Chapter 5

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 Introduction

The primary aim of the study is to analyse the impact of the demographic factors, behavioural and perceptual beliefs on work and family stress of professional women working in Trichy. The study analyses how the perception of job satisfaction, job involvement and life satisfaction can impact work stress, family stress and overall stress of the professional women from the four different professions in Trichy. The impact of the social support systems like managerial support, family support and husband support on stress were also analysed. The various dimensions and its impact on work and family stress were also studied.

Nine hypotheses were proposed during the course of the study and all of them were tested using appropriate statistical tests. The statistical inferences were drawn at 5 percent level of significance (p= 0.05). In addition to these hypotheses during analysis significance of relationships between the four categories of dual career women professionals and several constructs were tested.

The main findings are divided into various sections and explained, followed by the resultant implications and suggestions.
5.2 Findings

5.2.1. Profile of the respondents:

1. Majority of the women professionals working in Trichy belongs to 30-35 age group (49 percent) and almost 28 percent of them belong to age group 35-40 years. This shows that professional education and then getting a foot hold on a job as a professional takes time. Nevertheless the majority of the workforce belongs to below middle age category (Table 4.1)

2. Majority of the professional women belong to the Hindu religion (62 percent) and about 32 percent belong to the Christian religion. The least 6 percent belong to the Islamic religion which shows that women from minority religion have taken up professional courses (Table 4.1)

3. Regarding income of the professionals, about 50 percent of the respondents have said that their income per month ranges between 36000 to 45000 per month. (Table 4.1)

4. Regarding type of marriage, about 35 percent of the total respondents had arranged marriage while the rest have selected their spouse. Out of them 46.2 percent have been married with both the parents’ consent and 33.9 percent have been married with one set of parents agreeing for the marriage and 19.9 percent have married without consent of both the set of parents. This shows that about 63 percent of the respondents have married to men of their choice. (Table 4.1)

5. About half of the professionals of this study live in nuclear family (52 percent) and about 34 percent in joint family whereas 14 percent live separately within joint family. (Table 4.1)
6. Regarding qualification of husband of the professionals about 43 percent of them have husbands who are more qualified than the professionals and about 29 percent equally qualified and 28 percent less qualified than the professional women. (Table 4.1)

7. The interesting finding is that both the medical professionals prefer their career over any other reason to have chosen their profession. Whereas an engineering professional women prefer economic or financial independence over the other reasons. In case of self fulfillment, the nurses are the ones to give higher importance than any other professional. The dual career women lawyers look for social affiliation than anything else. (Fig 4.1)

8. Regarding the professionals’ priority on home and work career, 50 percent give equal priority to both paid work and work at home and about 38 percent of the professional women of this study weigh work above family. (Table 4)

9. About 73 percent of the professionals women of this study prefer full time work with family role (Table 4.3)

10. About 65 percent of the dual career women professionals have a high opinion on paid work (Table 4.4)

11. On the job satisfaction front, 57.2 percent are not satisfied with their job.

12. More than half of the dual career women feel that job involvement of the women professionals causes stress - 51 percent (Table 4.4)

13. Almost all the professional women are equally divided among themselves considering job demand as a stressor in work place (Table 4.4)
14. Out of the selected four women professionals, 61 percent of them have opined work performance as a stressor among work dimensions of stress. (Table 4.4)

15. With regard to role ambiguity 52 percent of the dual career women professionals are of the opinion that it acts upon the individuals in the work place as a stressor. (Table 4.4)

16. As professionals, the dual career women are almost equally divided in considering work overload as a stressor. (Table 4.4)

17. Opinion on time stress is shared almost equally by the dual career professional women with about 52 percent indicating low and 48 percent indicating high on the stressor (Table 4.4)

18. About 59.3 percent of the dual career women professionals feel that they are engrossed in their job to a great extent and their world revolves around their job (Table 4.4)

19. With regard to role conflict about 62 percent of women professionals are of the feeling that it is a work place stressor (Table 4.4)

20. About 60 percent of the women state that responsibility in work does not have much of an impact on the professionals as a stressor (Table 4.4)

21. It is interesting to note that around 68 percent of the dual career women professionals are distributed on the high side with regard to their participation in management decisions feeling that their opinions are not given importance by the management. (Table 4.4)

