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I Introduction

'Womens' Lib' was perhaps the most sought-after slogan all over the world until a few years ago. It had its effects on Indian women too and some of them came out of their age-old shells in search of professional career. (Sahore, 1982).

Taking up 'out-of-the-home' employment by the educated middle class and upper-middle-class married women has now been a common phenomenon. More so, for the married women coming out of the four walls of their homes to seek gainful employment.

Throughout the world women have moved towards greater freedom and have moved to achieve greater equality with men, both within and outside the family, in the legal, social, occupational, economical, political and cultural realms. The order which confined women to the home as old helpers to their menfolk has been, or is, in the process of being replaced by a new one in which women increasingly undertake to execute many roles at home as wives, mothers and home-makers and outside as partners and colleagues of men in different walks of life.
'Women from the upper-classes have started entering vocations which were the preserves of men so far.' (Sengupta, 1958).

Compulsory free education through grade school and high school has virtually eliminated illiteracy and has led to increasing equality between the sexes in educational achievement in the urban areas. 'The increasing trend toward equal education combined with the lessening of discrimination and conflict prejudice against women in many occupational roles with those of household and child rearing'.

In fact, one of the remarkable changes in our society has been the startling increase in the number of married women working outside their homes.

The advent of women on a large scale into occupational field has led to a blurring of traditional sex roles with respect to occupations. Women have entered such fields as teaching, medicine, law, psychology, physics and administration in increasing numbers. No longer is it considered unfeminine for women to enter fields requiring courage, strength and objectivity.

'There are unmistakable signs that the traditional conceptions regarding the place and role of women are slowly changing in the contemporary Indian society.' (Dube, 1963).
Traditionally, married woman's world is her home and she is primarily required to look after the welfare of her husband and family. Hindu marriage is a marriage between two families, and the prestige of the bride's family depends upon the bride's behaviour in her new role as a wife. The sphere of her life is strictly limited and confined to home under the protection of man. This does not always mean slavery or surrender. It is simply division of work the husband's field of activity is outside the home and he is called the bread winner; while the wife looks after domestic chores. The pattern however, results in male dominance and female dependence because the outside activities are always regarded superior.

Due to such divisions, the woman normally works in the house looking after the household and child-rearing. A housewife is a woman worker for whom no job is too mean to do and no hour or work too long. She is a working woman who asks for no wages and hours of work neither fixed nor even counted. She is a dedicated worker who can not rest till she has every problem beat, every situation under control.

This situation is gradually changing. An overall social awareness which has exposed women to higher education, a liberal and healthy attitude to the woman's status which is very slowly but surely evolving as a basic value has led to accept her in new and meaningful roles. 'She is no longer
looked upon as a child bearing machine and a helot in the home; she has acquired a new status and a new social stature'. (Desai, 1957).

But like all revolutions this 'new social stature' has brought with it new challenges and complex issues. The woman who goes out for work faces stressful situations in marital and family set-up and on the job relationships. In the marital relationship, the woman's status, outlook and changed social role will certainly affect the husband also. In the present study the main problem is to compare the attitudes and responses of the non-working wife and her husband with a working wife and her husband. On the other hand, there is a psychological problem of those housewives who are educated but not working. There is the possibility of these women feeling that they are being denied the opportunity of utilizing their talent and skill effectively. This is supported by the speculations of psychologists like Myrdal & Klein (1956).

'The woman who spends her life at home in the conventional role is no better off. She too, often wonders whether she has made the right choice and whether she is not neglecting her hidden talents or wasting her energy'.

According to Myrdal and Klein (1956), 'As a group, housewives today do suffer from social isolation or loss
of purpose. To the women at home, offices and workshops seem alluring places, full of interest and human contacts. Many working mothers state that their job provides them with an escape which is well worth the extra burden entailed'.

The woman who centres her life in the home and specialises in the production of home goods—principally child care, food preparation and housekeeping—finds her work different from the labour market. (1) No monetary reward is offered for tasks performed at home. (2) No job descriptions or universal standards of achievement are fixed for the production of home goods. (3) The value of goods and services produced in the home is not included in the national income if the woman performs them herself. They are valued as 'work' if they are performed by a substitute, but that too at the lowest wage level. (4) The home market worker reduces her responsibility if she performs well, while the labour market measures success by increase in responsibility meaning more responsibility is assigned to the worker who performs the task more efficiently.

Prompted by the tediousness and monotony of housework, the isolation as mere housewives, need for personal fulfillment or the need to use talents, gifts or training; or to be recognized as independent personalities and not just the extensions of their husband's identity, women have come out of the four walls of the house.
It is a fact that a high degree of stress is experienced in the family when a woman starts working. The combination of stress at home and at work has changed the entire concept of feminine role in our society. The change, however, is not harmoniously accepted with the changing social life. Traditional beliefs still dominate in emphasizing the role of woman as primarily a housekeeper. This is the basic role which she can not give up under any set of conditions or in preference to any other role which she may have to accept or has accepted. It is in some way or the other likely to influence the traditional concept. (In the present study the major purpose is to find out how far these changing attitudes have contributed in the adjustment of the working women.) One must accept that this change has influenced both, the woman as well as her married partner. Both of them are equally affected by the changing situation. Hence, how far is this change acceptable to both or one of them is the problem worth probing.

To quote Powell from Kapur's 'Marriage and the working woman in India' (1970), 'Students of family have assumed that adding the role of employee to the woman's role of wife and mother often necessitates a redefinition of the family members in terms of duties and responsibilities' (Powell, 1963). Since these duties and responsibilities have not yet been redefined, there are more chances of conflicts.
Many projects have been undertaken examining the social and psychological problems of working women. However, no study has taken into consideration the counterpart, that is the husband, who is actually playing a vital role in this problematic situation. Whether he is willing to sacrifice some of his traditional, age old privileges, whether he is willing to help the wife, who is helping the family both in and outside the home, is the major problem of present research work. In the present study an attempt has been made to compare the adjustment problems of the husbands with the same of their employed wives. Job adjustment, family adjustment and personality adjustment are the main variables for comparison. As a control group the couples with the educated but non-employed wives are selected and they are compared for the same variables. The main problem of the present study, therefore, can be stated as a comparative study of the couples with employed and non-employed wives on the family, job and personality adjustments.

