CHAPTER 2

REVIEW OF LITERATURE
Chapter - 2

REVIEW OF LITERATURE

In a changing process of world, it is quite evident that a lot of changes have taken specially in the role of women. This kind of transition in the role played by women has influenced her total personality behaviour. At the juncture there is a felt need to go for a scientific study in order to know the impact of new activity/career of women on her mental health, value pattern and role stress. This type of new trend invariably and indirectly affects the family by the changes in the role expectation and performance. How the husband perceives his working wife's role and what he expects of her, has a great significance in marital adjustment. Kumar (1985), found that the couples with high marital adjustment had significantly less anxiety when compared to couples with low mental adjustment. Shenoy (1987) concluded from his study that working women are significantly less distressed than housewives in spite of experiencing occupational stress. Uma (1981) in her study observed that woman with and without psychological symptoms did not differ significantly in the number of stressful life events. A study was carried out by Gupta and Murthy (1984) to analyse role conflict and coping strategies of Indian women. The result showed that the role conflict was a reality for both types of women, but it was higher among women with a heterogenous workload (i.e. working women) than homogeneous workload (i.e. house wife).
Further it is also found that the graduate women had less conflicts as compared to non graduates or postgraduates. And also women who played many roles, who had pre-school children and were at the 'peak stage' of family cycle, experienced significantly greater role conflict than others. In India, change and modification in women's status and role have many latent and manifest dimensions. The mental health, aspirations attitudes and value orientation will determine the pattern of relationship existing in the family and at work place.

Rama Devi (1962) studied the correlation between the different areas of values and found highly significant positive relationship between the different areas of values. The low educated group was significantly more traditional than high educated group in the T.V. scores. The married group was more traditional in their attitude towards T.V. value than the unmarried group. The non working group were more traditional than the working group in attitude towards traditional values. The married group was more traditional than the unmarried groups though the mean difference was not statistically significant. The high educated group was found to be less appreciative of the perspective orientation than the low education married group. The high educated unmarried group had less appreciation for all the orientations than the low educated unmarried group expect in the productivity.

The high educated working group had less appreciation for all the character orientation than the low educated married group. The high educated unmarried group had less appreciation for all the character
orientation than the low educated working group. The high educated non working group was found to be less appreciation of all the orientation than the low educated non working group except in the case of productivity orientation.

Singhal (1968) in a study conducted in Mainpalpur village covering 105 women engaged in different occupations found that very few women are involved in specialised jobs and almost all women find it difficult to cope with the dual role of housewife and working woman.

Mishra, and Bose (1977) examine whether age and gender influence organisational role stress, coping behaviour and parental interaction styles while managing stress in children. The sample consisted of 320 Ss in a 2(gender; workingmen and women) x 2 cases 25-35 years and 45-55 years) factorial design with 80 Ss per cell. Findings reveal that both age and gender influenced all the 10 dimensions of organisational role stress, coping behaviour and parental interactional styles of career couples. The researchers have argued that further research should be done using multivariate designs comprising role stress coping PIS linkages with that of complexities of the work place and home environment.

Juneja (1979) conducted an exploratory study on comparison of working and non-working mother with regard to practices and problems of rearing children on a sample 25 working and 25 non-working mothers. The interview method was used and the main questions of interview covered the feeding behaviour, child's care, attachment, toilet training, separation, reaction.
to the strangers, security feeling, method of discipline, physical and motor
development areas related to the child rearing practices. It was concluded
that working mothers stop breast feeding earlier and are more convened
about feeding and diet as compared to non working mothers. Working
mothers provide less care as compared to non-working mothers. Working
mothers feel more attached to the child as compared to non-working
mothers. Working mothers give strict toilet training as compared to non-
working mothers. Children of working mothers are more independent, more
adjusted, socialised and more well behaved as compared to children of non-
working mothers. Working mothers exercise mild discipline techniques while
non-working mothers exercise moderate discipline technique.