22. With regard to peer relationship as a stressor the professionals are equally divided. (Table 4.4)
23. Owing to the nature of their professions, more than half of the dual career women (52 percent) are of the opinion that compensation is not a impacting factor of stress. (Table 4.4)

24. It was interesting to note that about 56 percent of the women professionals’ only feel that sexual harassment at work becomes a stressor for them. (Table 4.4)

5.2.2 Research Findings

a) Work Dimensions of stress:

25. Opinion on work was found to be varying differently among different dual career professional women. (Table 4.5)

26. A majority of 66.2 percent of professional women who are not satisfied with their job are doctors, closely followed by the lawyers. The percentage of engineers showing job satisfaction stress (51.8 percent) and among the four professionals it is the nurses with 46 percent who come last in the list indicating job satisfaction as a stressor. (Table 4.6a)

27. Job satisfaction of the dual career women professionals varies significantly with their profession (Table 4.6b)

28. The difference in job involvement of the different professionals is significant. From this analysis it can be inferred that a majority of the professionals were deeply involved with their job (Table 4.7)

29. It is found that that a majority of the professionals were deeply involved with their job and it reveals that doctors with a mean value of 12.96 and nurses with a mean value of 12.94 are the highest in their job involvement.
30. Job demand among the different professionals varies significantly, where doctors with a mean value of 12.46 to state that their job is highly demanding. (Table 4.8)

31. The work performance of the professionals varies differently with their profession (Table 4.9). Again it is the doctors with a mean score of 13.07 who point out that performance at work is a strong factor for causing stress.

32. The role ambiguity in different profession is highly significant. It is observed that engineers with a mean value of 7.96 showed greatest role ambiguity (Table 4.10).

33. Role overload, as a stressor of different professional women from different professions is found to be statistically significant. (Table 4.11)

34. It is observed that doctors and with 10.2 and nurses with 10.05 mean value respectively report higher work role over load than the lawyers and engineers. (Table 4.11)

35. It is found from the study that time stress as a stressor varies among the women from the different professions. Nurses with a mean value of 15.95 were highest from among the professional women to be affected by time stress. (Table 4.12)

36. The results indicate that doctors with the highest mean score of 7.50 have a feeling that they are totally engrossed by their job and their lives revolves around their profession. (Table 4.13)

37. It is found that the relationship between the professional women from different professions and their role expectation conflict is significant. (Table 4.14)
38. It is the engineers with a mean of 17.09 are experiencing the maximum role expectation conflict and lawyers with a mean value of 16.16 coming next. (Table 4.14)

39. No significant relationship is found between the responsibility at work of the professional women and the different professions. (Table 4.15)

40. It is found that participation in management as a stressor varies between the different professions and doctors with a mean value of 6.47 feel that they do not much say in the matters of management decisions. (Table 4.16)

41. Regarding peer relations as a matter of stress, it is found that the peer relationship of the professional women varies significantly with their profession. (Table 4.17)

42. It is found that the nurses are the most with a mean score of 12.20 to suffer from stress caused due to peer relations.

43. Compensation as a stress factor is significantly associated with the professions under study. (Table 4.18)

44. It is observed that engineers show a high mean value of 17.29. Lawyers fall next with a mean value of 15.02. It can be inferred from this that the engineers and lawyers are highly affected by their compensation when compared to the other women professionals and this factor leads to stress. (Table 4.18)

45. Sexual harassment at workplace faced by the professional women varies differently with their profession and it is statistically significant. (Table 4.19)

46. Regarding sexual harassment, the results in this study showed from among the four professionals, it was the lawyers with 10.69
mean value who were most affected by disturbances from males and the engineers with 10.45 mean value coming next. (Table 4.19)

b) Home or Family Dimensions of Stress

47. Life satisfaction as a cause of stress is shown by 59.1 percent of the women professionals. Social support as a cause of stress is found to be low (61 percent) so is Husband’s general support towards their wives is also low at (58 percent). The dual career women professionals report a low of (57.6 percent) with regard to work related husband support that they receive, The actual husband support in the form of work support and child support (52.7 percent) is found to a source of stress with 53.4 percent and 57.6 percent respectively. (Table 4.20)

48. Role overload (60 percent), Interpersonal relationship with in-laws (63.6 percent) is found to be a strong stress factor for the women professionals. (table 4.20)

49. As professionals, the dual career women are almost equally divided in considering Role interference (50.2 percent) as a stressor.(Table 4.20)

50. Work affecting children (64.4 percent) seems to be an important factor causing stress among the dual career women professionals (Table 4.20)

51. It can be inferred that doctors and nurses with mean value of 12.05 show greater life dis-satisfaction than engineers and lawyers by feeling that they are missing something in their lives. (Table 4.21).

