CHAPTER VI

SUMMARY AND CONCLUSIONS

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I  Introduction:

In the present research work, the Family Adjustment, Job Adjustment and overall Personality Adjustment of the married employed couples is compared with that of the married couples having non-working wives.

PURPOSE OF THE PRESENT RESEARCH:

Present work can be classified mainly into three broad areas:

1) Employment of the woman \( \alpha \) Family Adjustment of the married couple
2) Employment of the woman \( \alpha \) Job Adjustment of the married couple
3) Employment of the woman \( \alpha \) Personality Adjustment of the married couple

Each area will be studied under the following subheadings:

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

II  METHODOLOGY:

1. Operational Definitions:

The basic terms used for research, measurement purpose, described in the first chapter, were given the following operational definitions in the study.
i) **Family Adjustment of Women**
   a) Was taken as the total scores on FAI(F).
   b) The adjustment of women in different areas of family life was measured by the scores on six sub-tests of FAI(F).

ii) **Family Adjustment of Men**
   a) Was taken as the total scores on FAI(M).
   b) The adjustment of men in different areas of family life was measured by the scores on six sub-tests of FAI(M).

iii) **Job Adjustment of Working Men and Women**
   a) Was taken as the total scores on JAI.
   b) Was also measured in different areas of sub-tests of JAI.

iv) **Personality Adjustment**
   Was taken as the total score on the ISB.

2. **Tools:**
   Family Adjustment Inventory (M) has been specially prepared in Gujarati for the present study to measure the family adjustment of married men (husbands).

   Following six main areas were included in the inventory:
   a) Economic independence of the wife
   b) Male colleagues
   c) Sharing of family responsibilities
   d) Lack of companionship, leisure time
e) Intellectual competition, power, decision making
f) Relations with children

3. Research Design

A) Comparison of Family Adjustment and Personality

Adj ustment of:

1. married employed couples with married couples with non-working wives (total sample)
2. total married women with their husbands
3. total married working women with their husbands
4. total married non-working women with their husbands
5. married working women (clerical jobs) with their husbands
6. married working women (executive jobs) with their husbands
7. total married working women with total married non-working women (total women sample)
8. the husbands of working women with the husbands of non-working women (total male sample)
9. married working women (clerical jobs) with married non-working women (executive jobs)
10. the husbands of working women (clerical jobs) with the husbands of working women (executive jobs)
B) Comparison of Job Adjustment of:

1. total married working women with their husbands
2. married working women (clerical jobs) with their husbands
3. married working women (executive jobs) with their husbands
4. married working women (clerical jobs) with married working women (executive jobs)
5. the husbands of working women (clerical jobs) with the husbands of working women (executive jobs)
6. the husbands of non-working women with the husbands of non-working women
   (total male sample)

C) Sample Variables:
1. Age
2. Level of Education
3. Total Family Income
4. Years of Job Experience
5. Type of Family
6. Number of Children
7. Years of Married Life

4. Sample:

For the present study four different groups of subjects were selected:

1. Group W.1 Married Working Women (Clerical jobs)
2. Group H.1 their husbands
2. Group W.2 Married Working Women (Executive jobs)
   G. H.2 their husbands

3. Group W.3 Married Non-Working Graduate Women
   G. H.3 their husbands

4. Group W.4 Married Non-Working Post-graduate Women
   G. H.4 their husbands

Sample distribution is given in the following table:

<table>
<thead>
<tr>
<th>Groups</th>
<th>Employed married couples</th>
<th>Married couples with non-working wives</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Husband</td>
<td>Wives</td>
<td>Total</td>
</tr>
<tr>
<td>Clerical</td>
<td>30</td>
<td>30</td>
<td>60</td>
</tr>
<tr>
<td>Executive</td>
<td>30</td>
<td>30</td>
<td>60</td>
</tr>
<tr>
<td>Total</td>
<td>60</td>
<td>60</td>
<td>120</td>
</tr>
</tbody>
</table>

5. Data Collection:
   Structured interview method was used for collecting data. Each respondent was contacted individually. The first session always remained introductory. In the second session, the interview lasted for an hour to hour and a half during which the under mentioned tests were given to the subjects shown in the following groups:
1. To Married Working Women
   a) Family Adjustment Inventory (F)
   b) Job Adjustment Inventory
   c) Incomplete Sentence Blank

2. Non-working Married Women
   a) Family Adjustment Inventory (F)
   b) Incomplete Sentence Blank

3. All Male Subjects
   a) Family Adjustment Inventory (M)
   b) Job Adjustment Inventory
   c) Incomplete Sentence Blank

