CHAPTER VI

SUMMARY AND CONCLUSION
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SUMMARY

The study entitled "Role conflicts of Married Working Women" was conceived out of the consideration of mental tension, worriness and non-performance of women in both the fronts, office as well as at home. In modern times women have begun to take professional roles to realize their own potentialities and positions in society. The women face the problem of management at home and assignment in the office. Dependence on one bread earner alone does not seem enough to meet the competitive economic world and family comforts. The traditional role of housewife has gradually evolved into a dual role of workingwoman and housewife.

The history of middle class women's participation in the gainful occupational world of men is a recent one particularly in developing countries like India. After industrial revolution the social situation has changed throughout the world. Once the family was confined to some specific activities, which has undergone a series of changes to accommodate the pace of the time. Job opportunity outside family has encouraged women's participation not only in Govt. jobs, the Private Sector has also come forward. According to Mishra (1994), while in the advanced industrial countries the female work participation rate ranges between 30% to 45%, in India it is just 13.2%.

Keeping the rising problem of married workingwomen in Private and Public Sectors the present study is designed to examine the situation in Orissa from different angles related with home and working place of women. The overall objectives of the study are to find out role conflict of women in discharging duties and responsibilities at home and work place with the specific objectives of (i) Socio, Economical personal situation of married workingwomen. (ii) Service conditions. (iii) Family working condition. (iv) Aspiration and achievement. (v) Problems encountered in discharging office assignment, and job at home and suggesting a strategy to overcome the problems.
The study of the sample consists of married workingwomen of private and public sectors. The employment sector of Govt. included Schoolteachers, College Teachers, doctors, office supporting staff and any other employees. The employment under Private included employees of Co-operative Bank, Nationalised Banks, Industrial Houses and other private bodies. The selection of respondents is based on the criteria of having a minimum of 5 years of service and children in family. Considering these two criteria as much as 150 respondents have been selected from both Private and Public Sector. On classification as per status of the service, 13 (8.66%), 37 (24.66%), 74 (49.33%), and 26 (71.27%) belong to class I, II, III, IV Grade of employees. Further the study is confined to Angul, Dhenkanal, Sundargarh considering the Industrial as well as Govt. sectors as in operation to the requirement of the study. The respondents so selected have been personally interviewed through a structural interview schedule developed on the basis of objectives. Appropriate statistical methods have been employed for treatment of field level data to draw inferences under each objective. The findings of the study are summarized below.

1. The study covered 150 respondents who are categorized into high and low level on the basis of status assigned to the position by the Govt. However the same scale is applied in case of the Private sector to classify the respondents under service status as defined by the Govt.

2. For sake of study and analysis the respondents are classified into two groups on the basis of achievement in life covering different dimension of satisfaction into high and low achiever group. As much as 23 (15.33%) are found in high achiever group against 127 (87.67%) low achiever group.

3. Socio, economic profile of respondent reveals that all the respondents are below 58 years of age and above 30 years.

4. Out of the samples maximum are within age of 31 to 45 years. The respondents are qualified to meet the requirement of the studies.
5. On educational scale, maximum respondents are Postgraduates (29.34%) or Graduates (24.00%) while above post graduation are 18% and 8% below matriculation.

6. The caste structure reveals that the representation of SC, ST is almost negligible while 96% of women belong to other caste groups.

7. On the basis of religion 94.66% are found from Hindu Religion while respondents from Muslims and Christians are negligible.

8. The women under study are almost equal so far as birth place in urban and rural areas are concerned. However the sample women are a little more rural oriented than urban.

9. The parents of the sample are service holders followed by farming occupation (7.34%) and independent jobs.

10. The sample represented mostly nuclear of family rather than joint family system.

11. The size of the children of the respondents reveals that 51.33% have 2 children, 33.33% had one child where as 3.34% have more than 5 children.

12. The sources of income of the family of the sample were mainly service (84%) followed by independent job 6.64% and to same extent farming (5.34%)

13. The study reveals that in case of 61.3% of sample the respondents have to support the total family followed by 19.33% of respondents supporting the husband and in-laws.