52. Only 11 percent of the professional women get support from friends at work quite often and 25 percent of the professional
women are more comfortable with their relatives (34 percent) who encourage them often and 25 percent of the other relatives sometimes only encourage them and also suggest some ideas. (Table 4.22a)

53. It is found that there is a significant difference in the social support received by different professional women as a family dimension of stress. (Table 4.22b)

54. The analysis shows that doctors with a mean score of 11.23 and lawyers with a mean score of 10.31 feel that they do not get enough social support. (Table 4.22b)

55. The general support of the husbands given to the different professionals as a dimension of family stress differs significantly (Table 4.23)

56. It is found that professional women from the medical field, doctors with a mean value of 20.31 and nurses with a mean score of 19.09 are affected the most because of less general support from their husbands. (Table 4.23)

57. It is found that husband’s work related support as a dimension of family stress is significantly associated with different dual career professional women. The professional women from the medical profession, nurses with a mean score of 16.13 and doctors with a mean score 15.68 seem to be affected the most with this dimension of family stress (Table 4.24)

58. The assistance of husbands in the house work as a dimension of family stress is found to be significantly related to all the four professions considered in this study (Table 4.25)
59. The analysis reveals that the engineers are the most to say that they do not get enough help from their husbands’ to do household chores. (Table 4.25)

60. The husband’s support in child care as a dimension of family stressor is found to be not differing between the different professions of the dual career women. (Table 4.26)

61. Role overload, in the career at home as a dimension of family stress, is significantly varying between the different professions of dual career women. To be more specific, it is the medical professionals like doctors (mean value 7.92) and nurses (mean value 7.36) who feel that the career at home is overloaded on them. (Table 4.27)

62. The inter-personal relationship of the dual career professionals with their in-laws as a dimension of home stress is found to be highly significant with all the professions under study. (Table 4.28)

63. On analysis of the table it is found that it is the doctors followed by nurses who feel most that their in-laws are not supportive. (Table 4.28)

64. Role interference does not vary between the different professional women. This means that all the four types of professional women are affected by the same level of role interference. (Table 4.29)

65. The dual career women professionals are of the opinion that their professional practice affects their children (59.8 percent) more than it affects their husbands. Being mothers, the feeling of guilt with regard to the time spent with the children may be the cause for them to opine like this. (Table 4.30).
66. The result shows that the variation between work affecting husband and the dual career women professional is statistically significant. (Table 4.30a)

67. It is found that the nurses with the mean value of 9.62 are of the opinion that their work affects their husband which is understandable since they have to work in shifts and hence feel that their jobs affect their husbands. (Table 4.30a).

68. As regards to work affecting children as a dimension of stress of the dual career women professionals, it varies significantly. The engineers and the nurses are the ones who feel that their professions affect child rearing and caring and this acts as the dimension of stress. (table 4.30b).

5.2.3 Hypothesis Findings

69. It is inferred from the analysis of variance the age as an independent factor of stress is significantly associated with the professions of dual career women. It is also evident that the lower age group and the upper age group are more stressed than the middle age group. (Table 4.31a)

70. There is a significant relationship between the overall stress experienced by the dual career professional women and their age. (Table 4.31a)

71. There is no significant relationship with regard to the income of the professional women of different professions and their overall stress. (Table 4.31b)
72. The relationship between the type of family of professional women from different professions and their overall stress is not significant. (Table 4.31c)

73. It is found from that the relationship between the different women professionals constituting this study and their work domain stress is significant. This shows that work stress experienced by the women professionals’ working in different professions varies according to their profession (Table 4.32).

74. This study shows that the family domain stress experienced by the dual career women professionals practicing different professions does vary with their profession. (Table 4.33).

75. The variation in family stress experienced by the different dual career women professionals is significant and women in nursing profession face more than the other professionals. Among the four professions under study, women lawyers seem to have less family domain stressors (Table 4.33).

