

Effects of Shift Working System on Employees' Family and Social Lives

Recep Kacmaz

Pamukkale University, Denizli, Turkey
recepkacmaz@hotmail.com

Celalettin Serinkan

Pamukkale University, Denizli, Turkey
cserinkan@pau.edu.tr

Abstract

Family is considered to be the smallest unit of life, on human life, and an institution whose effect continues from the birth to the end of life. The family is born from the culture of its own society and the main influencing factors in shaping the family are the social and cultural aspects. The factors that are effective in re-shaping the family institution are, the changes of the principles that are effective and dominant in the general structure of society, the changes in the economy and political life and the changes in the religious and moral culture. Industrial society system has led to spacious and profound changes in the general life of the society. Changes in general work and life conditions have influenced the family negatively in fulfilling its functions as required for modern conditions.

The basic functions of the family can be considered biological, economic, love, protection, socialization, religion, education and the family as a function of evaluation of leisure time. With the process of industrialization, families are shrinking from traditional /extended family to core family. For this reason, some functions of families are transferred to other institutions (careers, nursery, kindergarten, etc.), but, for children, none of them can provide psychological satisfaction by his parents.

In 2010, in Family Values Survey in Turkey related to what matters are very important in people life, the family is in the first place with 99.3% rate. This result reveals that the family is indispensable in Turkish society. In another study held in 2010 by using Family Assessment Scale, it is determined that as the number of members increase, the power of the family weakens in fulfilling the functions and the most problematic function of the family is found to be not showing interest to each other. At the beginning of functions, hindered due to the increased number of individuals, behavior control and communication functions come.

Technological progress in the first half of the twentieth century has developed production-enhancing and efficiency rising methods to solve the needs of modern society. This situation has caused to the discovery of the new systems in terms of better use of natural resources and human power. At the result of the specified developments, non-classical and non-standard working systems in general and particularly shift working system have taken place. The shift working system, applied due to some economic, social and socio-political reasons, brings problems such as redundancy in work accidents, the disruption of body's circadian rhythm, degradation of workers' health, needs are not provided full and on time, disruption of family scheme and disconnection of social environment relations.

When related literature is reviewed, the studies that the effects of shift working system on employee health status, sleeping patterns, eating habits were conducted

are observed. The objective of this study is to analyze the effects of shift working system on the employees' family and social life. Due to the fact that employee has different roles in business, family and social life; this study, will create the idea of employee in whole system approach on the scientific studies on this issue in the future and in business & family policies, decision-making and applications, and will shed light on finding solutions on improvement of employee's present problems.

The sample space of this study includes 50 healthcare employees working with shift system in healthcare sector in Denizli/Turkey. For the collection of data, predetermined semi-structured interview questions are used. The interviews are conducted through face-to-face conversations.

As a result of the study, the most influential criteria on the family lives of the employees are identified to be: non-regular meals in the family, not-having time together with the family members and negative communication within the family. Furthermore, not-attending effectively to the social events such as conferences, seminars, panels, symposiums, scientific meetings, and exhibitions; in-efficient relationships with relatives and in-efficiently playing social roles and responsibilities are determined to be the most influential social criteria.

Key Words: Family, Family Life, Shift Working System, Employee, Social Life, Flexible Working

Introduction

Family, as the smallest unit of the life, has an influence on human life starting before the life until the end of the life. Beside physical influence, Family shapes human mentality with its economic and community related aspects. It can be asserted that today's family structure has developed according to the changes with the industrial revolution. If the influence of socio-economic structure on the family is considered, life styles and conditions have impacts on the people and family structures. Unemployment, poverty, work hours, transportation difficulties, life conditions, etc. are suppressing and shaping the future structure of the family.

Shift work system, by both increasing the probability of having accident during the work and spoiling circadian rhythm of the employees' bodies, exposes their bodies an extraordinary working style (Finn, 1981: 32). However, the employee should also be considered as a member of society beside his/her physiologic aspects. Therefore, shift work system influences both social and physiologic aspects of the employees and excludes them from the communal life.

