A person having a good occupation, habit of working hard with responsibility and having good work habits, is given importance in today’s society. The higher respect value of a good job, especially which provides a handsome salary, leads to rise in hopes which may result in a better life quality. Work has become an important part of life for both men and women. Majority of women work because financial changes have made it mandatory for them to work. Costs of simple living, such as housing and food, have increased. Therefore it is necessary for most couples or two parent families to have two income sources for maintaining the standard of living which was once possible with a single hand earner. The values set by Indian constitution after independence, stress on a socialistic pattern of society under democratic form of government, where in equality, freedom and non-exploitation are granted to all sections of the people irrespective of their race, religion and sex as their Fundamental Rights. Article 15 of the Indian constitution states that, “the State shall not discriminate against any of its citizen on the basis of sex”. Gradually the traditional role of women is changing and thus girls have started going in for higher education and take full-time jobs. There is also realization on the part of the women that their lives have a more serious objective to fulfill than merely being confined to the home.

1.1 Women and Work

Women in the cultural, social, political, economic and psychological development have been hindered in the search of selfhood and autonomy. Only recently they have started coming out of their cocoons and are nowadays leaders in the world of work. The Feminist Movement, Women’s Liberation Movement or Women’s Rights Movement- is a transformational social movement that emphasizes on changing the institutional and social beliefs, attitudes, practices, activities and identities that form the basis of social life arranged according to a gender hierarchy. There are many evidences available to show that the traditional point of view regarding the place and
role of women is slowly losing ground in today's society. The process has been aided by various factors which are operating simultaneously. For such a change, increasing opportunities for modern education, greater occupational mobility and the emergence of new economic patterns may be cited as a few possible factors.

Knowledge regarding women has no longer remained a mere study of the status of women; it has expanded its scope and stretched its disciplinary boundaries in the age of information revolution. The past two decades have witnessed the growth in strength of the women's movement in advocating issues of women's empowerment and equality. The main aim is to know about the status dynamics and the family life role conflict of career women in the age of information revolution. In all the cities and villages of India, the women are breaking the social and psychological barriers and are thus assuming new responsibilities. Women's economic horizon once confined to domestic course or labour on the farm has expanded considerably. Women perform multiple roles as a social category. Certain types of roles have been socially institutionalized and universally recognized.

The biological woman is a beautiful product of nature, but the woman of today's socio-cultural world is structurally created and conditioned. The physical differentiation in a man and a woman obligates social arrangements for procreation and child rearing. A human child needs continuous and prolonged care during infancy, in comparison to the animals. Only women can bear a child, but men can certainly rear it. The physical force of man makes him different from woman, but not superior. By her very nature, woman is tied to motherhood in a familial social responsibility. Glorification of motherhood was manipulative device to confine her to drudgery. It has mostly been argued that, when a woman attains 'gainful employment' she is bound to perform dual functions- one at home (feminine role) and other outside the home (as a gainful employee). Thus, for a working woman who is married, has three different roles to play at the same time- the role of a wife, a mother and an employee, leading to the chance of role conflict. As soon as a woman attains 'motherhood', she has to shoulder extra responsibility. A woman, as a mother, has a respectful and a unique place in our society. Out of the two parents, the mother's role is greater and more significant. As a mother she is the introducer of the new generation. Mother's involvement in her child gives her a new status. She preserves the 'traditions' and socializes the young generation, and inculcates moral values and
norms to the young generation. She has also a role in the development of the emotional psychology and the personality development of the child.

1.2 Working Women’s Role as a Mother

Mother is understood to be a prime factor in the development of the child, as she spends most of her time fulfilling the physical, mental and moral needs of the child. The mother’s influence on her child is particularly important. This influence may either lay the foundation of a happy and prosperous life of her child or it may turn it into a disaster. The child receives his first lesson of citizens from his mother. Mother is the most important socializing agent of her child. From his mother the child receives valuable training of discipline and self-control. Employment of women is associated with various outcomes of interest and the effect of mothers on the well-being of children has evoked significant importance. Because of continuous role of child rearing and home management, the working women’s entering into a job life affects the home front. This mostly follows a remarked change in family structure and environment. Today more mothers work outside the home than before. Its effect on children depends upon the provisions made for their care. It is usually assumed that the child feels alone and unhappy when the mother is away for most of the day. In the families of working mothers, there is a greater chance that the home duties will get neglected or postponed and there are fewer options for social get-togethers and recreation with the family. Children of such families are expected to share the household activities in comparison to children of non-working mothers. This also depends on the working ability of the mother. Children of working mothers have been found to be less adjusting than children of non-working mothers (Magai and McFadden, 1995). These children are mostly nervous and irregular in working habits which affect their school academics. It has been observed that young children are mostly affected by their mother’s employment as compared to older children. The mother’s reason for working and her attitude towards her job has a significant effect on her role as a mother because employment doesn’t fit into the stereotype of “mother”. She feels guilty for being away from her home, especially if working is not motivated by financial necessity. The new born infant comes into the world with no inherited predispositions, but rather with a “blank slate” mind that is gradually filled with ideas and concepts from experiments in the world.