76. The study reported that the independent variable job involvement with beta value .149 is the only variable which has a positive significant impact on the family stress experienced by the professional women. (Table 4.34a). Hence it is understood that the family stress (family dimensions of stress) experienced by the dual career women professionals is either higher or lower as the job involvement is greater or lower respectively. But ironically, job demand, work performance and role ambiguity do not have an impact on family stressors.

77. It is indeed very interesting to note that role ambiguity has the highest positive impact on the dependent variable work stress
(work dimensions of stress). The other independent variables like job involvement, job demand and work performance are also having considerable impact on work stress experienced by the dual career women professionals (Table 4.34b)

78. The work stress of the dual career women professionals taken up for this study is not in any way affected by the factors like social support and husband’s support of any kind. (Table 4.35a).

79. On the contrary, independent variables like social support, husband’s general support, actual support in child care and house work rendered by the husbands, work related support by the husband are having a significant impact on the family stressors. (Table 4.35b)

80. Work interfering with family (WIF) stress experienced by the women professionals working in different professions does vary with their profession. (Table 4.36a)

81. It is clearly evident that the dual career women feel that family as one of their careers significantly interferes with their other career – work, and thus causes work stress (Table 4.36b).

82. The engineering women professionals are most affected by their home career interfering with their work career stressors (Table 4.36b).

83. Relationship between work interfering with family (WIF) and family interfering with work (FIW) is found to be statistically significant. (Table 4.36c)

84. It is found that family career stress experienced by the women professionals is greater than work stress experienced by them. (Table 4.37)
85. The relationship between work stress, family stress and overall stress is highly positive. It is seen that more the work stress, more will be the overall stress, more the family stress more will be the overall stress. (Table 4.37)

86. Personality findings:
   a. It is observed that 70 percent of the dual career professional women fall under the High category which reflects that they belong to the hard core type A personality. (Table 4.38a)
   b. When considering the type A personality of the doctors, it is evident from the study that their work stress has a significant association with Type A personality (Table 4.38c)
   c. About 51 percent of the doctors’ fall under the high category of Type A personality. (Table 4.38c)
   d. It is found that the family stress has a lower association with Type A personality of the doctors. (Table 4.38b)
   e. Engineers’ work stress shows a high of 57 percent associated with their type A personality (Table 4.38d)
   f. While considering lawyers, type A personalities seem to be the cause for higher work stress, whereas, family stress is reduced when the hard core A type tend to be reduced. (Table 4.38e)
   g. The value indicates the Type A personality of the nurses playing the critical role towards higher level of work and family stress of the nurses. (Table 4.39f)
   h. It is noted that the dual career professional women respondents reveal that type A personality if present, the
work as well as the family stressors necessarily will tend to be high. (Table 4.38b)

87. Ego States findings:
   a) Doctors: Out of the 6 second order Ego states, Doctors showed the highest critical parent state with a low Little professor state from which it is inferred that they are prone to stress (Table 4.39 a).

   b) Engineers: About 66 percent of engineers on the lower level of the critical parent ego state show that they are emotional and susceptible to stress (Table 4.39 a).

   c) Lawyers: The maximum percentage 61 percent of the advocates in this study fell in the Lower level of the Adult Ego state from which we infer that they are emotional and prone to stress. (Table 4.39 a)

   d) Nurses: The maximum percentage of 80 percent for the nurses is reflected on the lower level of Little professor Ego state which shows that they are emotional and they are easy controlled by others (Table 4.39 a).

88. It is interesting to note that the medical professionals (doctors) having high concern for the patients while considering their work stress which is low (68.3 percent). Among the doctors with low work stress, 73.32 percent of them have of nurturing parent dominating. The same is reflected in the other two areas of stress namely family stress and overall stress which is very much true to their profession (Table 4.39b).

89. The engineers are normally the employees of some firm or the organizations where they are answerable to their superiors. It is
evident from the table, indicating low qualities of critical parent and high qualities of Nurturing Parent dominating and thus causing higher work and family stress (Table 4.39c).

90. Analysis indicates that there is a significant association between family stress and different ego state qualities of the lawyer which means the family stressors have nothing to do with the ego states of the women lawyers. All ego states show significant association to family stress which means that whichever ego state of the lawyer dominating at home will result in stress (Table 4.39d).

