CHAPTER II

LITERATURE FOCUS
(Review of the literature)

I. FOREIGN STUDIES

Studies related to:

1) Employment of Women and Marital and Family Happiness
2) Attitude of Society toward Working Couples
3) Husbands' Approach and Sharing in Family Roles
4) Attitude of Children toward Maternal Employment
5) Measurement Aids for Success of Marital and Family Relationship

II. INDIAN STUDIES

Studies related to:

1) Employment of Women and Marital and Family Happiness
2) Attitude of Society towards Working Couples
3) Job Adjustment of Women Workers
4) Tools for Measurement of Success of Marital and Family Relationship
This section reviews works bearing upon the major problems dealt with in the previous study. Most of the Foreign and Indian studies have covered the interviews of working and non-working women. They have also attempted to find out their difficulties in coping with household work; joint family problems; problems regarding bringing up children and their education; possibility of attending to social functions; problems at the job related to their superiors and colleagues—majority of them being men etc. It was difficult to find studies in which men are selected as sample. The husbands of working women, their analysis and understanding of the situation from the view point of a man (husband) has been considered in very few studies.

In previous researches:

(1) The husbands point of view has not been brought under the focus.

(2) Only women’s points of view have been studied.

The possibility that the impact of women’s participation in active work life may be different for husbands than what the wives generally may presume has motivated the present study.

An attempt has been made to summarize available research work done in India and abroad from the view point of its contribution in terms of the variables selected, method evolved for the study and the final conclusions.
I. FOREIGN STUDIES

1. STUDIES RELATED TO EMPLOYMENT OF WOMEN AND MARITAL OR FAMILY HAPPINESS

Nye and Hoffman have compiled various studies on employed wives and mothers in the United States in their book 'The Employed Mothers in America' (1963). The findings indicate that a full-time job of the wife did not seem to affect significantly marital happiness. Nye suggests that the net adverse effect of employment on marriage is less in the higher socio-economic families than in the lower.

Nye and Hoffman (1953) found out the factors working behind the decision of women to work outside their homes—like personality factors and monetary incentives. According to them, following factors are the facilitators:-

(a) Those which affect the housewife and mother role.
(b) Specific and general attitude of family and community.
(c) Opportunities for employment.

A woman's decision to work is greatly influenced by the husband's attitude towards wife's employment—enabling conditions, he may voluntarily contribute such like division in household tasks. In the event of the wife
earning equal or more as compared to the husband, dissatisfaction with the occupational role of the wife may result in resentment by either of them. Issues related to children such as their illness, general care, preparation for school, and husband's adjustment to wife, home and children are factors due to which marital happiness is affected.

Haveman and West (1952) found that employed women had a higher divorce rate as compared to that of non-employed women.

Researches made by Nye and Hoffman (1963) support the idea that employment of wives increased marital conflicts.

There are other studies, which on the other hand indicate an entirely different trend and point out that it is impossible to create a balance in the environment at home when one person is entirely dependent upon the other economically and the other is forced to carry out the sole economic responsibility. They feel that taking up employment rather strengthens the marriage (Lafollate 1934, Bowman 1954, Rossi 1964). Still another investigation by Lock and Mackprang (1949) found no difference between the marital adjustment of employed and non-employed women.

Kovarvosky (1953) has said in 'women in the Modern World' that "For some married women career may assume some priority over marriage and family as in the case of many business and professional men".
Myrdal and Klein (1956) have reported that by 1950, for the first time in American history, majority of working women were married. They tried to assess how a working woman feels torn between the strains of two roles of wife, mother and worker. They also studied how a housewife feels isolated and views the world of working women glamorous and full of excitement. They also conclude like their counterparts in America that educated middle class women rather prefer the strains of two roles than committing themselves only to housework.

Katherine (1957) has reported in the proceedings of a conference on Woman Power that according to the available research findings, the employment of the wife is not significant factor in the failure or success of a marriage. Although her employment may at times furnish a peg on which conflicts can be hung.

