CHAPTER I

INTRODUCTION
CHAPTER I

INTRODUCTION

According to traditional sex-role ideology, men are bread winners and work outside the home to support their families, and women are the wives and mothers performing family duties inside the house. Similarly, the protestant Ethic involves the expectation that while at work individuals will "act as though" they have no other commitments or interests. The "Sex-ideology" and the "act as though" principle contributed to the assumption that job and family are separate spheres of individual life. Many individuals including professionals and managers and those in working class occupation, do support "the act as though" principle (Kanter, 1977; Piotrkowski, 1979).

The perspective, dominant in the early part of sixties, was based on assumption that separation of labour in the household and work-place was both necessary and appropriate in order to minimize competition between the sexes thereby sustaining family cohesion and minimizing in traditional locus of family power (Blood and Wolfe, 1960; Parsons and Bales, 1955).

The study of family attracted the attention of the social scientists in USA during the late 1970's because of the widespread structural unemployment, the women with children entering into labour force, the strains and conflicts experienced by two earners and single parents families increasing in number.

Researches on the role of economic sources and rewards in relation to family life recognized that a minimum level of economic resources and security is necessary for family formation and stability (Cherlin, 1979; Furstenberg, 1974; Rodman, 1971). Those without a stable family life lack the motivation and encouragement that a family can provide. Similarly, the effects of frequent or chronic unemployment can be intensified by the absence of
family stability (Licbow, 1967). Providing the basic means of subsistence to its members is one of the major functions of the family by the employees. In addition to this, families aspire to or expect to obtain economic resources beyond the subsistence level. The economic provision has important implications for family formation and for the stability and quality of family life. Once a family reaches a standard of living sufficient to meet its basic needs, the subjective perception of adequacy becomes relatively more important in determining happiness cohesion and stability (Oppenheimer, 1982; Scanzoni, 1970). Voydanoff (1987) after reviewing the research studies on work and family, says that most research documents support the view that the higher levels of income, with the exception of the highest levels, are associated with greater marital happiness, adjustment and satisfaction and lower rates of marital disruption and divorce.

The increased interest of social scientists on linkage between paid work and family aspects have challenged the “myth” of job and family as separate worlds and argued for the importance of examining the factors involved in the process of job and family dynamics (Kanter, 1977).

Interrelationships of job and family domains have been examined extensively in recent years. A number of studies have revealed that many individuals experience conflicts in combining job and family responsibilities (Pleck et al., 1980 and Schultz and Henderson, 1985). Job and family interface studies have identified job interfering with family, known as job-family conflict (J-F conflict) and family interfering with job, known as Family-Job conflict (F-J conflict) (Frone et al., 1992 and Schaunbroeck, 1990). Similarly, job and family roles integration studies revealed that these roles are mutually incompatible in some respects (Burke, 1989 and Greenhaus and Beutell, 1985) and Job-family conflict has adverse effects on job-satisfaction (Burke, 1989). Some other studies have revealed that occupants of multiple roles experience position effects on job-satisfaction (Zambrana and Frith, 1989).

Social scientists are more concerned with human well-being and there has been
an increased endeavour to conceptualize and measure subjective feeling about well-being. Job-and marital-satisfaction are considered to be primary contributors to well-being (Campbell et al., 1976; Kline and Cowan, 1989).

There is a growing consensus that one's job and family life are interrelated and they jointly explain variation in individual overall satisfaction of life. But family and job research studies have revealed that family and job roles are not complementary to each other and emphasized the dysfunctional consequence of job-family roles interaction on satisfaction, (Holahan and Gilbert, 1979; Kopelman et al., 1983; Burke, 1989), although the positive consequences of job-family relationship have occasionally been discussed (Kanter, 1977).

These facts indicate that job-family interface researchers have concentrated only on contextually determined roles or behaviours, and neglected the individual level emotional attachment and the traits which connect job and family life. Bielby (1992) after reviewing streams of research studies on job/work and family commitment states : “Effects to specify the dynamics of the work/family system come closer to acknowledging the importance of subjective attachment to work and family”. Which means that job and family domains are to be studied from the point of view of subjective attachment i.e., job and family-involvement. Romzek (1989) found that organizational involvement resulted in higher non-work and career satisfactions. Karambuyya and Reilly (1992) used work and family involvement to predict job-satisfaction, marital-satisfaction, stress and work structuring, and found that family involvement resulted in high level of marital-satisfaction and low level of stress. Despite the relative infancy of job and family involvement research, there is growing evidence that job- and family-involvement are mutually interdependent, and there is a need to study the cross relationship and joint interaction of family- and job-involvement in marital and job satisfaction.

One of the most consistently documented relationships between employed and family organizations is that of the job and overall non-work life (Zedeck et al., 1989). The satisfied workers tend to be more satisfied with life in general (Near et al., 1978; Rice et al.,
Crosby (1984) concluded that the best predictor of job-satisfaction is a full life outside of the work environment. Zedeck et al. (1989) say: "It seems logical, but is less defined, that marital and familial components of non-work life also would be related to the individual's job-satisfaction".