Shah and Varsnney (1982) found that married women were more
maladjusted as compared to unmarried. The unmarried were more in favour
of equality of women than married women, while married women were more in
favour of birth control as compared to unmarried women.

Sardomoni, (1982) feels strongly, for a need to give a serious thought to
the work, women do at home. An understanding and assessment of women’s
work at home, comes from the fact, that woman are increasingly sharing
work load out side home. No body has cared to study the impact of balancing
time and budget according to situations and repetitive, monotonous and after
effect of the thankless job done, day in and day out.

Ghosh and Mukhopadhyay (1984) examined how far traditional
economic models and the conventional definition of work, income and
employment can judge accurately the contribution of women to national income and at the micro level to apply the time allocation methodology in an attempt to understand the rational underlying the categorisation of work done by women into traditionally defined economic and non economic activities.

Radha Devi (1985) conducted a survey in Trivendrum on working and non working women to test the hypothesis that working women manage to do their household work in lesser time by increasing their efficiency or lesser their burden by taking help from others.

Vijaylaxmi (1992) examined the differential pattern and durability of marriage of mixed married (intercast) women (n=65) and inter caste married women(n=65) on age, education, income and occupational levels both at the time of investigation and marriage. Results indicate no significant difference with respect to age, education and marriage, and occupational progress since marriage. However significant differences were observed in respect of income and duration of marriage.

Goanker (1992) examined the levels of frustration among married women with permanent employment in government, semi government, and private organisations. Ss were 400 women working in different organisations in Greater Bombay, and were classified into 3 groups on the basis of per capita income. Ss were nearly similarly distributed in the 3 types of organisations of their employment in respect of scores on Chauhan and
Tiwari's Frustration Test. Frustration was significantly higher in low per capita income group, and it decreased with an increase in per capita income.

Mukhopadhyay, et.al. (1993) studied influence of out of home employment on mental and physical parameters of mothers in Calcutta. A group of 94 working mothers (aged 25-50 years) were compared with a control group of 94 non working mothers in respect of their anxiety level. The possible relationship between anxiety scores and age of these women as well as their children were studied. Scores on the anxiety scale, of non working Ss increased with increasing age of their children. This trend was not seen in the case of working Ss. Findings indicate that the anxiety level of both the groups were similar, although the non working Ss obtained slightly higher anxiety Score.

Roy (1993) examined the economic status and family hardship of 184 working women (aged 25-45 years) of Muzaffarpur. Data were analysed with reference to social, economic, religious, educational, cultural and background of within the local context.

Silver, Hilary (1993) assesses two theories about the extent to which paid work in the home helps integrate work and domestic roles for men and women, based on a nationally representative sample in the 1977 Quality of Employment Survey. Contrasting male and female home workers (HWs) with their counterparts working outside the home, homework supports some aspects of both resources and role overload theories, but predominantly the role overload perspective. Working class HWs experience less interference
between job and family life, but perform more housework and child care. They also receive more family assistance with their paid jobs. Working at home not break down gender roles in domestic life. Despite time saved from commuting, male HWs perform no more house work than comparable men working outside the home. Thus, the gender division of unpaid house hold labour is not simply a matter of resources or spatial logistics.

Shaw, Elisabeth; Burns, Ailsa (1993), investigated which role conflict are most salient for parents and which are most guilt inducing among 55 employed couples with at least 1 child under the age of 5 years. It was hypothesised that women would experience greater guilt than men, particularly in the roles of worker/parent, and that guilt would be increased by a number of factors related to child rearing, role conflict, societal expectations, obligations and constraints. However, it was found that both man and women experienced role conflict and guilt to some extent, although differences between them were observed in relation to the factors associated with guilt, its effects on their lives, and the strategies used to combat it.