This study, by systematically evaluating the employee in shift work system, mainly aims to identify the influencing criteria on his/her family and social life. Since the employee whose problems in family and social environment are reduced to minimum can focus on his/her work, the efficiency will be increased. By the help of this study, it is aimed to contribute to the future scientific studies in this area, in the decisions related to work-family policies and the negative impacts of shift working system on the family and social life. Furthermore, it may be helpful in developing solutions about the potential problems.

This study includes female employees in shift working system in healthcare sector in Denizli Provincial Hospital. In this study, a semi-structured interview methodology is

employed on 50 female healthcare personnel. At the end of the study, the important influence of shift working system on the family and social life is explored.

Theoretical Framework

In this research, initially the subject is evaluated theoretically by stressing on the family, its functions, shift working system and its impacts on family.

1 Overview of Family

Soyyigit (2002) express that family, which has the duties of satisfying the regularity and strengthening the society, is a training place for the children; a trustworthy environment for the couples; the most important structure among the others as the fundamental source of them. Furthermore, he also suggested that despite its structure is different for every society, it is not possible to think a structure without family. Soy yigit (2002) also stated that the most influenced unit is the family from the change in industrial revolution. The following impacts of industrial revolution on the family can be given (Soyyigit, 2002:85-87):

1. In transition from the wider family to the nuclear family, the power share has been changed. While the father was influential in paternalistic family, there are appeared equal rights and powers of each family member in a nuclear family.
2. The marriage ratio is decreased and a suitable environment for modern and childless families is prepared.
3. The mostly influenced structure is the family as a result of fast changing technological environment in every aspects of the life. Television, by entering to the family environment, takes the central focus instead of cultural integration, regular reading habits and talks.
4. Besides industrialization, apartment life has reduced the size of large Turkish Families.
5. The elders as the providers of culture are moved away from the family and the children as the providers of the integration are sent to kindergartens.
6. With the industrialization, the relationships among the relatives are weakened.
7. The women who want to get benefit from the industrialization have started to seek duties in every aspect of work life. The technology appeared as a result of industrialization has changed the position of women within the family. The time for housework's has been reduced with the invented tools and therefore their time to be spent outside has increased.

Tezcan (2005), by analyzing the family from socio-cultural perspective from the beginning of announcement of republic till now, states that family is still an influential unit despite its structure has changed through the history. When the Turkish family composition is examined, many types of family structures from large traditional family to the nuclear family and one-parent families. Traditional urban family characteristics are changed and they took the forms of city life because of the wide influence of industrialization and urbanization. However, there exist still traditional features of Turkish family. It can be assumed that family structure continues to have nuclear family structure in the future by considering the research performed by Başbakanlık Aile ve Sosyal Araştırmalar Genel Müdürlüğü and TÜİK in 2006. It is reported that Turkish families are nuclear (80,7%), large (13%) and single (6%) (Şentürk, 2008).

However Uludağ (1997), since postmodern school criticize every idea as a result of enlightenment idea, it approaches every social structure by the same manner. Postmodernists

evaluate the family in three steps including social aspect, the relationship between two people and fashion life style (Uludağ, 1997).

2 Family and its Functions

Family has biologic, psychologic, economic, social, legal, etc. aspects. It satisfies the continuity of human beings existence through biological relations, starts the process of socialization, has the rules about the relationships between the members, and transmits the culture to the next generation (Sayın, 1990:2).

Economic, social, cultural, educational and psychologic functions make the family the fundamental unit of the community and communal structure. Born children take the necessary initial information about the community and the culture within the family and start the interaction with the social environment and the other people there (Gökçe, 1996: 155). Moreover, family has important roles from the couples' perspectives. Being mother and father, wife and husband and the related responsibilities enhances their life pleasure. Family membership makes the person happy. Family also supports psychologis and social aspects of the couples by providing a regular life style (Şentürk, 2008: 10).