6. **Statistical Analysis**
   The following statistical procedures were applied:
   1. 't' test
   2. Chi-square test
   3. Spearman's correlations
   4. Mdn values
   5. Analysis of Variance

**III Results and Conclusions:**
1. The effect of all social variables on major hypotheses were examined by the use of chi-square test.
a) Age
b) Level of education
c) Total family income
d) Years of Job experience
e) Type of family
f) Number of children.
g) Years of married life

The different groups of subjects were compared as follows:

2. Total married employed couples and total married couples having non-working wives for:
   a) Family Adjustment
   b) Level of Conflict

3. Total married women and their husbands for:
   a) Family Adjustment
   b) Level of Conflict
   c) Job Adjustment in case of Working Wives

4. Total married working and total married non-working women for:
   a) Family Adjustment
   b) Level of Conflict

5. Total husbands of working women and total husbands of non-working women for:
   a) Family Adjustment
b) Job Adjustment
c) Level of Conflict

6. Intra group comparison of the married working women: (Executive vs. Clerical)
   a) Family Adjustment
   b) Job Adjustment
   c) Level of Conflict

7. The Husbands of Working Women (Clerical Jobs) and the Husbands of Working Women (Executive Jobs)
   a) Family Adjustment
   b) Job Adjustment
   c) Level of Conflict

i) Relationship of socio-economic parameters and family adjustment of employed married couples and couples having non-working wives.
   a) No significant relationship between the age and the family adjustment of married couples.
   b) No significant relationship between the total family income and the FA of a married couple.
   c) Years of job experience: No significant relationship was found with family adjustment.
d) No statistically significant relationship between the type of family and the FA of the total sample.
e) No significant relationship between the number of children and the FA of a married couple.

ii) **Job Adjustment:**

a) Working wives and their husbands as a whole group was statistically not significant.
b) Married women working in clerical jobs were found to be less adjusted than their husbands.
c) Married women working in executive jobs were better adjusted than their husbands.
d) The job adjustment of husbands of women working in clerical jobs and husbands of women working in executive jobs has not been found to be statistically significant.
e) The husbands of working women were found to be better adjusted than husbands of non-working women. The difference is statistically significant at .01 level.

iii) **Family Adjustment:**

a) No significant difference was found between the FA of married women and their husbands in the total sample.
b) The employed married couples were found to be better adjusted than the married couples with non-working wives.

c) The women working in clerical jobs and the married graduate non-working women were found to be less adjusted than the executive working women and non-working post-graduate women.

d) The married working women were found to be better adjusted than non-working women.

e) Married women working in executive jobs were better adjusted than married women working in clerical jobs.

iv) Personality Adjustment:

a) No statistically significant difference between the total married women and their husbands.

b) The score of the total married couples with non-working wives has been higher (indicating more conflict) than that of the total employed couples; though statistically not significant.

c) The total group of married women did not differ statistically from their husbands. The responses however, revealed the qualitative difference.

d) The difference between the husbands of working women and the husbands of non-working women has
been found statistically significant; the husbands of working women having less conflicts.

e) The difference on the ISB score of the married women working in clerical jobs and married women working in executive jobs was statistically significant at .01 level.

f) The husbands of women working in clerical jobs were found to have greater conflicts than husbands of women working in executive jobs: statistically significant at .01 level.

IV Limitations:

1. The sample being available purposive sample, results cannot be generalized to the entire population of married employed couples of Ahmedabad City.

2. The study is confined to the professions of clerical and executive jobs only, which restricts the generalization to these two groups only.

3. Major portion of working women were required to be dropped out from the sample as their husbands were not in jobs but in business.

4. It was not possible to include very large sample as the method of data collection was based on structured interview that emphasized individual sitting with the subject.
5. The whole study is confined to educated women; so, illiterate women doing manual work are not included in the study. The results cannot be applicable to that group.

V Suggestions:

i) This study is an extension of an earlier research work (Bhattacharjee, 1980) on the comparison of family adjustment, job adjustment and level of conflict of married women working in teaching profession. Studies may also be extended to other profession to give better understanding of the position of working couples in general.

ii) This type of study may be extended to other states of India so that a clear picture of the employed couples may emerge.

iii) A more detailed study into the problems of working couples in independent occupations may also be undertaken.

iv) Similar family studies may also be useful to learn about the 'cop-mechanisms' adopted in 'dual-career families' to make it a success.

v) A study may be undertaken to include the non-educated employed couples.

vi) Rural groups can also be studied.