

CONCLUSION

An overall analysis of the studies conducted about the role of women in our society has revealed that for long, it has remained largely dependent on traditions guided by religious ethos. Her place has been closely associated with the home and the family. The entire sphere of female activity in our society remained limited within the four walls of the house.

The social position of women, however, has been undergoing a series of profound changes in recent times all over the world including our society (which has been analyzed in IV Chapter). Consequent to this social evolution, woman is emancipated from her tradition bound ethos. One of the main enduring consequence is that women have come out of the four walls of their homes in search of economic gain as well as fulfilment of their personal hopes and desires.

By coming out of their homes in the gainful employment, women have broken the traditional notion that working outside is derogatory to them or that only under gross economic necessity they can work outside of their homes. Today, by and large, it is admissible even for married women to take-up a gainful employment. By

doing so, married women have assumed novel responsibilities; responsibilities of an employee. To their old roles of mother and wife, new role has been added, i.e. the modern role of a wage earner. The demands of home and work are often antagonistic in nature. Under the impact of antagonistic dual demands of home and work, an working woman is prove to experience role conflict.

An overall analysis of the studies conducted about working women in India as well as in other parts of the world (which are already analyzed in the Ist Chapter) lead. The researcher to conclude that multidimensional factors are responsible for producing role conflict in working women. Depending upon the nature of these variables, the role conflict increases or decreases in working women. An important point in the analysis of study of working women is that it is not sufficient for a student of 'Role Theory of women' to study only the determinants of role conflict but also to explore the sources producing role conflict in working women. It is also necessary to find out how the working women overburdened by the dual responsibilities resolve. The conflict and make adjustment between the two roles.

Keeping the above things in view, the present investigation made an humble attempt to assess and find out factors which produce the role conflict among the working women. The analysis of the existing literature on this subject indicate variety of determinants which in one or the other way affect or influence the role conflict among working women. The present study concentrates on some of these determinants and accordingly divides them into home role and job role. The determinants which have been studied and analysed in family role are family obligations, child care, availability of domestic helpers, Time-conflict, Attitude of husband and In-laws towards the home role of working women. In the job role the determinants which have been analyzed are motivations for job, Job satisfaction, Time conflict, orientation towards occupational mobility, Attitude of husbands occupational mobility, Attitude of husband and In-laws towards employment of working women, Attitude of employer. Towards woman employee. Besides these determinants, the present study evaluated the relationship between the age, occupation and education of the working women with role conflict experienced by

them. In this chapter the summery of all the finding have been presented. The conclusion which emerged from the findings have also been outlined as under:-

1.1 Majority of the working women in the entire sample of present study belong to the age group of 31-35 years [30%] followed by age group of 20-30 [22.5%]. The lowest percentage of working women [3.75%] belong to age group 51-60 years followed by the age group of 41-50 years [8.75%]. The mean age of the respondents is 35.5% years.

1.2 Majority of the married working women are highly educated out of these 46.5% are post-graduates followed by Graduates 29.5%. Only 6% of the married working women are matric.

1.3 Out of eight occupational groups, majority of the respondents i.e. 52.5% are in teaching profession.

The conclusion arises out of the above findings that mostly women enter into gainful employment at the early age mostly between 26-35 years. It is further concluded that women mostly take up gainful employment after the completion of higher qualification the reason may be that their better qualification leads them to aspire for better jobs. Furthermore, it is concluded

that teaching profession generally attracts the married women due to less strenuous nature of the profession. Banking, office, and medical profession attract lesser women, for they are hectic and strenuous in nature. Furthermore, Nursing profession is not considered a very respectable profession for women, therefore, attracts women of low educated background.

- 2.1 Majority of the respondents (44.5%) live in joint family and 40.5% are from the nuclear families.
- 2.2 Only 13% of the respondents head their respective families.
- 2.3 Majority of the married working women (71.5%) enjoy freedom in spending their own income.
- 2.4 Majority of the married working women (57.5%) handle the family expenditure themselves. In 8.5% cases it is jointly handled.
- 2.5 Majority percentage of respondents (56%) play a participative role with their husbands in taking major family decisions about the issues like schooling of the children, marriage of the children, purchase of real estates and the related matters. 13% of the respondents enjoy the independent power to take decisions about such

issues.