In a study on Marital Adjustment by Orden and Bradburn (1968), the sample include 871 husbands and 957 wives from a group totalling 1738 married respondents. This analysis reports husband as the chief wage earner. The men and women selected were not married couples, but, since selected on probability basis, it seems reasonable to assume that considering the average distribution of responses the result could have been similar as it would have been if they had been couples.
The study distinguishes among women who are impelled into the labour force by perceived economic necessity and those who enter the labour force by choice. It distinguishes between women who choose to centre their activities in the home and those who are there reluctantly. The results are as follows:

(1) A woman's freedom to choose among alternative life styles is an important predictor of happiness in marriage. Both partners are lower in marital happiness if the wife participates in the labour market out of economic necessity than if she participates by choice. This finding holds across educational level, stages in life cycle, and part-time or full-time employment.

(2) Among the less educated the strain comes from an increase in tensions for husbands and decline in sociability for wives; while among the better educated husbands and wives both experiences an increase in tensions and decrease in sociability.

(3) A woman's choice of the labour market strains the marriage only when there are pre-school children in the family.

Rapports (1971) pointed out that the dual career families provide security of a visible income which has
advantages in planning domestic organisation, children's schooling and so on. Another advantage is the father's greater participation in family life which leads to an increased interaction between the father and children and may help correcting the imbalance in the conventional child care and socialization. These advantages are attainable only when both the spouses actively appreciate egalitarian values rather than individualistic.

Ridley (1973) attempted to explore the impact of work-satisfaction and involvement on marital interaction when both partners are employed. The results suggest that the job absorbs an extraordinarily large proportion of the individual's energy and emotional interests in a role. This is not to say that active professional life is necessarily incompatible with happy marriages.

Bebbington (1973) has concluded that a high degree of stress is experienced in a family where the wife is working. It is a feature of the dual career family that the additional burden arising within the family as a result of wife's career—though the burden tends to be distributed—creates considerable strain.

Hall (1975) predicted that a woman's stage in the life cycle would be related to her role pressures (work, home, self, and time), conflict and satisfactions. The results of a
mailed questionnaire returned by 229 women who graduated from college between 1948 and 1968 confirm the prediction.

Charles and Homes (1975) have reported a comparative study of the work-satisfaction of females with full-time employment and full-time housekeeping. Evidence from two national opinion surveys casts doubt on the hypotheses that sex role socialization results in lower reported work-satisfaction among females who have full-time jobs compared to housewives. The only instance where the hypotheses appears to have applicability arises out of the reaction of female workers to low-salaried jobs which do not provide or contribute to a family income perceived as equal to or above that of the average American family.

The results of the study of Pleck (1975) on 'Work and Family' suggest that wife's time in family tasks decreases with increased time in paid employment. Overall reduction in working wife's household time is not fully commensurate to their increased time in paid employment. That is, the total time burden in work and family role combined is greater for the working than the non-working wife. He presumed that the working wife sacrifies a part of her leisure or sleep time to meet the total work load of home and her job.
Miller (1976) worked on a multivariate developmental model of marital satisfaction. The marital satisfaction scale was used as a tool. According to the results, role transition, companionship, anticipatory socialization, socio-economic status, etc., were not affected too much due to wife’s employment.

Burke and Weir (1976) have worked on relationship of wife’s employment status to husband-wife pair-satisfaction and performance. It is concluded that many factors have played a part in freeing women to consider alternatives to their 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 life. The health of children in general is better. The women do suffer from guilt and anxiety about maternal and housewife roles; but they are more satisfied with their daily work. They have higher self-concepts, greater sense of personal competence and personal autonomy.

Mayfield and Nash (1976) surveyed women professors at Texas and found that they have benefited through personal fulfilment, financial gain and increased opportunities. They have encountered little sex discrimination, and few personal and familial conflicts have arisen as a result of their careers.
Ferre (1976) studied the working class women and noted that though these women preferred housework and found it satisfying, full-time housewives are, in fact, found to be more dissatisfied. It is not because they found housework menial and degrading but because it does not lead to a sense of competence, social connectedness, or self-determination equal to that produced by paid employment. It is concluded that working class women prefer the strains of carrying a double role to just applying themselves only to housework as a full-time occupation.

In another study (1976) the same author has assessed the emotions and social wellbeing of working class women in terms of their being full-time housewives or holding paid jobs outside the home. It is suggested that the assumption that housework is gratifying and blue collar jobs dull or that all housework is dull and all paid work gratifying, both should be examined in terms of the individual's psychological and social needs.

In another article by Nadelson and Eisenberg (1977) the problems of the professional working women in their marital relationship and in their occupational role are viewed from perspective of two male psychiatrists who are married to successful professional women. It is suggested that while
femininity and professionalism traditionally do not go together the women with a career becomes a more stimulating spouse and parent. Problems of role differentiation and of time allocations stress the dual career marriage; but coping with these stresses enhances personal growth and leads to a more rewarding marital relationship.