Rankin - Elizabeth -D. (1993), conducted a study with women employed out of the home for at least 30 hrs/wk and enacting multiple roles who were asked to describe their perceptions of the stresses and rewards of the experience. 118 employed mothers (aged 23-43 years) of pre-school children were interviewed. Of 100 Ss who described how stressful their lives were, 62% reported a high level of stress, with 25% indicating “very stressful.” The number of stressors indicated by Ss reflected the many roles they fulfilled.
The 8 major stresses that emerged from the response included lack of time, child related problems, and maternal guilt. Rewarding aspects included personal benefits, financial rewards, and improved family life.

Asha (1994) studied the problems of elderly women. A sample of 30 elderly employed women nearing retirement (aged 50-60 years) and 38 unemployed women of the same age group administered adjustment inventory and personal data schedule. Results reveal that the employed elderly Ss were more anxious and depressed whereas unemployed elderly Ss manifested inferiority mania and paranoia.

Facione - Noreen - C.(1994), reviews recent studies about the concept of role overload in the context of women's multiple roles as mother, wife, and employee, emphasizing the connection between multiple roles and work demands and women's diminished health status. Research studies paint colourful images of today's working, married mother but have only begun to identify the risks to women's health that might be associated with the increased demands associated with multiple roles. The necessity of carrying out multiple roles to meet women's own needs and those of others is likely to increase stress, which is associated with poorer health. The effects on health may also be mediated through women's subjective experiences with their multiple roles. Women who expressed subjective losses in work and interpersonal relationships experienced more major cardiovascular disease. Lack of spousal and social support had a direct connection to diminished mental health.
Wiersma, -Uco-A. (1994), investigated specific behavioural strategies used by dual career couples to solve work-home role conflicts in each of 7 broad areas: domestic chores, maintaining social relations, role cycling, job relocations, sex role socialisation, social pressure, and direct competition between spouses. 24 men and women (aged 23-58 yrs) from dual-career families were interviewed using the critical incident method. Results show that 6 of the 7 dimensions could be supported empirically with behaviourally-defined solutions, the exception being 'sex-role socialisation.'

Sahoo, -Fakir-M.; Bidyadhar, -Shwetaleena (1994), used the lens model to generate idiographic data in the context of individual judgement of work-family conflict/harmony. 30 females and 30 males were presented with 25 profiles, each containing bar diagrams depicting differential magnitudes of harmony factors. The magnitude of each factor was systematically varied across profiles. Ss examined a profile and indicated the extent of harmony experienced on a 20-point scale. This procedure was repeated for conflict factors. Child related, support emerged as the most significant factor. Emotional support from spouse and clarity of division of duties were moderately significant. Temperamental differences between partners was a significant conflict-inducing criterion. Family demands and work obligations were significant for females only. Results represent relevant dimensions for the study of working-family linkages as well as a possible framework for deriving indigenous parameters using the lens model.
Napholz-Linda (1994), examined how role conflict, life satisfactory self-esteem, instrumentality, expensiveness, age, and education predict dysphoria among a sample of 126 Hispanic working women (aged 18-65 years). Ss completed 5 instruments assessing gender-related traits of instrumentality and expressiveness, self-esteem, depression, life satisfaction, role conflict, and sociodemographic information. A forced entry stepwise multiple regression included all the designated predictor variables with log transformed depression scores as the dependent variable. The significant negative beta in step 3 indicated that women scoring high on the masculinity subscale were less likely to have a high depression score. The prediction of dysphoria by self-esteem was maintained after the masculinity scores was added to the equation in step3.

Sharma and Sinha (1994), investigated the effect of gender and economic status on attitude towards status of women was studied. The sample consisted of 76 male and 76 female (aged 16-20 years). Two-way ANOVA revealed that the attitude of males towards status of woman was more negative in comparison to that of female. Ss from low economic status were more negative in their attitude towards women in comparison to high economic status subjects.

Husain and Sharma (1994), examined the inter-co-relations among marital adjustment, trust and social intimacy among 100 Hindu (working 50 and non working 50) and 100 Muslim (working 50 and non working 50) women. Findings reveal a significant relationship between trust and marital
adjustment and social intimacy. No significant relationship was observed between marital adjustment and social intimacy in the case of Muslims non working women. Results are discussed in terms of the nature of personality variable.

