to

examine the relationships between the functioning of the family system and the relationship satisfaction, psychosocial well-being, and work-family balance of working mothers with children.

Throughout the research, the focus was on this dynamic balance: how the family becomes a decisive support system depending on the expectations and demands of the external environment. Furthermore, we examined the impact of individual and relational resources on the quality of life of mothers. The study showed that not only the management of external demands and expectations, but also internal family functioning patterns play a significant role in maintaining satisfaction with life, work, and relationships, as well as psychosocial well-being. Based on the results of previous studies and our research, it can be concluded that an optimally functioning family system - characterised by emotional closeness, partner support and cooperation, clear roles, and constructive conflict management - is a fundamental protective factor in achieving work-life balance, especially for working mothers (e.g., Abreu-Afonso et al., 2022; Izzo et al., 2022; Lakatos et al., 2020; Nameni et al., 2025; Szcześniak & Tułeczka, 2020; Sztányi-Szekér et al., 2024; Xiang et al., 2022).

All this emphasises the need for a complex view of the family system, which not only serves as a basis for theoretical research but is also essential for the design and implementation of interventions in practice. This approach is of paramount importance for family-friendly workplace programs and the development of various counselling services and support systems. A comprehensive and complex examination of family functioning facilitates the development of more targeted and effective practical interventions, which contribute to the establishment and long-term maintenance of work-life balance in families (e.g., Bello et al., 2024; Blom et al., 2025). The research sheds new light on the crucial role of optimal family functioning and resilience in the adaptive coping process in response to workplace and family challenges. It also emphasises that achieving a balance between work and family roles requires not only individual flexibility and adaptation, but also systemic support and changes on the part of employers, especially in the case of women with children (Deandra et al., 2024).

One limitation of the study presented in the doctoral dissertation is that the sample cannot be considered representative, as it is primarily composed of mothers with higher educational attainment. The measurement tools do not fully capture the relationships between the dimensions. Due to the correlational nature of the research, no clear causal conclusions can be drawn, and therefore, the results cannot be generalised to the entire population. Given the direction of recent research and the results of the present study, it would be worthwhile to

explore this issue in a more complex study conducted on a larger and more representative sample in the future. Nevertheless, based on these research results, conclusions can already be drawn that may contribute to a deeper understanding of the work-life balance of working mothers and the development of workplace and social support systems, with a particular focus on measures implemented by employers, as well as to the development of targeted practical recommendations and strategies.

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List of publications related to the dissertation

Hungarian book chapters (3)

1. **Sztányi-Szekér, B.:** A család szerkezete.
In: Család-pszichológia. Szerk.: Margitics Ferenc, Kery Publishing, Budapest, 9-51, 2023.
ISBN: 9786158107778
2. **Sztányi-Szekér, B.,** Högye-Nagy, Á., Szemán-Nagy, A.: Élettel való elégedettség, jóllét és a családi struktúra a Covid-19-világjárvány idején.
In: Ezerarcú tudomány a régió szolgálatában. Szerk.: János István, Nyíregyházi Egyetem, Nyíregyháza, 222-234, 2023, (Acta Academiae Nyiregyhaziensis, ISSN 2416-2981 ; 8) ISBN: 9786156032607
3. **Sztányi-Szekér, B.,** Szemán-Nagy, A.: A család és a munka egyensúlya.
In: Kutatások és látásmódok a Nyíregyházi Egyetemen. Szerk.: Kovács Zoltán, Nyíregyházi Egyetem, Nyíregyháza, 239-244, 2021, (Acta Academiae Nyiregyhaziensis, ISSN 2416-2981 ; 4.) ISBN: 9786156032393

Hungarian scientific articles in Hungarian journals (3)

4. **Sztányi-Szekér, B.,** Högye-Nagy, Á., Szemán-Nagy, A.: A családi élettel, párkapcsolattal való elégedettség és a munka-magánélet egyensúly összefüggései a gyermekes nők életében.
Új Munkaügyi Szemle. 4 (2), 17-26, 2023. EISSN: 2677-1306.
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6. **Sztányi-Szekér, B.,** Högye-Nagy, Á., Szemán-Nagy, A.: Párkapcsolattal, élettel való elégedettség, jól-lét és a családi struktúra alakulásának összefüggései.
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Foreign language scientific articles in international journals (1)

7. **Sztányi-Szekér, B.**, Högye-Nagy, Á., Szemán-Nagy, A.: Relationships between work-family conflict and family structure in the lives of working mothers in Hungary - a pilot study. *BMC Psychol.* 12 (1), 1-12, 2024. EISSN: 2050-7283.
DOI: <http://dx.doi.org/10.1186/s40359-024-01925-0>
IF: 3

Hungarian abstracts (1)

8. **Sztányi-Szekér, B.**, Högye-Nagy, Á., Szemán-Nagy, A.: A munka-család konfliktus és az étellel való elégedettség összefüggései dolgozó anyáknál.
In: XIV. Nemzetközi nyíregyházi doktorandusz és posztdoktori konferencia : Absztraktkötet. Szerk.: Rusinné Fedor Anita, Tóth Dalma, Zakor-Broda Rita, Debreceni Egyetem Egészségügyi Kar, Nyíregyháza, 37, 2022.

List of other publications

Foreign language Hungarian book chapters (1)

9. **Sztányi-Szekér, B.**, Almássy, Z., Szemán-Nagy, A.: Family structure formation in "transnational families".
In: Bonding and separation: Current problems in Clinical Psychology. Eds.: Anita Szemán-Nagy, Attila Körmendi, Debreceni Egyetemi Kiadó, Debrecen, 59-65, 2020. ISBN: 9789633187913

Hungarian scientific articles in Hungarian journals (1)

10. Kovács, K. E., **Sztányi-Szekér, B.**, Kondé, Z., Nagy, B. E.: A nemfigyelési vakság jelensége a sportpályán.
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Hungarian abstracts (1)

11. **Sztányi-Szekér, B.**, Hógye-Nagy, Á., Szemán-Nagy, A.: Családi szerepek alakulása a munkarend függvényében.

In: XIII. Nyíregyházi Doktorandusz Konferencia : Absztraktfüzet. Szerk.: Rusinné Fedor Anita, Balla Petra, Debreceni Egyetem Egészségügyi Kar, Nyíregyháza, 48, 2019. ISBN: 9789634901655

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