Scanzoni and Fox (1980) studied sex roles, family and society. The evidence reveals:

(1) Working wives continue to have primary responsibility for the organization and functions of the family.

(2) The employment status of wives minimally affect the participation of husbands in domestic tasks.

(3) There is an increase in the length of the woman's day at the expense of her leisure and sleep time.

(4) There is a decrease in the aggregate amount of family time spent in housework.

(5) There is an increase in participation of older children in domestic tasks to a certain extent.

Hiller and Philliber (1982) worked towards predicting marital and career success among dual career couples. 1089 women were selected as sample. The variables chosen were status competition processes, status incompatibility, complementary needs, threat to gender identity, role expectations, perception of performance etc. A theory of
marital success and sustained career attainment was used. The results suggest that compatibility of gender identity of spouses is a key factor in marital success. If the husband has predominantly masculine gender identity he will experience dissatisfaction and vice versa for the female. Only an endrogynous person will not experience dissatisfaction.

Lee Ybarra (1982) has studied the impact of wives' working on the Chicano families. 100 intensive interviews were conducted in 1977 including the couples in a central California city. Low and middle socio-economic working class was selected. Three hours of intensive interviews with these 100 individuals considered cultural values, decision making, household tasks, child care, extended family network systems, family interaction in social and recreational activities, general political awareness, male-female roles etc. Various factors of level of acculturation, education, income, and employment status of wife were analysed to determine whether any of these factors influenced the conjugal role structure.

The results suggest that when the wife is employed, there is a change in the actual division of household tasks, with the husband helping more in household tasks at home. Majority of the women both employed as well as non-employed shared decision making with husbands.
2. STUDIES RELATED TO THE ATTITUDES OF SOCIETY TOWARDS WORKING COUPLES

Parsons (1954) argues that there is an incompatibility between modern occupational norms and any traditional familistic system of norms.

Becker (1956) has studied career, personality and adult socialization and found that what was once a settled matter (the woman in her housewife role only) has split into a set of alternatives for women.

Frederick (1956) has presented a conceptual analysis of group structure. It is postulated that there are dominant and recessive roles performed in any family. Recessive rikes gave ti be adhysted because of the relative inflexibility of dominant roles.

Katherine (1957) has reported some of the findings from the papers presented in a conference on woman power. According to the papers, one of the sources of inner conflict of a working woman is the contradicting attitudes of the community, friends and relatives toward the employment of mothers.

Thompson and Finalyson (1963) in Scotland found that married women's decision to work is influenced
not only by their personalities, but also by the attitude of the family members and also the socio-economic background of the family. These authors have raised the issue that it is up to the society to consider whether the employment of married mother is compatible with a satisfactory family life and also with the healthy physical and psychological development of children.

Peterson (1964) has found that changes in the labour market, increased years of life, reduced home task and changes in life cycle has encouraged women to work.

Dehlstrom (1967) edited an anthology of papers in Swedish which was translated and published in English in 1972 under the name 'The Changing Role of Men and Women'. The papers deal with different aspects of working women's lives and their ramifications in society. Effects of parental role division on the child's personality, sex roles, the socialization process and the employer's attitude to female employees have been examined. These papers are in fact reports of the debate on sex roles and are based upon data available in government records and are not empirical in nature. The conclusion derived is that the idea of women's dual roles is no longer tenable. One cannot speak of a male and a female role but only of a human role, common to both sexes, including upbringing of children.
Elizabeth (1974) surveyed 109 male and 120 female undergraduates for measuring attitudes of college men toward working wives. The method used was mailed questionnaire. The results suggest that over 6C% of both women and men generally favoured women working. Both of them regarded employment of women as undesirable if there are pre-school children or if additional income to gratify luxuries of life is the aim of the job.

Chandwick, Albercht, Kunz (1976) selected school going children as sample. Seven roles to be performed in a family were noted. They are provider, housekeeper, sexual, recreational, therapeutic (emotional support), child care and socialization.

The question asked was, for example, 'who should be responsible for performing seven basic roles in the family?' As a result, some differences in the perception of members of one career and dual career families were identified.

