

## **DISCUSSION ON FINDINGS**

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Traditionally women's occupational status has always been closely associated with the home and the family. Today the employment of women outside home has added to their duties and functions. They have to perform dual functions, one in the home, the traditional mother - wife role and the other outside it in gainful employment. Thus they are exposed to conflicting expectations, emerging from their work outside the home and their duties at home. If women cannot live upto both the expectations, it would lead to role conflict.

A working wife is economically advantageous. If she works in a responsible position, she is also a distinct social asset. But her preoccupation with an outside job often results in some neglect of her traditional domestic responsibilities and this is almost always commented upon adversely by members of the family and neighbours. Working women themselves find it difficult to carry on the two roles together and some of them are not altogether happy regarding some masculine aspects of their new roles. The problems of the working women are multi-dimensional and need going deeply into.

The present study was undertaken with the basic objective that combining mother-wife and housekeeper roles with that of provider will create feelings of guilt, anxiety, strain and tension which leads to role conflict among the working mothers themselves.

The study has employed a sample of 300 women employees of Coimbatore who are also mothers - 150 mill workers (Blue collars) and 150 bank employees (White collars).

To reiterate the findings, it should be first mentioned that no respondents is found without role conflict. It is only that the level varies. The comparison between the two groups shows that the blue collar women workers are perceiving more role conflict than the white collar women workers.

Age have a negative association with role conflict, as age increases role conflict decreases.

Low caste have high role conflict and upper caste have low role conflict.

Educational level have a significant relationship with role conflict. As educational level increases role conflict decreases.

Role conflict is found more in low income group.

Negative association is found between age at marriage and role conflict. Role conflict is low when duration of marriage is high.

Small families have high role conflict. Role conflict is high for the families having low monthly income.

When husband is highly educated role conflict is less for working women.

Having more number of children produce high role conflict. When number of dependents increases role conflict decreases. As the number of earning members increases role conflict decreases. When length of service in job increases role conflict decreases.

70.7 percent of the respondents have high level of economic motivation, 16.3 percent have moderate level and 13 percent have low level of economic motivation. Negative association is found between economic motivation and role conflict. White collar employees have high level of economic goal attainment than the blue collar employees. There is significant relationship between economic-goal attainment and role conflict. High economic motivation with high goal attainment results in low role conflict. Respondents with low goal attainment and high economic motivation have high role conflict. Low goal attainment with low economic motivation respondents have low role conflict. High economic motivation with high goal attainment respondents have low role conflict (Table:37).

Respondents having high role conflict have low non-economic motivation. Those who have attained high non-economic goal possess low role conflict. When there is high goal attainment, there is no role conflict even though there is non-economic motivation. When there is low goal attainment with high non economic motivation, there is role conflict (Table:42).

There is significant relationship between job satisfaction and role conflict. Those who have high role conflict have low job satisfaction. The mean score denotes those who hold traditional values possess high role conflict.

A significant relationship is found between dissatisfaction and role conflict. Those who possess high role conflict have high dissatisfaction from others concern. Same way those who possess high expectation of understanding have high role conflict. The relationship between dissatisfaction by family members and role conflict is positive regardless of the level of respondents' expectation of understanding. The relationship is highly significant. If the family members show dissatisfaction over the housewife role performance working woman experiences role conflict (Table.51)

There is positive association between expectation of help and role conflict. Those who have high expectation of

help have high role conflict. Controlling expectation of help (in cooking, washing utensils, washing clothes, sweeping and swabbing, serving food for husband, arranging things intact for husband, bathing the children, serving food or feeding the children, supervision of education for children, looking after the children in times of illness, shopping, fetching and storing water) and crossing with actual help and role conflict reveals that if the respondents expect more help and if they are not getting, have high role conflict. Even if they get, if they feel guilty for getting that help, they have role conflict. Respondents who are not expecting and if they are getting or not getting any help have low role conflict.

There is no relationship between educational difference between husband and wife and role conflict. When there is no age difference between husband and wife there is no role conflict and the trend increases when the difference is between 4 to 6 years and it decreases when the difference increases. The income difference between husband and wife shows that when husbands income increases role conflict decreases and when wives income increases role conflict also increases.

There is relationship between age of the respondents and economic motivation. Upper caste have high economic motivation followed by low caste, upper middle caste and

lower middle caste. As educational level increases level of economic motivation also increases. Respondents whose place of birth and residence is urban have high economic motivation. As duration of marriage increases economic motivation also increases. Negative association is found between family size and economic motivation. Respondents from nuclear families have high economic motivation. When family monthly income increases economic motivation also increases. Positive relationship is found between number of children and economic motivation.

As age increases the level of non-economic motivation decreases. High caste have high non-economic motivation and low caste have low non-economic motivation. When educational level increases level of non-economic motivation also increases. Respondents whose place of birth and residence is urban have high non-economic motivation. Relationship exist between duration of marriage and non-economic motivation. No relationship between family size, family type and non economic motivation. Family monthly income and number of children have relationship with non-economic motivation.

