SUMMARY

Recent years have increasingly brought a great switch in the life of Indian women influencing their attributes, values, inspirations, feelings, as well as participation in various walks of life. In particular, the forces of urbanization, education and employment, have provided women with new avenues to express and assert themselves. They have come out of the four walls of their homes in search of fiscal gain as well as fulfillment of their personal hankering and yearning as human beings. By gaining employment outside homes, they are seeking different unanimity. Since, the inner experiences of women are inextricably embedded in the socio-economic and cultural matrix, it is likely that their role of wage earner will bring a change in the quality of life.

In this context, transfiguration in the paragon of women’s role has received some research attention. Concern for survival and mercantile needs are found to be the main vindication for taking up lucrative métier. In addition, non-economic factors have also been reported to be portentous for female’s participation. It is further noted that though employment gives women more opportunities and choices in many important respects for most, a right to work does not necessarily mean a better status, because doing job increases their physical burden, and it may intensify their family responsibilities. This situation is particularly precarious for working women: they must work but at the same time, they must also conform to an image of womanhood. Women still seize the major responsibility of home and child care while bestowing to the paid work.

The interplay between work and non-work especially between work and family has become a focus of academic scrutiny in the field of industrial and organizational psychology. Among the different models of this linkage, spillover model explains the positive as well as negative spillover between work and family that affect the life of an individual.

Occupying multiple roles is thought to dilate the woman’s chances to amplify self-efficacy and self-esteem, to erect social network and open access to informational, instrumental and emotional support, and to buffer life’s stresses and
Summary

Strains. Playing multiple roles also provides cognitive cushioning and alternative sources of self-esteem and gratification when things go poorly in one's life domain.

Attribution as a social cognition process assume that people are induced to understand their own behaviour as well as social world around them. For this reason, attributional processes are important in the individual's attempts to discern and elucidate the positive and negative events occurring in one's life. It may be apprehended that while involving in the multiple social roles working women's quality of life to be affected as a result of spillover effect in an attempt to balance the work and family life. In due course, the attributional style may potentiate the self-concept - self-esteem and self-efficacy.

Therefore, work-family spillover, social cognition and self concept may contribute to woman's quality of life who bestow continue to seek the balance between work and family ties as a imminent potential source of good quality of life. The present study entitled. "Quality of Life of Working Women : A Multivariate Study", was hence undertaken with the following queries to be answered:

1. What type of relationship exist between quality of life (physical, psychological, social relationship and environmental), work-family linkage, attributional style, self-esteem and self-efficacy?

2. Is there any difference between QOL of working women on the basis of the length of work-hours/schedule?

3. Whether the predictors of quality of life (physical, psychological, social relationship and environmental) varies in the context of work-hours/schedule?

Hypotheses

For answering these above mentioned queries the following hypothetical answers were formulated to be tested:

1. There would be significant correlation between work-family linkage and quality of life in physical, psychological, social relationship and environmental domains.
2. There would be significant correlation between attributional style and quality of life in all the four domains.

3. Self-esteem and Self-efficacy would be significantly correlated with quality of life in all the four domains.

4. The quality of life of working women would be significantly different on the basis of their work-hours/schedule.

5. The predictors of all the four domains of quality of life (physical, psychological, social relationship and environmental) would be different for women working for less/eight or more than eight hours/day.

**Design:**

In Phase I, the correlational design was adopted for relating the work-family linkage, attributional style, self efficacy, self-esteem and quality of life.

In Phase II, the quality of life of the women who were working for less than 8 hrs and more than 8 hrs. was compared by using two group design.

<table>
<thead>
<tr>
<th>Group I</th>
<th>Group II</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 8 hrs</td>
<td>More than 8 hrs</td>
</tr>
<tr>
<td>n = 150</td>
<td>n = 150</td>
</tr>
</tbody>
</table>

N = 300

Further, to have a glance on the predictors of quality of life of the two groups of working women the stepwise multiple regression analysis was employed.

**Sample:**

For this study, a sample of 300 married working women of different profession was taken. The sample was drawn from various cities of Haryana-Rohtak, Gurgaon, Murthal and from Delhi also. The age range of the participants was between 25 to 40 years. One of the inclusive criterion for the sample was having atleast one child. The general information about the sample regarding their age, marital status, number of children, income, working hours and other relevant information regarding
family was collected. The sample was divided into two groups on the basis of the working hours in various work setups.

Material Used:

**World Health Organization Quality of Life (WHO QOL-BREF)**

It is an abbreviated 26 item assessment and contains items from the overall quality of life and general health. Each item is related on a five-point scale. The questionnaire assesses quality of life in four domains, namely, physical, psychological, social relationships, environment.

**Work-Family Linkage Questionnaire (Sumer & Knight, 2001)**

There are 27 items in the questionnaire which measure 7 subscales: four spillover (positive spillover from work to home and home to work, negative spillover from work to home and home to work), two compensation, one segmentation. There is 7 point scale ranging from 1 (strongly disagree) to 7 (strongly agree). A high score on a given subscale is that type of relationship between work and family domain.

**Attributional Style Questionnaire (Seligmen, 1990)**

The questionnaire includes 12 hypothetical events, six describing events of success events and other six describing failure. There is 6-point scale for each of the three causal dimensions. The scores ranged from 6 to 36 each for events of success and failure.

**General Self-Efficacy Scale (Jerusalem & Schwarzer, 1979)**

The scale includes 10 items with 4 point scale, ranging from 1 (not at all true) to 4 (exactly true). It is a self-administered scale. Higher the scores, higher the individual on self-efficacy.

**Self-Esteem Inventory (Cooper Smith, 1975)**

The SEI includes 25 items. There are two options “Like Me” and “Unlike Me”. The agreement with the scoring key gets 1 marks and disagreement with the key gets 0. The scoring can be done with the help of scoring key. The obtained raw scores then multiplied by four. The high scores correspond to high self-esteem.

**Procedure**

The selected sample of the professionals were contacted personally. Their consent was taken to be a respondent in the study. After establishing rapport with the
respondent, the academic purpose of the present study was told to them. Different questionnaires (WHO QOL-BREF, Work-Family Linkage Questionnaire, Attributional Style Questionnaire, Coopersmith’s Self Esteem Inventory, General Self Efficacy Scale) were given to them. The respondents were requested to cooperate by returning the field material within the scheduled time. Scoring was completed with the help of scoring keys or manual.

Results

Statistical analysis was done by employing Pearson’s Product Moment Correlation, t-test and Stepwise-Multiple Regression. The results revealed that first, second, fourth and fifth hypotheses have been supported by the present findings, but the third hypothesis has been partially supported.

It is evident from the results that women who are working for less than 8 hours experienced positive spillover from work to home, whereas women who spent 8 or more than 8 hours experienced negative spillover.

Further, the two groups differed on the three domains (physical, social relationship and environmental) of quality of life. Finally the predictors of quality of life were found to be different for both the groups of working women.