Fundamental functions of the family can be considered as biologic, economic, protective, socialization, religion, education and free time activities (Tezcan, 2005). As a result of industrialization, the family becomes nuclear and some of its functions are left to another units. However, love, biologic and socialization of the children functions continue to be the fixed functions of the family. Therefore, the importance of the family still exists and the functions of the school increase continuously. However, Çelenk (2003) suggests that the information derived at school should be strenghtened inside the family (Çelenk, 2003: 30).

Alacahan (2010), by using family evaluation scale which includes problem solving, communication, rolles, emotional behavior, giving necessary care, behavior control and general functions, provides the following results (Alacahan 2010: 297-298):

1. When the family functions are considered, despite many functions are taken individually, they can be suggested as interrelated. A failure in one function may give negative results on the other functions.
2. When the number of members increases, the strength of the family reduces while satisfying its functions especially in behavioral control and communication functions.
3. The most important function is giving the necessary care to the other members of the family.
4. Every family in today's life has some difficulties in satisfying its functions.
5. Especially the work conditions weaken the communication between the member and his family and bring different units for the relationship between parents and children (babysitter, kindergarden, etc.). These cannot provide the satisfaction of the children as their parents can do.

Gökçe (2011) suggests that the differences in social level effect the family in two different aspects: (1) as a result of the development of other external units outside the family, these units take some responsibilities of the family and (2) social problems by influencing family internal dynamics causes problems inside the family (Gökçe, 2011:52).

3Shift Working System and its Subsequent Attendant Problems

Machines, systems and personnel continue to their work outside usual working hours in shift working system (Odabaşı, 1981; Eke, 1981). Shift working system is the way of benefiting from the full all day capacity. Different economic and social needs bring this working system as an irrevocable application. However, since night shifts are more exhaustive, abusive and hard, they need to be cared more compared to the day shifts.

The related literature reports the problems with shift working system as in the following: the increase in work accidents, changes in health issues of the personnel, dissatisfying the needs on time, the corruptions of family layout and social relationships. This study considers the corruptions of family layout and social relationships.

Corruption of Family Layout: The fundamental duties of the father in the family are earning the money; protecting the family members; finding the solutions for family problems and approaching them in a warm manner. However, mother is taking the responsibility of houseworks and care of children. Because of changing family structure as a result of developing communities, women enter to the business and therefore men become more active in houseworks and care of the children. If men, women, or both work in a family in a shifting work system, these duties cannot be successfully accomplished and the form of family corrupts. One of the most negative effects of night shifts for husband is disturbing the duty of protecting the house (Özkalp, 1984:229). Many studies have revealed that wives whose husbands are at work during the nights are scared very much (Finn, 1981: 33). However, this problem can be somehow overcome by employing night shift working system. Night workers are also face to face with providing limited time for their spouses (Özkalp, 1984: 230). Moreover, nightworkers are detected not to share their time with their children and cannot provide sufficient care for them (Bilgin, 1984: 24). Since nightworkers after hard working conditions at work come to the house very tired and want to have rest, they have difficulty in satisfying the desires of their wives and children. When women, after working all the night, come to the house in the morning and see that all the members are awakened. Therefore, they start for houseworks and cannot find the opportunity for resting. If the couples work in different shifts, the problems become more and they can be together less frequently. This may cause a communication problem between them and damage their trust. Working in different shifts removes the stability in family environment and the opportunity to overcome the problems together and therefore causes high level of family problems.

Disconnection of Social Environment Relations: People become members of different social groups along their lives such as a family, a friend group, a volunteer association, a work environment group or a political party. Therefore, they have some responsibilities for their roles in those specific groups. Shift working system spoils the life system of the member and prevents some benefits of him, weakens his relationships with the environment, and reduces social activities. They seem to be the member of those communities but they are not in reality. Nightworkers who do not want to cut the relationships with those groups can less frequently attend the meetings with them. According to the results of a research performed in USA, while 48% of dayworkers can visit their friends once a week, the ratio reduces to 34% for the workers in shift working system (Braddick, 1966: 12). According to the results of a study performed in Turkey, 98% of the workers in shift working system stated that they could visit their relatives less frequently compared to the regular day working system. 90% of the respondents stated that they could also be together with their friends less (Bilgin, 1984: 32-33). Furthermore, attending to the voluntary actions of some associations is very difficult for the workers in

shift working system. Some studies' results have provided supportive results for this claim (Finn, 1981:134).