The point to be considered arises out of the question that if high degree of stress is experienced by the family when the wife is working, why do people accept this life style. Various studies have found that economic necessity is not the only reason for women seeking jobs. There are various socio-psychological motivations behind it—such as using their
talents, achieving a position or an individual status of their own, being economically independent, getting freedom to interact with people, overcoming the boredom of being in the home, making their contribution to society visible, satisfying the ambition of having a career. Along with all these factors the economical aspect also cannot be neglected.

Ross, in her 'Hindu family in its urban setting' observes, 'indeed the main reason that so many married Hindu middle-class women work is because everyone understands economic problem of the middle class, and that a wife's income is essential to the family's standard of living'. (Ross, 1961).

Women work with aspirations of upward social mobility and desire a sense of competence and a desire for achievement. It is possible that education and employment for married women relate positively, not because education facilitates employment but because education leads to the manifestation, and it is a stimulation to the achievement motivation.

To some women, wife and mother role may not call for the utilisation of women's full potential. Hence employment may be seen as offering a great opportunity for self fulfilment. It may involve a feeling of obligation to one's-self or to society to use one's skills.
Though the particular jobs they do may call for compromises with their original idealised conceptions, in many cases they are aware in fairly good measures what they are doing, what they want to do and what is worth doing as human beings in utilizing their capacities.

A job might give more self-esteem and satisfy her urge for freedom and independence, her need for social contact and help in eliminating the fear of ageing and loosing vitality. A job may also, sometimes, operate as safety valve, whereby frustrations that would otherwise be expressed in the family are avoided.

Moreover, many women carry a great economical responsibility in their childhood and youth due to family circumstances. They are so much used to working that if they have to give up their jobs after marriage they would experience a sense of vacuum.

A number of motivations are working at the same time to prompt women to work, though they may change with the passage of time. They are:

1. Utilisation of spare time
2. Gross necessity to support herself or family
3. To supplement husband's income
4. Being used to work
5. Ambition for a career
6. To have independent income
7. To achieve status and position
8. To make use of high professional education
9. To escape from domestic chores
10. To serve human beings
Women have gradually become aware that if they wish to contribute to the well being of their families, the best way to do so is by becoming wage earners. They also know that by working they can have better social standing. The outlook is so changed that even if women retained traditional expectations, a good many of them would like to undertake paid work solely because of economic and demographic factors.

Working has been made possible for women by new labor saving technology available to homes. New inventions and techniques in industries and trade, smaller family units and the spread of the concept of equalitarian family are other factors. Decision to work is forced by the elementary economic need. Richard Titmus quotes an English working mother saying 'we go out to work to give our families a higher standard. We are good mothers'.

Some prefer outside work to full-time housekeeping; others feel that their toil and effort represent a personal sacrifice for the sake of their families. A woman may work to satisfy individual psychological needs or family's financial need. Others take jobs because of their needs for social interaction and dislike of housework, or they wish to escape from the stigma of being only 'a housewife' or due to their desire for the satisfaction of building up a career or they have a creative interest in a specific field. For a good
number of women the choice of the option whether to work or
not leads to an inner conflict, to problems of indecision or
guilt.

A woman's freedom to choose among alternative life styles
is an important predictor of happiness in marriage and family
life. Educational levels of both the partners, their stages
in life style and wife's part-time or full-time employment
are the variables connected with it.

The emerging trend of educated married woman's taking up
employment is liable to affect her entire personality and her
marital and family relationships. Now she has two roles to
perform—one of a housewife and the other of a wage earner.
The main problem is how to reconcile the duties of wife and
mother with the new role of wage earner away from home. Both
these roles make demands on her time and energy and she is
quite often torn between the conflicting pulls of the dual
role.

'If women with a job and a family feel torn between then,
as they very often do, their dilemma is not of conflicting
rights but rather one of conflicting loyalties. They have
willingly accepted their two responsibilities as workers and
mothers, their problem is how to harmonize the two.' (Myrdal
& Klein, 1956).
House work along with job work increases her tension and anxiety as it consumes more of her time and energy. Bloustein calls this situation marriage career hoaks, and comments that women who might otherwise lead rich, fulfilling lives in their homes—in the leisure that our affluent society provides—are being deprived of this opportunity by the modern compulsion to achieve and to produce; something, women are told, they can and should do.

(1971)
Ray Paul in reviewing dual-career families in new societies says, 'I find that bustle and strain of the couple's lives create an infectious exhaustion'.

There is an incompatibility between modern occupational norms and any traditional familistic system of norms. The modern occupation system has led to increasing specialization of the role. The job absorbs an extra ordinarily large proportion of the individual's energy and emotional interests in a role erstwhile not offered to or accepted by women.

The working wife herself is confused and her attitude as well as that of her husband and society towards her in the event of her taking up a job are ambivalent. Even when her husband and society want her to take up a job, they do not want her to develop an independent personality.
Bloustein (1968) points out that on the one hand the modern woman is told that she can combine marriage and family life with a career, on the other hand she encounters at every turn obstacles of prejudice, discrimination and lack of institutional support.

A working wife cannot be a good housewife in the opinion of others. According to them, she has to spend six to eight hours outside the home, hence, she has relatively less time to spend on household duties. There is another side to the same story. Since a working wife has to fulfill her duties in a limited time, she cannot while away her time just as a housewife can. She tends to be exacting and organized to meet her home and work requirements. However, despite her efforts to balance affection and ambition, duty and devotion a real and practical demarcation between work hours and leisure hours always eludes her. This is not to say that active professional life is necessarily incompatible with happy family life.

'It may be assumed that the problem of a working wife is not only the problem of over burden of duties, but is also the problem of her psychological acceptance of the changed circumstances'. (Kapur, 1970).
To discover the conflict-promoting and conflict-resolving factors two aspects should be studied: first, what motivated women to take up employment; second, what part is played by the attitude of husband, family, and society in making her task easier or more difficult.

Mudd and her associates (1965) found that in successfully functioning families, the percentage of wives working outside the home was above average. The woman usually derived considerable satisfaction from her work and that the husband usually approved of the arrangement.