Age, education, place of birth, place of residence, migrant or not, duration of marriage, family size, family type have relationship with attitude-traditional or modern the respondents held.

Controlling age, education, family type, family size, family monthly income, number of children to see if there is any difference between kind of occupation and role conflict, young category in blue collars have high role conflict and old among blue collars have low role conflict. White collar employees in middle category have high role conflict. For blue collars the trend decreases as the age increases.

As the educational level increases role conflict decreases for white collar workers. For blue collars as education increases role conflict also increases upto high school level and the trend decreases, when the education is at degree level. In the high school category blue collars have high role conflict.

Both the blue collars as well as white collars have low role conflict when the family is extended joint.

When the family size is small blue collars have high role conflict. For both, the role conflict decreases as the family size increases.

Kind of occupation have no relationship with role conflict as regards family monthly income.

With regard to number of children for white collars when the number of children increases role conflict also increases. But for blue collars the trend decreases.



This is because the older children takes care for the younger one.

50 percent of the husbands want their wives to be employed because of economic reasons. Most of the husbands never believe that it is exclusively the wives' duty to carry out household jobs and to look after children. Nearly 75 percent of the husbands take pride in their wives occupational position. 29 percent of the respondents husbands expect that their wives should look after him after coming from work.

Most of the respondents husbands expect that the wives should run the house very efficiently along with their job. Nearly 95 percent of the respondents spend their personal income to family. 75 percent have bank account. 62.3 percent of the respondents take equal interest in duties and responsibilities in wife mother role and working women role. 17.3 percent in wife-mother role and 18.7 percent in working woman's role. 1.7 percent in none.

It has been found that a major difference in performance exists among persons belonging to different occupational groups. It means that congenial working conditions (including hours of work, nature and pressure of work, pay-scale, working condition, scope for promotion etc) make it easier for working mothers to achieve reconcilia-

tion of their two roles. In the present study blue collar workers face higher incidents of role conflict because they have to go for work by 7 o' clock itself. For that they have to get up very early in the morning by 4 o' clock.

If one has young child/children at home and if no reliable and comfortable arrangement is made for substitute care, the mother faces high role conflict. The incidence of role conflict in lower middle class families is much higher because they cannot afford baby -sitters or relatives to look after their children. It may be a reason why the incidence of role conflict in nuclear families is much greater. The problem of the mother never ends, only its type changes. Even when the boys and girls are grown up the tension and anxiety of the mother are not reduced. For the satisfactory development of the children the mother needs the help of her husband.

If the number of children is large, role conflict of the mother in white collar job is increased, since she has to think and labour for each of them. Among the blue collars the older children take care for the younger ones. Though there is conflict it is not much.

To most of these working mothers a job outside home is a necessity, a necessity not only from the economic point of view, but from that of the achievement of their

happiness and emotional satisfaction. Yet they perceive conflict while combining their dual roles. In the present study cases are rare where the respondent works because of one single motive. Rather, the motives are blended in a tangle of complex situations. On the whole, it is clear that women are still pre occupied with their roles as wives and mothers and they go to work mainly as a result of the aspiration for a better standard of living and reduced family responsibilities, rather than out of a desire for emancipation.

Moreover, Indian society is so structured as it is not easy for women to have enough time for working outside home after the performance of the tasks of homemaking. The availability of modern labour saving devices, processed goods, water and fuel facilities, creches and day care centres for children, easy conveyance, etc are still too insufficient.

Our Indian society is based on traditional values and attitudes. The actor's choice and activities are much determined by the social situation. The fact of inequality between men and women in our society does affect a working mother's goal, her choice of means and pursuit of the goal. Ours is a traditional culture in which conservative forces are still very much strong. The impact of education and change in the outer environment on women is felt only

marginally. It cannot completely eradicate the values and commitment indoctrinated in them from their infancy. Our women cannot forget or eschew the teachings effectively transmitted to them by their family, caste-community, moral code and religious precepts even when they face extreme hardships and unhappiness owing to their adherence to what they have learned.

Hence one may infer that women who have job outside in addition to their family responsibilities encounter problems which too often results overstrain. Some principles must be evolved and action must be taken to assist these women so that they can lessen their strain.

In the first place, there is a need for precise and complete statistical data regarding the working women, how many mothers of young children go out of work, their age, economic status, educational level, their reason for work etc. Precise statistical information is an urgent need for initiating any research programme or development plan. Then through analysis the factors responsible for creating problems can be identified and then efforts can and should be made to eliminate them as far as possible.

Much has to be done on the action oriented, planning aspect. Any programme of freeing the mothers of young children from the moral pressure originating in some respects from the anti-feminine and anti-family bias of

modern economic organization should, in order to be effective, include several basic points: provision for creche and day nurseries, better transport facilities; part-time work and flexible working hours, extension of maternity leave with an allowance to compensate for working mother's pay, re-employment opportunities for women over forty years of age, easy availability of modern labour-saving devices and the like.

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