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ЕЖЕМЕСЯЧНЫЙ НАУЧНЫЙ ЖУРНАЛ

Медицинские новости Грузии
საქართველოს სამედიცინო სიახლენი

GEORGIAN MEDICAL NEWS

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GMN: Georgian Medical News is peer-reviewed, published monthly journal committed to promoting the science and art of medicine and the betterment of public health, published by the GMN Editorial Board since 1994. GMN carries original scientific articles on medicine, biology and pharmacy, which are of experimental, theoretical and practical character; publishes original research, reviews, commentaries, editorials, essays, medical news, and correspondence in English and Russian.

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GMN: Медицинские новости Грузии - ежемесячный рецензируемый научный журнал, издаётся Редакционной коллегией с 1994 года на русском и английском языках в целях поддержки медицинской науки и улучшения здравоохранения. В журнале публикуются оригинальные научные статьи в области медицины, биологии и фармации, статьи обзорного характера, научные сообщения, новости медицины и здравоохранения. Журнал индексируется в MEDLINE, отражён в базе данных SCOPUS, PubMed и ВИНТИ РАН. Полнотекстовые статьи журнала доступны через БД EBSCO.

GMN: Georgian Medical News – საქართველოს სამედიცინო სიახლენი – არის ყოველთვიური სამეცნიერო სამედიცინო რეცენზირებადი ჟურნალი, გამოიცემა 1994 წლიდან, წარმოადგენს სარედაქციო კოლეგიისა და აშშ-ის მეცნიერების, განათლების, ინდუსტრიის, ხელოვნებისა და ბუნებისმეტყველების საერთაშორისო აკადემიის ერთობლივ გამოცემას. GMN-ში რუსულ და ინგლისურ ენებზე ქვეყნდება ექსპერიმენტული, თეორიული და პრაქტიკული ხასიათის ორიგინალური სამეცნიერო სტატიები მედიცინის, ბიოლოგიისა და ფარმაციის სფეროში, მიმოხილვითი ხასიათის სტატიები.

ჟურნალი ინდექსირებულია MEDLINE-ის საერთაშორისო სისტემაში, ასახულია SCOPUS-ის, PubMed-ის და ВИНТИ РАН-ის მონაცემთა ბაზებში. სტატიების სრული ტექსტი ხელმისაწვდომია EBSCO-ს მონაცემთა ბაზებში.

WEBSITE

www.geomednews.com

К СВЕДЕНИЮ АВТОРОВ!

При направлении статьи в редакцию необходимо соблюдать следующие правила:

1. Статья должна быть представлена в двух экземплярах, на русском или английском языках, напечатанная через **полтора интервала на одной стороне стандартного листа с шириной левого поля в три сантиметра**. Используемый компьютерный шрифт для текста на русском и английском языках - **Times New Roman (Кириллица)**, для текста на грузинском языке следует использовать **AcadNusx**. Размер шрифта - **12**. К рукописи, напечатанной на компьютере, должен быть приложен CD со статьей.

2. Размер статьи должен быть не менее десяти и не более двадцати страниц машинописи, включая указатель литературы и резюме на английском, русском и грузинском языках.

3. В статье должны быть освещены актуальность данного материала, методы и результаты исследования и их обсуждение.

При представлении в печать научных экспериментальных работ авторы должны указывать вид и количество экспериментальных животных, применявшиеся методы обезболивания и усыпления (в ходе острых опытов).

4. К статье должны быть приложены краткое (на полстраницы) резюме на английском, русском и грузинском языках (включающее следующие разделы: цель исследования, материал и методы, результаты и заключение) и список ключевых слов (key words).

5. Таблицы необходимо представлять в печатной форме. Фотокопии не принимаются. **Все цифровые, итоговые и процентные данные в таблицах должны соответствовать таковым в тексте статьи.** Таблицы и графики должны быть озаглавлены.

6. Фотографии должны быть контрастными, фотокопии с рентгенограмм - в позитивном изображении. Рисунки, чертежи и диаграммы следует озаглавить, пронумеровать и вставить в соответствующее место текста **в tiff формате**.

В подписях к микрофотографиям следует указывать степень увеличения через окуляр или объектив и метод окраски или импрегнации срезов.

7. Фамилии отечественных авторов приводятся в оригинальной транскрипции.

8. При оформлении и направлении статей в журнал МНГ просим авторов соблюдать правила, изложенные в «Единых требованиях к рукописям, представляемым в биомедицинские журналы», принятых Международным комитетом редакторов медицинских журналов - <http://www.spinesurgery.ru/files/publish.pdf> и http://www.nlm.nih.gov/bsd/uniform_requirements.html. В конце каждой оригинальной статьи приводится библиографический список. В список литературы включаются все материалы, на которые имеются ссылки в тексте. Список составляется в алфавитном порядке и нумеруется. Литературный источник приводится на языке оригинала. В списке литературы сначала приводятся работы, написанные знаками грузинского алфавита, затем кириллицей и латиницей. Ссылки на цитируемые работы в тексте статьи даются в квадратных скобках в виде номера, соответствующего номеру данной работы в списке литературы. Большинство цитированных источников должны быть за последние 5-7 лет.

9. Для получения права на публикацию статья должна иметь от руководителя работы или учреждения визу и сопроводительное отношение, написанные или напечатанные на бланке и заверенные подписью и печатью.