The above findings indicate that change has taken place in the status-role set of working women. Some of the roles which were exclusively the domain of the male members of the family are now being shared with the housewife. The working women as a result of greater exposure has attained greater maturity and is able to control the household issues. Consequently she has attained greater decision making power in the family. Furthermore, the employment of women has helped to create a change in the economic power structure of the family in favour of women.

3.1 Most of the working women (56%) carryout the domestic responsibility of cooking, cleaning of house and utensils and washing of clothes by themselves 23% of the respondents carry out the responsibility of marketing.

It is concluded from the above findings that working women are by and large responsible for the household duties. No doubt, they have gained the economic freedom but they are not relieved of the domestic responsibilities. This indicates that household work is still considered the exclusive responsibility of a woman irrespective of the fact of

her being in gainful employment.

4. Most of the respondents (57.5%) in the sample manage their household duties to their individual satisfaction. Where as 31% of the respondents are dissatisfied with the management of their household duties.

5.1 Majority Percentage of married working women (53.5%) are unable to spend sufficient time with their family.

5.2 Most of the respondents (43.25%) in the study sample do not get sufficient time to discharge the social responsibility of keeping contact with relatives and neighbours.

5.3 Majority Percentage of the respondents (50.75%) do not have time to go for outing with their family members. However, on holidays 46% of the working women spend full time with their family.

The above findings lead the researcher to conclude that perception of the working women about her home role performance is a matter of personal satisfaction. It is also concluded that employment has caused time conflict in the life of working women. Due to lack of time they are only able to discharge their household

responsibility upto their individual satisfaction. Therefore, employment of women and time-conflict bears a direct relationship.

- 6.1 Majority of the respondents (78%) agree that their husbands are satisfied with their management of household responsibilities.
- 6.2 Majority Percentage of the respondent's husbands (56%) remain wedded to their traditional role and do not share the domestic work with their wives, whereas 18% of the respondent, husband lend a helping hand in household work.
- 6.3 Most of the respondent's husbands (73%) believe that household work is exclusively the duty of the woman.
- 6.4 Majority of the married working women (61.5%) agree that the husbands should also share household jobs which would relieve them of the overburden of work at home.
- 6.5 In majority percentage of the cases (53%) the husbands expect the attention of their wives after returning from work which at time leads to marital tension.
- 6.6 Majority of the respondents (62%) share a

relationship of equality and Co-partnership with their husband. However 32% of the respondent's husband have a superior status with regard to the position of their wives.

It is concluded from the above findings, that working wives contribution in economic activity of the family provides a good reason for husbands to remain satisfied with the wife management of household responsibility. However, their traditional outlook limits their participation in the domestic work besides maintenance of male superior status.

7.1 In the entire sample 32% working mothers have children between 1-3 years of age to be cared and looked after during their working.

7.2 Those who have children in the 1-3 years age group, majority of them (35.94%) leave their children under the care of mothers or sisters at their parental house during their working hours. Whereas 28.12% take them to their place of work.

7.3 Majority of the working mothers 74% with grown up children believe that they carry out their mother role upto their individual satisfaction.

7.4 36% of the working mothers in the entire sample are unable to spend sufficient time with their children.

7.5 Majority of the working mothers (96%) are not ready to give up their job on account of the grievances of the children.

From the above findings it is concluded that generally working mothers with younger age of children are unable to perform their mother role effectively as compared to the working mothers with grown-up children. Time strain is the main factor which limits the effectiveness of their mother role. However, the benefits of the gainful employment overshadows the grievances of their children.

8.1 Majority of the respondents (52.5%) live with their parents-in-law. Rest of the respondents either live in nuclear families or their parents-in-law are not alive.

8.2 Most of the respondents (55.24%) who live with their parents-in-law feel that their in-laws are dissatisfied with their management of household jobs whereas 41.45% of the respondents believe that their management of household work satisfies

their in-laws.

- 8.3 Majority of the respondents (53.24%) [living with in-laws] do not receive assistance of in-laws in carrying out domestic work.

It may be concluded that the outlook of in-laws of daughter-in-law remain wedded to a traditional perspective as it suits their convenience. In spite of the economic contribution of the working daughter in-law to the family, she is not relieved from the responsibility of domestic chores which is exclusively considered the duty of the daughter in-law to carry out. Her absence from the home during day house is seen to adversely affect her home role performance. Consequently, dissatisfaction prevails among them regarding the management of household duties by a working daughter-in-law.