Abbott (1976) has found that labour migration, homestead structure, phase in domestic style, control of valuable resources, all have power to override traditional expectations as determinants of decision making patterns.
Burke and Wier (1976) found some considerable differences between the personality of members of one career and two career families regarding:

(1) Self-inclusion (trying to belong)
(2) Wanted inclusion (wanting others to join)
(3) Expressed control
(4) Wanted control
(5) Expressed affection
(6) Wanted affection

3. THE STUDIES RELATED TO HUSBANDS' APPROACH AND SHARING IN FAMILY ROLES

There are very few studies available on this aspect of family living. A few available ones are reported below.

Blood and Wolf (1960) have reported in their book, 'The Dynamics of Married Living' an increase in husbands' sharing in family roles when wives were employed.

Blood points out that no information exists on what he and Wolf considered to be the purest form of companionship, going out together just to have a good time.
The authors interviewed 73 city families and 178 farm families in America. It provided comparative data from a sample survey of families in the Detroit Metropolitan area and farm families in South Eastern Michigan. The primary purpose was to understand the dynamics of American marriage, the factors that determine how husbands and wives interact, and what are the effects of varying interaction patterns on the general welfare of the family as a whole.

The variables selected were:

(1) The effect of nuclear family (number of children, state in the family life cycle)

(2) The effect of the family's position on the larger society (the church, occupational system)

(3) Effects of past experience and training (education, nationality, background, social mobility, etc.)

(4) The role of personal needs and desires of the husband and the wife.

The results indicate that the balance of power between husband and wife is a sensitive reflection of the role they play in marriage. Blood recommended that a more fruitful approach for future research would be to specify more precisely the conditions under which employment has positive or negative effects.
Walker (1970) tried to find out the time spent by husbands in household work. The data indicates that regardless of working of the wife, husbands contribute the same time to the family. There is a marginal increase in husband's helping in the event of small children in the family.

Vanek (1973) collected data on the same subject and his finding supports that of Walker (1970), that husbands share just minimal amount of work around the house even when the wife is unemployed. Farkas (1976) selected education, wages rates and division of labour between husband and wife as variables. Percentage of couple's total market work engaged in by wife and percentage of couple's total housework engaged in by husband is evaluated.

4. THE STUDIES RELATED TO THE ATTITUDE OF CHILDREN TOWARDS MATERIAL EMPLOYMENT

Katherine (1957) has reported some of the findings with regard to maternal employment presented in the proceedings of a conference on woman power. On the basis of the information it has been said that it is not necessarily damaging to a child to be parted from his mother for substantial period during the day if adequate substitute care is provided.
The greater partnership in child-rearing may often prove to be an asset for children. The quality of mothering a child and fulfilling his needs does not depend solely on the number of mother-hours devoted to him. It is not the amount of time spent with child that counts so much but what happens during that time that really matters so far as parent—child relationship is concerned.

Maccoby (1957) in the same conference said that we do know a number of instances of notable scientific achievements on the part of men whose mothers had flourishing careers or other outside interests that must have kept them away from home for many day-time hours.

The factors selected for the study were:

(1) Motivation for achievement
(2) Aggression and stealing
(3) Academic failure or school mal-adjustment
(4) Difficulty in relating adequately to other children and teachers
(5) Stimulus to vocational achievement

It is concluded that children would be self-reliant and oriented toward achievement if a working mother takes special pains to train children to do things by themselves instead of depending upon others to help them. The effect
of maternal employment depends on whether the husband views her work as helpful or harmful. If a standard routine is maintained regarding care taking and disciplinary function by the mother and substitute, it brings comfort and security to the child.

(Bruce 1976)

Bruce studied on international solidarity v/s progress for women. It is pointed cut that the more advanced the courtship greater the maternal activity.

The maternal involvement scale was used to know the attitude with which the children perceive the mother's working. Amount of communication and frequency of companionate activities were measured.

King, Abernath, Chapman (1976) studied Black adolescents' view of maternal employment as threat to the marital relationship. The ninth grade adolescents, whose mothers were employed, viewed employment as less threatening. Moreover adolescents from higher status families perceived mother's employments as less threatening.

School adolescents were studied in a study of relationship of maternal employment to adolescent roles, activities and parental relationship by Alice. While slightly more responsibilities for household chores exist
when mother is employed, the degree of participation in social activities does not differ consistently from respondents whose mothers are non-working. Reports of parent-child disagreement over a wide range of issues are more common when mother is employed; however, perceptions of parental interest, help with school and personal problems and degree of closeness to parents are similar to those of children having non-working mothers.