The early practices, particularly how children are raised and educated, gives a
direction to a child’s life. Many social psychologists like McDougall (1926), Watson (1928), Ross (1908) and Allport (1937) introduced the concept of attachment. They found that infants and young children form emotional and psychological bonds with their care-givers because close attachment to one’s mother promotes the survival of defenseless child. Crying and smiling brings an infant in contact with his/her care giver and is called attachment behaviour. Attachment gives an emotional base from which a mature relationship develops. Research shows that inadequate attachment interferes in social and emotional development throughout life, for example, when an infant is kept away from maternal love, he/she does not form a very secure attachment. It is a famous saying that “the family revolves around the child and the child revolves around his/her mother”. Ponce (1997), rightly said that “the good quality or the best quality child care centers do not provide what a mother provides”.

Rearing a child has posed biggest challenge to working mothers. It starts with pre-school care when mother leaves the infant with a relative or a maid, or in a crèche. Unlike in old joint families, the absence of older persons in the nuclear families leaves the working mother with no other option but to leave the child in a day care center. Merely paying the fee and getting the child dressed up is not enough but the involvement of mothers is more important for a children’s mental and physical growth. Children who receive good attention from their parents develop properly, physically as well as mentally. If a child gets attention when he/she is young, he/she is able to cope better as teenagers and develop a stable personality. Rogers (1995) a renowned psychologist emphasized how a childhood experience affects the personality development of a child. Most psychologists believe that, there are some critical periods in the personality development of a child, when the child is more sensitive to certain environmental factors. Many experts believe that a child’s experience in the family is important for his or her personality characteristics. All experts agree that good quality parenting plays an important role in the development of a child’s personality. When the parents understand how their children respond to a certain situation, they can settle issues that might be problematic for their child. Parents who are well aware of adapting their parenting approach to the temperament of their child can provide good guidance and ensure the successful development of their child’s personality.
Parenting is a very big responsibility and the parent child interaction plays a vital role in the development of a child. The behaviour, mannerism ethics and level of confidence in a child is the total reflection of the style of parenting of a child. In other words, proper parenting prepares a child to face the word boldly and accept the challenges and opportunities in his life. It is well known fact that in almost all societies whether in east or west child rearing is taken up by the mother. Therefore, role of mother is most important for a child. Besides proper physical care and nourishment of a child, a mother is also a source of inspiration and motivation for developing moral and ethical values in a child. The children whose mothers are housewives get maximum attention in the upbringing and proper education of the child. On the other hand if mother goes for service outside the home, she becomes unable to perform the duties of real and true mother. Due to her engagement outside the home and responsibility of the works she is not in position to cater to the needs of the child. That’s why it is said that children of working mother suffer to a great extent. Though this is not true in all the cases but sometimes absence of mother for longer period of time pushes child in bad company. But on the other hand it has also been observed that the children of working mother have enough degree of self confidence and self assurance. They have wider knowledge and more career option in comparison of non-working mothers. The circumstances force them to take their own decision and they are capable to do most of their work by themselves. They interact more with outer world. Their social circle is also wider. All these things make the child bold and more confident.

The impact of employment of mother on her child is influenced by various interrelated variables. These include mother's level of satisfaction with work, involvement of father’s in family concerns, childhood education and care and the characteristics of the children. The factors which affect the family role of working women are her attitude towards work and satisfaction from work, her degree of independence at work, her relation with coworkers, education level and job status. In addition to it her adjustment to the demands of work and family, father's or other adult’s relationship and involvement with the children, the division of house tasks and the mother’s overall stress level all together play an important role in how her employment affects the development of her children.
1.3 Working Women and Childcare

In our community, there are several underlying reasons leading to anxiety especially among working women such as: working pressures, presence of siege, political and internal conflicts that we live with right now. All of these reasons may cause a huge burden on the responsibilities and roles of women at one time because the nature, the physical and psychological structure of women makes them more exposed to injury than men. Moreover, woman has an important social role as a wife and mother, particularly during reproductive period. It has raised a number of questions regarding the impact of mother’s work on children since during that that time depend on themselves for having their food and practicing their daily activities. This may affect their social and psychological conditions negatively. Besides that, women come back home carrying the burdens and pressures of work which also affect their behaviour, emotions, growth and personality as a whole. In addition, social and emotional development of children depends mainly on the nutritional, medical, emotional and intellectual support received from their parents, extended family and community in general. This support is provided for them especially during the early period of childhood. It also affects their ability to understand language, solve problems and develop relationship with others. The experiences that children gain during childhood affect their feelings either negatively or positively, specifically when they grow up.