91. It is evident that the nurses with low adult, Adaptive Child, Critical Parent and Nurturing Parent seem to have high level of work stress. (Table 4.39e)

Table 5a Summary of results of Hypothesis in the study

<table>
<thead>
<tr>
<th>S.No</th>
<th>Study Hypothesis</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>H1a</strong>: The overall stress of the professional women varies significantly with their age.</td>
<td><strong>Supported</strong></td>
</tr>
<tr>
<td></td>
<td><strong>H1b</strong>: The overall stress of the professional women varies significantly with their income.</td>
<td><strong>Not Supported</strong></td>
</tr>
<tr>
<td></td>
<td><strong>H1c</strong>: The overall stress of the professional women varies significantly with the type of their family.</td>
<td><strong>Not Supported</strong></td>
</tr>
<tr>
<td>2</td>
<td><strong>H2</strong>: Work domain stress varies significantly among the dual career professional women.</td>
<td><strong>Supported</strong></td>
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<tr>
<td>3</td>
<td><strong>H3</strong>: Family domain stress varies significantly among the dual career professional women</td>
<td><strong>Supported</strong></td>
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<tr>
<td>4</td>
<td><strong>H4a1</strong>: Job involvement of the professional women affects their work stress</td>
<td><strong>Supported</strong></td>
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### Summary of Findings, Suggestions and Conclusion

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Findings</th>
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<td>H4a2: Job demand of the professional women affects their work stress</td>
<td>Supported</td>
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<tr>
<td>H4a3: Work performance of the professional women affects their work stress</td>
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<td>H4a4: Role ambiguity of the professional women affects their work stress</td>
<td>Supported</td>
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<td>H4b1: Job involvement of the professional women affects their family stress.</td>
<td>Supported</td>
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<tr>
<td>H4b2: Job demand of the professional women affects their family stress.</td>
<td>Not Supported</td>
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<tr>
<td>H4b3: Work Performance of the professional women affects their family stress.</td>
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<tr>
<td>H4b4: Role Ambiguity of the professional women affects their family stress.</td>
<td>Not Supported</td>
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<tr>
<td>H5a1: Social support affects work stress of the professional women.</td>
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<tr>
<td>H5a2: Husband's general support affects the work stress of the professional women.</td>
<td>Not Supported</td>
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<tr>
<td>H5a3: Work related support by husband affects the work stress of the professional women.</td>
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<tr>
<td>H5a4: Husband’s actual support affects the work stress of the professional women.</td>
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<tr>
<td>H5b1: Social support affects family stress of the professional women</td>
<td>Supported</td>
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<tr>
<td>H5b2: work related husband support affects family stress of the professional women</td>
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<td></td>
<td><strong>H 5b3</strong>: husband’s general support affects family stress of the professional women</td>
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<td><strong>H 5b4</strong>: husband’s actual support affects family stress of the professional women</td>
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<td>6</td>
<td><strong>H 6</strong>: There is an association between work interfering with family (WIF) and family interfering with work (FIW)</td>
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<td>7</td>
<td><strong>H 7</strong>: Family domain is a greater source of stress than work domain for women professionals</td>
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<td>8</td>
<td><strong>H 8</strong>: There is an association between overall stress and the personality of the women professionals</td>
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<td><strong>H 9a</strong>: There is an association between overall stress experienced by the women professional doctors and their ego state.</td>
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<td><strong>H 9b</strong>: There is an association between overall stress experienced by the women professional engineers and their ego state.</td>
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<td><strong>H 9c</strong>: There is an association between overall stress experienced by the women professional lawyers and their ego state.</td>
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<td><strong>H 9d</strong>: There is an association between overall stress experienced by the women professional nurses and their ego state.</td>
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5.3 Significant contributions of the study

This research makes a humble attempt to put in perspective, issues concerning what happens when women dedicate themselves to their two careers, paid work outside and at home, the effect of both on their personal, familial and social life.

The study on stress among dual career women professionals focused on five aspects of the life of women professionals. The first part focused on the Socio-economic background of the doctors, engineers, lawyers and nurses. The second part focused on the work place stress in order to know their problems and prospects and the third part focused on family domain stress or home stress i.e., how conducive is the home environment for who have careers in professions.