Agarwal (1994), examined the stressors and stress management strategies of multiple role women. Working women do not differ from working men as far as being paid workers, but they carry the additional burden of motherhood. They differ in their appraisal of stressor and coping strategies, role overload and role conflict as working women's families produce stress. The coping strategies adopted by multiple role women for reducing stress discussed. Naturalistic methods for identifying the stressor and establishment of family counselling centre and training programmes for helping women to cope with stress are suggested.

Asha (1994) investigated the effect of family social psychological characteristics on job satisfaction in a sample of the women employed in banks, higher secondary school and university centre. The Job Perspective Index and the Family Encouragement Scale were administered to the Ss. It was observed that variables like help and support of women from family, independence in taking decision, self-sufficiency among family members, competitive work in the family, participation in recreation and social activities, importance attached to values, and planning family activities enhance job satisfaction among women. It is concluded that job satisfaction
among women employees is related to their perception of the family environment.

Shirali, Ahemad and Bharadwaj (1994) examined family communication and adjustment as indicate of a family's well being. A group of 1000 Shimla and Solan College girls (aged 15-18 years) completed the parent adolescent communication scale and Bell's adjustment inventory. Ss were classified into 2 groups on the basis of maternal employment: Group 1st (N=62) whose mother were employed and group 2nd (N=38) whose mothers were housebound. Result reveal that:

a. There was no effect of maternal employment (ME) on daughter father communication.

b. There was significant effect of ME on daoughter- mother communication.

c. Group 2nd was significantly better than group 1st in adjustment, social health, home and total adjustment.

David (1995) studied the self-concept and achievement motivation of adolescent daughter of working and non working mothers of high socio-economic status. 200 girls between the range of 14 and 16 years took self-concept and n-ach measures. The results reveal significant difference between them in their self-concept and achievement motivation.

Chaudhary (1995), found that the characteristic of families with working mother and young children to ascertain the effect of maternal employment on marital relations, child care and importance attached to values, and planning
family activities enhance job satisfaction among women. It is concluded that job satisfaction among women employees is related to their perception of the family environment.

Shukla (1995) reported the results of 2 pilot studies of attitudes towards the role and status of women in India. Study 1st adopted 2 (male Vs. female) x 3 (age 18-25 years, 35-50 years, 60 years and above) x 2 (Hindu Vs. Muslim) design involving 173 Ss, who were administered the Sex Role Egalitarianism Scale and the Marriage Attitude Scale. Study 2nd used 2 (male Vs female) x 3 (18-25 years, 35-50 years, 60 years and above) x 2 (nuclear Vs. joint family) design involving 197 Ss, who were administered the same scales. Findings revealed that member of nuclear families and Hindus were more non-traditional than members of joint families and Muslims.

Wharton - Amy-S.; Erickson, Rebecca - J. (1995) investigated the relations between women's job and family emotion work and the effects of both on women's job-related well-being. 555 female employees of a catholic teaching hospital who were either married or cohabitating with male partners completed a questionnaire measuring work and family situations, social-psychological dimensions, and demographic characteristics. Results show that performance of family emotion work had negative consequences for women's job-related well-being. While Ss, involvement in emotion work result in lower job-related well-being, these negative consequences stemmed from family emotion work they performed rather than from their performance of
emotional labour on the job. By contrast, 'Ss' job related well-being was not as much at risk from women's performance of emotional labour at work.

Matsui,- Tamao; Ohsawa, -Takeshi; Onglatco , - Marry-Lou (1995), explored work family conflict (WFC) and the stress-buffering effects of husband support and coping behaviour by assessing parental demands for care of young children WFC, husband support, coping behaviour (Work-role and family-role redefinition), and life strain for 131 Japanies married working women. Hierarchical multiple regressions indicated that parental demands were related to WFC, which in turn was related to life strain, thereby indicating a casual chain linking parental demands, WFC, and life strain. Husband support buffered the relationship between parental demands and WFC. Family-role redefinition buffered the relationship between WFC and life strain.