The working wife's demanding attitude with regard to obtaining help of her husband in carrying out household chores is quite legitimate. The presence of this feeling is associated with the marital adjustment of the woman and her husband. Consciously or unconsciously, rationally or irrationally a wife with such an attitude would feel that if she shared with her husband the stresses and strains of a wage earner, or if she occupied an important and active role as a working woman, the husband should also be able to share with her duties of wife and mother role.

Usually, man is not prepared to share household chores with his wife. He considers it below his dignity because in terms of social traditions, this type of role has a low status.
value. In the words of Ross 'As women's tasks in all societies have less prestige than those of men, women taking over 'male' business or professional roles are moving to a higher level of job prestige, whereas men are moving to lower levels of work'. (Ross, 1961).

Sometimes the husband might be willing and ready to help the woman in the household duties, but the attitudes of other members of the family and society cannot be overlooked. If at all the husband shares household duties with his wife, he is more often ridiculed by his fellow men than being followed as an example. In words of Rapaports (1978), 'If his workmates are not understanding, he may be teased, his 'manliness' impunged, and in extreme cases his job or career may suffer'.

Education of the partners, their stage in the life cycle, the availability of adequate substitute help, financial need, the woman's personal disposition and desires and the husband's attitude—all these factors taken together would influence mutual adjustment of the married partners.

It would be an important problem to study whether there is any change in the adjustment pattern of highly educated and low-educated couples. In the highly educated couples, the wife is mainly working for her intellectual satisfaction, fulfilment of her education and partly social and financial
motives. In the low-educated couples, self-expression of wife is virtually non-existent. She is working mainly to supplement the family income. As a result, her major motive is to see that her income, in addition to her husband's income, is sufficient enough to meet financial requirements of the family.

The problem, however, does not end here. In the first case, the conflict between the husband and the wife is likely to arise because of economic competition and, in some cases, a superior job-status of the wife. The husband in Indian set-up is still not accustomed to accept an inferior status of any sort. Traditionally he is, and should be, recognized the head of the family, should be treated and respected like that, not only by the wife and children, but also by society at large. This ego of the husband is hurt to a certain extent in intellectual couples, particularly when the wife occupies a superior job or a working status, even though she may earn less than the husband.

It would be an interesting problem to find out how the husbands of intellectual working women have adjusted in this situation. This aspect is an important problem related to the institution of marriage and the present study intends to investigate that aspect.
In the less educated couples the situation takes a different turn. The wife is working mainly to supplement family income which is usually not adequate. In most of these cases the husband is also earning more or less the same as the wife does. Hence, the question of superiority or inferiority does not arise. The wife is not associated with the intellectual class where by she can assert her superiority over her husband or his family. Therefore, the question of her mixing with superior people, or her becoming a person of superior status in the family does not arise. The only problem is that of getting sufficient rest at home and respect from family as an earning member. How far this is correct is an important problem worth investigating in this study.

Moreover, the social and domestic set-up and conditions are likely to contribute further to the problems of working couples. The Indian working couples face more hardships in life than their counterparts in many other countries, where advanced life style and mechanical gadgets are geared to share a good measure of the housework. They cannot pick up ready to eat food packets on their way home from work and have few domestic gadgets to depend on. There are hardly any creaches where they can put their children and expect that they will be well looked after until they return from
work and take care of them. The problems are enhanced by multiple normative confusions which we find in Indian society.

If the woman has to carry out single handed all the traditional duties and responsibilities at home along with duties of her job, she overstrains herself constantly in a tired, irritable state of body and mind.

If on the other hand, she does not carry out efficiently her role as a wife and a mother, apart from being accused of being inefficient and vain, she suffers from a guilty conscience. In such circumstances, if the husband and other members of the family do not co-operate and change their attitude and behaviour pattern, and if the wife insists on their accepting this change, marital friction and family tensions arise and create social and psychological conflicts.

There is a positive side of the picture also. Some parents or relatives who live with the couple may relieve them from the anxiety of looking after children when they are out for work.

The working woman may manage her household better than others as she does not put off anything till the next day. She is exposed to a variety of experiences in her life. This develops self-confidence, courage and her overall personality. She has no time for idle gossip. The children become self-dependent at an early age.
Some studies show that working women have greater sense of personal efficacy, enjoy more equalitarian relationship with husbands, place a greater emphasis on independence and achievement in the socialization of their children and perceive the world in a more activistic perspective.

Husband’s adjustment to wife, home and children plays a very important role. In the present study equal importance is given to the husband, his attitude, sharing of household work and how it influences the adjustment of both his and his wife’s personal and marital life. In some situations the husband tolerates rather than assisting the wife in carrying her dual roles. These are learned patterns of behaviour which make it possible for the couple to organize their time, energy, finances, and other resources that the kind of life they have chosen can be seen as feasible. A greater partnership in child rearing may often prove to be an asset for children. A middle-class husband who attends to such household chores as buying vegetables and milk and other household necessities, taking children to the doctor when necessary, and handling the payment of bills or such other matters may relieve the avoidable strain of the working wife.

But many women feel a moral sense of guilt when they have to sacrifice or even neglect any of their domestic roles because of compulsions of their job. If the child has a bac
school report or suffers from a sore throat they consider their job as the reason and feel guilty. It deprives women of a feeling of fulfillment. Concepts of the female role are set in rigid patterns, which time and circumstances may gradually reshape. According to the tradition women are the corner stone of the family, the guardian of tradition and defender of social stability.

Yet, the trend towards increasing maternal employment is part of a change so wide-spread, so strong, and so rapid. Effects of this change depend on the kind of mother, child and family; on why the woman works; how much she works and how long; what type of work she is employed in; what provisions she makes for children while she works and how the husband and the family members perceive her role as a working woman.

As there is a problem of social definition of female role, there is also a problem for the woman when she is on the job. Though the woman has entered various areas of job requirements and professions, she is not yet regarded as a dependable professional. There is a tendency of her being taken not as a worker first, but as a woman. Her politeness and courtesy tends to be misunderstood and working with male colleagues may evoke tensions.
It has been argued that for a woman family ought to be of primary importance and work outside the home a secondary matter. This order of priorities acts as a major barrier to the optimum utility of their high level of educational qualifications in some form of gainful employment.