The children were asked how often they performed each of the chores including caring for children, preparing meals, making beds, washing and drying dishes, taking out garbage, cutting and raking grass, washing and ironing clothes, shopping, cleaning etc. Three categories for responses were given—once a day or twice a day; once a week or twice a week; once every two weeks. They were asked about their own leisure time activities including 10 hobbies, 17 sports, dancing, parties, picnics, games, discussions, church, etc.

5. STUDIES RELATED TO THE MEASUREMENT AID FOR SUCCESS OF MARITAL OR FAMILY RELATIONSHIP

Burgess and Wallin (1954) worked towards the development of multiple criteria for measuring success
in marriage. Their criteria included three indexes of a general nature.

(1) Permanence
(2) Happiness
(3) Satisfaction

The specific areas covered were consensus, companionship and compatibility.

Orden (1968) worked on the development of a theoretical model of the structure of marriage-happiness that may be useful for diagnosis, analysis and prediction. An overall model, composed of a dimension of satisfaction and dimension of tension which functions independently is suggested. Marriage Adjustment Balance Scale is positively related with marriage happiness. Self ratings of the sample show that happiness in marriage is a function of the balance between the satisfaction and tension experienced by the partners.

Orden and Bradburn (1968) say that previous investigations have not disclosed any significant relationship between a woman's work status and her adjustment in marriage. They have found that only in some cases the tendency for employment increases the conflict women encounter in their
relationship with their husbands. The measures of marital adjustment in previous research have ignored the positive side of marriage, namely the companionship and sociability that husbands and wives enjoy together. The addition this study makes to earlier research is that it projects the positive side of marriage with a corrective recent observation of pleasurable experiences as well as disagreements in marital relationship.

Spanier and cole (1974) presented a new measure for assessing the quality of marriage. 32 items were selected. They have referred to Lively (1969) saying that they had abandoned the use of such vague and ambiguous concepts and argued from a pragmatic standpoint. They observe that methodologists cannot ignore the clear continuing need that family researchers have for adequate measures, including those of paper and pencil type, in order to assess the quality of adjustment in marital relationship. They have mentioned important published measures of marital adjustment and related concepts.

To mention a few:-

(1) Adam (1960) 'Marriage Adjustment and Prediction Index'
(2) Bernard (1933) 'Success in Marriage Instrument'
(3) Inselberg (1961) 'Marital Satisfaction Sentence Completion'
(4) The Nye Mc.Dougull 'Marital Adjustment Inventory'
The scale developed by Spanier and Cole (1974) consists of 32 questions. The approximate extent of agreement or disagreement is to be indicated by the respondents.

II. INDIAN STUDIES

1. STUDIES RELATED TO EMPLOYMENT OF WOMEN AND MARITAL AND FAMILY HAPPINESS

Garza and Rao (1962) have made an effort to bring to the fore the problems of employed and non-employed women. 40 paris of sisters were selected as samples. One of them employed as a teacher and the other performing exclusively the role of wife-mother. They were matched on the following:

i) Age-difference not more than five years
ii) Residence
iii) Structurally intact family

Hypotheses were:

i) Dissatisfaction with husband's level of income
ii) Desire for material comfort
iii) Educational aspirations for children
iv) Desire for more social contact
v) Perception of the image of working mother
Different questions were asked, for example 'Why did you take up employment?' "If you got an opportunity would you take a job? Why?"

A set of twelve responses followed the questions. The results suggest the desire of an educated woman to be in gainful employment.

Kapur (1970) has produced work on 'Marriage and The Working Women in India'. This study aims to examine how successfully, along with added responsibility of their jobs, the educated working women have been able to make adjustments in their married life. It was conducted in the city of Delhi. The sample covers three hundred cases drawn equally from three major occupational categories, viz. teachers, office workers, and doctors. A marriage adjustment form which is largely based on an American Model (Burgess Coitral Wallins - Marriage Adjustment Form) was used as a tool. An interview guide was also used for an intensive case study of specific cases.