Moore, -Dahlia ; Gobi, - Abraham (1995), examined work-family role conflict among Jewish womens 72 who were employed in a female-typed occupation (secondary school teachers) and 40 who were employed in a male-typed occupation (university professors). Ss completed questionnaires that assessed their role conflict, on perception of home burden, time allotted to democratic roles, work-time, work-burden, and perceptions of importance of gender roles. Women in a male-typed occupation spent less time on family and domestic roles and increased their hours of work. Consequently, their burden at home decreased while their burden at work increased. Because the burden at home contributes more to role conflict than the burden at
work, women in male-type occupation reported less role conflict than did women in typically female occupations.

Napholz - Linda (1995) compared level of role commitment with indexes of psychological well-being among 106 multiple-role working women. Ss indicated whether their work or their relationships were of higher or equal priority (role commitment) and were administered the Beck Depression Inventory, the Role Conflict Questionnaire for women, the Rosenberg Self-Esteem Scale and the Satisfaction with the Life Scale. There were significant relationships between role commitment and role conflict and depression. Ss whose work had first or equal priority had significantly higher mean depression scores and role conflict scores than Ss who put their relationships first. There were no significant relationship between role commitment and self-esteem or life satisfaction.

Ferguson-S.-Alease ; King, - Toni-C.(1996) examine job specialisation failure and its impact on the mental health of American-African Professional women. Guidelines are provided to enhance the therapist’s skill in decoding and demystifying the destructive elements of organisational life; understanding cultural nuances; and applying clinical methodologies that support healthy adaptation and recovery while minimising relapse. It is concluded that service delivery requires that therapists integrate the disciplines of organisational behaviour and therapy. Case scenarios are presented of a 35 year old woman, who is an administrator who undergoes intra-racial defamation and a 47-yr-old law professor who undergoes over-inclusion and role overload.
Clinical strategies aimed at alleviating Ss' concomitant occupational stressor are presented.

Tingey,-Holly; Kiger , Gary; Riley, - Pamela - J. (1996) examined the work and family factors that have been hypothesised in the research literature to influence the occurrence of stress among working mothers. 72 married or cohabiting working women (aged 19-58 years), in dual career relationships, who have at least 1 child under 18 years living at home, participated in the study. Ss were asked to complete the “modified perceived stress scale,” and to answer questions regarding their household emotional and domestic labour, their satisfaction with child-care responsibilities and household tasks, their employment status and their partner's and their own work-family spillover. Results indicate that a partner's work-family spillover and dissatisfaction with child-care arrangements in the family were associated with perceived stress. Sense of control was an important determinant of whether stress developed among the working mothers in the sample.

Mukhopadhyay (1996) compared 2 group of mothers, non-working and working as college teachers, living in Calcutta. There were 4 sub sample of 25 women each studied at 2 time points (1987 and 1992). Free-state anxiety level was measured for each Ss. Results show a general trend towards higher anxiety scores for the non-working Ss than for the working Ss at both time points. The lower mean anxiety scores found for the working Ss may have been due to the possible lack of role conflict among them.
Mukhopadhyay (1996) examined the possible effects of working status on some selected physical and mental health traits by comparing a group of working mothers and non-working mothers. The working women groups comprised 100 college teachers and the non-working group consisted of 100 housewives (aged 25-50 years) living in Calcutta. The fact that working women play dual roles in the family and in the workplace may affect their physical and mental well-being. However, it was found that the two groups of subjects did not differ with respect to their physical health (such as blood pressure, and pulse rate) and mental health (such as anxiety score, and general health score) status. A few possible intermediate variables for which data were available did not play any role either.

