Chapter 3

METHODOLOGY

Research means the scientific inquiry for facts about a phenomenon. To acquire a new set of knowledge, a systematic procedure, process and pattern of collecting information, resource materials and details is to be followed. The description on the methodology adopted for the work is the most important part of any research report. This chapter deals with the methodology adopted for the present study, which encompasses the need for the study, problem statement, pilot study, aims and objectives of the study, research hypothesis adopted for this study, the research design adopted, tools used for data collection, operational definitions, the statistical tests used to draw various inferences of the study, limitations and problems encountered by the researcher.

3.1 Need for the study

Tiruchirappalli (Trichy) is called temple town of Tamilnadu. With large fabrication companies like BHEL, OFT, HAPP housed here, it is still relatively traditional in terms of structure and culture of family. Also considered as the Oxford of Tamilnadu, Trichy boasts of very old and good educational institutions.

At the level of reality, the present day Trichy woman is confronted with several significant questions, firstly to work towards her work and career goal; secondly, to fulfill the expectations of her domestic roles as wife and mother, and, thirdly, to manage the problems arising out of meeting the obligations and living up to the expectations and requirements that these two spheres demand of her.
One of the most significant and positive changes taking place all over the world is the increasing number of women engaged in employment in every type of profession. Women have entered the work force in leaps and bounds. Women, on par with men are now capable of doing all that men can do. Today there is no profession that a woman cannot pursue. The woman of today has opted for new horizons and paths to satisfy her quest for creativity and self expression. She wants to acquire everything that her male counterpart could think of achieving and to be economically and psychologically independent.

The norms of the society directly and indirectly teach women and men that woman’s primary domain is the family and taking care of the family as their primary duty. But, the new way of life is in contrast with the conventional social norms. Now, along with her profession, she also has the conventional and traditional family role to be played to the fullest. Switching from one role to another on and off, sometimes without her involvement and desire, is the greatest challenge that most women face in today’s world.

Women are prone to allocate high priority to family. Hence, professional women are facing double stressors, stressors at home and stressors at work. Being married and having a family enforces certain restrictions on women professionals, which can manifest as hurdles or challenges for them. The present investigation attempts to study the influence of work environment, family environment, individual personality and the different ego states of professional women on stress.

“At the level of reality, the contemporary woman is confronted with a few significant questions. Firstly, to work towards her work and career goals and to assign time and effort to them. Secondly to sort out and fulfill
the expectations of her assigned role as wife and mother and to devote
time and effort to it and thirdly, to manage the problems arising out of
meeting the obligations and requirements of these two separate spheres.
These problems could be of a practical or emotional nature. How well she
manages this depends on so many factors” (Arora 2003). The present study
explores this assumption in the context of women professionals in Trichy.

Trichy being an educational hub and many professional institutions
on the increase, enrollment of women for professional education and
consequently taking up professional work has increased significantly.
Under these circumstances, there is a need to study the issues affecting
professional women.

3.2 Pilot study

A pilot study was conducted to assess the feasibility of the study.
This study helped to determine the respondents for this study. It was
instrumental in designing the research protocol, identifying and finalising
the sample and in determining the tool for data collection. The initial
investigation and interview with the professionals provided information
on different aspects of stress. The pilot study examined women from
different professions which included doctors, engineers, teachers,
chartered accountants, nurses and advocates. The pilot study gave a good
exposure to the researcher to understand where the research had to be
carried out in a better manner on all aspects like different professions, the
professional women, their background and their response.
3.3 Statement of the problem

The modern environment is a challenge and stressful to all and especially women. Having the qualification to be highly successful in the professional world, and devoting long hours to their professional career causes them to spend less time to their primary career – the home front. They feel that they are not devoting adequate time and energy for the family. They worry about not being good mothers, daughters and daughters-in-law. Today’s professional women are challenged continuously by the demands of full time career at work and when the day is done at the office, they carry more of the responsibilities and commitment to home. The winds of change have touched them in their professional career but they remain untouched in their domestic career role. Do they carry the pang of guilt, about motherhood of an agrarian society, while living in an industrial society? The curiosity to know what factors cause stress in their professional as well as home front is the basis of this study.

Present study is also an outcome of the urge to reach out and explore the professional and personal life of highly qualified employed women. The subject of the study emerged from a practical exposure to the varieties of problems and conflicts experienced and encountered by women and specifically where women juggle with various problems both at the domestic and job front and the stress caused due to this.