The woman's success is usually judged by her competence as a wife, mother, and home maker rather than by her achievements in occupational world. On the other hand, working women have an advantage over their husbands in one matter, that is, the family status and standard of living are not usually dependent on their job success. Thus, working wives often do not suffer from the pressure their husbands do to preserve their jobs and get promotions. Some observe that the loyalty of a married woman is toward her home and not her place of work. It is generally believed that for an unmarried woman office serves as a financially productive waiting room till she finds a suitable match and makes her home. The management doubts whether a woman can run an office where majority of workers are men; whether she can take a decision; cope with a crisis; whether she would make a competent boss. When a woman is promoted for nothing more spectacular than just hard and honest work, there is always someone to say sarcastically that she has been preferred only because she is a woman.
When the woman is working, it is possible that she experiences following dilemmas arising from:

(1) Sheer over-load of work to perform three roles simultaneously (wife, mother and worker).

(2) Role-cycling dilemmas resulting from organizational problems at critical stages—at the initial stage of family expansion or job promotion.

(3) Discrepancies between personal and social norms—emphasis on maternal and homemaking role.

It may well be presumed that modern middle-class educated women, either working or not working, are breaking away from age-old conventions. But their concepts and attitude to modernity is yet ambiguous and they are facing some psychological crisis. Their husbands also cannot escape from the crisis and are certainly affected.

The present study is an attempt to explore whether any such crisis exists in the minds of modern, educated working couples, and if it does, what is its nature and magnitude; how the job responsibility of an individual affects his or her marital and family adjustment and also how the family responsibility affects job adjustment.
II Statement and clarification of the problem

Present work is an attempt for a comparative study of adjustment of married couples having working or non-working wives.

This study is a further continuation of a previous research undertaken in 1980 where adjustment problems of employed married women teachers were compared with the same of married women not employed. In that study, the researcher has stated that in the family unit, the husband and wife are inseparable. Therefore, any attempt to study the problem of married working women without referring to the husband is an incomplete work.

Accordingly, in this study, the present research worker has taken married couples where both husband and wife are working. Their adjustment is to be compared with those married couples where only husband is working. In this study due emphasis has been put on the husband as a member of family and his problems along with the problems of his wife are studied.

The family adjustment and marital adjustment has since long been an area of research both in the West as well as India. More and more psychologists are taking...
interest in the study of the changing pattern of family and its influence on the husband-wife relationship. They are equally interested in the study of the new role the wife has acquired by becoming an earning member of the family. The old traditions and concepts must wither away. But the social roles of woman as wife and mother are still much the same. As a result, today's employed woman faces double responsibility; that of job and of family. The husbands, side by side, have not shown similar change in attitude and behaviour in their family life, as well as their role as husbands. This has created a peculiar situation everywhere the women have started working and earning independently to support their families.

On the part of the husband, there are two problems. On one hand he is lacking skills and experience required to help his wife at home as a family member. From early childhood, he has been treated as a 'Man in the making' with the idea that he will never do certain things in the family. On the other hand is his inefficaciousness as a family member to provide family care in absence of his wife under critical circumstances. Till now, the ego of the husband was supported by the fact that he was the sole earning member in the family and the household chores were not his business.
With women's liberation movement, this pride has been partly dampened. Now women also are educated, go out, get the jobs and work with equal competence. As a result, working wives may cause ego problems to husbands who may deliberately not cooperate in household functions just to express their basic dislike.

Unfortunately, the growing economic set up is such that only one earning member is not enough to make a decent living. In the face of day to day rising prices and the cost as well as standard of living this is all the more true. As a result, the kind or problems that are created for the husband is also an equally important area to investigate. In the present study an attempt has been made to investigate the adjustment problems of married couples where the wife is working. Couples with non-working wives are selected as a controlled group. It will be interesting to find out what is the difference in the adjustment levels of the two.

This kind of study may answer the following questions:

1. Interrelationship between job and family adjustment.

2. Difference in the co-relation of men and women for job satisfaction and family adjustment.

It would be an interesting part of the study to find out whether job adjustment, personal adjustment, marital adjustment and family adjustment are interrelated in the same way for both
husband and wife. It is possible that in husband, we may find different pattern of inter-relation than that of wife. This may be, because her role as a wife and working member is more responsible than his as only an earning member. This puts more responsibilities on her than on him whose only role is of an earning member. These are the points which are likely to be clarified in this study.

MARRIED COUPLES—TOTAL 120 COUPLES

The married employed couples
Total 60 couples

The married couples having non-working wives
Total 60 couples

Wives are in clerical jobs - Total 30 couples
Wives are in executive jobs - Total 30 couples

Non-working wives having educational background similar to women in clerical jobs Total - 30 couples
Non-working wives having educational background similar to women in executive jobs Total - 30 couples
III Statement and clarification of the important technical and basic terms

It may be proper to define here what the researcher understands by the terms adjustment, marital adjustment, family adjustment and job adjustment.

(1) PERSONALITY ADJUSTMENT

Life would be simple indeed if all our needs are immediately and effortlessly satisfied. But as we know, there are many obstacles, both environmental and internal, which interfere with need gratification and complicate our efforts to maintain and actualise ourselves. Such obstacles place adjustive demand or stress on the organism. They require extra effort and a change in ongoing activity if the organism is to cope with them and meet its needs. When the stress is excessive, it overpowers our resources and leads to breakdown of integrated functions.

Before we can understand how to adjust to family, to business associates, to friends, we have understand the inevitability of the fact that it is necessary to adjust. If we do, we shall learn to understand ourselves better, understand others better, and understand the world around us better. We need to study the adjustment
process in order to learn how to get along with other people, how to approach school, work, or career problems; how to recognise and resolve general emotional health problems. As long as we live, we shall encounter problems that will demand some kind of adjustment, and a continuous process of problems demands a continuous readiness on our part to adjust to them. Since we cannot avoid problems, we must learn to handle them.