The present study concentrated upon highlighting the major work related stressors and home/socila factors which create hurdle for women to pursue in life. The problems highlighted by the study arising out of the dual career of the women professional were role ambiguity, work overload, job involvement, husband’s support and child care experienced by the women professionals.

Due to the multiple roles many of the women face a lot of problems. Most commonly experienced is that of work overload which leads to straining of physical and emotional resources. The second most common problem is that division of domestic labour continues to be based on gender identity and traditional conceptions. Thus women continue to bear the burden of performing crucial domestic chores despite their employment status. Expectations of the two roles are somewhat antithetical; hence devotion of self to one role is necessarily a curtailment or limitation of the other.
The education and employment of women has placed them in vulnerable position because change with regard to personal emancipation of women has occurred but corresponding change with regard to norms, values and expectations have not much occurred. There is a lag between the two affecting professional women adversely. The general analysis of the opinion given by the professionals regarding the life of the working woman reveals that their life is of continuous struggle as they said it is just not the bed of roses. Another important need felt by them was that they all craved for cooperation and encouragement from important quarters - meaning their family members especially their husband and those at work place. They also said that people expect too much from educated ladies. They expect excellence in all fields including household work. They hardly realize that even though they are capable of good work practically it is not possible. Thus it could be concluded by saying that women professionals are patiently serving heart and soul at work place as well as at home.

5.3.1 Common to the four professions

1. The socio-economic background reveals that all the professionals came from varied economic classes; they come from families with majority of un-educated members. As far as the selection of the profession is concerned they are well groomed for careers in their respective professions.

2. For a majority of the professionals economic reason is not a primary or major reason for choosing this profession. The analysis reveals that work provides satisfaction of all needs, feelings of self respect and prestige, opportunity for independent action and
decision making, sense of recognition and achievement from their work.

3. This study shows that the age group 25 to 35 years and above 55 years experience more overall stress. It can be inferred that the age group 25 to 35 years have just stepped into their professional career and family. Hence they may experience greater stress, and the group more than 55 years may experience more overall stress because of change in their family structure with children and grandchildren and also on coming retirement life.

4. It can be analysed from the present study, that, as professionals their income is not a factor of difference in stress among the professionals and this can be attributed to the fact that being a professional they fall in high income level and hence this factor does not have a bearing on the professional women. The assumption might be that sufficient income would mitigate work life problems.

5. Most of the women professionals did not have a traditional approach in the selection of life partners. They married persons of their choice. A majority of them lived in nuclear family pattern which had an important bearing on the stress experienced by them.

6. Majority of the professionals preferred full time work rather than part time work or full time family role which shows that the mind set of women has taken a 360 degree change. They want to participate completely in their profession.

7. It was interesting to note that the professionals were divided equally with their preference between job and home which
emphasizes the fact that though are professionals their responsibility at home is still an important factor in their lives.

8. The women professionals were of the opinion that hard work has its rewards. True to the general belief that generally women are hard workers this study wanted to find out their opinion on work and what they thought of the results of their hard work.

9. The study revealed that since the professionals have chosen the career of their choice and interest, their profession provides them a sense of fulfillment and satisfaction.

10. The cause for majority of the professionals to be highly involved with their jobs can be ascribed to the professional nature of their jobs, commitment and application of skills. It can also be inferred from the above that the higher involvement in their jobs can result in stress and can also impose constraints on their family life.

11. All the professional women have similar responsibility towards their work and enjoy their professional responsibility keeping them more involved with their work immaterial of the profession they have chosen.

12. Professionals also face such problems as sexual harassment in their occupation and the world has reached a stage where they are able to come out in the open and record their experiences.

13. Social support is one of the important resources for working women to manage their work and family domains. Work - based social support is generally considered to be associated with the work outcomes and family - related social support with the family or non - work outcomes. Social support is usually provided by family, colleagues or friends. It can be inferred that the
professionals seem to rely more on their relatives than their friends for advice and encouragement.

14. The analysis revealed that job involvement had a positive impact with family stress. Professional women with high levels of job involvement tend to be preoccupied with their jobs and are more concerned about achieving success in their career, stimulating them to devote increased effort and energy to their work role at the expense of their family role.

15. This study reveals that any dual career woman to have less stress at home could be possible only when the dual career family, husband comes out of his traditional role and takes up different assisting roles or even substitute the wife at home in the home chores.