10. В конце статьи должны быть подписи всех авторов, полностью приведены их фамилии, имена и отчества, указаны служебный и домашний номера телефонов и адреса или иные координаты. Количество авторов (соавторов) не должно превышать пяти человек.

11. Редакция оставляет за собой право сокращать и исправлять статьи. Корректур авторам не высылаются, вся работа и сверка проводится по авторскому оригиналу.

12. Недопустимо направление в редакцию работ, представленных к печати в иных издательствах или опубликованных в других изданиях.

При нарушении указанных правил статьи не рассматриваются.

REQUIREMENTS

Please note, materials submitted to the Editorial Office Staff are supposed to meet the following requirements:

1. Articles must be provided with a double copy, in English or Russian languages and typed or computer-printed on a single side of standard typing paper, with the left margin of 3 centimeters width, and 1.5 spacing between the lines, typeface - **Times New Roman (Cyrillic)**, print size - 12 (referring to Georgian and Russian materials). With computer-printed texts please enclose a CD carrying the same file titled with Latin symbols.

2. Size of the article, including index and resume in English, Russian and Georgian languages must be at least 10 pages and not exceed the limit of 20 pages of typed or computer-printed text.

3. Submitted material must include a coverage of a topical subject, research methods, results, and review.

Authors of the scientific-research works must indicate the number of experimental biological species drawn in, list the employed methods of anesthetization and soporific means used during acute tests.

4. Articles must have a short (half page) abstract in English, Russian and Georgian (including the following sections: aim of study, material and methods, results and conclusions) and a list of key words.

5. Tables must be presented in an original typed or computer-printed form, instead of a photocopied version. **Numbers, totals, percentile data on the tables must coincide with those in the texts of the articles.** Tables and graphs must be headed.

6. Photographs are required to be contrasted and must be submitted with doubles. Please number each photograph with a pencil on its back, indicate author's name, title of the article (short version), and mark out its top and bottom parts. Drawings must be accurate, drafts and diagrams drawn in Indian ink (or black ink). Photocopies of the X-ray photographs must be presented in a positive image in **tiff format**.

Accurately numbered subtitles for each illustration must be listed on a separate sheet of paper. In the subtitles for the microphotographs please indicate the ocular and objective lens magnification power, method of coloring or impregnation of the microscopic sections (preparations).

7. Please indicate last names, first and middle initials of the native authors, present names and initials of the foreign authors in the transcription of the original language, enclose in parenthesis corresponding number under which the author is listed in the reference materials.

8. Please follow guidance offered to authors by The International Committee of Medical Journal Editors guidance in its Uniform Requirements for Manuscripts Submitted to Biomedical Journals publication available online at: http://www.nlm.nih.gov/bsd/uniform_requirements.html
http://www.icmje.org/urm_full.pdf

In GMN style for each work cited in the text, a bibliographic reference is given, and this is located at the end of the article under the title "References". All references cited in the text must be listed. The list of references should be arranged alphabetically and then numbered. References are numbered in the text [numbers in square brackets] and in the reference list and numbers are repeated throughout the text as needed. The bibliographic description is given in the language of publication (citations in Georgian script are followed by Cyrillic and Latin).

9. To obtain the rights of publication articles must be accompanied by a visa from the project instructor or the establishment, where the work has been performed, and a reference letter, both written or typed on a special signed form, certified by a stamp or a seal.

10. Articles must be signed by all of the authors at the end, and they must be provided with a list of full names, office and home phone numbers and addresses or other non-office locations where the authors could be reached. The number of the authors (co-authors) must not exceed the limit of 5 people.

11. Editorial Staff reserves the rights to cut down in size and correct the articles. Proof-sheets are not sent out to the authors. The entire editorial and collation work is performed according to the author's original text.

12. Sending in the works that have already been assigned to the press by other Editorial Staffs or have been printed by other publishers is not permissible.

**Articles that Fail to Meet the Aforementioned
Requirements are not Assigned to be Reviewed.**

ავტორთა საყურადღებო!

რედაქციაში სტატიის წარმოდგენისას საჭიროა დავიცვათ შემდეგი წესები:

1. სტატია უნდა წარმოადგინოთ 2 ცალად, რუსულ ან ინგლისურ ენებზე, დაბეჭდილი სტანდარტული ფურცლის 1 გვერდზე, 3 სმ სიგანის მარცხენა ველისა და სტრიქონებს შორის 1,5 ინტერვალის დაცვით. გამოყენებული კომპიუტერული შრიფტი რუსულ და ინგლისურენოვან ტექსტებში - **Times New Roman (Кириллица)**, ხოლო ქართულენოვან ტექსტში საჭიროა გამოვიყენოთ **AcadNusx**. შრიფტის ზომა – 12. სტატიას თან უნდა ახლდეს CD სტატიით.

2. სტატიის მოცულობა არ უნდა შეადგენდეს 10 გვერდზე ნაკლებს და 20 გვერდზე მეტს ლიტერატურის სიის და რეზიუმეების (ინგლისურ, რუსულ და ქართულ ენებზე) ჩათვლით.

3. სტატიაში საჭიროა გაშუქდეს: საკითხის აქტუალობა; კვლევის მიზანი; საკვლევი მასალა და გამოყენებული მეთოდები; მიღებული შედეგები და მათი განსჯა. ექსპერიმენტული ხასიათის სტატიების წარმოდგენისას ავტორებმა უნდა მიუთითონ საექსპერიმენტო ცხოველების სახეობა და რაოდენობა; გაუტკივარებისა და დაძინების მეთოდები (მწვავე ცდების პირობებში).