14. The study reveals that out of the total sample 22% are family head where as 30% had husbands as family head. The rest of the sample reported in-laws as the family head.
15. A composite analysis in table 5.14 of socio economic profile reveals that difference between low and high-income groups is based on age, education, dependence on income and native place. However difference incase of caste and management head is the least.

16. The correlation matrix in case of low achiever group has been well explained in Table 5.15. The cross examinations of the independent variables with possible combination reveals inter-relationship between variables. Number of children, native place, profession of parent, marital status, professional status, management head are found to be inter-related. The results reveal that selected ten socio-economic independent variables are capable enough to contribute towards role conflict directly or indirectly. Similar trend is also observed in high achiever group.

17. The pooled data of taking two groups together invariably indicate education, native place, size of children, source of income and management head as the contributing factors towards role conflict of married working women. These factors also reveal the positive and negative direction in creation of role conflict. These variables in combination explain only about 22.04% whereas incase of Low achiever group it is 60.52% and 77.82% in case of high achiever group.

Objective II. of the study deals with service conditions under which sample of married working woman work. In different situations of the sample 27.33% had 11 to 15 years of service, 22.68% 5 to 10 years, whereas 18% have less than 5 years of experience. The length of service of the samples is a good indicator of the fact that, samples were genuine in selection to meet the objective of the study.

18. Marital status of sample reveals that 49.33% entered service before marriage 50.67% took up the job after marriage.
19. The reasons for non-promotion account for inadequacy of time to avail the same and limited scope for promotion. Opinion about service life reveals that majority realize it as good, in the scale very good and bad.

20. Facilities at the work place of the respondents were examined. The result revealed that majority of the samples irrespective of high and low income are satisfied with their salary, leave and increment.

21. Majority of the samples reveal that, they receive co-operation from co-workers, boss, subordinate to a level of satisfaction. However there were some respondents who remained neutral to the question.

22. In the matter of punctuality about 54.66% mentioned that they are punctual, whereas 36.67% very much punctual.

23. In case of sincerity, majority of them expressed to be sincere and very sincere whereas there was no comment of 2%.

24. The study reveals that 26% of them are required to work beyond office hour whereas 74% had no such problem.

25. The opinion about boss reveals that they are mostly positive and equal to all the employees.

26. The service condition of employer reveals a difference between high income group and low income group in matter of promotional avenue, facilities at work place, sincerity, punctuality and co-operation.

27. The multiple regression analysis (Table 5.35) reveals that in case of low achiever group, service conditions, facilities at employment, co-operation, attitude of boss, punctuality and adverse remark count towards 73.46% of variation so far as job satisfaction is concerned. In case of high achiever group(Table 5.36), these variables explained variation upto as much as 80.52%. In other words service condition, family management, co-operation, attitude of boss, punctuality and sincerity are major factors to bring satisfaction to the job.
Objective III. of study i.e. the family working condition of the respondent was studied in relation to various family functions. The study reveals that cooking, childcare, home cleaning, family management, entertainment of guest, religious functions, education of children and decoration of the house are the most common functions performed by them irrespective of their level of income. These are the family related functions each and every housewife has to perform irrespective of status, position and employment. The sample revealed that in the matter of household activities most of them received co-operation from other members of the family except 30.66% who expressed it to be little or no help.

28. The sample expressed that the attitude of family members towards them is encouraging or very much encouraging, however 17.33% did not express any opinion.

29. The sample as a whole expressed that because of employment they are overlooking the important responsibilities like childcare, education of child, social functions, care of in-laws. The findings reveal that children of the married workingwomen are quite positive and accommodating towards their mother.

30. The post office hours i.e. after returning from the work place, many of them (45.33%) feel discouraging, 20.67% encouraging with 34% as neutral.

31. Irrespective of income level, married workingwomen seek help of others, make extra labour and avail leave to relax from the workload of the job.