Pande (1996), studied the effect of employment made on the life satisfaction of males and females. The sample for the present study consists of 200 educated subjects, 100 working women and 100 working men. This study involved administration of Life Satisfaction Scale of Alam and Srivastava to find out difference between working men and women of Jaipur City. The results revealed that there was a significant difference between working men and women with regards to the life satisfaction i.e., the men retain better life satisfaction compared to women if both of them take employment.

Sandhu (1996), attempted to see where there is any difference in the adjustment of male and female students of working and non-working mothers. The sample consisted of 25 boys and 25 girls (12-14 years of age) of working and non-working mothers. (n=100). The sample was selected
randomly from the school of Agra. High School Adjustment Inventory by Singh and Gupta was used to assess their level of adjustment in five areas i.e. home, health, social, emotional and school. The results indicated that there was a significant difference in the children of working and non working mother’s in social adjustment (P<.01) and health adjustment(P<0.05). There was no significant difference in adjustment of two groups in home, emotional and school adjustment.

Singh and Singh (1996), aimed at giving a comparative look on the adjustment pattern of wards or children of working women's couples (WMC) and those of the semi-working couples (SWMC). High School Adjustment Inventory was administered to a group of 65 WMC and 35 SWMC. Analysis of data revealed that presence or absence of even one of the parents had serious consequences upon home, health, emotional and school adjustment. Infect, absence of both parents was found to have the most serious impact upon the school adjustment of their children. The least affected area of adjustment by the presence or absence of even single parents was social adjustment.

Mathur, (1996) attempted to find out the relationship of self-esteem and attitude towards women's role among women in different jobs. Results indicated that there is high relationship between self-esteem and attitude but the difference in the profession could not establish the difference in self-esteem and attitude among women.
Mathur (1996), carried out a study to examine the gender difference, age and professional status of women on attitude towards women’s role. The sample consisted of 200 males and females of middle class family in Delhi. The analysis shows liberal attitude expressed by females than males. Women in academic career are far ahead in liberal attitude than women in other jobs. The result also indicate that younger generation of females are more liberal and open minded in comparison to middle aged women. Therefore it is realised that the gap in attitude may be due of differential gender treatment in family, sex segregated roles, less avenues of education and jobs for females besides their less awareness of modern egalitarian values among women. There were no significant relationship between role commitment and self-esteem or life satisfaction.

Bansal (1998), conducted a study for investigating gender difference in perceiving women’s autonomy as it exists today and as expected in the 21st century. The objective of the study is to investigate gender difference in the perception of women autonomy for decisions making in the areas: Economic, Child rearing practices, Family entertainment, Marriage, Use of material facilities and Career. In addition of to these, the investigator also aimed at studying gender difference regarding perception of (a) social status of women (b) domestic assistance by men and (c) changing attitude towards women. A sample of 40 males and 38 females from Meerut city were selected with age range 35 to 45 years, belonging to joint and nuclear families. A questionnaire specifically for this study was prepared and
evaluations were taken on a percentage scale for nine of the items and Yes/No in three items. The study reveals that males and females differ in their perception of female autonomy in economic activities, child rearing practices, family entertainment etc. Both male and female foresee a better future for women in all spheres of life in the new millennium.

According to Singh and Arora (1998), it has long been recognised that work may be a significant source and that it results in negative consequences for both individuals and organisation research has been conducted in an attempt to delineate the potential stressor that stem from participation in the work place. Many of those stressor that have been identified appear to be specially applicable to stress among nursing staff. During the 1960's numerous studies were conducted to identity the sources of job stress among health professional, as well as, the effect of that stress. Research indicates that stress among hospital nurse results from an organisational structure that frequently subjects nurses to role conflict and ambiguity (Kahn, Wolf, Quinn, Snoek, and Rosenthal, 1964, Pearlin, 1989). In addition nurses experience stress because of conflicts between the instrumental and expressive functions they perform. (Grey-Toft and Anderson, 1981). It may be and inappropriate, however, to believe that merely identifying sources of stress among nurses is adequate for truly understanding job stress. Anderson (1991) examined how social networks function as supported systems and their effectiveness in buffering the effects of organisational stress.
Sharma and Wellington (1998), attempt to explore the opinions regarding role expectations of couples with employed and non-employed wives. The sample consisted of 70 couples, 35 with employed and 35 non-employed wives. A self structured questionnaire was used to collect the needed information. The results reveal that husbands of employed as well as non employed wives expect that major part of the roles related to children, house keeping, recreation and entertainment and religion should be performed by the wives and major part of the roles related to money matters should be performed by them alone. The non-employed wives expect their husbands to perform major roles related to money matters and feel that the other four areas of roles that is roles related to child rearing, house keeping recreation and entertainment, and religion should be taken care by them.