The present topic also came into being with very significant questions in its background. What kind of stress experience do professional women face in their personal, family and working life? How do their professional jobs alter and affect their personal lives? How do they manage a full time profession and family role? Do they experience the
guilt of not being able to take care of children because of their professional career?

The present study is titled “Stress Among Dual Career Women Professionals”. It attempts to analyze the stress encountered by married women professionals by virtue of taking care of their professional and domestic career. Women from different professions - medicine, engineering, law and nursing - are studied in order to understand the common as well as the unique problems experienced at work and at home along with their unique personality and ego state.

3.4 Objectives of the study

The objective of this study is to examine the working, personal and family roles of the professional women. More specifically, the thrust of the present study is to examine the different stress influencing factors in the role of a professional at work, and at home as wife and mother. The study intends to find out whether the high educational and professional status of these women alters their traditional domestic role. The professional women, by virtue of their high education, are thought to be liberated and empowered and hence are expected to challenge the age old gender roles and the related value systems. With this assumption, this study intends to reveal the perceptions and experiences of the women professionals in their dual career performance. Further the study aims to analyze whether stress faced by professional women on the career front and home front has an association with their personality and their ego states.

The purpose of this study is to examine the relationship between stress caused by work domain variables and family domain variables, to study the impact of these variables on the four different dual career
professional women in Trichy. Briefly, this is a study on women who are treading along an un-traversed path.

The specific objectives of this study are the following:

1. To examine the various types of stressors faced by professional women while executing their professional role
2. To examine the various types of stressors faced by professional women while executing their family role.
3. To analyze the personality of the professional women
4. To analyze the different ego states of professional women.

3.5 Research Hypotheses

There is little doubt that hypotheses are important and indispensable tools of scientific research. They are tentative answers to research problems. They are expressed in the form of a relation between independent and dependent variables. They are tentative conjectures because their variety can be evaluated only after they have been tested empirically.

Hypotheses can be derived deductively from theories or directly from observations, intuitively or from a combination of these. Thus, the hypotheses are the most powerful tool man has invented to achieve dependable knowledge. They are the prediction and even if they are not confirmed they have power. Negative findings are sometimes as important as positive ones; they cut down the total universe of ignorance and sometimes point up fruitful further hypothesis and lines of investigation (McGuigan, 1969).
Work domain stress variables, family domain stress variables, personality factor, and ego states factors have been covered in the hypothesis of the professional women.

H1  Overall stress varies significantly with variation in the demographic factors like age (H1a), income (H1b) and the type of family (H1c) among the dual career professional women.

H2  Work domain stress varies significantly among the dual career professional women.

H3  Family domain stress varies significantly among the dual career professional women

H4  Role Ambiguity, Job demand, Job involvement, Work Performance of the professional women affects their work stress (H4a), their family stress (H4b).

H5  Social support, husband’s general support, work related support by husband and husband’s actual support affects the work stress (H5a), the family stress (H5b) of the professional women.

H6  There is an association between work interfering with family (WIF) and family interfering with work (FIW)

H7  Family domain is a greater source of stress than work domain for women professionals

H8  There is an association between overall stress and the personality of the women professionals

H9  There is an association between overall stress and ego states of doctors (H9a), engineers (H9b), lawyers (H9c) and nurses (H9d).
3.6 Research design of the study

A research design is a scheme, process of actions, to obtain answers to research questions or problems. It encompasses an outline of the step to step process from hypotheses to the final analyses of the study.

The two basic approaches to a research study in social sciences are quantitative and qualitative approach. Collection of numerical data, analyzing them through mathematical and statistical means is the quantitative method, while non-numerical observations and examination for finding out the underlying relationships and meanings makes qualitative research. (Kothari, 2004)

Objectives were formulated, population and the method for data collection were defined and the data was analyzed to arrive at the findings. Descriptive study aims at portraying accurately the characteristics of a particular group or situation (Saravanavel, 2010). On study of research design methods given by Creswell (2011), it was found that descriptive design was the most apt design for the present study. The researcher adopted descriptive design to study the problem and adopted mixed method of using case studies along with statistical data to know the stress experienced by the different married professional women in Trichy.