Method of the Study

Objective of the Study: This study aims to identify the influence of shift working system in healthcare sector on the family and social lives of the healthcare staff.

Sample of the Study: includes 50 healthcare staff in healthcare organizations in Denizli/Turkey.

Data Collection Method: A previously constructed semi-structured interview is used as the data collection method. 10 questions are asked for the respondents' demographic information, 15 questions are used about their family lives and 15 questions are asked for their social lives. While constructing the questions about Family life, Family evaluation scale, Family Life standards quality scale and Work-Family Life conflict scale are used. While developing the questions related to Social life, the literature review about sociologic and cultural life is used.

Model of the Study: This study is performed as a qualitative research model. One of the fundamental aims of qualitative research is reporting the respondents' idea from an unbiased perspective.

Data Analysis: The answers of the respondents, positive (yes), partially and negative (no), are analyzed and by considering their percentages tables are formed. Furthermore, for each question, the respondents' opinions are given as examples. In the conclusion part, (by summing the respondents' answers with partially and negative), the criteria of the employees are ranked from the highest to the lowest degree of importance.

Assumptions: This study initially assumes that the most dominant party on the form of a family is women. This assumption is parallel to the findings of Gönüllü and İçli (2001). They identified that 64.2% of women workers agree on that the most important duty of women is caring husband and children (Gönüllü and İçli, 2001:94). Second assumption believes that women can be extremely useful especially in parents-children relations because of the given instinct emotion. According to the results of one study in Textile industry, 72.7% of the women workers believe that children are the source of love and 42.6% want to grow their children as a good person in terms of future expectations (Gönüllü and İçli, 2001:97). This study furthermore assumes that the respondents provide reliable information.

Constraints: There are two types of constraints on this study. First, only the respondents from healthcare sector are considered. This cannot allow a comparison among sectors. The second is selecting only female respondents cannot give the opportunity to compare the responses from the different genders.

The Findings of the Study

The collected information is analyzed under three subheadings including their demographic information, family life and social life.

1Demographic Information

There are totally 50 female healthcare respondents attended to the study. Two of them are medical officer, 37 of them are nurses, 10 of them are obstetricians and one of them is emergency care technician. Eight respondents are below 30, 23 respondents are between 31 and 40, 17 of them are between 41 and 50 and two are older than 50. If the education levels of them are considered, five have high school degrees, 19 have college degrees, 25 have

undergraduate level of degrees and one has master degree. When the work experiences of the respondents are evaluated, 10 of them have 1-10 year of experience, 18 respondents have 11-20 years of experience and 22 of them have 21-31 years of experience. There are 41 married and remaining 9 single in the population. 39 of the respondents' husbands are working and the remaining two are retired. 15 respondents' husbands are found to be also working in a shift working system. 43 of the respondents are observed to have children. The respondents are detected to have trouble with the following shifts: 1 respondent for 08:00-17:00, 1 respondent for 17:00-24:00, 31 respondents for 17:00-08:00 and 24:00-08:00, 4 respondents for all the day (24 hours), 8 respondents for the weekends and remaining 5 did not answer.

2 Family Lives of Shift Working Employees

In this section, the issues related to family life of the respondents are reported. They are:

1- Interaction within the Family: *Do you spend time with your family? Do you support each other in order to reach your goals? Everybody in your family is in closer and harmonic relationships with the remaining members? Does your work schedule influence the family meal hours?* are the questions reported in this section and their percentages are given in Table 1:

Table 1: Respondents' Opinion about the questions for Interaction within the Family

Criterion / (%)	Yes	Partially	No
Spending time with family	30	9	11
%	60	18	22
To be in harmony in family	38	5	7
%	76	10	14
Negative influences on dining hours in family	43	2	5
%	86	4	10

The following examples can be given by considering the above criteria: I use efficiently holidays and weekends. There happens a problem when an extraordinary event becomes after shifts. Work environment takes all my energy. We can be together only in dinner time in the evening. Night and weekend shifts influence much. I cannot be with my children during 17:00-08:00 shifts. Weekends, I become not social. Tiredness at the end of Rush hours and the time after shifts influence me negatively. In evening shifts, I get my dinner early. I missed having breakfast. My children are affected negatively because of non-regular meal times.