- 9.1 Majority of the married working women (45.25%) have entered into gainful employment to have an independent income where as 24.25% take up gainful employment to raise the socio-economic status of the family.

- 9.2 Gross economic necessity compels only a small

proportion (11.25%) of the married working women to take-up gainful employment.

It may be concluded from the above findings that women by and large desire to assert their own individual identity. Economic independence provides a viable way for them to establish the same. Besides, they also feel that their gainful employment constitutes an important source to raise the socio-economic status of the family.

10.1 Majority percentage of the respondents (49%) are unable to perform their job role upto their individual satisfaction.

10.2 Majority of the working women (54.75%) in the sample are unable to pay full attention to their job role during working hours.

10.3 A majority of the respondents (59.5%) in the entire sample remain absorbed in familial thoughts during their office hours.

10.4 Majority of the respondents (61.75%) do not reach their place of work in time.

It may be concluded from the above findings that among vast majority of educated working women, the preservation of the traditional responsibilities

of the women in home puts an almost intolerable strain on them. Undoubtedly they perceive their lives to be dominated by their familial look alter. Generally the women, perceive work to be of secondary and family of primary significance in the order their priorities.

11.1 Majority of the respondents (59%) in the sample have orientation for occupational mobility.

11.2 Majority of the respondents (51%) who have orientation for occupational mobility approve for mobility on the grounds of better salary. Whereas 24% approve for mobility to acquire higher status. It may be concluded that orientation for occupational mobility of a married working woman is chiefly determined by her lure for economic betterment and chances to rise higher on the social ladder.

12.1 Majority of the respondents husbands (78%) approve of their wife's employment and show favourable attitude towards their employment.

12.2 Majority of the respondent husbands (66%) do not take pride in the wife's occupational achievements.

12.3 Most of the husbands of the working women, however, do not show only jealousy or prejudice towards their wife's employment or suspect their character on account of their employment.

12.4 Majority of the respondent, husbands (71.5%) do not show a feeling of gratitude towards their wife's financial contribution.

From the above finding it may be concluded that a change in the traditional attitude of husbands is taking place towards their wives employment. The husbands now no longer think of their wife's achievement as a threat to their own personality. However, the fact is also understand that the husbands under the influence of deep-rooted pre-conceived traditional outlook are not ready to accept that their wife's employment is indispensable for them and the family welfare.

13.1 In majority percentage of the respondents (52.38%) living with in-laws, the attitude of in-laws is generally favourable towards their employment.

13.2 In majority percentage of the respondents (64.28%) the in-laws are not grateful for respondents financial contribution towards family .

13.3 Majority of the respondents (55.72%) [with in-laws] have to face an unplesant attitude of the in-laws after they return from work.

The conclusion drawn from the above findings indicate that the in-laws generally approve of a working daughter-in-law. However, preservation of traditional responsibilities of the daughter-in-law in the home is considered to be diluted by her employment. This is understand to lead to an unhapy behaviour towards the working daughter-in-law inspite of her economic contribution to the family.

14.1 Majority percentage of the respondents (48.25%) are not satisfied with the attitude of their employer towards them.

14.2 Majority of the working women (51%) in the sample do not receive any help of the employer when they face conflict in carrying out job role.

14.3 A majority percentage of respondents (41%) feel that their employers do not appreciate their work and ability.

It may be concluded that the attitude of employer is not generally favourable towards the working

women. The reason may be that the demands of job role are not effectively fulfilled by the married working women on account of her over-burden and the familial responsibilities and coincidence of working hours at home and work place. Therefore, the employer does not play a significant role in the maximization of an effective job role performance of working women.

15. Majority of the working women(78%) in the sample agree that employment of women does not put on adverse impact on marital relationship.

It indicates that inspite of assuming the household responsibility being the sole responsibility of a woman, husbands of working women are happy that the employment of their wife's adds to family welfare. Consequently they realize the problems which their wife's face in carrying out dual role responsibilities resulting in the marital harmony happiness.

- 16.1 Majority of the respondents (58.5%) in the entire sample are confronted with role conflict in carrying out their dual roles of home and job. Where as 25.5% of the respondents do not

experience the role conflict inherent in dual role performance.

16.2 Majority of the respondents confronted with role conflict are Nurses (76.6%) Bank Employees [75.5%] office Employees [66.6%], School teachers and Doctors [66%]. The minimum role conflict is experienced by University teachers [35%], College teachers 45% and administrative Officers [30%].