While main stay of this research is quantitative in nature, qualitative method is also being used. A select group of professionals were considered, based on their responses to the interview schedule and due to the researcher’s interest to explore more on these individuals. The case study method also has been used to study in detail about eight professional women who volunteered for in-depth investigation about the stress experienced by them adding qualitative value to this research finding.
Though many tools are available in India for measuring organizational Stress, a combined scale to measure both job stress and home stress is unavailable. Many studies have been undertaken by researchers to study exclusively the organizational stress, or exclusively personality, or exclusively ego states of the professional women. Only very few studies have analysed stress at home and at work place. One of the studies that combined the two dimensions of stress has been the study by Arora (2003). Hence, the researcher developed an interview schedule which has been framed, apart from covering socio demographic details, with dimension of stress factors from the organization front, dimensions of stress factors from the home front, and also covers the personality and ego state to find their relationship to stress experienced by the respondents which is a novel study and has not been used by researchers earlier.

The structured interview schedule used as the measuring tool for the present study consists of 4 parts. The first part of the schedule consists of the personal and family details of the respondents. The second part contains the stress variables in the work arena and stress variables in family environment. Overall stress is the combination of home dimensions of stress and work dimensions of stress. The third part is devoted to the questions related to personality and the fourth part is the ‘Ego Gram’ to determine the ego states of the professional women.

3.7 Universe of the study

The sum of the items or units in any field of enquiry is known as universe. In the words of Kothari (2009), “population” refers ‘to the total of items about which the information is desired.’
In this research the investigation is about the stressors, ego state and personality factors which affect the home life and the work life of professional women.

The universe of the present study consists of the women professionals with children in Trichy Corporation. The researcher decided to include women from four professional groups - doctors, engineers, lawyers and nurses. The choice of professions is based on the definition of “profession”.

The different professions that women have taken up in Trichy were examined for e.g. Doctors, Lawyers, Chartered Accountants, Engineers, Nurses and Professors.

Since a number of studies have been taken up on the teaching profession, this profession is excluded for this study. The number of chartered accountants available in Trichy is too small for the study and hence this profession is also omitted.

3.8 Inclusion and Exclusion Criteria

Inclusion criteria

Only married women with children from the four professional categories are selected as the respondents.

Exclusion criteria

Unmarried and married professionals without children are omitted for this study.

3.9 Sample Size

The sample consists of 74 Doctors, 56 Engineers 49 Lawyers and 85 Nurses.
Doctors were chosen from the Trichy Chapter of “Indian Medical Association” applying the census method. From their directory 153 lady doctors have been identified. Out of 107 who have been found suitable for the study, 33 did not respond and 74 doctors participated in the study.

The number of women engineers registered at the Institution of Engineers, Trichy was very less. However, this institution helped in connecting with a few women engineers from whom only 56 women engineers suitable for this study were identified. Since the universe for this profession was indefinite, the researcher adopted convenient sampling method and the respondents have been identified through snowball technique of sampling and all of them are accounted as respondents. Jick (1979) has mentioned that in the interest of arriving at reliable and valid empirical results, using several techniques to explore any research question is often preferred than to rely on just one methodology. The same technique has been followed by Bhatnagar and Radhakshya (2001) in their study “Attitudes towards Work and Family Roles and their Implications for Career Growth of Women: A Report from India”. Keeping these studies as reference, the researcher adopted combined techniques for this study.

Women who have studied law and who are members of Association of Women Lawyers, Trichy, are the respondents from the law profession. Applying the census method, the researcher approached all 62 lawyers listed by the association. After considering the inclusion and exclusion criteria only 54 were identified as suitable for this study out of which 49 volunteered and responded well, whereas, the other respondents who could not find time and those who did not respond had to be omitted.

Nurses are chosen from the Trichy Government hospital. Again, using the census method, the researcher approached all the 126 nurses
working in the hospital, 95 were found married and with children and were suitable for the study. Only 85 of them agreed to answer the questions raised by the researcher and cooperated well.

Eight cases from the four different professions identified due to their readiness and exclusive stress situation, have been taken up for the purpose of case study.