2- Communication in Family: The answers for the questions are given below table: *Are you outspoken inside the family to each other's? Do you share your emotions (sadness, happiness, pleasure) with your family members? Do you speak everything clearly? Does your working style influence your communication inside the family?*

Table 2: Respondents' opinion about the communication inside the family

Criterion / %	Yes	Partially	No
Outspokenness in family life	44	5	1
%	88	10	2
Effects of communication inside the family	33	6	11
%	66	12	22

The following samples from the answers of the respondents can be given according to the above questions: I solve my work related problems by myself. We are outspoken. We speak everything inside the family. Work hours reduce the sharing inside the family. I cannot give attention to my family, when I am under stress. I do not tell the problems at work to my family. Since we are caring the patients in the hospital, we are storing the stress inside and cannot stop ourselves at home. Sometimes, I do not see my husband for 36 hours. When we are tired, we may live communication problems. When I have shift duty, I get angry so much and wrongly understand everything. The stress as a result of work life sometimes negatively influences our communication. Since both my husband and I work in a shift working system, we do not have the opportunity to have some time with my husband.

3- Problem Solving inside the Family: *The answers for the questions: Do you solve your problems inside the family? Do you seek solutions together? Do you discuss the implemented solution later inside the family? Are presented below table 3.*

Table 3: Respondents' opinion about solving the problems inside the Family

Criterion / (%)	Yes	Partially	No
Discussion of the problems inside the family	43	4	3
%	86	8	6
Finding solutions to the problems inside the family	35	6	9
%	70	12	18

Some samples from the answers of the respondents about this group of questions can be given as: Yes, we solve the problems together. We can generally overcome the problems and the solutions are generally valid. We talk and discuss the problems inside the family and try to find solutions. It works generally. We cannot track the implementation of the solutions. We can decide on the computer usage of children but we cannot control the decision. I always try to solve the problems in the family. We find the solutions and try to implement them, but sometimes it may not be successful. Everybody tries to solve the questions by himself.

4- Fulfilling Parents' Responsibilities inside the Family: The answers and their corresponding percentages for the question "Do you efficiently perform your responsibilities for your children such as tracking their homework, true selection of friends, value education and etc." are provided in Table 4.

Table 4: Respondents' opinion about parents' responsibilities inside the family

Criterion / (%)	Yes	Partially	No	Irresponsive
Fulfilling parents' responsibilities inside the family	26	13	4	7
%	52	26	8	14

Some samples from the answers of the respondents about above criterion can be given as: I am trying to efficiently perform. If I do wrong, I promise not to repeat them. I am trying whether it is not effective. If I am at home, I care. However, when I work my husband takes the responsibility. I cannot find time for tracking their homework. If I am not stressed, I care for them whether it is not effective. I am trying to track their homework but

it is not enough. I become generally alone about this issue. Parents meeting and related activities are generally organized in weekdays. We cannot ask permission every time. Because of time limitation and work hours, sometimes I cannot fulfill my responsibilities. I can have difficulty while caring the children such as completing the homework.

5. Basic Family Functions:The answers and their corresponding percentages for the questions “Do you clearly say your problems and emotions to eachothers inside the family?”, “Do you share your fears and anxiety with your family members?” and “Are you tolerant to the others inside the family?” are shown in Table 5.

Table 5: Respondents’ opinion about Basic Family Functions

Criterion / (%)	Yes	Partially	No
Sharing troubles and feelings in family	35	11	4
%	70	22	8
Being tolerant in family	36	10	4
%	72	20	8

Some of the samples from the answers of the respondents about this group of questions can be given as: We share very thing inside the family. We can overcome our problems. Everything is common in the family. I can openly tell my fears and good feelings. Children can be timid to their fathers for some issues. Sometimes I cannot share everything with my husband and be fearful. I am trying not to express my problems. I cannot be tolerant every time because of day stress and tiredness. I share my feelings, but sometimes we cannot handle.

