



La Conciliation Travail Famille

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La Conciliation Travail Famille, 2011 *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* Catherine Hinse, 2008 **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 **La conciliation travail/famille dans nos milieux, comment poursuivre?** Nicole de Sève, Centrale de l'enseignement du Québec, 1996 *Concilier travail et famille* Marie-Agnès Barrère-Maurisson, Diane-Gabrielle Tremblay, 2009-04-21 T00:00:00-04:00 Enfin en conclusion Marie-Agnès Barrère-Maurisson et Diane-Gabrielle Tremblay proposent des éléments visant soutenir l'idée d'une plateforme en matière de conciliation travail famille Alors que d'autres objectifs diversifiés des genres sont parfois mis de l'avant et que l'on prétend parfois qu'ils incluent la problématique de la conciliation les auteures avancent l'idée que la conciliation doit vraiment faire l'objet de préoccupations et d'une plateforme distincte d'autre chose de quoi elle risque d'être négligée Il faut noter que ce point de vue était également partagé par un bon nombre d'acteurs ayant participé au programme de recherche et notamment aux visioconférences d'échanges entre partenaires de la recherche **La conciliation travail-famille** Estelle Turcotte, 2006 *Conciliation travail-famille*, 2009 L'Institut est une organisation binationale nationale où il enseigne la gestion de la performance la gestion qui se consacre la promotion du bien-être des familles des ressources humaines le design des organisations la canadiennes par le biais de la recherche de publications dotation 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 d'ajuster 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 la dépersonnalisation au travail débordent sur la vie de famille **Dictionnaire illustré des activités de l'entreprise, français-anglais** Clément Croteau, Diane Riopel, 2008 Le commerce électronique la gestion informatique l'ing

nierie la logistique la manutention les t l communications le transport le travail et la s curit comportent plusieurs activit s exerc es plan tairement par diverses entreprises qui doivent apprivoiser cet univers complexe C est cette diversit qui est d peinte dans ce dictionnaire En effet sa nomenclature gravite autour d une soixantaine de domaines La terminologie illustr e de la manutention et de l entreposage est la pierre angulaire du dictionnaire Memento *Avis sur la conciliation travail-famille* Québec (Province). Comité consultatif Famille, 2016 Le travail tentaculaire Gilles Laflamme, Paul-André Lapointe, Université Laval. Département des relations industrielles, 2005 Conciliation Travail-famille : Attention Travaux, 2013 Les pratiques de conciliation travail-famille des employeurs de choix Nancy Emmanuelle Tabi Nseng, 2016 Les tudes men es depuis quelques d cennies sur les pratiques de conciliation travail famille mettent en relief les difficult s que vivent les employ s concilier leurs exigences professionnelles avec leurs responsabilit s familiales Les organisations avant gardistes en mati re de gestion des ressources humaines aussi appel es employeurs de choix accordent une importance primordiale la n cessit de rem dier au probl me de conciliation travail famille C est dans ce cadre que se situe notre tude En effet la conciliation travail famille est un concept qui a peu 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 r v le qu il existe une forte demande d explication approfondie sur le sujet et sous l angle des causes et des cons quences de l adoption de pratiques de conciliation travail famille Dans un contexte o le recrutement et la r tention du personnel sont des enjeux importants les grandes organisations commencent porter une attention singuli re aux besoins des employ s afin d viter certains probl mes organisationnels tels que l absent isme un rendement m diocre et une d motivation des travailleurs Cependant malgr les efforts normatifs et les strat gies op rationnelles la conciliation travail famille demeure un probl me majeur au sein de la soci t canadienne Les solutions se trouveraient elles dans les pratiques des employeurs de choix Notre tude propose d une part une description des pratiques de conciliation travail famille adopt es par les employeurs de choix et d autre part une analyse des facteurs explicatifs et des cons quences de l adoption des pratiques de conciliation travail famille chez les employeurs de choix Cette tude a t r alis e en analysant les donn es secondaires provenant du concours sur les 100 meilleures entreprises canadiennes des ann es 2013 et 2014 Les r sultats de cette analyse indiquent que les pratiques les plus adopt es par les employeurs de choix sont celles sur les cong s et sur l am nagement du temps de travail D apr s nos r sultats nous pouvons confirmer que ce sont les organisations les plus anciennes et les employeurs de choix du secteur public qui ont le plus adopt des pratiques de conciliation travail famille De plus on constate que celles ci ont un pourcentage lev d employ s temps partiel et une moyenne d ge du personnel relativement lev e De surcroit l adoption de pratiques de conciliation travail famille au sein de ces organisations permettrait d tre reconnus comme tant les meilleurs en mati re de conciliation travail famille Cette recherche aura permis en fin de compte de d crire la situation des employeurs de choix au Canada Les r sultats 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

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