16. All the four professional women are guilty of not providing enough personal care towards their children. They are not able to meet even small requirements of their children due to their professional commitments. For nurses and engineers, this seemed to be a strong cause of stress. Most of them are making great personal sacrifice by sincerely serving their profession, yet it found that these women professionals are harboring many guilt feelings of neglecting attention towards children which in turn is affecting their well being.

17. It is not out of place for individuals to suffer from feelings of their family affecting work or alternately expressed occurrence of situations in which professional’s work is curtailed due to family situations. The incidence of family interfering with work stress was high among the women professionals.
18. The analysis reveals that family interfering with work and work interfering with family is mutual and almost an equal interference and that interference of family with that of work is unavoidable and cannot be compromised. In a way the interference is indispensable.

19. The purpose of this study was to fill a knowledge gap by evaluating work stress and family stress and their effect on the overall stress of married women dual career women professionals. The study shows that more the work stress more will be the overall stress. More the family stress more will be the overall stress. The relationship between work stress, family stress and overall stress correlation is highly positive.

20. The analysis of the study shows that the women professionals are affected by the different ego states and significant association between stress level and ego state is prevalent among the different professional women.

5.3.2 Doctors

Doctors are of the opinion that their job is not satisfying. Doctors show that their job is highly demanding. Doctors and nurses also show a great job demand. When job demands are excessive, a sense of over-burden will develop and subsequently lead to stress. They also suffer from role overload both at home and at work leading to stress.

Doctors show greater life dissatisfaction. For professional women, having undergone years of special education and reaching a certain level, certainly should increase their life satisfaction. In Indian context, marriage as an institution also seems to work as a moderator for life satisfaction.
The analysis reveals that the doctors feel that work that they do at the hospital interferes with their family, thus widening the gap between balancing work and family.

Doctors, from this study are in good control of their professional work and are at par with men in their organization which may be due to the fact that doctors have longer period of institutional training and more intense curriculum than other professionals.

5.3.3 Engineers

Engineers show greatest role ambiguity. This may be due to the fact that engineers are mostly engaged in middle level of administration and play multiple roles, political influence, different expectations from variety of superiors. They should develop clarity in what they do, understand which job should be taken first and use their knowledge and discretion at work.

Also, role expectation conflict is high with engineers and they are the most to suffer stress because of this. Compensation is a stress factor affecting the engineering professionals.

Engineers are the most to feel that their work affects children and this is causing stress for them.

5.3.4 Lawyers

Lawyers also show maximum role expectation conflict which is an important cause of stress.

The study on these professionals reveals that all professionals find their male colleagues to accept women’s progress except in the case of lawyers where there is a gender discrimination and jealousy regarding
efficiency of work. The lawyers are experiencing discrimination in the delegation of difficult and challenging tasks. In the appointment of legal commissions men are given priority. The difference could be because of the late entry of women in law field. The general belief is that legal profession is meant for men and not for women. Not much chance is given to them to prove themselves as an eminent lawyer in the field of their qualification. They have to face criticism which is more often negative. Their work is not recognized by their seniors.

Women lawyers are paid less than their male counterparts though they very much do the same kind of work and have financial problems. Clients have less faith and are not willing to pay the same amount of fees to the lady advocate as they would pay men.

5.3.5 Nurses

Nurses also show that their job is highly demanding. A sense of over-burden can develop due to this which can lead to stress. They feel that they have a lot of work to accomplish and it is the nurses who are affected by time stress.

Looking at the various work dimensions of stress it is found that nurses showed high means with work dimensions of stress like job involvement, job demand, role overload, role expectation conflict and time stress which may be the cause for their work stress. Nursing duties are manifold and cover a wide range of functions and responsibilities. It can be analysed that the nurses who are working in shifts and have to manage different kinds of patients and illness and are susceptible to work stress.
On the home front nurses show high life dissatisfaction and also feel that their work affects their children and this is a major cause for stress for them.

Nurses are of the feeling that the work they do at the hospital interferes with family and thus increasing the level of family stress. Hence it is pertinent to conclude that these medical professional women are facing more of work interference with family which results in stress.

Nurses are facing work stress, family or home stress. They find it hard to balance both work and home and are facing severe time constraint. They try to adjust but feel that in spite of working the whole day the returns are not worth the effort.