4. სტატიას თან უნდა ახლდეს რეზიუმე ინგლისურ, რუსულ და ქართულ ენებზე არანაკლებ ნახევარი გვერდის მოცულობისა (სათაურის, ავტორების, დაწესებულების მითითებით და უნდა შეიცავდეს შემდეგ განყოფილებებს: მიზანი, მასალა და მეთოდები, შედეგები და დასკვნები; ტექსტუალური ნაწილი არ უნდა იყოს 15 სტრიქონზე ნაკლები) და საკვანძო სიტყვების ჩამონათვალი (key words).

5. ცხრილები საჭიროა წარმოადგინოთ ნაბეჭდი სახით. ყველა ციფრული, შემავსებელი და პროცენტული მონაცემები უნდა შეესაბამებოდეს ტექსტში მოყვანილს.

6. ფოტოსურათები უნდა იყოს კონტრასტული; სურათები, ნახაზები, დიაგრამები - დასათაურებული, დანომრილი და სათანადო ადგილას ჩასმული. რენტგენოგრაფიის ფოტოსურათები წარმოადგინეთ პოზიტიური გამოსახულებით **tiff** ფორმატში. მიკროფოტოსურათების წარწერებში საჭიროა მიუთითოთ ოკულარის ან ობიექტივის საშუალებით გადიდების ხარისხი, ანათალების შედეგების ან იმპრეგნაციის მეთოდი და აღნიშნოთ სურათის ზედა და ქვედა ნაწილები.

7. სამამულო ავტორების გვარები სტატიაში აღინიშნება ინიციალების თანდართვით, უცხოურისა – უცხოური ტრანსკრიპციით.

8. სტატიას თან უნდა ახლდეს ავტორის მიერ გამოყენებული სამამულო და უცხოური შრომების ბიბლიოგრაფიული სია (ბოლო 5-8 წლის სიღრმით). ანბანური წყობით წარმოდგენილ ბიბლიოგრაფიულ სიაში მიუთითეთ ჯერ სამამულო, შემდეგ უცხოელი ავტორები (გვარი, ინიციალები, სტატიის სათაური, ჟურნალის დასახელება, გამოცემის ადგილი, წელი, ჟურნალის №, პირველი და ბოლო გვერდები). მონოგრაფიის შემთხვევაში მიუთითეთ გამოცემის წელი, ადგილი და გვერდების საერთო რაოდენობა. ტექსტში კვადრატულ ფხიხლებში უნდა მიუთითოთ ავტორის შესაბამისი N ლიტერატურის სიის მიხედვით. მიზანშეწონილია, რომ ციტირებული წყაროების უმეტესი ნაწილი იყოს 5-6 წლის სიღრმის.

9. სტატიას თან უნდა ახლდეს: ა) დაწესებულების ან სამეცნიერო ხელმძღვანელის წარდგინება, დამოწმებული ხელმოწერითა და ბეჭდით; ბ) დარგის სპეციალისტის დამოწმებული რეცენზია, რომელშიც მითითებული იქნება საკითხის აქტუალობა, მასალის საკმაობა, მეთოდის სანდოობა, შედეგების სამეცნიერო-პრაქტიკული მნიშვნელობა.

10. სტატიის ბოლოს საჭიროა ყველა ავტორის ხელმოწერა, რომელთა რაოდენობა არ უნდა აღემატებოდეს 5-ს.

11. რედაქცია იტოვებს უფლებას შეასწოროს სტატია. ტექსტზე მუშაობა და შეჯერება ხდება საავტორო ორიგინალის მიხედვით.

12. დაუშვებელია რედაქციაში ისეთი სტატიის წარდგენა, რომელიც დასაბეჭდად წარდგენილი იყო სხვა რედაქციაში ან გამოქვეყნებული იყო სხვა გამოცემებში.

აღნიშნული წესების დარღვევის შემთხვევაში სტატიები არ განიხილება.

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FAMILY ROLES AND CAREER PRIORITIES AS PREDICTORS OF FAMILY WELL-BEING

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Abstract.

This study explores the impact of career aspirations and family roles on family satisfaction, well-being, and psychological health. Conducted in two phases, the research initially selected 30 couples, with inclusion criteria based on career development, aspirations, and family life. “Distribution of Family Roles”, “Career Anchors”, “Marital Satisfaction Questionnaire” methods were used for determining the key family roles, carier priorities and family satisfaction.

The study found significant differences in career priorities between men and women, with men focusing more on entrepreneurship, challenge, and autonomy, while women emphasized career-family integration, service-oriented roles, and stability. Gendered family roles were also identified, with women primarily managing the household and childrearing responsibilities, and men focusing on financial provision and leisure organization. Correlation analyses revealed that professional competence, job stability, and career integration positively influenced family well-being, while entrepreneurship and family subculture organization showed an inverse relationship. Moreover, marital satisfaction was positively correlated with career satisfaction and family role fulfillment, with a particular emphasis on emotional climate and material security within the family. These findings suggest that family dynamics are influenced by a complex interplay between career aspirations and family responsibilities, underscoring the importance of balance for maintaining family well-being and psychological health.