32. The job satisfaction of the respondents reveals that, they are satisfied to some extent (49.33%), 30.67% very much satisfied while 16.67% took it as manageable.

33. The socio-personal relation with boss and subordinate at office and children at home is found to be very cordial in spite of workload at the office.
34. Most of the sample of high-income group possesses gas stove, washing machine, grinder etc which reduce their workload at home. Similarly is the case with low-income groups covered under the study.

35. Taking all the seven variables of family related activities comparatively more gap is observed in case of co-operation of the family members, socio personal relationship at office, attitude of family members attitude of children and pressure at family front.

36. Correlation matrix of family working conditions explain variation of satisfaction to an extent of 71% in case of Low-income group 88.44% in high-income group (Table 5.50 & Table 5.52).

Objectives IV. of the study deals with aspiration and achievement of married working women in terms of professional growth, personal achievement, family welfare and social usefulness. As to the satisfaction of sample on dual roles, their opinion regarding salary, official relation, social relation, family relation with husband and children reveals a gap (46.06%) as housewife and 48% as married working women incase of low income group. Similarly this gap is as much as 45% as housewife and 45.66% as married workingwomen in case of high-income group. The difference in the scale of satisfaction does not count very much.

37. Comparing the difference between low and high income group in terms of financial, professional and social aspects, the difference is observed in 25.54% on average in the scale of satisfaction.

38. The non-professional growth of low-income groups account for lack of proper facilities, lack of official support and inability to divert sufficient time. Similarly in the case of high-income group.

39. While comparing themselves with others of equal level, some respondents feel equal and others better than them.
40. For professional growth the sample women expressed need for timely promotion, scope for higher education, training and residential accommodation.

41. At the family front, the sample expressed desire for family welfare measures, education of children, good amount of saving and possession of a house.

42. The reason for job satisfaction at workplace explains that in case of low-income group the satisfying factors are cooperation of boss, cordiality of co-worker, regular remuneration. The dissatisfying factors are lack of appreciation, lack of good work, lack of regular supervision and lack of freedom to work. High-income group feels equally that co-operation of boss; regular remuneration and freedom to work are the satisfying attributes whereas other factors covered are not satisfying.

43. At home front co-operation of husband, family health, adjustment of children, discipline at home, control over expenditure, planned family life are the satisfying attributes which keep married working women contented.

The content analysis covered under objective V, reveals the problems of married working women under social and economic problems. Monotonous living, less time spent with children, separation because of service, differences between spouses, scope for interference of outsider in family matters, misunderstanding due to non-participation in social function is the major social problems.

44. Increased cost of transportation, compulsion to keep a maidservant, hired accommodation, financial crisis, double establishment and high expectation are the economic problems that married working woman have to face.
Achievement in life because of different socio-personal factors and job satisfaction on the basis of income level are two important factors that create role conflict among married workingwomen.

45. Achievement in life in terms of status, position and material wealth is interrelated with income level of the employees. The married working women may have favourable situation at home, better working conditions at office, but their income level very often does not permit them to make good achievements in life which they aspire as employed women.

46. Strategy is to adopted to overcome role conflict of married working women regarding their status, position, achievement in life, working condition at office, family situations, professional growth and problem in socio-economic front.

The factors relating to both achievement and satisfaction discussed above need improvement and readjustment to overcome role conflict that married working women encounter in their day-to-day living.
Conclusion