**Characteristics of Human Adjustment:** Adjustment is an universal continuous process. Living organism from simple, single-celled amoeba to complex multi-celled man are constantly making adjustments of various kinds. There adjustments may concern the satisfaction of biological needs, such as hunger or thirst, or they may, at the human level, involve the fulfilment of psychological needs, such as our desire for belonging, to give and receive love and affection, to gain recognition or status, or to find an opportunity for a certain self expression. Confirmity is not adjustment; it is only one of the forms of adjustment; and the quality of adjustment derived by conforming may be good or bad, depending on the circumstances under which it occurs.

Adjustment is a process of interaction and cannot be one sided. Some people have a mistaken notion that man is continually forced to adjust to his environment; they fail to realize that man also can shape his environment. Both
man and his work are modifiable whether the world be physical
or social or psychological. As our environment changes, we
modify our behaviour accordingly, and these modifications, in
turn, affect the environment.

Neither the individual nor his world are static. Both
change, both are being acted upon and shaped continually.
To be sure, at times these changes are so minor/unfelt that
and individual's efforts to adjust to them seem imperceptible.
In fact the imperceptibility of changes, rather than changes
themselves, may constitute an adjustment problem.

Hence, both, change and regularity or samness demand
adjustment. There is always a dynamic relationship between a
person and his world, and in this relationship lies the basis
for the study of adjustment. The process of adjustment is a
characteristic of the life and development of each of us.

We would not expect to cross the desert in a boat or the
ocean in an automobile; but many of us fail to realize that
it is just as unrealistic to expect inadequate behavioural
patterns to carry us satisfactorily through the journey of
life. We tend to take ourselves and our behaviour for granted.
We tend to coast along, blind to the potentialities we are
wasting, deaf to the danger signals manifest in our persona-
lities, dumb in our inability to release the tensions we
have suppressed.
According to James Golemen - Behaviour is an attempt by the organism to adapt itself to inner and outer demands. This is as true of maladjustive behaviour as it is of smooth, effective, successful behaviour. Both represent answers to the same questions - how best to protect one's well being, develop one's potentialities, and meet social demands.

'There is no mysterious difference between effective and ineffective adjustment. Rather we are dealing with a continuum of adjusive mal-adjustive behaviour, with most people culstering around a central point or average'.

Dictionary of behavioural science gives the meaning of the term adjustment as 'An harmonious relationship with the environment involving the ability to satisfy most of one's needs and meet most of the demands, both physical and social, that are put upon one'.

Adjustment is how to react to one's surroundings, people and situations to get the maximum possible satisfaction. Though personal adjustment is a unified process and adjustment of an individual in one area is related to the adjustment in other areas; for the purpose of study and better understanding it has been divided into two areas, namely, family adjustment and job adjustment. The specific reason for doing so in the present study is to see whether family adjustment of a married
couple is affected by the fact that a wife is working, or by the extent of effective or ineffective adjustments in the job; and whether other couples have similar or greater problems when the wife is non-working.

(2) **MARITAL ADJUSTMENT**

Some people think that the complete absence of frictions means adjustment in marriage. While others feel it is the absence of problems in married life which indicates adjustment. But it is not so.

Marital adjustment for this study has been defined as or refers to that state of accommodation in marital relationship between husband and wife which is characterised by a tendency in them to resolve conflicts and solve problems, to come to a mutual agreement on important issues of married life, and also by an overall feeling of happiness and satisfaction with marriage and with the marriage partner.

Marital relationship represents more than the sum of personalities that make it up. The whole family in operation is greater than the sum of its parts. The quote Ackerman E. 'A marital relationship, like a chemical compound, has unique properties of its own over and above the characteristics of the elements that merge to form the compound. A marital relationship is, therefore, an entity, new and different, but again
like a chemical compound, its properties, while unique, preserve a specific dynamic relation to the elements that have combined in its creation.

Pre-marital socio-cultural background, personality traits, patterns of sexual relationship, post-marital circumstances, attitude of spouses towards husband wife roles and status, attitude of spouses towards wife's employment etc., affect marital relationship.

The studies of Promilla Kapur (1960 & 70), Kapadia (1959), Desai (1957), Htate (1948 & 69), Ross (1961), Cormac (1961), Sengupta (1960), Ranade and Ramachandran (1969), Jauhari (1970), Ramanujam (1972), Goldstein (1972), have pointed out that now a days husband's relatives and even members of the older generation approve or do not mind the educated daughter's, wife's, daughter-in-law's working, and rather want and encourage that they should help the family by supplementing its income.

Whether the wife is employed or not, marital happiness is likely to be affected by how efficiently and effectively the married partners perform their different sets of duties, how much satisfaction they derive out of all these and also by reaction and attitude of other family members towards them. It is worthwhile to examine the change in the role and relationship of woman in the family after marriage.
No two people are exactly alike. Each person is different in some respect from every other person. However drab and undistinguished he may look in a crowd, however similar to others he may appear in many of his opinions and attitudes, he is a unique person. The particular way in which abilities and traits are organized in him, in which his personality has been shaped by his past experience, in which his behaviour is directed towards what he expects from life makes him an individual different from others.

Alma Routsong (1962), "Tim saw an apple tree with two main branches, both going up simultaneously and mingling their twigs, never interfering with each other, keeping each other from light; and first they make him think of the fugue and then marriage as it ought to be". 'Perhaps the comparison might have been phrased differently' (William Smith).

'Instead of never interfering with each other, one might have said 'always growing toward the light, neither too close to, nor too far from neighbouring branches, so that together each gathered strength to itself and simultaneously contributed strength to the total. Is this what relationship in families mean?'.

Robert Huntington (1958), defines social relationship as consisting of the interaction which occurs between the two
partners and those portions of each of the partner's personalities which are in any respect oriented or affected by the personality of other partner.

The relationship between the sexes is of key importance among human beings. This relationship varies considerably from culture to culture and among the individuals and sub-groups within a given culture. Among some cultures, for example, women are accorded an inferior status and denied the rights which women in western societies have come to take for granted; often in such cultures the daughter is considered the property of her father and later of her husband, and has little control over her own life. In some cultures relations between the sexes are fraught with suspicion, ridicule and even contempt. Although such extreme patterns are changing, there are still great differences in the relationships between the sexes in different societies, both before and after marriage.

In our brief overview, it is not intent to cover the married forms or details of marital interactions and relationships but rather to delineate some of the key variables involved in marital adjustment.

