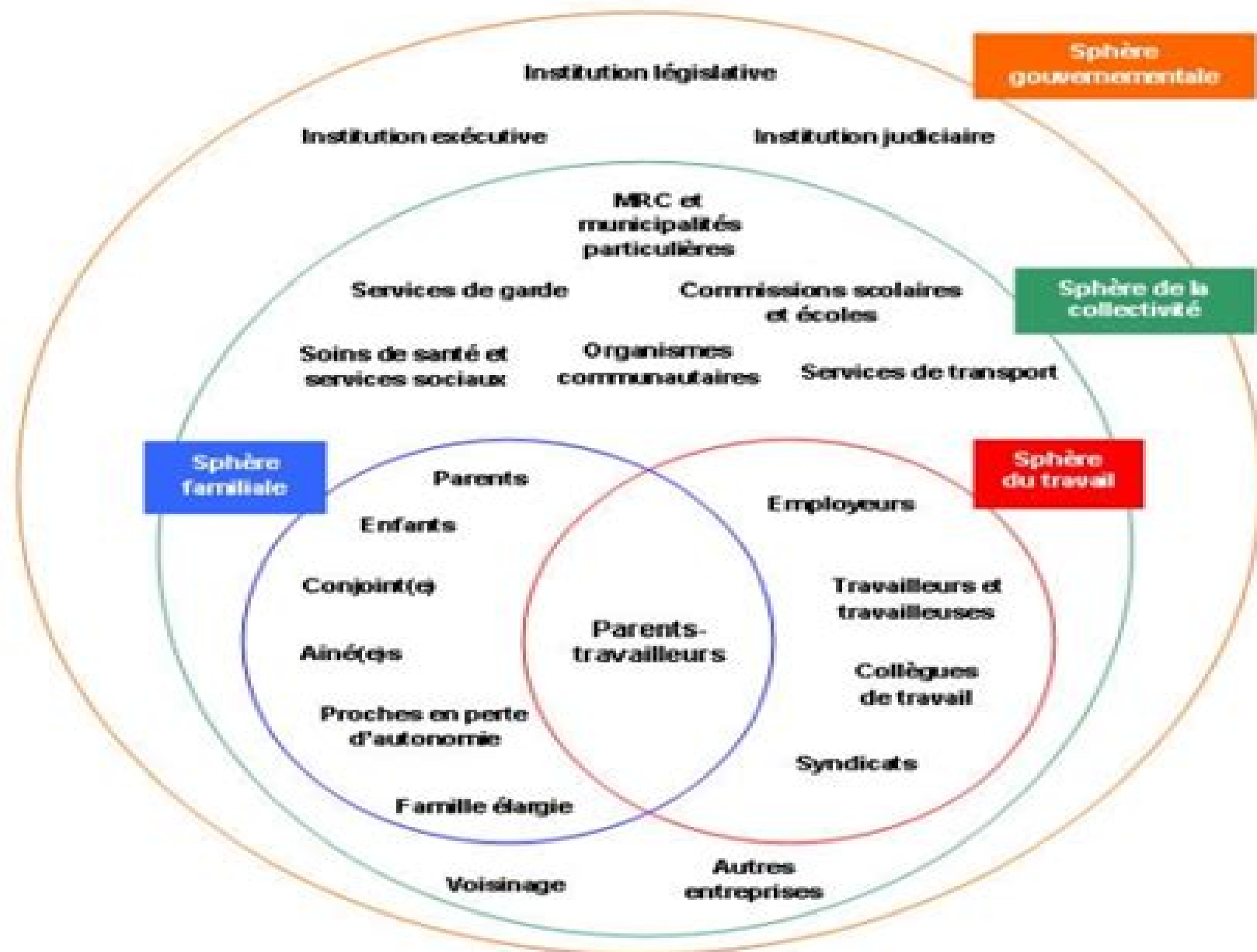


Approche holistique de la conciliation travail-famille



La Conciliation Travail Famille

Annie Beaumont



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La Conciliation Travail Famille, 2011 La conciliation travail-famille Catherine Hinse, 2008 **La Conciliation Travail-Famille Au Québec** Nathalie St-Amour, Université du Québec en Outaouais. Centre d'étude et de recherche en intervention sociale, 2009 La conciliation travail/famille dans nos milieux, comment poursuivre? Nicole de Sève, Centrale de l'enseignement du Québec, 1996 **La conciliation travail-famille dans les groupes communautaires** Mélanie Gauvin, Nadine Vermette, 2015

Grâce au soutien financier du ministère de la Famille du Québec, au bas de l'échelle a développé ce cadre de référence afin d'aider les organismes communautaires adopter des pratiques de gestion favorisant la conciliation travail famille. La conciliation travail famille touche d'ailleurs la plupart des travailleuses et des travailleurs du Québec. L'équilibre entre les responsabilités professionnelles et familiales représente un défi de taille pour certaines personnes.

Conciliation Travail-famille : Attention Travaux, 2013 **La conciliation travail-famille** Estelle Turcotte, 2006

Conciliation travail-famille, 2009. L'Institut est une organisation bilingue nationale où il enseigne la gestion de la performance, la gestion qui se consacre à la promotion du bien-être des familles, des ressources humaines, le design des organisations canadiennes par le biais de la recherche, de publications, d'otation et le développement des habiletés de gestion. En nous appuyant principalement sur les écrits scientifiques, cet article a comme objectif de mettre en lumière 1 les causes fondamentales du conflit travail famille, 2 de démontrer les impacts de ce déséquilibre sur la famille et les organisations, 3 de discuter des défis auxquels font face les familles et de 4 présenter des stratégies possibles pour améliorer la situation. Il s'agit par exemple de production juste temps de systèmes de gestion de performance et des mesures de résultats. La nécessité de tendre ses heures de travail en empiétant sur les heures familiales, l'obligation de travailler sous pression et d'accepter une surcharge de travail, l'ambiguïté des règles au travail, l'absence de réaction adéquate, l'inquiétude quant à la sécurité de son emploi, l'insuffisance de formation adéquate au travail et la nécessité de travailler selon un horaire différent du conjoint.