Key words. career aspirations, family satisfaction, family roles, well-being, correlation analyzes.

Introduction.

In the context of rapid social, economic, and cultural transformations in the modern world, there is an ongoing re-evaluation and modification of many fundamental values, including those related to family. Perceptions of the family as a social institution, relationships, roles and expectations of family members are also changing. These changes inevitably impact on the overall level of family well-being and the psychological health of everyone within the family.

Significance is placed on such aspects as career orientations, life aspirations, the nature of spousal and parent-child relationships, and the perceptions of role and responsibility distribution within the household. On the one hand, these transformations may enhance the quality of family life, as both partners can pursue professional ambitions and contribute to the financial stability of the family. On the other hand, they introduce new challenges, most notably the need to maintain the

balance between professional commitments, career ambitions, and familial responsibilities, which are not always successfully achieved.

All these factors shape a new landscape of family life, in which the pursuit of harmony between personal ambition and family stability becomes a pressing issue—not only for families but also for professionals studying the processes of adaptation, mutual understanding, and support in an evolving sociocultural context. Moreover, there is a growing need to identify effective models and strategies for sustaining resilient, well-functioning, and psychologically healthy families in the face of contemporary challenges.

Although in scientific literature various aspects of family life have been researched—such as family values, attitudes, and functions, there is a relative paucity of research concerning the influence of spouses’ career aspirations on overall family well-being, the physical and psychological health of family members, marital satisfaction, and the distribution of family roles. As is shown in our previous research, the compatibility of family values and the emotional intelligence of spouses play an important role in the quality of family relationships and family well-being [1]. And since well-being is a subjective category, it can be considered both as a fact that determines the development of family relationships and their characteristics, and because of the quality of the spouses' lives [2,3].

This has defined the relevance and formulation of the goals and objectives of the current study.

Theoretical review.

Work is an important component of human life, providing not only material well-being but also opportunities for self-expression and self-fulfillment. An essential element of work activity's effectiveness and satisfaction is career growth and aspirations, which become crucial for individual development and the enhancement of social status.

Analysis of professional literature indicates that the concept of "career" is interpreted as an individual's successful advancement in various fields professionally, social, scientific [4-6]. Similarly, L. G. Pochebut and V. A. Chiker describe a career as successful advancement in social, service, scientific spheres, as well as in professional and other types of activities or occupations [7].

According to V. V. Travin and V. A. Dyatlov, career aspirations are based on motivation, dedication, self-awareness, and self-control, which together constitute a socially recognized process of self-realization. In this model, a career reflects not only external successes but also internal growth and developmental pathways [1].

Individuals aspiring to career exhibit high responsibility towards work, a demand for professional self-improvement,

and a tendency for active involvement in both professional and organizational life. According to O. O. Bogatyryova, career is "professional activity that reflects an individual's gradual advancement up the ladder in production, material, and social spheres [8]

In the context of work activity, factors such as the meaningfulness of work, alignment of goals and values, autonomy, and personal responsibility for one's development are also important [9,10].

The formation of these aspirations is significantly influenced by both individual factors (value system, interests, abilities) and socio-economic and cultural factors. However, the family, as a primary social institution, plays a particularly significant role. The family affects not only professional orientation but also serves as the foundation for career building. The nature of family relationships—respect, trust, mutual support—provides the psychological background that either promotes or hinders an individual's career development [2,8,11].

The family, as the primary social environment, has a substantial impact not only on an individual's professional choice and orientation but also on the construction of work and professional career. Addressing the family-career connection, it can be stated that the characteristics of interpersonal relationships between spouses are crucial for an individual's career construction. Firstly, expressions of love and respect within the family, manifestations of care, devotion, trust, and responsibility among family members can significantly influence an individual's professional and work ambitions. Family life stability, trustworthy and warm relationships between spouses, as well as support—emotional, practical, or material—are important prerequisites that contribute to the formation of a balance between work and family. The family also satisfies affiliative needs, the feelings of belonging, security, and being loved—which enhance work efficiency and overall mental well-being [12].

It is well-known that the distribution of marital roles and the combination of career aspirations in modern families are undergoing changes. Researchers note that classical models of family roles are transforming, depending on socio-economic, technological, cultural, and value changes. According to Eagly and Wood, family and work roles are interconnected, and their structure changes in the context of societal development [8].

However, as Greenhaus and Beutell emphasize, career aspirations are often accompanied by internal conflicts, especially when it is challenging to achieve the balance between family responsibilities and professional obligations. The intensification of work-family conflict can lead to stress, dissatisfaction, and even weaken family harmony [9,13].

Overall, spouses' career aspirations affect the family not only on an economic level but also on a psychological and psychosocial level. They can contribute to both individual growth and the overall stability and well-being of the family, providing cooperative relationships, flexible role distribution, and mutual recognition of each other's needs within the family. This interaction manifests as a systemic process, where any change in one domain (work or family) influences the other.

Thus, summarizing the theoretical analysis, it can be stated

that the complex interaction between family relationships and an individual's career development determines their professional and work success. At the same time, it's allowed to discuss the multifaceted impact of spouses' career aspirations on both the personal and professional growth of individual family members and on family relationships, the stability, well-being, and psychosocial health of the family.

Purpose and Objectives of the Study.

The aim of the study is to examine the interrelation between spouses' career aspirations and various indicators of family relationships and well-being, including marital satisfaction, emotional well-being, and relational harmony.