6. Work Life-Family Life Balance: The following table presents the answers and their percentages for the question “Do you have a balance between your work life and family life? If not, which side of the balance weights more?”

Table 6: Respondents’ opinion about Work Life-Family Life Balance

Criterion / (%)	Yes	No	Work is dominant	Family is dominant
Work Life-Family Life Balance	19	31	27	4
%	38	62	54	8

Some comments of the respondents about this question can be ordered as follows: Since I return home late, I cannot find the balance between them. I have difficulty in giving my family necessary time. Work stress cannot be forgotten at home. We are continuously revising the day’s deficiencies. Sometimes it continues during my sleep. Work life weighs more. We cannot provide time for our family. We say that we are working for our family, but we are only caring their material issues. We are exhausting while working. Much of my time is spent at work. I cannot share time for home. Family side weighs more. My family always comes first.

4.3. Social Life of Shift Working Employees

The respondents’ social life related opinions are analyzed under five sub-headings:

1. Communal Role: Table 7 provides the answers and their percentages about the question “Do you believe that you satisfy your communal role as a member of the family, a friend group or an enterprise?”

Table 7: Respondents’ opinion about Communal role

Criterion / (%)	Yes	Partially	No
Fulfillment of Communal role	21	22	7
%	42	44	14

Some examples of the respondents about this question can be given as follows: Yes, I believe and do my best. I share my spare time after work firstly for my family and then for my communal role. I fulfill as both a firm owner and a family member. I try to fulfill as much as possible but I have difficulty. We are trying as both a friend group and family member, but we don’t have time for this. As a mother, I cannot share my time for my children. I suppose I am not sufficient.

2. Neighborhood Relations: The answers and their percentages about the question “How are your relationships (greetings, paying visits, receiving guests, etc.) with your neighbors in your apartment life?” are presented in Table 8.

Table 8: Respondents’ opinion about neighborhood relations

Criterion / (%)	Yes	Partially	No
Effectiveness of neighborhood relations	22	21	7
%	44	42	14

Some examples of the respondents about the above question can be ordered as follows: our relations are quite fine. We greet our neighbors and visit them when we have opportunity. We are in good relations with our neighbors. I receive sometimes my neighbors as guests. Our neighborhood relations are weak and disconnected. I greet but visit them very limited. We only greet each other. I do not have time to increase my relations. My neighbors are also working; we are meeting when it is suitable. I cannot visit them frequently, because I cannot find time. Our relations are limited because of my work hours. I cannot spend my time home, since I am working. Therefore, if we meet at the door, we greet each other. However, I cannot have guests home.

3. Friendship Relations: Table 9 shows the answers and their percentages about the questions “How are your relationships with your friends at work and other friends outside the work environment? Do you visit your friends and plan some activities with them?”

Table 9: Respondents’ opinion about friendship relations

Criterion / (%)	Yes	Partially	No
Effectiveness of friendship relations	26	22	2
%	52	44	4

Some examples of the respondents about this criterion can be provided as follows: I visit my friends. I attend to the planned activities. I cannot visit my friends except for illness and death. I do not have opportunity to visit except health issues. I do not have to interact too much with my friends. We cannot find time for visiting my friends. Because of hard working, after a busy and tiring day, accepting the visits becomes very hard.

4. Relations with Relatives:In Table 10, the answers and their percentages about the questions “*How is your relationship with your close and distant relatives (visiting, sharing their happiness and troubles, etc.)?*” are provided.

Table 10: Respondents’ opinion aboutrelations with relatives

Criterion / (%)	Yes	Partially	No
Effectiveness of relations with relatives	17	31	2
%	34	62	4

By considering the above criterion, the following examples can be given from their statements: We keep our relationships with the relatives hot. I try to be with them as much as possible. I try to be connected with them. We have good relationships with the relatives. We try to support each other. We are continuously in touch with my relatives. I try to help them in every issue as much as possible. Because of my work, I cannot share time for them. We can meet them in very special activities. Even in their illnesses, we cannot visit many of them. Since they are away, I talk them on phone very much. Our visits can only happen in annual leaves. Since they are outside the city, work hours prevent the relationship.

