

## EMPLOYEES' WELL-BEING IN RECONCILING WORK AND PRIVATE LIFE AFTER THE RETURN FROM PARENTAL LEAVE

**Project implementation period:** 2014–2015

**Aim of the project:** to analyse the aspects of employees' well-being in reconciling work and private life after the return from parental leave.

**3 tasks were set to reach the aim:**

1. To reveal study participants' experience of reconciling work and private life after the return from parental leave.
2. To generate the grounded theory on employees' well-being in reconciling work and private life.
3. To analyse the aspects of organizational climate that is beneficial for reconciling work and private life.

**Study methodology** – Grounded Theory Methodology (by J. Corbin and A. Strauss). Data gathering method: semi-structured interviews. The authors of the study prepared the questions for the interviews; however, the process of particular interview and the succession of the questions were applied flexibly to individual situations. Study participants – employees who work in Vilnius and who returned from parental leave to their workplace since no longer than two years.

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