The findings suggest that the wife's employment, in itself, does not affect her marital relationship adversely. A large majority of husbands want or at least do not object to their wives being gainfully employed. However, they are not prepared to make necessary adjustments at the behavioural
and ideational level in the changed situation. The reasons for wife's working were mainly gross economical necessity, supplementing husband's or father's income, and to have independent income of one's own. The factors affecting marital relationship were found to be premarital sociocultural background, personality traits, patterns of sexual relationship, post-marital circumstances, attitude of spouses toward husband-wife roles and status, attitude of spouse toward wife's employment.

Hacker (1971) selected the topic - Feminine Protest of the Working Wife. The paper represents an attempt at a broad-based measure of some aspects of behaviour and attributes of the role of the married women with respect to expectations concerning their gainful employment outside the home. What effects have married women's advent into the labour market had on the definition of the feminine role? which includes work has been institutionalized? What congruencies and variations in expectations for the position of married women do we find among such role definers full-time working wives, part-time working wives, non-working wives, the husbands of women in these work status categories, widowed, and divorced women, both working and non-working and singles working and divorced men?
The data from these polls can be interpreted as showing that:

(i) Women's employment outside the home has indeed modified the evaluative standard for the role of married woman. Women have not been relieved of their primary responsibility from home and children nor has any ethic of work been added to this position. Work remains a qualifiedly permissible, not a mandatory aspect of it.

(ii) Housewives revealed a greater tendency to arrogate to themselves favourable phrases denoting personality traits associated by the majority of both samples with the working wife, whereas working wives claimed more favourable phrases denoting performances associated with the housewife than the other groups granted them. Housewives want to assert that they are alert, informed, well-educated and interested in events and people; while working wives want to believe they are loving mothers, good wives and are efficient in household tasks. Both working wives and housewives concentrate on the by products of working rather than the work itself.
Working wives are constrained to say that they are not neglecting any of the performances of the traditional feminine role; and housewives protest they they too, share in the attributes of the newer feminine role.

Working wives are more generous in their estimates of the number of married women who work than are other housewives or men. 'If there are many people like you, than you cannot be too abnormal or bad'.

Working wives do not say very often that they enjoy the specific jobs they have. Rather they lay more stress on the by-products of working, such as keeping alive mentally, easing tension, meeting people. Thus the job can be justified on the grounds that it makes a woman a better wife and mother.

Working wives emphasise the specific benefits of being a housewife. They say that housewife have more leisure, get more rest, are less burdened, pointing out the altruistic benefits to their families.

Reasons for working: 34% Financial necessity
39% Supplementing income
Garza and Rao (1972) studied attitude toward employment, and employment status of mothers in Hyderabad.

The attitudes examined were:

(i) Satisfaction with husband's level of income
(ii) Desire for material comfort
(iii) Educational aspirations for children
(iv) Desire for social contact
(v) Image of working mother as perceived by the mother

Rani (1976) undertook a study of working women to identify the reasons of role conflict, to locate the patterns of behaviour in which this is manifested, to examine whether conflict is related to caste, education, income level or occupation, and to discover the nature of accommodation and adjustment between the two roles and the social mechanisms promoting it.

150 married women were taken as respondents from the city of Patna. Their minimum level of education was matriculation. Interviews and observations were the methods. The tool used was an interview guide.

She has concluded that "the majority of respondents believed that they had succeeded in managing the two roles to their satisfaction. The conflict was not the outcome of
either the profession, income, or education of the respondents. It was largely psychological. High perception of the two roles led to the experience of role conflict. Ill-health, inflexible attitude of parents-in-law, unsympathetic behaviour of friends and neighbours and lack of positive support from the husband create conditions of conflict.

Bhattacharjee (1980) attempted a comparative study of the adjustment problems of the employed married women. The study was conducted in Ahmedabad. Employed married, employed non-married, unemployed women were selected as sample. Family adjustment, job adjustment, degree of neuroticism and level of conflict were the factors selected for the study. The tools used were family adjustment inventory, job adjustment inventory, P.G.I. health questionnaire No.2", (Verma, 1975), and incomplete sentence. The results are as follows.

(i) As regards relationship of socio-economic parameters and family adjustment of married working and non-working women, no significant relationship between the age and the family adjustment, between the years of marriage life and family relationship, woman's level of education, type of family, number of children or total family income and family adjustment of a woman has been found.

(ii) No significant difference between the level of neuroticism among married non-working women and married working women has been found.
(iii) Difference in the job adjustment of married working and unmarried working women was found to be significant at .01 level.

(iv) Level of conflict of married working and non-working women appears to be higher than that of unmarried working women.