The primary objectives of the study are as follows:

1. To identify the specific characteristics of spouses' career aspirations.
2. To analyze the correlation between marital satisfaction and career aspirations.
3. To examine gender differences in the performance of family roles and occupational involvement.
4. To explore the nature of interpersonal relationships within the family in the context of career-oriented aspirations.

Theoretical and Methodological Framework.

The theoretical and methodological foundation of the study is based on Linton's theory of social roles, which defines status as a set of rights and responsibilities, and role as its dynamic aspect, manifested according to the expectations of the social environment. The study also draws on Eagly and Wood's theory of gender role interdependence, which posits that family and professional roles interact to form an integrated system of social roles. A third theoretical foundation is Greenhaus's approach, which argues that the process of career development is influenced by seven groups of factors, among which family-related factors play a decisive role.

To achieve the study's aim, the following methods and instruments were used:

1. **Author-Designed Questionnaire** – Developed specifically for this research. This questionnaire collected biographical data, including age, marital experience, family status, presence and number of children. In addition to demographic information, the instrument explored aspects related to professional and occupational activities, particularly manifestations of career advancement (e.g., promotion, professional development, acquisition of academic degrees). The questionnaire included both dichotomous and open-ended questions designed to prompt self-reflection on career aspirations.

2. **"Distribution of Family Roles" Method (Yu. E. Aleshina, L. Ya. Gozman, E. M. Dubovskaya)** – Used to study marital relationships. This method enables the identification of spouses' perceptions regarding their respective family roles. The authors outline seven key family roles that together provide a comprehensive picture of the functions of the modern family.

3. **"Career Anchors" Method (E. Schein)** – Applied to determine an individual's career motivations and priorities. This methodology clarifies what internal forces and motivations underlie one's professional choices, presented metaphorically as a "career anchor."

4. **“Marital Satisfaction Questionnaire”** (V. V. Stolin, T. A. Romanova, G. P. Butenko) – Based on the theoretical premise that emotional connections are central to the stability of a marital union. This questionnaire allows for the evaluation of spousal satisfaction in depth, through the assessment of its various components.

The data obtained was subjected to comparative analysis using the Student’s t-test and correlational analysis using Spearman’s rank correlation coefficient.

Participants and Procedure.

The study was conducted in two phases. During the initial phase, a total of 47 heterosexual couples were recruited using random sampling techniques. To ensure methodological rigor in the selection of the final sample, participants were subsequently screened based on specific inclusion criteria. These criteria included: (1) the presence of at least one child in the family, (2) both spouses being currently employed, (3) documented experience of career or professional advancement, and (4) expressed motivation for continued career development.

These parameters were assessed through a preliminary survey containing a set of career-oriented questions, such as:

- “Do you plan to further develop your professional skills in the near future?”
- “Are you interested in working in a leadership position?”
- “Do you have career-related goals for the coming years?”
- “Do you aim to achieve professional success?”
- “Are you willing to undergo training to improve your skills?”
- “Are there factors that motivate you in your work?”

Based on the responses, a final sample of 30 couples was selected for in-depth investigation. These couples had between 8 and 16 years of marital experience and demonstrated both personal and professional investment in career advancement.

In the second phase of the study, the selected participants underwent a comprehensive assessment, including standardized measures of (1) family life satisfaction, (2) role distribution within the family system, and (3) career-related value orientations, operationalized through the construct of “career anchors.” Quantitative and qualitative analyses were used to identify key psychological and socio-psychological predictors of family well-being and to explore the interrelations among them.

Results.

The analysis revealed significant gender differences in the structure of career anchors among married professionals. Overall, men demonstrated a higher tendency to prioritize career orientations related to entrepreneurship, challenge, autonomy, managerial responsibility, and professional competence. In contrast, women showed a greater inclination toward balancing family and career, selecting service-oriented roles, and seeking stability in both geographic location and employment. These findings are visually presented in Figure 1.

As illustrated in Figure 1, men and women differ significantly in the structure of their career anchors. The data show that men exhibit a stronger preference for entrepreneurship ($M = 7.76$), challenge ($M = 6.89$), autonomy ($M = 6.43$), managerial responsibility ($M = 6.55$), and professional competence ($M =$

7.23). These scores suggest that male respondents are more likely to value independence in decision-making, leadership, innovation, and continuous professional advancement.

In contrast, women demonstrated higher scores in career orientations associated with service ($M = 6.94$), job stability ($M = 6.76$), and integrating family and career ($M = 6.06$), reflecting a greater emphasis on balancing work and personal life, contributing to social well-being, and maintaining life stability. Additionally, women scored higher in the domains of place to live stability ($M = 6.47$) and job stability ($M = 6.76$), indicating a preference for predictable, secure life conditions.

These findings highlight pronounced gender-based differences in career priorities: while men tend to pursue autonomy, achievement, and leadership, women more often prioritize work-life balance, service to others, and long-term stability. Despite differing emphases, both groups demonstrate clearly articulated and robust career motivations.

Family Role Distribution.

The hierarchical structure of family roles among participating couples reveals clear gender-based distinctions (see Figure 2). Women predominantly occupy roles related to organizing the family subculture, managing the household, childrearing, and fostering emotional support within the family environment. Men, conversely, are more likely to assume responsibility for financial provision, display greater sexual initiative, and take the lead in planning the family’s leisure activities. Both genders contribute to shaping the emotional atmosphere in the household, although in different ways (see Figure 2).