It can be concluded from the above finding that women engaged in strenuous professions demanding hectic job hours experience more role conflict than the vice-versa. This indicates that extent of role conflict increases or decreases according to the nature of occupation.

16.3 It has been noticed that lower the education, higher is role conflict. Majority of the role conflict riddled respondents are with an educational qualification of Matric [79.16%], Graduates [68.37%] and under-graduate [57.14%].

The minimum role conflict is experienced by respondents with higher education of Post-graduation and above 48.66%.

The conclusion arises from the findings that the

working women with lower educational qualification are engaged in professions with greater strain like Nursing, Banking, offices and schools. Thus they experience more role conflict. Therefore, educational qualification and role conflict among working women exhibit direct relationship.

16.4 Majority of the role conflict riddled respondents are from younger age groups 21-25 years (86.60%) and 26-30 years [84.44%]. The role conflict is minimum among the respondents with higher age groups 31-35 years [58.33%], 36-40 years [32.5%] and 41-50 years [28.54%].

The finding leads to conclusion that role and responsibilities of women vary significantly in different periods of her life. The young working women experience maximum amount of conflict owing to their small children and adjustments with the in-laws with the passage of time such problems disappear as children grow and the adjustment problems are overcome. As such the conflict cases to a large extent. This indicates that age and role conflict bear a direct relationship as conflict decreases with increase in age and vice-versa.

- 17.1 Majority of the respondents 56.41% confronted with role conflict attribute their role-conflict experience to the young age of children.
- 17.2 A substantial proportion of respondents 27.78% experience role conflict due to inflexible attitude of their husbands,
- 17.3 Majority of the role conflict confronted respondents 44.88% experience role conflict due to non-cooperative behaviour of in-law.
- 17.4 39.32% of the role conflict riddled respondents experience role conflict due to non-availability of domestic servant.
- 17.5 Majority of the working women 55.56% confronted with role conflict, have high expectations regarding their roles. They are unable to achieve these expectations which leads to role conflict experience.

From the above findings it may be concluded that the age of children and role conflict are correlative to each other. Role conflict generally decreases with the increasing age of the children. It is also concluded that role conflict can be minimized with the considerate attitude of husband

and in-laws towards the working women-Furthermore role conflict minimization can be achieved with the availability of domestic assistance. It is further concluded that role conflict is also psychological factor. The role conflict minimization is possible by keeping a low expectation of the two roles.

On the basis of the results of the study arrived at, it is concluded that the determinants of role conflict experienced by working women are multi-dimensional. One of the factors is a set of conflicting role expectations arising out of two or more roles which she is playing. Another determinant is the time constraint. Due to limitation of time, the actor at times feels pressurized and cannot meet different expectations and obligations attached to different roles. One more determinant is self-role conflict. The role conflict is understood to be largely psychological. If a wide discrepancy between ideal and actual role performance is experienced by the actor, it causes conflict in her.

Furthermore, it is concluded that working women have more family obligations and the extent of family

obligations is positively related to role conflict. Profession, education and age of the working women are significant contributors to role conflict. Similarly age of children, satisfactory arrangement for child care while they work, the inflexible attitude of in-laws and lack of positive support from the husband also create conditions of conflict among the working women. To sum up, the findings suggest that the working women by and large suffer from role conflict in carrying out their dual roles and have poor personal adjustment. This proves our major hypotheses.

RECOMMENDATIONS

A sociological perusal of the present investigation creates avenues for further research on the variables which have not been encompassed under study. The conclusion of research findings suggest that apart from the variables which have already been considered by the study, the other variables which contribute to role conflict among working women may also be studied to assess the relevance, utility and effectiveness of such variables. Since the area of present study was very vast, only some significant variables were chosen.

Besides these, some exclusive studies may also be conducted to analyze the factors which led to adjustment and accommodation among role conflict riddled women. The present piece of investigation also provokes to conduct a comparative study on role conflict experienced by working and non-working women, and rural and urban married working women. the comparative study is likely to provide an insight into the determinants which differently influence the role conflict in these social groups. The analysis will also help out to suggest remedies accordingly for these social groups. Furthermore, it will give us an insight to understand how social status from time to time in there social groups [i.e working women, non-working women, urban working women and rural working women.] It will also help planners, reprmers and researchers. To examine the nature of inequality which exisets in there social groups in Indian society in general.