

The Review of the International Thematic Proceedings Book
“Work and Family Relations at the Beginning of the 21st Century” edited by Vladimir Hedrih

The proceedings book “Work and Family Relations at the Beginning of the 21st Century” edited by Vladimir Hedrih is comprised of 22 papers presented at the conference held in 2017 at the Faculty of Philosophy, University of Niš. All but two papers were based on empirical studies and all of them were written in English following the usual IMRaD form (except from one theoretical paper), with abstracts at the beginning and the list of referred literature items at the end of each paper. The papers cover a broad range of topics related to work setting and family relations. A short description of each paper is given below:

1. The opening paper has a same title as the conference itself, “Family and work relations at the beginning of the 21st century”, and represents a plenary lecture given by the editor, Vladimir Hedrih. The author describes the scope and purpose of the research project he led, which stimulated the organization of the conference. The author provides us with his reflections on the insights gained through the project and describes the complexity of family-work relations in contemporary society.
2. The paper “Nomological Network of RIASEC Types: Interests, Personality Traits, Work Values and Life Role Salience”, by Iva Šverko, Toni Babarović and Sabina Kos presents a large-scale study conducted on a sample of high-schoolers, where the authors demonstrate associations of RIASEC vocational interest types with other constructs: personality traits from the HEXACO model of personality, personal values, and salience of life roles.
3. Vladimir Hedrih is also the author of the study “Does type of work environment correlate with burnout? A cross-sectional study”. On a large sample of participants several associations among job burnout and the types of job modeled after RIASEC vocational interests types were found and interpreted.
4. Milica Ristić, Vladimir Hedrih and Kristina Randelović use the same sample as in the previously mentioned study in their paper “Personal and sociodemographic correlates of resilience in employees” and find that the construct of resilience can be explained to a large degree by individual differences in the Big Five personality traits, with some additional portion of variance explained by gender and type of settlement where a participant lives. I would suggest that Table 4 is compressed, by leaving out nonsignificant terms in Steps 3 and 4, and by presenting relevant coefficients from the first two steps in parallel.
5. In another large-scale study (possibly conducted at the same sample of participants as in their previous paper in this book) the authors of the paper “Work values of Croatian adolescents: Value hierarchy and importance of family background” – Toni Babarović, Iva Šverko and Ines Crnko – establish a five-factor higher-order factorial structure of the work values instrument they used, after which they interpret the prevalence of the values in their sample disaggregated by socioeconomic status and familial cultural orientations.
6. In contrast to most of the works in this book, the paper “Domestic violence in the judicial discourse of the Republic of Serbia” by Ivana Janković is an example of a qualitative approach. The author is discourse analyzing changes in time in definitions of domestic violence in various legal documents used in Serbia.
7. In the paper “Irrational beliefs, anxiety and self-efficacy among students” by Nataša Mladenović, the author explores the associations among three constructs from the title on a relatively small sample of university students. Unfortunately, many errors in writing and style prevent it from realizing its aims. A suggestion to the editor would be to either re-edit the manuscript or to remove it from the final version of the book.
8. Problems with writing in English are evident - already at the title - in the paper “Correlation of resilience with the quality of life roles and subjective well-being with men and women” by Milena Bjelić. There are several blunders (e.g. “arithmetic meanings”,

"The partner's role is most suffered in balancing satisfaction and effort, but the deviations are greatest.") that need to be corrected, if one wants to appreciate the useful insights from this large-sample study, which inquires into the relations between resilience and subjective well-being.