<table>
<thead>
<tr>
<th>S.No</th>
<th>Profession</th>
<th>Total Women Professionals</th>
<th>Samples Identified</th>
<th>Completed Interview schedules received</th>
<th>Case Study</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Doctor</td>
<td>107</td>
<td></td>
<td>74</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>Engineer</td>
<td>56</td>
<td></td>
<td>56</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Lawyers</td>
<td>62</td>
<td></td>
<td>49</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Nurses</td>
<td>95</td>
<td></td>
<td>85</td>
<td>2</td>
</tr>
</tbody>
</table>
Model of questionnaire

**Work domain factors**
Job satisfaction, opinion on work, role ambiguity, job involvement, job demand, performance, role ambiguity, responsibility, role overload, time stress, invested stress, participation in management, compensation, Sexual harassment

**Family domain factors**
Life satisfaction, Social support, Husband's work related support, Husband's general support, Husband's family and child care support, work overload at home, Work affecting Husband, Work affecting children

**Work Family Interface**
Work interfering with family, family interfering with work

**Type A Personality**

**Ego States**
Nurturing Parent, Critical Parent, Adult, Natural Child, Adaptive Child, Little Professor

**Overall Stress**
3.10. Statistical Tool for data collection

Based on the literature survey, discussions held with various academic professionals, practicing HR consultants, women professionals; the researcher finalized 4 dimensions related to stress. Besides the researcher had structured the interview schedule based on the pilot study and the final interview schedule consists of the following aspects. These dimensions were split further into factors and each factor having a minimum of 2 micro statements were identified to assess stress.

- The first section of the interview schedule has
  Socio-demographic Characteristics statements............. 8
- The second section deals with dimensions of stress
  i) Dimensions related to job stress............................ 15
  ii) Dimensions related to family stress...................... 10
  iii) Dimensions related to stress interface................. 2
- The third section includes components related to
  Type A personality.................................................. 10
- The fourth section includes components related to
  Egogram...................................................................... 35

The first part consists of relevant socio demographic variables questions for analyzing age, type of family, income level, etc..

The second part consists of questions related to work stress, family stress and work family interface. The constructs on work dimensions of stress or job/ work stress have been adapted from the Occupational Stress Index by Srivatsava and Singh (2003) and from Arora (2003), forming 15 constructs to analyze job stress using a five point Likert type scale.
The constructs related to home dimensions of stress or home stress have been adapted from Arora (2003) and Thomas (2007) which consists of 10 constructs with a minimum of two questions each.

The constructs related to work-family interface using the five point Likert type rating scale with weightage one to five. The items have been modified from Arora (2003) and Netemeyer, et al, (1996), which consists of two constructs.

For an in-depth study the overall stress has been viewed as the total of work dimensions of stress and family dimensions of stress.

The fifth part consists of ten questions related to Type A personality. The questions have been adapted from Stranks (2005) and have been modified to the present conditions. The scoring relates to hardcore Type A, and Moderate Type A.

The sixth part consists of the ego-gram with 35 questions related to different ego states. The questions have been adapted from an unknown source which was given to the researcher by a behavioural training academy and has been used extensively in their training and assessment programmes.

3.11 Testing the tool for reliability and validity

On the basis of this output and findings, suitable modifications were made and the shortfalls were rectified. Before the actual distribution to the women professionals for study, the tool was given to 10 academicians, two behavioural science professionals and two consultants to validate the questions in the interview schedule. Their input on the tool helped to make the necessary alterations and corrections and once the interview schedule was cleared and validated by them, it was finalized.
The pre-test was conducted to make sure whether the proposed tool, was appropriate. This test was conducted among 30 respondents from among the different professionals to ensure the reliability of the interview schedule. It helped to discard irrelevant questions and to re-word the difficult or ambiguous questions and also to include certain personal questions. The feedback of the respondents helped to finalize the interview schedule after necessary changes and modifications.

3.12 Scoring procedure

Rensis Likert scale was used to structure the tool. All the four dimensions of the interview schedule were constructed with five point scales. The score for the scale constructed consist of positive and negative scores. The statements framed in the four dimensions namely Job Stress, Home Stress, Work Family interface, personality and ego gram were subjected to positive scores and some questions in job stress, home stress and work family interface constructs also have negative scores.

The statements in personality and ego gram were positively coined. It means if Strongly Agree/ Never is selected by the respondent then he or she becomes entitled for a score of 5 for that particular answer. When Agree/ Rarely is chosen by the respondent then a score of 4 is awarded. In case Undecided/ Sometimes is preferred by the respondent, score of 3 is sanctioned. Meanwhile if the respondent chooses Disagree/ Often then the score of 2 is allotted and finally when the respondent prefers Strongly Disagree/ Always and then score of 1 is awarded.

