

study. The sample consisted mainly of women and they could experience overload connected with inability to fulfill professional duties because of family roles. Wierda-Boer et al. (2009) indicate that working women experience more family-work conflict than working men. Moreover, the results of our study indicate that experiencing family-work conflict is connected with assuming a cynical attitude. The connection of family-work conflict with cynicism may be a cultural question. The results of intercultural comparison, conducted by Pala & Saksvika (2008), indicate that in some cultures work-home conflict is a more important predictor of stress at work while in other cultures, family-work conflict enables employees to better foresee stress at work. Perhaps Poland belongs to the latter group.

People who are dissatisfied with their jobs become cynical; they avoid everything that evokes irritation or is a source of frustration. Organizational cynicism is a kind of alarm indicating that a person is forced to bear discomfort, which may result in low self-esteem, apathy, powerlessness, humiliation, depression and physical diseases. A cynical attitude also translates into the attitude towards duties and people. In the case of an institution such as school, it can have a negative effect on the way teachers communicate with their students or co-workers. It should be emphasized that organizational cynicism is a permanent attitude, resistant to changes introduced by new authorities of the organization (Pugh et al., 2003).

Thus, it is essential to measure this attitude, try to change it early enough and focus on prevention. It can mean creating good working conditions and taking certain actions to increase motivation and to reward employees. These factors will probably increase job satisfaction and minimize difficulties connected with fulfillment of work and family tasks, as it manifests itself in a negative attitude towards school as a workplace. We hope that our review of factors influencing the cynical attitude among teachers will show a way to the above actions.

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