5.4. Suggestions
The researcher has submitted the suggestions to the respective head/associations which is appended at the end of this chapter.

1. Suggestions with respect to doctors sent to The Secretary, Indian Medical Association, Trichy.
2. Suggestions with respect to engineers sent to the Institution of Engineers, Trichy.
3. Suggestions with respect to lawyers handed over to the Association of Women lawyers, Trichy.
4. Suggestions with respect to nurses forwarded to The Dean and to The Nursing Superintendent, Trichy Government Hospital, Trichy.
5.5. Implications

Practical implications for streamlining stress management and reducing stress strategies can be drawn from the results of this study. In most cases job involvement, role ambiguity and role overload has consequences and every effort should be directed towards alleviating the negative outcomes detrimental to the productivity of the dual career professional women and for achieving better quality of work life.

In a competitive environment, especially with the steadily increasing number of women workforce, employers can utilize women’s potential only if they show concern over the issues faced by professionals. Individuals, families, employers and the society must also understand that social expectations and family responsibilities do come in the way of women professionals. Under such a situation, it is impossible for women to manage their family responsibilities without the able support of the employers. As a long term therapy, members from the family as well as the work place must ensure and declare that they are ready with various balancing provisions which would help these dual career women professionals to balance their work and family.

It would be a positive idea for the professionals to subject themselves to a systematic assessment of their stress levels in a regular manner that will help identify the problem. Stress audit to assess individual strengths and weaknesses can be taken up. Making good use of policies like parental leave, day care and alternative work scheduling as resources will help women manage work and home. Such measures will go a long way and definitely contribute to a larger cause.

Counseling interventions can help career women to explore seeking outside help to make adjustments with work setting, child care assistance,
cleaning help, parental leaves, alternative work schedules or relocation assistance. As a professional, she should also learn to prioritize her commitments and responsibilities both at home and at work.

On the social front men should be educated on the importance of sharing responsibilities outside of work. Promoting childcare and eldercare options in the community can be considered.

On the home front, it is time for couples to re-evaluate their sex roles and bring about new ideas and philosophy of masculinity and femininity within a marriage. Attitudinal change over societal beliefs and women’s choice of one role over the other should be accepted. Couples should also learn to incorporate some positive opposite sex characteristics while losing some same sex characteristics. The other members of the family also can volunteer to share responsibilities at home.

5.6. Conclusion

The real dilemma for most dual career professional women is that both the careers being dear to them, it is not acceptable to give up any of these or take short cuts. What is important is the way the woman understands and handles the stress arising from the dual careers. The objective interpretation of the situation is only in terms of the dual career stress, which each professional in the sample is confronted with. The two careers are intertwining or in the lives of the professional woman and she is expected of making use of her coping skills to go through the two careers, to her own satisfaction and that of the significant others, surrounding her.

The findings of the study reassert the assumption that education and employment have contributed greatly towards women’s perceptions and
expectations. They have facilitated changing norms and challenging values. The professional women who were highly educated were presumed to be equal to men on all aspects.

In recent years much has been learned about the unique stress factors which career women experience and health related outcomes these women experience. Managing work and family is a real challenge for the dual career professional women and with understanding and adjustments from the employers and home she can balance both and allow the rich resources that she brings benefit the society as a whole.

5.7. Scope for future research

The study proceeded to examine the stress factors affecting these women. The findings support the assumptions that dual career professional women have to face stress surrounding their two careers, work and family. There are many other aspects, which need to be ascertained, for a more comprehensive understanding of issues concerning dual careers of professional women as impacting the stress among them. However, it is believed in a modest way that these findings shall prove useful for the future research on professional women.

With more demands being placed and expected out of women, the stress experienced by them can be studied from different angles. This study has not included chartered accountants, banking officials, management professionals; hence, this study can be extended to these professionals.

This study has not focused on the health outcomes of the work and family stress experienced by the women professionals. Studies could be carried out on how the different stress factors affect the women
professionals at home and work. The limitations realized and results obtained in the study provide scope for further research in the stress factors affecting the dual careers. Methods of detecting role related problems through certain clinical methods may be explored. Certain intervention strategies to reduce stress may also be explored in future research. Further research is needed that looks at men’s experience of having professional women as life partner. Future research can also look into how stress experience differs between men and women from the same family.