The vice versa happens in the case of negative (starred) statements in job stress, home stress and work family interface. Selected questions, namely number 4,5,122,13,14,31,39, and 40 of work stress, and 51-61, 63,
71-79 of home stress is marked in reverse manner, for eg: when the respondent selects Strongly Agree/Always then score of 1 is awarded for that answer. Similarly if Agree/Often is approved for a statement then a score of 2 is allotted. In case of selecting Undecided/Sometimes, then a score of 3 is marked. Similarly, when Disagree/Rarely and Strongly Disagree/Never is selected then a score of 4 and 5 is awarded respectively.

<table>
<thead>
<tr>
<th>Scale</th>
<th>Positive Score</th>
<th>Negative score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree/Always</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Agree/Often</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Undecided/Sometimes</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Disagree/Rarely</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Strongly disagree/Never</td>
<td>1</td>
<td>5</td>
</tr>
</tbody>
</table>

To test the reliability of the data collection tool (Interview schedule), the researcher has used the Split Half Guttmann Reliability method and Odd-even Spearman Brown method. The reliability was found to be .7166, .7602 and .9187 respectively. Hence it is evident that the tool used for the present study is highly reliable and valid. There is no missing value; hence, the missing value technique was not adapted in this study.

Since the respondents from the different professions are not in proportion, the mean score values have been used for comparison and analysis. Also, overall stress has been calculated combining work dimension of stress and family dimension of stress.
3.13 Process of data collection

This study comprises of both primary data as well as secondary data. Secondary data was collected from various libraries manually and also from online libraries. The sources of secondary data were official documents, previous research studies, documentary films, websites and books, journals and working papers.

For the primary data, the researcher personally interviewed the four groups of professional women using the interview schedule. Data collection was done from February 2011 to January 2012. The respondents were contacted personally by the researcher and the interview schedule was used to collect the primary data as the researcher felt that it was better for her to personally meet and face them and observe the reactions and emotions of the respondents. Some interactions were held at the professionals’ work place and some at their homes. After an introduction of the topic of the study and the purpose, the interview was conducted. From among the four professions a total of 264 professional women were identified as respondents. From among these respondents eight have been identified as unique, based on the stressors that they were facing and a thorough qualitative data was collected. The same has been described as individual cases and presented in the appendix. The response was used to substantiate the quantitative data in analysis part of the research (IV Chapter).

3.14 Case Study method

The study is about stress among four different professional women namely Doctors, Engineers, lawyers and nurses. From among the 264...
respondents 2 each from each profession were selected for a more descriptive case study.

Case study refers to the collection and presentation of detailed information about a particular participant or small group, frequently including the accounts of subjects themselves. A form of qualitative descriptive research, the case study looks intensely at an individual or small participant pool, drawing conclusions only about that participant or group and only in that specific context.

Basically, a case study is an in-depth study of a particular situation rather than a sweeping statistical survey. It is a method used to narrow down a very broad field of research into one easily researchable topic.

Case study is an ideal methodology when a holistic, in-depth investigation is needed (Feagin, Orum, & Sjoberg, 1991). Case studies have been used in varied investigations, particularly in sociological studies.

Case study method was used to collect data because it emphasizes the total situation or combination of factors, the description of the process or consequences of events in which behavior occurs. This method enables the study of individual behavior in the total setting and the analysis and comparison of cases. This study makes possible a careful observation of a person's situation and also the relationship of various factors. It enables an in-depth understanding of the social unit under study in all its aspects.

Case study method helps us gain knowledge about the peculiarities and characteristics of individuals and group, the various factors that influence and determine the behavior of an individual. By this method it is possible to classify the individuals into different strata or groups on the basis of their characteristics. This method enables the scope of analysis to be both quantitative and qualitative. Lazarsfeld, (1970), sort to unite the
two methods by clarifying the unique functions of each, and their potential support for one another leading to proper systematization. It enables valid generalizations and hence this method was thought to be ideal for the present study. It is not possible to cover a large area of study under this method and hence limited to a particular unit for detailed and deep study of that unit.

The inputs for the illustrative case study methodology have been adapted from Tellis (1997) for this study.