In fact, some research studies indicate that contentment with one's job is related to family satisfaction (Schneider and Dachler, 1978), with marital relationship quality (Pahl and Pahl, 1971), and with the quality of the work/home relationship (Evans and Bartolome, 1984). Piotrkowski (1978) has identified job-satisfaction as a critical factor for a positive interface between job and family spheres. Individuals who were satisfied with their jobs were more emotionally and interpersonally available to their families. Conversely, spousal or familial satisfaction with an employee's job also has been shown to be related to employee job-satisfaction (Guest and Williams, 1973; Pahl and Pahl 1971). The family is construed as a heaven, the place where "Man-the worker" returns daily to heal the wounds received while on job (Barnett and Baruch, 1987). The studies reveal that marital role is central to men's mental and physical health (Barnett and Baruch, 1987; Cleary, 1987 and Pleck, 1985). To illustrate, Farrell and Rosenberg (1982) reported with surprise how powerfully men at midlife experienced their family relations by observing as follows:

"Our contact with the families demonstrated the ways in which a man's experience at midlife is very much dependent on the culture and structure of his family. The changing relationship to wife and children act as precipitants for development in men; at the same time, both wife and children are drawn into a man's defensive strategies, supporting his denial, and avoidance of midlife issues. This interlocking individual and family developmental processes is a critical element in men's experience at mid-life".

The quest to determine what makes people satisfied or happy has led to investigations in a number of diverse areas. Researchers have identified that objective life circumstances have been found, with few exceptions, to be inconsequential predictors of
well-being or satisfaction (Zika and Chamberlain, 1987). Kammann (1983) has argued for the need to understand the processes that bridge the gap between objective life circumstances and satisfaction or well-being. Concern of this nature has led researchers to consider the role of a range of variables such as personality factors and social support in influencing different adaptational outcomes. These outcome measures vary, but they commonly focus on psychological symptoms, well-being or health or satisfaction (Zika and Chamberlain, 1987).

A stream of life span research by Costa and McCrae (1977, 1980, 1984) using personality inventories has made amply clear that personality is a life long determinant of subjective well-being...Personality traits are enduring aspects of person represented by the introversion/extroversion and neuroticism factors in satisfaction or affectivity. Lester et al. (1989) observed that marital dissatisfaction is directly associated with neuroticism. Eysenck (1980) concluded that personality appears to be one of the factors involved in marital-satisfaction and divorce. Antonovsky (1979) proposed that an underlying personality dimension and sense of coherence allow a person to cope with stressors effectively in procuring good health. Shah and Ojha (1989) observed that there is a significant relationship between job-satisfaction and personality factors and also investigated that job satisfaction was positively related to general adjustment and extroversion, but negatively related to anxiety, insecurity and neuroticism.

These facts give us the indication that the researchers have studied job and family relationship extensively from contextually determined roles or behaviours, but they have given least importance to individual level of subjective attachment and personality traits, which are essential dynamics for job and family interface, and job/marital-satisfaction. Scholars have studied personality traits in relation to job-satisfaction and marital-satisfaction unidimensionally, and have identified the importance of personality traits in job/marital-satisfaction. These facts imply that there is a need to investigate job and family interface from interactional perspective of personality traits, job-and family-involvement in relation to job-and marital-satisfaction.
The present study intended to delineate the simple relationship between: (1) Job-involvement and job-/marital satisfaction, (2) Family-involvement and job-/marital-satisfaction, (3) Personality trait/s and job-/marital-satisfaction; further the combined influence of: (4) Job-and family-involvement on job-/marital-satisfaction, (5) Job-involvement and personality trait/s on job-satisfaction and (6) Family-involvement and personality factors on marital-satisfaction. The present research conceptualized a model which is illustrated in Figure-1.

The conceptual model of this study proposes "multiple regression" to describe how job-/family-involvement operate with personality trait/s---'surgency', 'agreeableness', 'conscientiousness', 'emotional stability' and 'intellect'---to affect job/marital satisfaction.

<table>
<thead>
<tr>
<th>Independent Variables</th>
<th>Mediating Independent Variables</th>
<th>Dependent Variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Job-involvement</td>
<td>Personality factor</td>
<td>A Job-satisfaction</td>
</tr>
<tr>
<td></td>
<td>2a Surgency</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2b Agreeableness</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2c Conscientiousness</td>
<td></td>
</tr>
<tr>
<td>1b Family-involvement</td>
<td>2d Emotional stability</td>
<td>B Marital-satisfaction</td>
</tr>
<tr>
<td></td>
<td>2e Intellect</td>
<td></td>
</tr>
</tbody>
</table>

Figure 1: Conceptualized model of involvement, satisfaction and mediating personality factors.