The highest score among women was observed in the domain of “Organizing Family Subculture” ($M = 2.94$), highlighting their role in fostering shared values, traditions, and guiding norms. Women also scored significantly higher in “Children’s Discipline” ($M = 2.82$), reflecting their active involvement in the upbringing, supervision, and behavioral development of children. The role of emotional caretaker also appeared more prominently among women, although men scored closely in this category, suggesting a shared responsibility in maintaining emotional harmony.

In contrast, men rated highest in “Material Security of the Family” ($M = 3.19$), underscoring their continued identification with the breadwinner role. A high score on the “Sexual Partner” scale ($M = 3.14$) indicates that men often take initiative in intimate relationships. Moreover, men exceeded women in the “Organizing Entertainment” function ($M = 3.00$), suggesting that decision-making regarding family leisure and social engagements remains a predominantly male responsibility.

Interestingly, in the “Role of Host/Hostess” domain, women scored slightly higher ($M = 3.22$ vs. $M = 1.84$), reflecting their attention to hospitality and domestic aesthetics. This role reinforces the traditional view of women as facilitators of comfort and social cohesion within the household.

Overall, the observed differences align with traditional gender-role expectations, wherein women prioritize emotional and developmental aspects of family life, and men emphasize economic support and initiative in intimate and recreational domains. While such division can foster complementarity in family functioning, significant deviations or rigid adherence

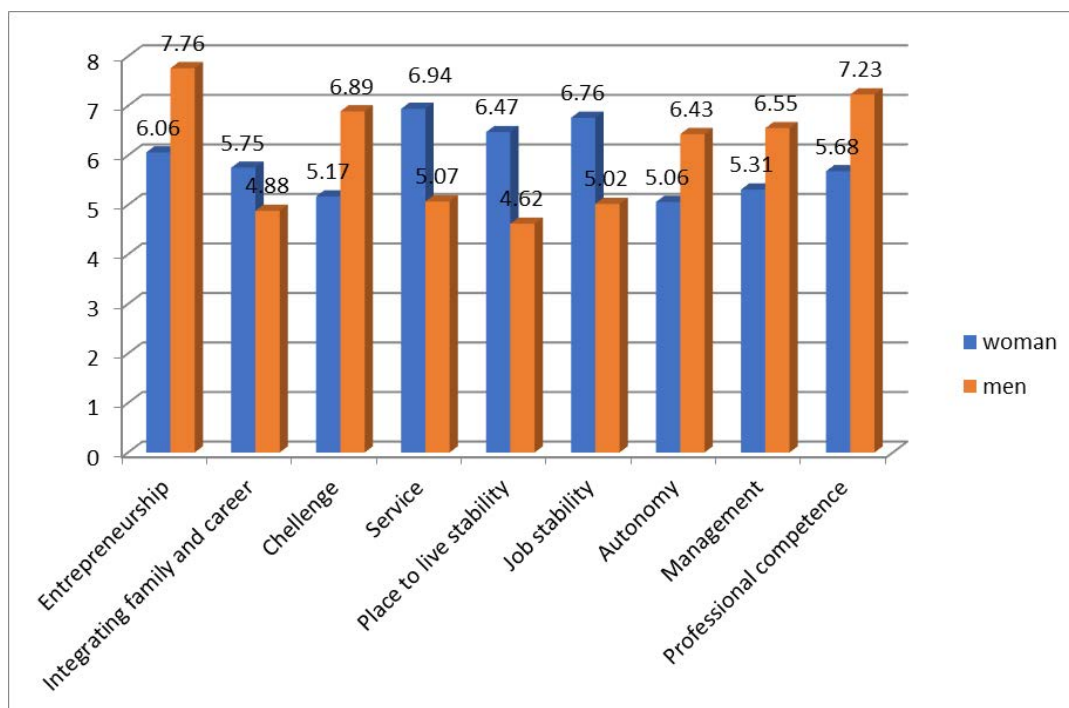


Figure 1. Career Priorities and Motivations of Spouses (Mean Scores, $n=60$).