9. The paper "Satisfaction and dissatisfaction with family roles in women from rural and urban areas" by Miljana Spasić-Šnelel, Aleksandra Stojilković, and Snežana Vidanović explores the satisfaction with family roles on a large sample of adult females aged between 28 and 68 years. The authors found that the type of settlement is an important moderating factor with regard to this relation.
10. The study by Remzija Ramičević and Đerđi Erdeš-Kavečan "Parental educational styles and forms of anxious behaviour of a child" establishes associations between perceptions of parental acceptance/rejection and familial satisfaction with various aspects of anxiety among elementary school students. The authors also provide the abstract in Serbian language, which does not seem necessary since other authors did not provide them.
11. The paper "Organizational commitment in context of marital and parental status of employees" by Dušan Todorović, Milica Tošić Radev and Tatjana Stefanović Stanojević presents findings obtained on a moderately large sample of employees on relations between parental and marital status with organizational commitment, where type of work organization (public or private) seem to be an important moderator. I would only suggest to relocate the subsection Problem and hypotheses from Methods to the introductory section.
12. The only theoretical paper in the book is a paper by Irina Antonenko and Igor Karitsky, "Dynamic content of trust in joint activity: Theory, practice and research". It provides an original perspective on dynamic mechanisms of the construct of trust. This paper is only tangentially related to the main topic of the book, so the editor might consider whether to emphasize its particular contribution in the foreword or to leave it out of the book.
13. Milkica Nešić, Snežana Vidanović, Marina Hadži Pešić, and Damjana Panić are the authors of the paper "Stressfulness of family and work roles and burnout syndrome in persons suffering from a chronic somatic disease". They present a large-scale study which shows the interplay of work and family related stress and burnout, and chronic illnesses.
14. In their paper "An attempt to measure work ethic in teachers" Gorana Rakić Bajić and Mirjana Beara explore the structure of ethics attitudes and behaviors among high-school teachers. The study is conducted on a relatively small sample and can be considered as an interesting exploratory work.
15. The paper "Personal factors of job burnout syndrome among Serbian employees" by Kristina Randelović, Snežana Stojilković and Milica Ristić shows that personality traits from the Big Five model and sociodemographic variables can serve as important predictors of burnout on a large sample of adults. Specifically, four out of five traits proved to be significant correlates of burnout.
16. The paper "Generativity and satisfaction/stressfulness of family and work roles" by Vesna Anđelković, Damjana Panić, Marina Hadži Pešić and Aleksandra Stojilković shows that generativity (broadly defined as contributing to welfare of one's offspring and society), stressfulness and satisfaction with work-family roles are all well interconnected constructs. Personally, I would leave out some of the tables and incorporate those results in the text.
17. The authors Snezhana Ilieva and Biliiana Alexandrova explore the associations between prosocial attitudes and behaviors and sociodemographic variables in their paper "Differences in organizational citizenship behavior in relation to the demographic characteristics of employees". On a moderately large sample of employees in Bulgaria they find that various aspects of organizational citizenship are related to age, education and working experience.
18. In his paper "Value foundations of management in preschool educational institution", the author, Kostigrin Andreevich, uses a mixture of qualitative and quantitative methods to explore associations between basic values and the perception of ideal preschooler graduates on a small sample of preschool principals in Russia.
19. The paper "Subjective well-being and chronic somatic diseases as predictors of quality of life of citizens of Serbia" by Damjana Panić, Marina Hadži Pešić, Vesna Anđelković and Milkica Nešić, presents how quality of life, as a general construct, can be predicted by the

- dimensions of subjective well-being and specific chronic somatic diseases (in particular, the most frequently reported ones: cardiovascular, rheumatic, skin diseases, and migraine). The study is again based on a large sample of adult participants.
20. The paper "Family as a Metaphor and Metaphors of Bulgarian Families for World, Family, Children and Self" by Camelia Hancheva presents a qualitative study where participants - recruited from more than one generation within the same family - were prompted to metaphorically define a set of concepts (world, family, self, and children). The paper provides an inspiring insight into understanding the concept of family in contemporary society.
 21. The paper "Relations between self-esteem, acceptance of traditional gender roles, quality of roles and work family conflict among employed parents from Serbia" by Marija Pejičić and Ivana Pedović describes another large-scale study investigating direct and mediated affects among the number of relevant variables in the context of work and family roles. The editor might suggest a more focused title to the authors, and also consider condensing Tables 2 and 4.
 22. The final paper, "HEXACO traits and career adaptability as predictors of perceived person-organization fit", by Jelena Dostanić and Katarina Suvajdžić, concludes the book appropriately. On a moderately large sample of employees, it establishes associations among self-assessed adaptability abilities and various personality traits with different aspects of organization-person fit.

Taken as a whole, this book is a stimulating compilation of scientific papers. Its particular strength lies in the fact that many included studies were based on large samples of participants, which is increasingly relevant in the times of problems with replicability in psychological science often stemming from using inadequately small samples. Another merit of this book is that it represents a broad coverage of topics which are germane to the contemporary interplay of work and family roles. In addition, publishing a book in English enables international audience to get better acquainted with the current trends in work-family interactions in this part of the world. Besides, I believe that the book might have a positive role in establishing academic networks of similarly interested researchers worldwide.

Still, one also notes the imbalance in the quality of works and particularly in the text formatting of the provided manuscripts. Naturally, the editor cannot influence the quality of writing of individual authors, but he should take care that all papers are following the same format when it comes to typesetting and text formatting at a publishing phase. I believe that it would be easiest to follow a standard publishing book, such as APA version 6, to format all usual elements of empirical papers uniformly (e.g. format all tables without vertical lines, denote P-values as *p* instead of *Sig.* or other notation marks, format reference lists with hanging alignment and without numbering). Finally, I believe it is crucial that a certified translator, and possibly a native English speaker knowledgeable in psychology, proofreads the text, and even edit it when necessary. Some of the authors seem to struggle with their English writing, which at some points impedes the understanding of the text. Therefore, these minor interventions would largely enhance the impression of the book.

Since I believe that the editor will make necessary corrections before the final phase, it is my pleasure to recommend this proceedings book for publication. It will be an interesting read for a diverse audience, but primarily for psychologists working in the domains of family, organizational and counseling psychology.



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