Since mothers are the children’s primary caregivers, much attention needs to be given to understand the consequences of maternal employment, especially during child’s preschool years. Keeping the importance of mother-child interaction in consideration, Government of Jammu and Kashmir (2015) has put forth a rule vide SRO 232 (41-A) which states that a woman employee may be granted child care leave by an authority competent to grant leave for a maximum period of 730 days during her entire service for taking care of her two eldest children (below 18 years for a normal child and below 22 years for a disabled child with a minimum disability of forty per cent) whether for rearing or for looking after any of their needs, such as education, sickness etc.

While maternal employment seems to reduce the amount of mother-child interactions and hence relates to lower cognitive outcomes among children, it is also associated with an increase in income and hence, improved intellectual performance. Therefore,
it is necessary for the mother and child to spend time with each other doing routine activities like eating together or just cuddling each other. Mothers should interact with their children about their day and ask about theirs. Given the fact that time is important, mothers need to prioritize household work and only do those chores that are essential on a daily basis. Mothers should try to avoid distractions like the television, radio and phone calls when they are spending special time with their children.

1.4 Statement of the Problem

Childhood is recognized as an important and interesting period of human life. The earliest years of children’s life constitute of a sensitive phase, when the rapid development is taking place. In these phases of development, the children usually acquire some remarkable habits and skills such as: vocational skills, the ability of sharing and playing with others, expressing themselves clearly and critical thinking etc. (Blasko, 2008).

Healthy home environment and good interaction with parents especially mother, is very important for proper development and well-being of children and consequently thus proper personality development. The increasing number of employed mothers has raised an interesting and significant question regarding its impact on children development in various aspects of life in terms of emotional, social and cognitive development. It is usually believed that employment of a mother has certain effects on the overall growth and development of children. The separation of mothers from their children for long periods of time especially during early childhood may also have an effect on child development. Mother’s experience at work plays an important part in development of children. Working women’s time of work, conditions at work, job autonomy levels, free time with children, stress of work etc. all leave a mark on personality of children. More hours spent on the job means fewer hours spent with children. As stressful jobs have rapidly increased over the years, the consequence of work conditions for parenting behaviour and child wellbeing has also increased. Women find it difficult to balance between the working conditions and its effect on personality of children.

The love and affection which a child was showered by his/her mother in the traditional Kashmiri society also underwent a sea of change. In developed countries, the people have developed means to take care of their children, but all these facilities
are still lagging behind in some under-developed countries. Because of the outside as well as domestic work, they have not much time to spend with their children; this affects the family organization badly. Working women have less time to look after their children, to attend to their needs and to chastise them when they go wrong. This may lead to several personality implications for children. Children of working mothers are usually placed in group childcare, which results in them receiving less one-on-one attention and instruction. This causes to have a significant personality effects later in childhood. A need was hence felt to go into the study entitled, “Effect of Maternal Work Conditions on Personality Development of Children”.

1.5 Scope of the Study
The scope of the study has been confined to working conditions of mothers and personality development of children in Kashmir Division. The sample of working women has been drawn from four sectors viz; Health, Education, Banks and Judiciary. An in-depth study has been undertaken to examine effects of working conditions of mothers on the personality development of children who were between 3-6 years of age. Thus the present study has been conducted, keeping in view the following objectives.

1.6 Objectives of the Study
The study has been undertaken with the following objectives:

- To study the impact of mothers occupational conditions on child’s personality development.
- To analyze the influence of mother’s job on child’s cognitive development in terms of intelligence, memory, comprehension etc.
- To analyze the influence of mother’s job on child’s non-cognitive development in terms of social and emotional maturity.
- To assess the impact of mother’s work conditions on the academic achievement of the children.
- To identify the problems faced by working women in upbringing their children effectively.
- To know the mechanism evolved by working women to cope up with the occupational stress.
- To suggest a corrective action for proper policy implications.
1.7 Plan of Work
The study spread over five chapters. The chapters of the study has been prepared, designed and written on the basis of extensive literature review and sample survey. Tabulation and analysis of data was done, keeping in view the objectives, importance and need of the study. The final structure of the study is presented as under:

**Chapter - I Introduction:** This chapter introduces the study and presents various aspects along with the objectives, need and significance of study. The chapter also provides a brief description about the structure of study.

**Chapter - II Review of Literature:** The second chapter reviews the existing literature on the research topic. The chapter presents a comprehensive review of literature on varied aspects of the research topic. It also identifies the gap in the earlier research studies pertaining to the research area and unfolds the areas which need further research exploration.

**Chapter - III Research Methodology:** This chapter presents in detail the research methodology adopted for the purposes of the study. Research process, research design, sampling process and design of questionnaires has been discussed in this chapter.

**Chapter - IV Results and Discussions:** In this chapter, on the basis of the data collected during the research, an empirical analysis of working conditions of women and personality of children has been undertaken. The data has been put to various statistical procedures, tools and tests to derive meaningful inferences.

**Chapter-V Conclusions and Recommendations:** This chapter summarizes the finding of the study and puts forth a suggestive frame work for proper policy implementations.

In the present chapter besides introduction, statement of the problem, objectives of study, plan of work was also laid down. Since secondary data forms an important data of any research work, accordingly the next chapter has been devoted to the review of literature.