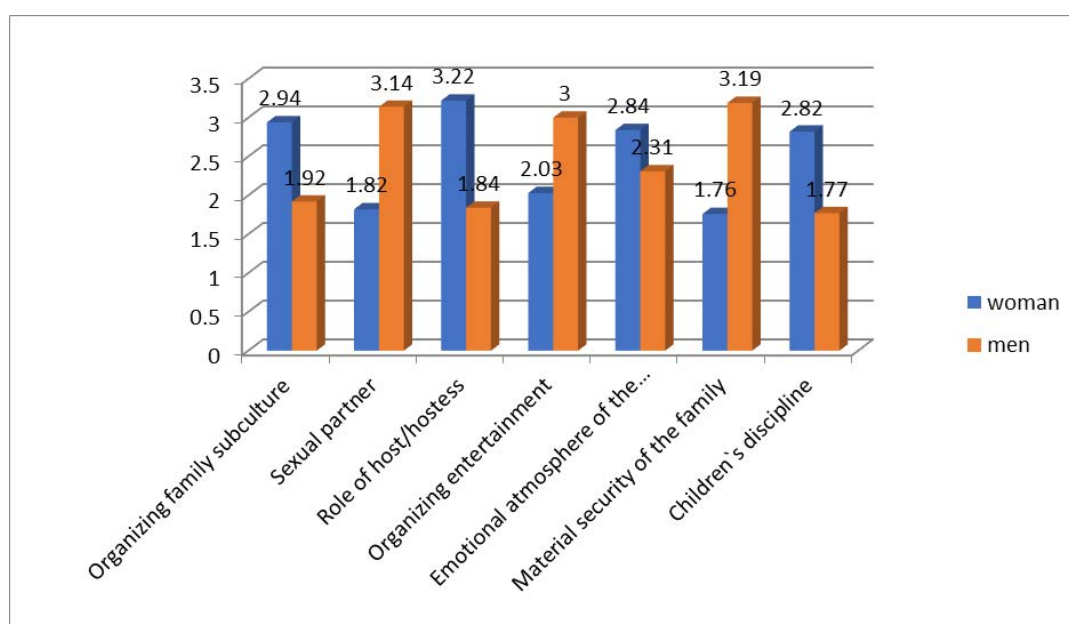


Figure 2. Distribution of Family Roles Among Spouses (Mean Scores, $n=60$).

to traditional roles may result in role conflict and psychosocial maladjustment amid evolving gender norms in contemporary society.

To examine the relationship between career anchors and family role hierarchy in the context of family well-being, a correlation analysis was conducted. The results are presented in Table 1.

The significant correlations observed between the examined factors offer valuable insights into the interrelationship between professional orientation and family dynamics.

A strong positive correlation between professional competence and family material security ($r = 0.47$, $p < 0.001$) suggests that individuals with high levels of professional capability often

ensure the financial well-being of their families. This competence enhances not only income stability and career advancement but also promotes access to vital family resources such as healthcare, education, and leisure. Moreover, a similarly strong correlation was observed between professional competence and the emotional climate within the family ($r = 0.45$, $p < 0.001$). This implies that professional success contributes to self-confidence and emotional maturity, which in turn foster empathy, patience, and deeper family involvement.

Management skills also appear to translate effectively into the family sphere. A notable correlation was found between management and the organization of leisure activities ($r =$

Table 1. Correlation of Spouses' Career and Family Role Attitudes (n=60).

	Raising children	Material security of the family	The emotional atmosphere of the family	Organizing entertainment	Host/hostess role	Sexual Partner	Organizing family subculture
Professional Competence	0.18	*** 0.47	*** 0.45	0.14	-0.24	0.23	** 0.39
Management	0.23	0.21	-0.13	*** 0.44	0.14	0.19	0.20
Autonomy/Independence	-0.19	0.20	-0.15	** 0.35	-0.24	0.17	0.12
Job stability	0.20	-0.22	*** 0.46	-0.19	0.22	-0.22	** 0.35
Living place Stability	*** 0.33	*-0.25	0.16	** -0.33	** 0.38	*** -0.44	0.19
Service	0.21	-0.18	0.18	0.21	0.13	* -0.29	-0.11
Challenge	-0.11	*** 0.44	-0.11	*** 0.43	0.22	0.20	0.21
Family and career integration	0.19	-0.23	0.24	0.21	* 0.31	* -0.30	*** 0.45
Entrepreneurship	* -0.31	0.24	-0.19	** 0.38	*** 0.48	* 0.31	** -0.39

Appendix: n=60, *p<0.05, **p<0.01, ***p<0.001

0.44, p < 0.001), underlining the importance of planning and coordination in creating meaningful and stress-free family interactions.

Balancing professional and family roles is further highlighted in the anchor Family and career integration, which showed a positive association with the organization of family traditions and structure (r = 0.45, p < 0.001), as well as with leisure planning (r = 0.31, p < 0.05). However, this anchor was inversely correlated with the role of a sexual partner (r = -0.30, p < 0.05), suggesting that the pursuit of equilibrium between career and family demands may come at the cost of intimate expression, possibly due to divided focus and energy.

The anchor Challenge also demonstrated meaningful correlations, positively associated with both material security (r = 0.44, p < 0.001) and a favorable emotional family atmosphere (r = 0.43, p < 0.001). This suggests that individuals who seek to overcome complex tasks and strive for excellence often contribute to both financial and emotional stability at home. Traits such as perseverance and ambition likely underlie this dual contribution.

Entrepreneurial orientation was positively associated with roles such as host/hostess (r = 0.48, p < 0.001), sexual partner (r = 0.31, p < 0.05), and the organization of entertainment (r = 0.38, p < 0.01). These results point to a dynamic, expressive role in the family, often emphasizing spontaneity and active participation. In contrast, an inverse correlation with organizing family subculture (r = -0.39, p < 0.01) suggests that entrepreneurial individuals may place less emphasis on maintaining traditional family norms and more on innovation and flexibility.

Finally, the inverse relationship between residential stability and the role of a sexual partner (r = -0.44, p < 0.001) raises thought-provoking implications. A strong preference for fixed residence and spatial constancy may be associated with a reduced level of sexual spontaneity and expression. This could reflect a more conservative family dynamic where intimacy is not a central focus, or it may indicate that excessive emphasis on security and routine can inhibit emotional and physical expression. Thus, the findings underscore the need to balance

structural stability with emotional and sexual fulfillment in family life.