3.15 Operational definition of concepts

1. Profession

The Webster’s Third New Dictionary (1993), profession is defined as “a calling requiring specialized knowledge and often long and intensive preparation including instructions in skills and methods as well as in the scientific, historical or, scholarly principles underlying such skills and methods, maintaining by force of organization or concerted opinion, high standards of achievement and conduct, and committing its members to continued study and to a kind of work which has as its prime purpose the rendering of a public service”

2. Professional

Webster’s defines a “professional” as “one who belongs to one of the learned professions or is in an occupation requiring a high level of training and proficiency”. Professionals are characterized by special nature of professional knowledge, service orientation, code of ethics and self regulation.

Professional activity as described by Abraham Flexner has six distinct criteria from other kind of work. He viewed professional activity
as intellectual carrying with it great responsibility, as learned being based on great knowledge and skills and not merely routine, as practical rather than academic or theoretical and as internally strongly organized. Further, its technique could be taught, this being the basis of professional education. (Arora P, 2003)

3. Professional women

In keeping with these meanings for the terms profession and professional, “women professional” is understood as women who are members of professions like medicine, Law, Engineering and Nursing, in this study.

4. Job

A particular task or a piece of work that you have to do

1. Career

The Oxford Advanced learners Dictionary (2010) defines career as

1. The series of jobs that a person has in particular area of work, usually involving more responsibility as time passes.

2. The period of time that you spend in your life working or doing a particular thing.

2. Career woman

A career woman is a woman with a career who is interested in working and progressing in her job.

3. Dual career woman

The women pursue careers that require a high level of commitment and that have a continuous developmental character. The woman’s employment outside home is not seen as a temporary situation and it is the same with her various works at home. The primary responsibility for managing the home and family activities continues to rest with the
woman, even when she is employed full-time outside of the home (Fox, 1975). In effect, Aldous (1981) avers that outside employment for a woman professional results in two careers or a double shift for her; a paid one in the labour force and the other in the equally demanding but unpaid role as housewife.

Dual career status of professional women has not been widely researched around the globe and especially in India, the term is still not much in use. Among a couple of research conducted on dual career women, a significant study titled “Correlates of Daily Hassles Among Dual Career Women” by Thakur, Gauri and Mishra, Girishwar, 1995, mentions working women as dual career women and consider housewives as single career women. More recently, the same has been emphasized by Sheema Aleem and Lubna Danish, 2008, from Jamia Millia Islamia University, Delhi in their study titled “Marital Satisfaction and Anxiety among Single and Dual Career Women” wherein they have reflected home makers as single career women and women who also work outside home as dual career women.

According to Thakur and Mishra (1995), Naidoo and Reyhana (2002), Aleem and Danish (2008) “Women working outside home are dual career women and housewives are single career women”

For the purpose of this study, Dual career woman is defined as follows:

**Dual Career Women**

A woman who takes up a career outside her home for earning wages and also who does the home chores that are substitutable by a third party is called a dual career woman (Savarimuthu, 2012)
Hence we term home making as a career and women who juggle
with home career and professional career as dual career women.

8. Types of Stress

The dimensions have been segregated as job stress and home stress
and the combination of these two leading to overall stress.

1. Job satisfaction

Job satisfaction is the way an employee feels about the job. As
Vroom has said “it is the conceptual equivalent of the valence of the job or
the work role to person performing it.”

2. Job involvement

Involvement exists when a person’s feeling of esteem is increased by
good performance and decreased by bad (Vroom, 1960). It is the degree to
which professionals actively associate themselves with their work.

3. Job Demand

The measure of the extent to which the professionals perceive their
jobs to be pressing on their time, energy, abilities and skill is called as job
demand.

4. Work performance

The measure of effort expended by the professional to do the work is
termed as work performance.

5. Role

Role can be defined as a set of expectations applied to an incumbent
of a particular position (Arora, 2003). The difference in the professional’s
knowledge, expectations, and her role at work.
6. Role ambiguity
   A situation where the role holder has insufficient information for adequate performance of her role. Lack of clarity about the expectations regarding the role due to lack of information or understanding.

7. Work amount stress
   Having to do a great deal of work within a stipulated time.

8. Available time stress
   Not enough time available to assign to professional activities.

9. Invested Stress
   Feeling that all important things happening to her involves her job.

10. Role expectation Conflict:
    When there are conflicting expectations or demands by different roles senders (persons having expectations from the role), the role occupant experiences this type of stress. The conflicting expectations may be from the boss, subordinates, peers or clients.