"I, John take thee to be my lawful wedded wife, to love and to cherish... till death us do part". Each year millions of young people make these or similar wedding vows. This
commitment involves one of the most important decisions he will ever make. For it will affect his frustration, and satisfactions, his opportunities for personal growth and almost every other aspect of his life. Like personal adjustment, marital adjustment can be viewed on a continuum from satisfactory to unsatisfactory. Here, too, it is almost impossible to agree on the factors that constitute a good adjustment and those that constitute a poor one. In fact what one person or couple considers a good adjustment may be quite unsatisfactory to another.

One common test of marital adjustment is permanence and willingness to continue to be together. But permanence as a couch stone has limitations as a criterion because many marriages persist despite intense and sustained frustration and conflict.

A more critical test is that of happiness. Although happiness is a highly subjective term, husbands, wives, and objective observers show fairly good agreement in their evaluation of marital happiness.

Why is one marriage happy and another unhappy is by no means fully understood. Some of the factors related are the premarital background of the marital partners, the personality make up of the partners, sexual adjustment, the degree to
which the partners can accommodate each other and function as a group system and environmental resource, personal limitations and demands.

The rapid development of modern industry includes mechanization of tasks, intricacy of assembly (as in electroncs), paperwork co-ordination and proliferation of skills. These trends have produced increasing job opportunities for women. The availability of jobs means that women no longer necessarily depend on the husband for support. No longer is marriage an economic necessity nor is divorce economically disastrous.

What does it do to the husband-wife relationship when both the partners are employed? There is a world of difference between a wife who works on the farm under her husband's leadership and the kind of independence gained by a woman working for someone else. Many other factors have altered the relationship between husbands and wives - wars, education for women, the development of contraception, etc. Regardless of the causes, the fact remains that families are different today from what they once were, though nobody seems to know exactly how they are different. This historical change is phrased as 'From institution to companionship' - Burgess Earnest W. and Harvey J. Locke - (1953).
As a wife, traditionally, a woman (whether working or non-working) is expected to regard her husband as her "master" and should 'serve him faithfully'- The husband is 'superior, the wife his subordinate' Dube (1955). "Though the situation is not the same today, the basic secondary position of the wife in the hierarchy of the family remains the same. She has to look after the daily needs and comforts of her husband. He may allow her to do whatever she (the wife) wants to do to be happy as long as "it does not affect your attending my (the husband's) needs" Rapports (1978), "The implication is that if she wants to work, she should carry the overload of work plus conventional domestic obligations. She works a double shift" Rapports (1978).

Whether a woman works outside her home or not, marital adjustment of partners would be affected by their attitudes, likes and dislikes, acceptance of the traditional and modified role, temperament, demands, and attitudes of each other.

After having children the woman's role changes from that of wife to wife and mother, and that of husband to husband and father. The Hindu mother has so far been living in the 'glory of motherhood'.

If the woman is employed she may be hard pressed for time and physical and mental energy. She may not be able to devote
enough time and attention to children. This in turn may cause her anxiety and guilt feelings. The husband may be required to share more of her work at home. This study attempts to compare the level of adjustment of married partners when the wife is employed and when the wife is non-employed.

The traditional view of the division of labour is 'man for the field and woman for the hearth'. "She was to spend the whole day in considering matters entirely related to the household" Indra (1955). But an educated woman today realizes that 'the supreme goal of woman's life is not circumscribed to merely love making, dutifulness to husband, childbearing and domestic work", but that her life has higher and a more serious objective'. (Desai 1957).

Modern educated housewife, if not employed, may feel isolated and cut off from outside world, which may reflect upon her mental adjustment. If she is employed she may face the problems of harmonizing her dual roles.

In the present study an 'attempt is made to assess the level of adjustment of couples where wives have different roles in contemporary set-up. The purpose is to explore whether the couples with working wives significantly differ in adjustment when compared to couples with non-working wives.
"Family relationship as the term appearing throughout professional literature, carries meanings which range widely from the specific interaction or process to the general associations".

In the words of Arlittee (1942) "All families are the result of reactions of individuals to the community, both individually and as a family group".

The family is probably the oldest social institution known to man. Although its specific form has changed and will continue to change, it has been, in most cultures, the basic unit of social order. This social unit based on marriage consists its minimum of the parents and their children but may include others. The large family system is rapidly disappearing and the small family unit has taken its place. The role and status of the members of family have also changed and some of the functions, once performed by the family, have been delegated to other groups in society. People's attitude and values toward marriage and family life have changed along-with family functions.

Although a family reflects the mores, values, and behaviour patterns of the particular culture in which it exists, no two families are exactly alike. Each family pattern is derived
from the interaction of the distinctive personalities involved in it. In the course of its existence the family pattern is changing constantly. New members are born into it, others die or leave. Changes in the behaviour of each member affects the behaviour of others.

Problems arise in all families. The attempted solutions depend upon the personalities of members of the family and on the patterns of family interactions that have been established. Adjustment involves the ability to evaluate those differences which are significant and those which are not. "The family with its internal and external relationship is a highly significant social unit and is probably the most important factor in determining the nature of the interpersonal relations which the children and the adults it produces will experience throughout their lives. The family provides the training ground, the instructors, the models for the development of love, understanding, tenderness and co-operation, or of suspicion, hate, hostility and callousness on the part of children" (Bock Chrisholm 1968).

In words of Nye & Berardc (1955) "Those families or groups which allow for individual growth within their circles are most successful in serving both the individual and the society".
Family life, like all social interactions, is an ongoing process in which each person continually checks his own behaviour in response to real or anticipated reactions of other persons.

"The welfare of the family members may be considered or perceived as relative to the needs of the basic relationships upon which the family is founded". (Doan & Kargman, 1968). This does not necessarily imply that a relationship-oriented family is a family of sacrifice. The individual is free to make any decisions or choices he must, but he sees his well-being as related to the well-being of the group.

The basis of personality develop in the mutual relationship of mother and infant after birth. Personality, a resultant of the forces of family relationship, is reaffirmed throughout life span and in the wider community. Whatever of us is human derives from interpersonal relationship along patterns set down in the family.