Table 2 presents the correlation between spouses' marital life satisfaction and their career-related attitudes. Prior to interpreting these associations, it is important to highlight that the mean scores for marital satisfaction are nearly identical across genders, with women reporting M = 41.9 (σ = 7.09) and men reporting M = 43.5 (σ = 6.35), suggesting a comparable level of subjective well-being in marital life regardless of gender.

Table 2. Correlation between spouses' marital life satisfaction and career attitudes (n=60).

Attitudes of the person towards the career	Satisfaction with marriage
Professional competence	***0.46
Management	** -0.38
Autonomy (Independence)	** -0.35
Job stability	***0.44
Living place stability	***0.41

Appendix: n=60, *p<0.05, **p<0.01, ***p<0.001

Among the career attitudes assessed, professional competence showed a strong positive correlation with marital satisfaction (r = 0.46, p < 0.001). This indicates that individuals who perceive themselves as professionally competent are more likely to report higher levels of satisfaction in their marital relationship. This may be explained by the fact that professional self-efficacy contributes to increased confidence, emotional stability, and an enhanced ability to navigate interpersonal challenges, including those that arise in intimate partnerships.

In contrast, negative correlations were found between marital satisfaction and career management (r = -0.38, p < 0.01) and autonomy/independence (r = -0.35, p < 0.01). These findings suggest that individuals who prioritize managerial authority or value high levels of independence in their careers may experience more tension in their marital relationships. The pursuit of control or autonomy could potentially limit time spent

nurturing emotional intimacy and shared decision-making, both of which are key elements of a satisfying partnership.

Conversely, job stability ($r = 0.44$, $p < 0.001$) and residential stability ($r = 0.41$, $p < 0.001$) were both positively associated with marital satisfaction. These results underline the importance of consistent employment and a stable living environment in fostering a secure and harmonious marital life. A reliable job and residence can reduce stressors associated with uncertainty and provide a solid foundation for long-term relational planning, shared responsibilities, and the development of mutual trust.

The results demonstrate that marital satisfaction is closely associated with both the emotional and structural dimensions of family life. These data highlights the importance of a supportive, affectionate, and respectful environment in promoting marital well-being. This suggests that the emotional climate—characterized by love, empathy, mutual respect, and open communication—is a critical determinant of relationship quality. Importantly, both spouses equally value this emotional closeness, recognizing its role in reducing conflict, strengthening bonds, and enhancing mutual understanding.

In conclusion, the findings highlight that successful marriage in the context of career development depends not only on balancing professional and personal roles, but also on building emotionally supportive and structurally stable family environments. Marital satisfaction thrives when couples work collaboratively to distribute responsibilities fairly, maintain open communication, and cultivate shared values and emotional intimacy. In doing so, partners can pursue individual aspirations while sustaining strong and fulfilling family relationships.

The data obtained in the study confirm the existence of pronounced gender differences in the career orientations of spouses, which aligns with the classic findings of Eagly and Wood, who argue that gender roles are shaped by cultural and social expectations that influence both professional and family identity [11]. Men are more likely to view their careers as a path to self-actualization and public recognition, especially in the context of the uncertainties of the modern labor market. Women, on the other hand, more frequently prioritize service-oriented roles, job stability, and the integration of family and career—consistent with the findings of Heath K. and Weber M., who noted that contemporary women, despite increasing professional ambitions, remain focused on a balanced distribution of resources between career and family [14,15]. These conclusions are also supported by empirical data from a study conducted in Eastern European countries, which emphasized that gender stereotypes in the distribution of family roles persist even in households with high levels of education and income [16].

It is interesting to note that in the context of the transformations brought about by the COVID-19 pandemic and the transition to remote work formats, the challenges women face in maintaining work-life balance have become more apparent [17]. Thus, the results of the present study not only confirm previously identified patterns but also expand upon them within the framework of contemporary social transformations. The new empirical data indicate that, despite the proclaimed gender equality, the internal structure of career orientations and family roles remains largely polarized. This highlights the need for

further research that considers the sociocultural context, stages of the family life cycle, level of education, generational features, and the specificities of the post-COVID era, in which significant changes have occurred in the perception of work, home, and the boundaries between them.

Limitations.

Despite the insightful findings, several limitations warrant consideration. Firstly, the study's sample is confined to a specific cultural, geographical and generational context, which may limit the generalizability of the results.

Secondly, the cross-sectional design of the study restricts the ability to infer causality. Longitudinal studies would be beneficial to examine how career anchors and family roles evolve over time and influence marital satisfaction and family dynamics.

Conclusion.

1. The study identified that men and women have distinct career anchor structures, with men more likely to prioritize entrepreneurship, challenge, autonomy, managerial responsibility, and professional competence. In contrast, women are more inclined toward integrating family and career, as well as pursuing stability in both residence and employment.

2. Strong career aspirations were observed in both genders, though the focus of these aspirations differs. Men tend to emphasize career paths that offer professional challenges, leadership, and entrepreneurial opportunities, while women tend to focus on balancing family and career while contributing to social goals.

3. The distribution of family roles is largely traditional: women assume primary responsibilities for household management, child-rearing, and emotional support, while men focus on financial provision, sexual initiative, and family leisure activities.

4. The study highlights the interconnectedness of career aspirations and family roles. The interplay of these factors significantly influences the well-being and dynamics within the family, with each gender playing complementary roles that contribute to the overall stability and satisfaction of the family unit.

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