Khare studied five occupational groups:-

(i) Administration
(ii) Educational services
(iii) Medical and Health services
(iv) Sanitary Services
(v) Textile Mills

The sample consisted of 250 women workers from Indore City. The issues were:-

(i) Maternal employment and juvenile delinquency
(ii) Mother and her domestic life
(iii) Husband-wife relationship
(iv) Forced separation, i.e. occupational compulsions that keep spouses apart for long periods

Janak Sachdev has reported that an educated woman wants to lead an independent life and work in an office to overcome financial difficulties. But she is struggling against many other problems. What are these problems and how to solve them? Why are they working in the offices when these problems exist?
and when they are aware of them, and if they anticipated them? Personal interviews were conducted. The results reveal:-

(i) Many of the respondents believed that working women manage their household better than others because they do not put off anything till the next day.

(ii) A working woman has variety of experiences in her life which develop self-confidence and courage.

(iii) Working women have not time for idle gossip; that is the biggest gain.

(iv) Some of the working mothers said they would not like the daughter to become a working girl: as one has to go on working, there is no rest, no leisure.

(v) The children are to some extent ignored. Even then it is not proper that a highly educated woman should be confined to the four walls of her home. If she is, the education on which so much money was spent, goes waste and she cannot give to society what she owes to it.

(vi) Most of the women workers found household chores in the morning very much hectic. All the relations of working women have the complain that they do not pay them a visit. Working women respondents did not mind facing these problems as the mental satisfaction they derived from the job was greater.

(vii) There are occasions of mental tensions that increase their problems. However, they have persuaded themselves to think that problems do not exist.

(viii) Inspite of the dual burden of office and housework the respondents wanted to work because they feel active and independent.

(ix) Women said that as they have to finish homework within limited time, it makes children self-dependent.
Gupta and Ganguli (1981) have studied the marriage-work interaction of Indian women. The tool was specially constructed for this study—a marriage-work information schedule. 80 married women working in the clerical area were selected as sample. The variable selected were type of family, degree of husband's approval of wife's employment, presence of children, age of the youngest child etc.

According to them several Indian researchers (Kapoor 1969, 1970, Verma 1964, Mahajan 1966, Rani 1970 amongst others) 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. All these studies have been limited because they have concentrated only on the negative effects of the women's employment on her marriage and have kept away from any positive effects that might also exist. Eventhough a large percentage of Urban women work as clerks, no study has focused on this occupational catagory.

The aim of Gupta & Ganguli's study was exploratory sample survey on married women working as clerks. In addition, it has to delineate the situational variable that are related to the degree of adjustment a woman achieves
to her multiple roles. The sample consisted of 80 women between the age group of 23 to 40, their work-experience ranging from 1 year to 4 years. The duration of their marriage was 6 months to 22 years.

**Tool used:** As there was no appropriate questionnaire available, a marriage work inform was used. The items were developed from responses obtained from interviews with married and unmarried working women. These initial items were tested for relevance and clarity through a rigorous pilot study.

**Procedure:** Group of five - 45 minutes to complete.

**Results and conclusion:** Married women who belong to the clerical profession do not experience excessive conflict between their multiple roles. The degree of husband's approval of wife's employee was significantly related to the wife's adjustment to her multiple roles.

2. **STUDIES RELATED TO ATTITUDE OF SOCIETY TOWARDS WORKING COUPLES**

The most significant contribution to the study of working women in India has been made by Premilla Kapur. Her first work (1960) was about the socio-psychological attitudes of educated Hindu working women. As mentioned by her, the study of Hate, (1948 & 1969), Desai (1957),
Kapadia (1959), Sengupta (1960), Ross (1961), Cormac (1961), Bhattacharya and others (1963), Ramanna (1969), Ranade and Ramachandran (1970), Jaubari (1970), Ramanujan (1972) and Goldstein (1972), have pointed that nowadays husband's relatives and even family members of the older generation approve or do not mind the educated daughter's, wife's and daughter-in-law's working. They rather want and encourage them to help the family by supplementing its income.

Swarajyalakshmi and Ramamurthy (1973) worked on certain variables as related to mother-in-law attitudes. This study was conducted in Kakinada town of Andra Pradesh. As a tool, an inventory consisting of 20 negative and 20 positive statements was used. The results suggest that higher income groups show more positive scores. The differences were significant. As the education level increased, more positive results were achieved.