5. Cultural Activities:The answers and percentages for the question “*Do you give importance for the cultural activities (conferences, seminars, panels, congress, scientific meetings, shows and exhibitions, etc.)? Do you attend cultural activities effectively?*” are provided in Table 11.

Table 11: Respondents’ opinion aboutcultural activities

Criterion / (%)	Yes	Partially	No
Participation on cultural activities	15	20	15
%	30	40	30

From the perspective of this question, the following examples about the respondents’ answers are given as: I give importance to cultural activities very much. If I find an opportunity, I try to attend them. I force my conditions to attend them. I think they are effective for my personal career. I give importance very much and attend if I have time. Yes, if it was inside the hospital, but outside the hospital I don’t have time. I give importance, but I cannot attend after work hours. I give importance, but I cannot attend effectively. Unfortunately, I cannot share time for them.

Conclusion and Recommendations

European Foundation for the Improvement of Living and Working Conditions (EUROFOUND) analyzed the countries under eight categories from the perspectives of work and family life balance in the report of second European Life Quality survey in 2007. Denmark, Finland and Sweden are reported to have the highest conditions by satisfying work and family life balance. The worst countries from this perspective are observed to be Romania and Bulgaria in the seventh group. However, Turkey and three other European Union candidates took place in the eight categories (Erdoğan, 2010:24).

When human being is considered as both biologic and sociologic entity, in this study, employees in shift working system are analyzed from these two perspectives. The following findings are detected:

Most of the respondents asserted that they have difficulty more in night shifts. This can be explained that the majority of the respondents are married and have children. Moreover, night work is reported to be more exhaustive in the literature.

The most influential criterion about shift working system on the family life of the respondents is detected to be the irregularity of meal hours. Not having time with the family, negatively affected communication inside the family, not performing family responsibilities, not sharing the emotions within the family, not finding solutions within the family, not being tolerant inside the family and not being in a harmony inside the family follow respectively. The least effective criteria on the respondents are not talking every problem inside the family and unclear behavior of family members with each other's.

More than half of the respondents answered the questions about work and family life balance that it is not balanced and work life is more dominant on family life.

When the most important criterion about the influence of shift working system on social life is considered, the respondents asserted that they cannot attend the cultural events such as conferences, seminars, panels, congress, scientific meetings, shows and exhibitions, etc. this can be explained by the education level of the respondents. Since more than half of the respondents have undergraduate degrees. The remaining criteria are ordered as follows: they cannot perform the necessary actions of relative relationship, communal role neighbor relationships. The least effective social life criterion is found to be not sufficiently performing the friendship relations.

As Yavuz Sultan Selim told, "The most favorable object is believed to be government in the society. In fact, one breath health is the most important government". In order to involve women into work life, socio-cultural barriers which they met should be removed. Since family and social life problems of healthcare employees are directly influential on their services, their work efficiency and service quality can be affected negatively. Therefore, service takers may not be satisfied with healthcare employees.

Incompatibility between work and family life can be reduced by: seeking the solutions with all possible parties through social dialogues, increasing and differentiating care services for children, reducing the costs of children care services, providing a flexible work environment for female employees for children care and permission for parents-school relationships; allowing female workers, during some periods, to pass from full time employment to part-time employment, providing easy entrance and exit for females to

workforce market, providing part-time and fulltime flexible work hours, management support for solving work related problems and training the employees to overcome stress and communication problems. Furthermore, it can be stated that these may be influential for family responsibilities, gender related problems and satisfying the balance between work and family life.

When the socio-cultural dimension of human being is evaluated, strengthening the social friendship relations, enhancing corporate social responsibility, planting corporate memory forest, organizing some activities such as picnic and trips by including family members, interorganization sport tournamnets, sport sallons in work environment, organising seminars and courses for personal and career development, planning career development, greeting the special days of the employees (personal-birthday, new year, baby birth, etc and professional (eg. medicine day), organising activities at the end of the work day (music, art, cinema, etc.), professional and cultural book reading sessions and hours support social life of shift working system employees.