The problem of women today is their identity in the map of home as well as official activities. The development task face by a woman today is the formation of identity because that gives a base for her sense of herself as well as vision of the structure of her life. Marcia (1966-1980) has defined four types of identity i.e. fore closure, Identity achievement, moratorium and identity diffusion. This is a fact in case of married workingwoman who wished to establish her position in the society being a partner of income generating activities. Women as such in society are grappling with numerous problems as evidenced by news being flashed everyday. Now various movements are taking place in support of their independent status and recognition in the society. There is no dearth of evidence to prove the participation of women in Nation building process. The state as well as National Govt. have initiated a good number of projects to empower women for sharing in development processes. The movements of all kinds undertaken so far are aimed at highlighting the position of women in society. On the other hand, the social movement in this direction is not spectacular as we talk of today. Women’s employment is another milestone for social mobility of the women in the society. A number of strategies to uplift women, to save them against crime, dowry, sexual abuse, eve-teasing, and discrimination in job have been the focal point of the social scientist. A number of studies in social science have clearly demanded the rights of women in society which Indian constitution has recognized. The strategies involving educational intervention, removal of constraints such as sex discrimination, child marriage, gender inequity, are being undertaken after these studies conducted in the field of women. The peculiar situation remains with married working women who discharge dual roles as housewives at homes and employees at the Offices. There are certain problems faced by the married workingwomen, which no law, rules and regulations can help them to overcome. It is only social sensitization at home and office, which can help them to be more efficient and competent in discharging the dual roles.
Role conflict can be resolved in a variety of ways. The present study has explored the possibilities of solving the problem through socio-psychological treatments, that are required at home and office.

The three most important common approaches to resolve role conflict are (1) establishing the priority between the home and work place. (2) Executing one of the roles, making role conflict public and demanding the changes either within the family or within the larger societies. (3) Establishment of priorities which centre round ability to take right decision about family matter.

Role exist necessarily advises that one of the spouses may drop the labour intensive assignment which is also not cost effective. Public awareness in India neither has gained much momentum nor could solve the problem today, but is definitely a demanding step towards welfare of women.

The present study has brought out the following findings, that Role conflict of married working women could be considered from two important angles, one is at home and another is at office.

(i) **Home front**- At home the married working woman needs social sympathy and psychological support. The study has found out seven variables like family management, family cooperation, attitude of family members, attitude of children, relaxation after office hours, use of time saving devices and socio personal relationship in positive way can reduce the role conflict of married working women. In turn these will help to take care of education of children, establishment of social relationship, family development and taking care of in-laws and other dependants.

Again, each and every woman cherishes aspiration in life. The achievement of women is based on the contribution of a variety of socio, economic and personal factors. The study reveals that, high achiever group had the opportunity of educated parents, service holders, urban native place, small family size, nuclear family system, multiple sources of income and opportunity to be family head. Family comforts are interdependent with income. Samples classified under low income
group had some kind of departure from expected service condition, facilities in employment, cooperation at workplace along with lack of opportunity for promotion, training, residential accommodation and other related facilities. These variables are in positive trend, which would reduce role conflict of married workingwomen. The society as a whole and family of a married workingwoman in particular, may create conducive climate to offer social treatment and psychological support to the married workingwoman.

(ii) **Work place:** Once women are out of home, they are faced with a number of problems. The study found out that, there are specific factors at work place, which affect the efficiency and competence of women employees. The single most factor is salary on which the employee and her family depend. Promotion, training, place of posting, scope of higher education, suitable residential accommodation lead to ease the tension of married workingwomen. The other related factors namely cooperation of boss, cordiality of co-workers, timely remuneration, freedom to work, appreciation of good work, regular supervision and less involvement in risk are positive incentives to reduce mental worry & physical exhaustion of married working women. Job satisfaction and achievement are inter related factors. The conducive climate at work place leads to job satisfaction, which helped the employees to achieve the aspiration in service career. Better remuneration and psychological support add to achievement.

Problems of modern working women have been studied in detail. A sample of 150 women working in Private and Public Sectors with a number of constraints relating to their service and family life have been identified.

The social problems include non-participation in social function, less interaction with relatives, mis- understandings, non-attendance to the needs of children, husband and guests, not taking care of old parents, creation of jealousy in joint family system, separate living owing to service, late marriage, delayed parent-hood, less time with family members and monotonous living sexual harassment.
The economic problems, as found out, include increased financial expectation of the family members, double establishment, financial crisis, compulsion to keep maid servant, dependence on fast food and rising cost of transportation to attend the office in time.