Some writers accuse the commercial services in the modern city of undermining the stability of the family and depriving it of its usefulness. Ogburn William F. (1938) points out how the family function of economic production has been transferred to the factory, education to the school, religion to the church,
protection to the police, and recreation to the movies, leaving little for the family to do except bearing children and providing affection.

Zimmerman Carle C. (1948) fears that the contemporary urban family is becoming atomistic as a result of this loss of functions; meaning that family members put their individual welfare above the collective welfare. Such individualism, he thinks, is incompatible with the survival of the family. City dwellers are supposedly becoming indifferent to their family responsibilities and vulnerable to the competitive lures of teen-age, peer groups and adult pals and lovers. Urban life, from this point of view, is anonymous and fragmentary, with each man knowing only part of his fellows' personalities, deprived of those primary-group which used to make life meaningful.

If we go back far enough, husbands with their wives and children worked together in the fields. Nobody questioned much about the role of women a man could hardly get along without a wife to cook, and serve and produce assistance for him. She in turn, was even more dependent on him for protection and sustenance. Under the circumstances his authority was as unquestioned as that of a military officer and for the same desperate reasons.
Homans George (1950) 'Then came the industrial revolution, its most important consequence was to separate the place where a man worked from his home. The husband's disciplinary role was impaired by his physical separation from the family and by the termination of his role as boss of the family work crew.

Therefore, in the present study, an attempt has been made to understand the interaction of the married couple in the family set-up and the type of problems the married working or non-working women and their husbands would face.

(4) **JOB ADJUSTMENT**

Human beings spend most of their adult life in occupation so, for their own peace of mind they should settle on a job in which they will be reasonably successful and happy. If people are frustrated and discontented, they can be irritable and annoyed not only with one's self but also with friends, associates and family members.

The livelihood of an individual depends on his job. The kind of job one has determines the standard of living and the things one can afford beyond the mere necessities of life. Work is an important aspect of social identity. In our society occupational status determines to a large extent a person's socio-economic status, the kinds of friends and associates he
has, the prestige he carries, the role he plays in his community.

An individual's job is most important to his self-concept, to the image he forms of himself. If he is successful in his work, he will be confident and self-assured. If he is plodding along in a dreary position without hope of promotion; if he sees his friends reaching the top while he remains in an occupational rut; he will become defeatist, easily discouraged, and a prey to all sorts of doubts and misgivings about himself.

Job performs various complex functions in our lives and serves many different needs. 'Many different factors contribute to work-satisfaction. Some of these factors, such as wages, working hours, employee benefits and our social relations with our employer and co-workers, relate directly to the job. Other factors are more closely related to the kind of person we are, that is, if we are dependent or domineering, if we try to get by with as little efforts as possible or if we are a perfectionist, if we are ambitious, and so on. Still other factors derive from our group relationship outside the job, that is the satisfaction we get from participating in work-connected groups such as union, business organisation, or professional associations, our social standing in the community, our family relations', (Milton Blum, 1949).
Satisfaction or dissatisfaction with work will be reflected in adjustment outside work. The reverse is equally true. People who come to a vocational counselling centre with vocational problems often have difficulties that lie primarily in other areas of living but which manifest themselves also in their work.

Most adults spent one third to one half of their lives in work and work-related activities—more than they devote to any other activities. Work not only determines our income and standard of living, but influences our social status and sense of identity and worth. Satisfaction or dissatisfaction in our work can add up to frustration and lack of meaning or contribute to personal growth and self fulfilment.

A number of factors may be related to a man or woman’s adjustment in the job. For the purpose of discussion here, they are divided into two categories:

(a) Factors related to the psycho-sociological attitudes of the persons involved the worker and her co-workers: at the place of work. When an individual goes out for work he or she comes across a set of people with differing age, status, socio-economic background attitudes and ideologies. Women face different kinds of problems at work. If a woman is working for no desire of self fulfilment but only out of
economical necessity, she is likely to face problems in job situation. If she likes to work and is efficient, her success would be interpreted by others as a result of loose character or cheap intentions or at least may have to listen to some derogatory remarks. This may create personal dissatisfaction and social problems. The male colleagues may assume that a woman can never combine her two roles.

A woman in an administrative position may earn the resentment of her male colleagues and subordinates who may not like to be bossed over by a woman. They may feel jealous of her superior position and consider her as a rival. Given the opportunity, women in the saddle have shown that they can be as good as, if not better than, men. But how do men feel about working with women bosses or colleagues?

A couple of experienced and senior executives contend that women bosses are either aggressive or self-evasive; their aggressiveness arising from a desire to prove themselves. Others say that women's reaction in official 'gaddi' are not predictable and that they suffer from a greater degree of subjectivity especially in the opinion and evaluation of a person.

When confronted with these attitudes of their men colleagues, one of the lady officers remarks 'But doesn't all this apply equally to men also? (Jayanti Gadhadh, 1982).
All this may be summed up in words of Rapaports "The wife's boss may be sceptical about whether she can perform as well as a man or whether she will stay on and be a reliable employee or drop out to have babies. Her colleagues may have low expectations of her participation at work due to stereotyped negative expectations".

(b) Factors Related to Job:— Apart from the psycho-social attributes of the persons involved at the work-place, more material aspects of different jobs may affect the job performance, satisfaction and adjustment of a married worker-man or woman.

Job and family adjustment are supposed to be interlinked. The satisfactions achieved on job will tend to counteract some of the disappointments...which are inevitably met in a vigorous life. Conversely the disappointments encountered in vocation will discover material relations, neighbourhood contacts, vocational persuits and one's concept of self" (Bernard H.W., 1957).

In the present study husband and wife both are selected as samples. But as it was not possible to control both the groups on the variable of type of profession, only the women's profession is controlled and the respective husbands are studied irrespective of their jobs.
The women have been selected from two levels of professions:

(1) Clerical
(2) Executive

The reason for doing so, are as follows:

(1) Majority of women workers in India are in clerical and teaching profession, the adjustment problems of women teachers have already been studied in an earlier research (Bhattacharjee, 1980) a sample of clerical workers may be considered as a representative sample of the majority of working women.