11. Participation in management
    Professional’s involvement in company’s decision making.

12. Peer relations
    Professional’s relationship with colleagues and the support the women employee receives from her colleagues/ coworkers for managing her work related problems.

13. Job environment (Working Conditions)
    It refers to the environmental conditions prevalent at the working place.

14. Compensation
    It refers to the pecuniary as well as non materialistic earnings of the respondents.
15. Sexual Harassment

It refers to harassment by males in the workplace, either verbal or physical of sexual nature, involving the making of unwanted sexual advances or obscene remarks.

16. Life Satisfaction

Life satisfaction has been defined as the degree to which individuals judge the quality of their lives favorably and, therefore, synonymous with subjective well-being (Diener, 1984).

17. Social Support

In this study it refers to the encouragement and support given by family and friends.

18. Husband’s general Support

This refers to the general support given by the husband to the professional

19. Work related husband support

This refers to the work related husband’s support to the professional at home

20. Actual Husband support

Actual husband’s support refers to all the domestic and manual help and child care that the husband gives to the professional at home

21. Work overload at home

It refers to the extent of house work at home

22. Inter personal relationship with in laws

Respondent’s relationship with her in-laws

23. Role interference

Conflicting values between the home and office careers of the professional
24. Work interfering with family (WIF) Stress

WIF refers to stress which occurs when experience at work interferes with family life.

25. Family interfering with work (FIW) Stress

FIW refers to stress that occurs when family life interferes work

26. Work affecting husband (WAH)

This refers to stress caused when work affects relationship with husband

27. Work affecting children (WAC)

This refers to stress caused when work affects relationship with children.

3.16 Statistical Analysis of data

The data collected from the respondents were tabulated and analysed using simple statistical tools such as percentages, averages and standard deviation. The collected data were coded, edited, consolidated and entered into a master table. Sub tables were prepared from this master table. The statistical software tool SPSS was used for the purpose of analysis and interpretation of the data. For testing the hypothesis, the following tests were used: Mean, Standard deviation, Correlation, Regression, Chi-square and One way ANOVA test.
3.17 Chapter Scheme

A research report is valuable and useful for the readers when it is presented in a structured manner and presented in different chapters. A report is a good presentation only if the report is presented in chapters presented as introduction, review of literature, research methodology, analysis, interpretation and findings and case studies.

Chapter 1: Introduction

The first chapter presents the relevant introduction, professional women, organisational stress, home stress, concept of dual career, personality and ego states

Chapter 2: Review of Literature

The second chapter discusses review of various literatures relating to stress, work home interface, wherein all the relevant previous research work carried out in the area of career women in India and abroad are presented. Review is done extensively in the area of stress among women and all relevant studies are presented for reference.

Chapter 3: Research Methodology

The third chapter deals with research methodology where the methodology part of the research work is discussed along with research objective and hypotheses posed this study

Chapter 4: Analysis and Interpretation

In the fourth chapter, the analysis and discussion part is presented and the various data of the study are presented in the form of tables, graphs and statistical analysis is also done for testing the hypothesis
Chapter 5: Findings and Suggestions

The fifth chapter contains the various findings of the study, its implications on professional women followed by the suggestions to the different professional Associations on various factors of stress faced by the professional women.

Chapter 6: Case Studies

The sixth chapter details the case studies of eight dual career professional women from the four different professions.

3.18 Limitations of the present study

Based on self-assessed scales, this study revealed differences in personality, ego state and stressors across the four different professions. These findings provided valuable insight for future studies in recognizing the uniqueness of each occupation and in the design of occupation-specific work stress interventions. In this study, the stress level was measured by quantitative scales (self-reported), which may accurately depict individual experiences but isolate stress from its broader and larger context. This may have some implications on consequent data interpretation, as there may be other explanations for the differences discovered. In data interpretation, the structural equation modeling technique could be adopted to assess the relationships among variables.

In addition, only home and job stress, personality and ego state of the professionals have been examined. There are other work behaviours which may exert influences on professionals, such as political behaviours at work. Future studies should enlarge the scope of work behaviours and conduct longitudinal research, so that occupational influences on stressors can be further clarified. Also, only doctors, engineers, nurses and lawyers
have been included in this study. Other upcoming professions like Chartered accountants, professionals from business management, professionals from IT sector and entrepreneurs have been omitted due to lack of suitable respondents. This provides scope for future researchers to conduct studies on these professional in the area of stress and stress management.