References

- Aile ve Sosyal Arařtırmalar Genel M¼d¼rl¼ę¼ and T¼IK. (2006). Aile Yapısı Arařtırması, [http://:www.tuik.gov.tr](http://www.tuik.gov.tr), (03.05.2011).
- Alacahan, O. (2010). Aile Birlięini Oluřturan Fakt¼rler ve İşlevleri. C.Ü. İktisadi ve İdari Bilimler Dergisi, 11(1), 297-298.
- Bilgin, L. (1984). Gece Vardiyasında Çalıřanların Sorunlarına Genel Bakıř, Eskiřehir.
- Braddick, W.A.G. (1966). ShiftWorking: A. Survey of the Literature, Ashridge Management College.
- Çelenk, S. (2003). Okul Bařarısının Ön Kořulu: Okul Aile Dayanıřması. İlk¼ğretim-Online, 2 (2), 28-34.
- Eke, H. (1981). Kapasite Kullanımı Açıřından Vardiya D¼zeni, Ankara, M.P. M.Publications.
- Erdoęan, S. (2010). İş ve Aile Hayatı Çatıřması, Çalıřma ve Sosyal Güvenlik Bakanlıęı, AB Koordinasyon Dairesi Bařkanlıęı B¼lteni, Issue:53, March - April – May, 2010, Ankara.
- Finn, P. (1981). Effects of Shift Work on The Lives of Employees, Management, Labour Review, October, 1981.
- G¼kçe, B. (1996). T¼rkiye'nin Toplumsal Yapısı ve Toplumsal Kurumlar, Savař Publications. Ankara.
- G¼kçe, B. vd.(2011). Aile Sosyolojisi, Anadolu ¼niversitesi Yayını No: 2306, Aęustos 2011, p:52, Eskiřehir.

<http://www.ilkogretim-online.org.tr>, 15.02.2013.

<http://www.zekeriyyauludag.com/icerik/makaleler/makaleler.html>; 15.02.2013.

Gönüllü, M. and İçli, G. (2001). Çalışma Yaşamında Kadınlar: Aile ve İş İlişkileri, C.Ü. Sosyal Bilimler Dergisi, May 2001, 25(1), 81-100.

Odabaşı, M. (1981). Kapasite Kullanımı Açısından Vardiya Düzeni, MPM Publications.

Özkalp, E. (1984). Gece Vardiyası ve Çalışanlar Üzerine olan Sosyo-Psikolojik Etkileri. Anadolu Ün. İkt.ve İd. Bil. Fak. Der. Eskişehir.

Sayın, Ö. (1990). Aile Sosyolojisi, Ege Ün. Ed. Fak. Publications. No:57, İzmir.

Soyyigit, R. (2002). Sanayileşmenin Türk Ailesi Üzerine Sosyal Etkileri, Master thesis, Süleyman Demirel Üniversitesi, Sosyal Bilimler Enstitüsü, Isparta.

Şentürk, Ü. (2008). Aile Kurumuna Yönelik Güncel Riskler. Aile ve Toplum, T.C. Başbakanlık Aile ve Sosyal Araştırmalar Genel Müdürlüğü Eğitim - Kültür ve Araştırma Dergisi, Year: 10, 4(14), April - May – June.

Tezcan, M. (2005). Cumhuriyetten Günümüze Türk Ailesinin Dünü, Bugünü ve Geleceği, <http://www.akmb.gov.tr/turkce/books/v.t.kongresi/g.g.o.a.giyim%20k.cilt%20XV/mahmut%20tezcan.htm>; 15.02.2013.

T.C. Başbakanlık Aile ve Sosyal Araştırmalar Genel Müdürlüğü. (2010). Türkiye’de Aile Değerleri Araştırması, Ankara.

Uludağ, Z. (1997). Post modern Pedagoji. OMÜ Eğitim Fak. Dergisi, 10, Samsun.