(2) With the increase in education opportunity women achieve higher degrees and grades. With professional training, now they are able to get administrative position in a job. With a change in society's attitude also this has been possible. When a woman works out of necessity, as in the case of most of the clerical workers, the type of problems they face might be different than the women working in executive jobs either for additional income or for satisfaction of intellectual needs.

Becoming a couple is a very complex and difficult transition for individuals to make. Society views wedding as a joyous occasion, without realizing the many issues that have to be resolved mutually by each spouse and the needs that each brings to the marriage. There is a desire to establish a comfortable degree of closeness while remaining two separate individuals.

It is a common belief that stress is created in the marriage when the wife is working. In other words, conflicts
are created in the marriages of successful women which frequently result in their failure to take positions at higher level in their professions. Nowadays, due to changes in labour market, advanced opportunities for education, higher cost of living, etc. have initiated or contributed to the entry of middle class and upper middle class women in gainful employment.

Free India today offers vast and generous opportunities to women. They are given opportunities to dwell/develop according to their individual abilities and genius. Women have a great role to play in a country which is passing through a period of socio-economic revolution.

It is believed that if married women take up jobs outside their homes, their family life is negatively affected. Different types of adjustment problems crop up because of lack of time and energy on the part of these women. The type of problems are different when a woman selects labour market out of necessity for supplementing family income and when it is for intellectual satisfaction or utilisation of her capacity as a result of professional education.

The present study was undertaken to examine whether any such problem exists in reality or not. The main purpose of the study was to see the effects of a woman's job on family adjustment of the married couple and of family responsibility
on job adjustment of the couple. One more important factor was the type of job the woman is doing. It was attempted to find out whether women working in clerical jobs or working at executive level affected the family adjustment of married couples or not.

IV PURPOSE OF THE PRESENT RESEARCH

Present work can be classified mainly into three broad areas:

1) Employment of the woman <x> Family Adjustment of the married couple
2) Employment of the woman <x> Job Adjustment of the married couple
3) Employment of the woman <x> Personality Adjustment of the married couple

Each area will be studied under the following sub-headings:

1) Married couples wherein husband and wife both are working.
2) Married couples wherein only husband is working, taken as the control group.

V SIGNIFICANCE OF THE STUDY

Several Indian researchers have attempted to study the way in which the urban married working woman manages to adjust to her multiple roles and the factors that facilitate her adjustment to them. The effect of working
women on traditional family structure with the male as pre-
dominantly husband/father and woman as predominantly wife/
mother is an important area of research. The man and woman
are equally affected by any change in their roles or status
in married life. So far there has been hardly any research
focusing on the husbands of married educated working women.
Present research in this area would be important for obtaining
a better perspective on the adjustment difficulties of working
women and their husbands in Gujarat.

Significance of the present study may be assessed from
two angles - theoretical and applied. Theoretically, this
study will contribute in clarifying the role of the job as it
influences the process of marital and family adjustment of the
married couples. On the applied side, the study may help in
knowing the influence of job on marital and family adjustment
of employed couples. There can be three possibilities:-

1. Employed married couple taken as a whole or the husband
and the wife taken individually may be poorly adjusted
in the family as compared to the married couples with
non-working wife.

2. There may not be any difference between the family
adjustment of the employed couple and that of the
couple with non-working wife.

3. The study may also suggest that job of a woman has a
positive effect on the family of married partners.
By proving or disproving any of the above mentioned hypothesis, the study may be of benefit to:

1. The social workers and researchers in clarification of the basic concepts of adjustment of educated married couples and the variable influencing it.

2. The clinicians when they deal with mental health of married individuals having a working or non-working wife.

3. The vocational or marriage counsellors; when they guide their female clients in the selection of a particular job and explain its implications and influence on family life.

4. The educated married couples who want to understand the basic nature of adjustment. It may help in knowing the positive and negative effects of job on family and family responsibility, on job efficiency, and in making their decisions accordingly.

VI SUMMING UP

We can say that there have been few events which have as profoundly affected the organisation of the family as the movement of women into the labour force.

A number of conditions and trends have converged to give impetus to this movement. Some of them are the increased production and availability of labour-saving equipments and products for the home, the growing concerns with population growth and trend towards smaller families, the development of more effective method of controlling procreation, the increased sharing of child
rearing responsibility between parents and the state, the rise of equalitarian ideologies which have raised issues concerning women's rights, roles and status in society. Each in its own way has played a part in freeing women to consider alternatives to their traditionally prescribed roles. As more and more women have chosen to seek employment, the dual-career pattern of family life has become more firmly established in our society.

One of the main features of the dual-career families is the considerable stress and strain that confront couples adopting this style of life. "There is a clear conflict between the socially approved status of women, as housewives and mothers, and their status as more productive workers on the other. Family duties have always imposed restrictions in their employment. It means clearly the sacrifice at least to some extent, of the major socially approved women's career-marriage and family".

Woman's intrinsic nature is dependent, nurturant and unaggressive. Child-bearing, child care and supportive activities and her interests. Extensive participation in paid employment is seen as encouraging the non-feminine aspects of her personality-aggression, competition, and dominance. There are obvious conflicts between the child care, socialization and housekeeper's roles of mothers and
their enactment of provider role. The consumption of about forty hours a week changes the ways in which a woman can enact the housekeeper role. Because of these factors, the working mother cannot fully and personally enact those traditional roles erstwhile taken for granted from her. The interruption in role enactment and the necessity of delegating responsibilities increase conflict because of confusion, lack of predictability of behaviour, and different perceptions of social norms.

When new role combinations occur, each person tends to expect the rewards but rejects any new responsibilities. It increases the number of changes in behaviour and possibilities of conflicts. Non-working wives on the other hand may frequently disagree with their spouses without verbalizing their opposition because of their dependence on husbands. Employment may lessen such dependence and allow avert conflict to be expressed.

Husbands of employed wives are more likely to participate in child-care, child-socialisation, and house-keeping tasks. Employment of woman improves the standard of living of the family, prestige of the woman, appreciation by her husband and the amount of democratic decision-making in the family. Moreover, she enjoys some of the social contacts as a result of her job. In short prices are paid and rewards are reaped. It is difficult to say whether the balance tips more towards penalty or reward.