PREFACE

The financial demands on the Indian families are becoming fiercer by day. The sky rocketing cost of living, increasing expenses on education of children, increasing cost of housing properties force every family in India to look for ways and means of increasing the household income. As a result, women in India who were mostly known as home makers are forced to go for jobs and take up even careers that were considered only suitable for men such as working in night shifts in call centers or BPOs. They are left with no option, but to found for their families in all possible ways.

The women’s movement successfully expended women’s claim to equality – from equal protection of formal legal and political rights to equal educational and economic opportunity and political voice conceptions that have motivated women to engage in all kinds of activities outside the home, including paid work.

In an opportunity to work outside the home, professional working women would have something positive such as higher status and economic independence. Fulfilling their economic needs, employment has made women independent with an identifiable social status. At the same time, they appear to be juggling in two main domains of life – work and family. It has been long been recognized that work and family are not “separate spheres”, but are interdependent domains. Many researchers contribute to the study of work-family linkages by describing the conditions under which varying degree of work-family integration are likely to improve or diminish individual’s quality of life.

The end of the last century has been a wide spread interest in the quality of women’s lives. For many in the development countries living standards have risen to unknown heights and technical possibilities seems unlimited. At the same time the efficacy and effectiveness of both private and public services and expenditures are seriously questioned.

The positive consequences of women’s employment are likely to be obtained only for those women who regard their paid work-role as a significant source of self-fulfillment. Those who exhibit a realistic confidence in their mind and value-who
feel secure within themselves – tend to experience the world as open to them and to respond appropriately to challenges and opportunities. Self-esteem empowers to achieve and allows them to take pleasure and pride in their achievements. It allows them to experience satisfaction.

Self-efficacy and self-esteem play a great part in how well we do in our lives, which is not that obvious to us, so it can determine how successful we become. Our views to ourselves, what we think of our abilities and innate talents, affect our thought patterns. These thoughts are then turned into actions.

The individual differences in term of attributional style play an important role in predicting patterns of work-family balance, because people with different attributional style perceive the hurdles of life differently.

The present search also provides some insight about whether employment outside home is beneficial to women’s quality of life depends on work-condition, quality of organization, support from family, the person’s subjective perceptions and satisfaction with work.