Healthy home environment and good interaction with parents especially mother, is very important for proper development and well-being of children and thereby for the proper personality development. The separation of mothers from their children for long period of time especially during early childhood may also have an effect. Mother’s experience at work plays an important role in development of children. Working women’s time and conditions at work place, job autonomy levels, time spent with children, stress of work etc. all have an effect on personality development of their children. As stressful jobs have rapidly increased over the years, women find it difficult to balance between working conditions and rearing of children. Children of working mothers are usually placed in group childcare at a very early age which results in receiving less one-on-one attention and care. This has significant personality development effect later in their childhood. A need was hence felt to go into the study entitled, “Effect of maternal work conditions on personality development of children”.

The study has been confined to working conditions of mothers and personality development of children (3-6 years) in Kashmir division. A detailed study has been undertaken to study the effect of mother’s job on cognitive development, non-cognitive development and academic achievement of children. The problems faced by working women in upbringing their children effectively and the mechanism evolved by them to cope up with the occupational stress, was also studied. Both the primary as well as secondary data was used to obtain the desired information. The secondary data was collected from journals, books, newspapers etc. The primary data for the study was obtained by collecting information from working mothers about their working conditions and its impact on personality of their children. Purposive sampling technique was used to select 400 working mothers and their 400 children. The sample of working women was drawn from four sectors, viz; health, education, banks and
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Abstract  

judiciary. The districts of Kashmir division from which the sample was selected were Srinagar, Anantnag, Ganderbal and Baramulla. Questionnaire was used to collect information from working mothers about their working conditions and for studying the cognitive and non-cognitive development of children. For assessing the personality of pre-school children, M5-PS questionnaire was used. In addition, the overall academic performance of the children was recorded in order to get an idea about academic achievement of the child. The study revealed that although majority of working mothers finished their official work on time but few of them were paid extra money and were provided conveyance for working overtime. Job performance is best when the facilities are suitable and sufficient for work. In the present study, majority of women had separate washroom facility at their workplace and thus adhered to the Section 19 of the Factories Act (1948) by Govt. of India. Also, there was provision of clean drinking water and proper heating/cooling facilities at workplace which provided them reasonable comfort during working hours. Although technology is being used in almost every field to accomplish specific tasks but while taking a look at the results, it was revealed that technically modern gadgets like computers, social networks, virtual-meeting software, etc. were not available in all the workplaces. The percentage of women who were being benefitted by capacity building programmes at workplace was also less. Although provision for crèches at workplace exists under Section 48 of the Factories Act, (1948) in India but the present study reveals that such facility was not available in and around their workplace. Women were being provided with benefits offered as per their services, although their style and nature of work had changed with time. Most of them availed insurance, medical, housing and travel allowance which was provided to them by their organization. Maternity leave is essential for a working woman to effectively complete the transition from pregnancy to motherhood. In the present study, majority of women had such facility at their workplace. The occupational health issues that are normally associated with women workers were listed out and it was revealed that women were not facing any major health risk because of their working pattern. In the present study, only few women had Gender Sensitization Committee against Sexual Harassment (GSCASH) at workplace; however, majority of them revealed that they
had an employees union in their organization. Majority of the respondents shared a cordial relationship with their family and received emotional and social support from their family members. Due to the support provided by the family, most of the women were able to balance between household work and official work efficiently and they also had supportive husbands who helped them in child rearing. In the present study, most of the women were from joint families, so majority of them kept their children with them when they were out for work. Most of the respondents spent quality time with their children. In addition, most of the working mothers were able to monitor proper academic progress of their children and they did not face any hurdle in doing so. It was further depicted that majority of the working mothers adopted setting priorities and taking rest as a relaxation technique to reduce physical stress and also opted for correcting posture as a physical stress management technique. Most of the respondents offered prayers and shared their worries with their family members in order to be stress free. The prevention and management of workplace stress requires organizational level interventions, because it is the organization that creates the stress. In the present study, majority of the respondents were managing their time properly by prioritizing things in order to perform their tasks efficiently and relied on labour saving devices to cope up with occupational stress.

It was observed that a significant correlation was found between mother’s occupational stress and neuroticism in children. In Srinagar, a significant relation was found between the location of mother’s workplace from home and neuroticism in children and also between mother’s nature of job in terms of work being finished on time and extraversion in children. In a similar way, mother’s who earned money from overtime and openness to experience in children was found to have a significant relationship with one another in Srinagar. In addition, a significant relationship was depicted between mother’s work being carried to home and conscientiousness in children from Srinagar and Anantnag. Agreeableness in children was significantly related with mother’s work that was carried to home for completion in Srinagar and Baramulla. In the present study, a significant relation was seen between mental and emotional harassment of mother on the neurotic behaviour of her children in Srinagar and Anantnag. Working mother’s health problems also had a significant relation with neuroticism in children in Srinagar; however, openness to experience in children had
an insignificant relationship with mother’s occupational health safety. It was seen that in Srinagar, conscientiousness in children had a significant relationship with mother’s harassment at workplace. A significant correlation was observed in Srinagar between mother’s job and cognitive development of children. Moreover, the results revealed that there exists a significant relationship between mother’s job and non-cognitive development of children in Srinagar and Anantnag. In an attempt to study the relationship between mother’s nature of job and academic achievement of children, the results revealed a significant correlation in district Baramulla. The relation between mother’s occupational health safety and academic achievement of children was found to have no impact on one another. Women in the present study adopted certain strategies like setting priorities, taking time for leisure and frequent correction of posture to reduce physical stress caused by work. However, mental stress was reduced by indulging in religious and humorous activities and by sharing problems with family members but attending social gatherings and listening to music was considered only by few women. Also, women relied on time management techniques and labour saving devices for keeping themselves free from occupational stress.

Women by virtue of their job, household work and childcare are contributing towards the development of economy in a big way. Just earning money is not sufficient for the development but the contribution with regard to childcare and other household works are equally important. The study thus recommends that there is a need to develop cooperative working attitude among men in order to understand the heavy load of dual responsibilities in women. Also, superiors need to develop ethical attitude towards their subordinate working women so that she would love to work at her workplace. Incentives should be given for working overtime and when working late, pick and drop facility should be provided to them in order to make sure that they reach back home safe and secure. Working women should be provided with every possible facility at office like modern electronic gadgets etc, so that they complete their work efficiently on time. There should be crèche facilities for nurturing and caring of small children. Capacity building programmes should be organized for women so that they can efficiently balance the dual roles of a mother and an employee. Working women should not have low self-esteem because of the guilt that they don’t contribute much towards the development of her children; instead they
should develop skills to manage and balance their personal and professional life efficiently. Mothers should also realize the fact that quality of time they spend with their children is much more important than the quantity of time. Individual attention should be given to the development of children because healthy personality development is fostered by parenting that is sensitive and responsive to the individual strengths and needs of the child. Further, mothers should encourage play in children, as it helps them to develop physically, mentally and emotionally.