Iyer (1963-64) measured the attitude of Indian women to part-time employment. The findings show that a majority of women felt that women should work to meet the pressing economic needs of the family with better utilisation of leisure time. The relatives of employed women were generally in favour of women being at work for the simple reason that it provided additional income, economic
independence, purposeful activity, opportunity for a good career, improvement in matrimonial prospects, etc. There were no adverse effects found on the care of children, domestic responsibilities, women's health etc.; though adverse effects were found on their relationship with other members of the family, social contacts, studies, pursuit of hobbies, availability of time to look after children etc.

Iyer (1967), while studying the increasing role of women in economic and social development, concluded that women have a great role to play in a country which is passing through a period of socio-economic revolution. Many women are seeking employment due to economic reasons to supplement the family income. In certain fields of activity involving repetitive processes, women workers are found to be better than men and are being given preference. Taking long range view, women's participation in all spheres of activity will have a multiplier effect with the spread of education and of progressive forces towards emancipation of woman.

Jorapur (1968) attempted to study the comparative picture of the demographic characteristics of working and non-working Indian women. The findings suggest that proportion of working women depends upon a number of socio-economic factors. Customs, conventions, attitude of caste
people or neighbours and level of income or economic pressure. Demographic factors like marital status, average number of children, age of the mother and the children are also decisive.

3. **STUDIES RELATED TO JOB ADJUSTMENT OF WOMEN WORKERS**

Acharji (1973) studied woman as a worker, with reference to the following factors:

(i) Defect of a protective legislation  
(ii) Demand for removal of discrimination in wages on the basis of sex  
(iii) Employer's attitude to welfare provisions and women employees

A labour market with young unmarried and middle-aged women does not pose problems of conflict between home and work place, an issue which has remained a great concern for the married Indian working women. With a limited or no bargaining power in an economy plagued with unemployment, further burdened with the evils of ignorance and family responsibility, majority of Indian women were forced into the labour market. This would continue to bother society's conscience.

Rangachari has presented the experiences of working women in their places of work. They are so varied and seem to range so widely from extreme
pleasantness to indescribable embarrassment and misery that it is difficult to make a general point about them. Not only do women fit better into some jobs and offices than into others but also that the difficulties working women experience depend to some extent on their own temperament and attitude to their work.

Dandekar (1980) has presented a research on employment of women in Employment Guarantee Scheme, its prospects and problems in Pune City.

4. STUDIES RELATED TO MEASUREMENT AID FOR SUCCESS OF MARITAL AND FAMILY RELATIONSHIP

Rao (1962) aimed to test applicability of the two-factors theory of job-satisfaction to women employees-job content and job context factors. The hypotheses were:

(i) Satisfaction and dissatisfaction are unipolar and distinct feelings
(ii) The contribution of motivators to satisfaction is more than that of hygienes

The questionnaire consisted of two parts. Demographic characteristics of subjects A & B - satisfaction and dissatisfaction with various job factors. 15 job factors, 7 motivators and hygienes were selected, e.g. responsibility, work itself, promotion,
ability utilisation, independence, achievement, recognition, salary, relation with co-employees, job status, job security, personal life, etc. The results suggest that motivators lead to satisfaction more than hygienes.

(1982)
Monica Fong has reviewed the Technical Seminar on Women's Work and Employment. The meeting covered:

(i) Measurement problems related to women's work on a full range of topics
(ii) Secondary analysis of Indian data on female work participation
(iii) Theoretical issues related to the measurement of housework and head of householdship.

The presentation of papers and discussion revealed the large amount of research on this issue conducted in India and the high level of sophistication of the different approaches.

All the different foreign and Indian studies reported here have given a variety of conclusions, some of the similar, some contradicting. The present study is an attempt to find out the effect of age, education, income level, years of marriage, number of children and type of family on the level of adjustment of employed couples when compared with couples having non-employed wives. It is clear from the literature presented above that there are very few foreign studies related to sharing by husbands of household chores when the
wife is employed, and hardly any study suggesting the view point of husbands (men) on the marital and family happiness, or problems when the wife is employed outside the home. As a matter of fact it has been difficult to find any Indian study on this subject. So in the present research work, employed couples are selected as samples. A comparative study of husbands and wives regarding their family adjustments, job adjustments and level of conflict has been undertaken by the present research worker.