Singh (1999) conducted a study to know the anxiety of working and non working women. Sinha Comprehensive Anxiety Test (SCAT) administered on 40 women (20 working and 20 non working) with an age group of 25-40 years. A 2X2 factorial design consisting of two independent variables i.e. age and condition of women has been employed. The first variable age in varied at two levels i.e. 25 and 40 years and second variable condition of women is selected by using working and non-working women. Dependent variable is anxiety. Findings reveal that both variables have significant influence on anxiety. Interaction between age and condition of women is also found significant at 0.05 level.
Gupta and Sharma (1999) studied the work commitment of Indian mothers. A sample of 455 urban mothers completed the questionnaire which included the measure of work commitment as also the demographic and family dynamic variables. It was hypothesised that work commitment of women is conditioned by the age, number of children, age of the youngest child, education, income and occupation. The findings of the study suggest that education and income of the respondents have a vital role to play in the work commitment of women whereas no significant mean difference was found between the age of the respondents and work commitment. Type of occupation played a significant role in the work commitment.

Sinacore (1999) found that Indian women who wish to get recognition and satisfaction in her career outside the home may often find it difficult to get mental peace due to overburden of work but may be presume themselves as self-fulfilled. Perception of family environment may effect women’s need, values and work preferences. Women who experienced their family environment as oriented towards competitive, political and cultural activities as open to expression of feelings and as having set rules and procedures were satisfied with their jobs.

Jain (2000), conducted a study on a sample of 90 women of three occupational groups i.e. doctors, teachers, and bank clerk. 30 Women were selected from each groups. Agrawal’s and Work Motivation Questionnaire and Tanwar and Singh’ Career and Family Value Scale were administered on them. Results indicated that-
1. Doctors and teachers have significant difference in their work motivation, career and family values.

2. Teachers and bank clerks do not differ significantly in their work motivation, career and family values.

3. Bank clerk and doctors have significant difference in their career and family values but do not differ significantly in their work motivation.

4. Work motivation and family values, family and career values have negative relationship in the groups of doctors and bank clerk. While work motivation and career values are positively related but not significant.

Bharti and Mathur (2000), conducted a study to found out the impact of employment of women on different values. 65 females (35 working and 30 non-working) were administered the Value Test of Ojha (1997). Significance of mean difference was tested by applying 't' test. Findings reveal that -

1. There is no significant difference in various values of employed or unemployed women.

2. Employment had no impact upon various values of women, suggesting that values being a personality trait do not interplay with situational variables.

Vijaylaxmi and Kulkarni (2000), conducted a study with a purpose of the mental health of working women and housewife. The sample of the study consist of 100 women in which 50 are working women and 50
housewives. Samples were selected from Dharwar city. Mental Health Questionnaire developed by Augustiner (1978) is used to study the mental health of the two groups of women. The response collected from them were scored and 't' test was applied to study the significance of difference between two groups of women in their mental health. The obtained result revealed that -

1. The working women have significantly sound mental health than housewives (t=7.32, P<0.001).

2. Adult group of women and elderly women do not differ significant in their mental health.

3. Women of nuclear family and joint family do not differ significantly in their mental health.

4. Women with children do not differ significantly from women without children in their mental health.