IMPACT SUR LA VIE DE FAMILLE Les recherches soutiennent qu'un travail stressant augmente le risque de dysfonctionnement familial et d'insatisfaction quant à la vie de famille et affecte la performance comme parent⁵⁷. L'ajout de la surcharge et de la dépersonnalisation au travail débordent sur la vie de famille.

Les pratiques de conciliation travail-famille des employeurs de choix Nancy Emmanuelle Tabi Nseng, 2016. Les études menées depuis quelques décennies sur les pratiques de conciliation travail famille mettent en relief les difficultés que vivent les employés à concilier leurs exigences professionnelles avec leurs responsabilités familiales. Les organisations avant gardistes en matière de gestion des ressources humaines, aussi appelées employeurs de choix, accordent une importance primordiale à la nécessité de remédier au problème de conciliation travail famille. C'est dans ce cadre que se situe notre étude. En effet, la conciliation travail famille est un concept qui a peu à peu pris une grande place dans la gestion des ressources humaines des organisations canadiennes. La recension des lectures contemporaines concernant la conciliation travail famille nous révèle qu'il existe une forte demande d'explication approfondie.

sur le sujet et sous l'angle des causes et des conséquences de l'adoption de pratiques de conciliation travail famille Dans un contexte où le recrutement et la rétention du personnel sont des enjeux importants les grandes organisations commencent à porter une attention singulière aux besoins des employés afin d'éviter certains problèmes organisationnels tels que l'absentéisme un rendement médiocre et une démotivation des travailleurs Cependant malgré les efforts normatifs et les stratégies organisationnelles la conciliation travail famille demeure un problème majeur au sein de la société canadienne Les solutions se trouveraient-elles dans les pratiques des employeurs de choix Notre étude propose d'une part une description des pratiques de conciliation travail famille adoptées par les employeurs de choix et d'autre part une analyse des facteurs explicatifs et des conséquences de l'adoption des pratiques de conciliation travail famille chez les employeurs de choix Cette étude a été réalisée en analysant les données secondaires provenant du concours sur les 100 meilleures entreprises canadiennes des années 2013 et 2014 Les résultats de cette analyse indiquent que les pratiques les plus adoptées par les employeurs de choix sont celles sur les congés et sur l'aménagement du temps de travail D'après nos résultats nous pouvons confirmer que ce sont les organisations les plus anciennes et les employeurs de choix du secteur public qui ont le plus adopté des pratiques de conciliation travail famille De plus on constate que celles-ci ont un pourcentage élevé d'employés temps partiel et une moyenne d'âge du personnel relativement élevée De surcroît l'adoption de pratiques de conciliation travail famille au sein de ces organisations permettrait d'être reconnus comme tant les meilleurs en matière de conciliation travail famille Cette recherche aura permis en fin de compte de décrire la situation des employeurs de choix au Canada Les résultats de cette recherche pourront aider les gestionnaires d'entreprise mieux comprendre les pratiques de conciliation travail famille de ces meilleurs employeurs et saisir les facteurs de contingence de même que les avantages qui en résultent Mots-clés Conciliation travail famille pratiques de conciliation travail famille employeurs de choix

La conciliation travail-famille/vie personnelle des préposés aux bénéficiaires au Québec Molka Moussa, 2020 Ce travail de recherche porte sur la conciliation travail famille des préposés aux bénéficiaires Il a pour but d'examiner le vécu de quelques préposés aux bénéficiaires vivant au Québec en ce qui a trait à la conciliation travail famille vie personnelle avant et pendant la pandémie de la Covid-19 Peu d'études de notre connaissance se sont intéressées à cette profession avant la pandémie et les organisations ont très vite confronté la rareté de cette main-d'œuvre avec la pandémie Nous cherchons donc à comprendre comment ce personnel a fait face et fait face encore aujourd'hui aux difficultés rencontrées que ce soit par des stratégies qui leur sont propres ou par des pratiques mises en œuvre par les organisations tait-il et est-il possible aujourd'hui de concilier le travail et la famille vie personnelle en exerçant la profession de PAB que ce soit avant la pandémie et pendant cette dernière ou est-ce une utopie de le penser Ainsi notre recherche vise à répondre à la question suivante La conciliation travail famille vie personnelle des préposés aux bénéficiaires au Québec est-elle une utopie Afin de bien mener notre étude nous avons choisi une méthode de nature qualitative Pour notre cas nous avons considéré l'archive médiatique en incluant les médias électroniques la presse écrite télévisuelle etc Ceci nous a aidé

comprendre le sujet de notre recherche Les nombreuses données méthodologiques permettent de mettre en lumière les conditions de travail difficiles auxquelles font face les personnes aux bénéfices qu'elles obtiennent et soulignent l'absence de mesures de conciliation travail famille les concernant De ce fait nos résultats ont montré que la conciliation travail famille vie personnelle des personnes aux bénéfices renvoie une stratégie de contournement exercée par elles mêmes et relève de l'ordre de l'utopie en ce qui concerne le soutien de l'organisation Mots clés en français conciliation travail famille vie personnelle personnes aux bénéfices conditions de travail attraction rétention

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