

## CHAPTER-V

### 3.2 WORKING WOMEN AND HER JOB ROLE

The working woman is a corelatively new phenomenon in Indian society. Traditionally, her role was confined to the household work but the pressing economic needs, the education of the woman and the changing concept of work-values have enabled the woman to seek employment opportunity. This extension of the role of the woman has resulted into many conflicting situations and new demands in the field of marital adjustment, familial life and social participation. The work career not only provides a new role to the woman but also affects her role and status in the family and demands new adjustments in her personal and social life. Thus woman's role in work situation is an important area to be explored in order to understand the changing role of the woman.

The present chapter is devoted to the respondent's job, her commitment to it her job satisfaction, her occupational aspiration and ideology, husband's/in-law approval or otherwise for working, the attitude of the employer and her own adjustment with them. The broad aim of this chapter is to bring out the salient

features of the role-transition and role conflict of the working woman.

### MOTIVATIONS FOR A JOB

The factors involved in a woman's decision to work are important methodologically as well as theoretically because they may operate as variables which interact with the employment situation and influence its effect on the family.

There are several motivational syndromes prominent among married working women. It is believed that the most important reason of women's working outside is the economic need. Today, in a middle class family the husband's earnings are inadequate to meet the bare necessities and the family needs more money than that one person can earn. Hence a middle class woman is obliged to take up job. Many women work to earn additional money, even though the husband can provide them a comfortable living. They work only for added luxuries.

Many women, like many men see their level of earning as some kind of measure for personal worth in the world. Some women who have experienced early economic deprivation want to continue to work as a

measure of economic security. If the husband is not good breadwinner, or is absent, or unstable, the wife has to depend upon her own source of livelihood. In other words, a woman might work to ensure against possible loss or incapacitation of the breadwinner of the family.

Further, one of the reasons of women's employment is that some women want to be recognized as independent personalities and not just an extension of their husbands' identity and they feel that they can develop their own identity by taking jobs.

One of the important gains which working women make can be subsumed under the general term of 'self expression'. Many women feel that if satisfaction from work were to be removed, they would experience a major personal deficit. Though the particular jobs they do may represent compromises with their original idealised conceptions in every case, they are realising in major degrees what they really want to do and feel is worth doing, as human beings, in relation to using their capacities<sup>1</sup>.

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1. Rappoport, R and Rapport, RN.

Sometimes employment may be motivated by aspirations for upward social mobility and also by a desire for a sense of competence. To some women, wife and mother roles do not seem to call for the utilisation of the women's full potential and employment may be seen as offering a greater opportunity in this respect. For the professionally trained or talented, this may also involve a feeling of obligation to oneself or to society to use one's skills. "the job may also sometime operate as a safety value whereby frustrations that would otherwise be expressed in the family are avoided or directed<sup>2</sup>.

It is believed that highly enducated people claim to work out of intrinsic interest while those with lower qualifications do so with the monetary motives. The financial return is however, mentioned as an important element even for highly qualified women.

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2. Hoflman, L.W. (1963). " The Decision To work" The Employed Mother in America, and ed. by Ivan, Hofiman, Rand Menally and company, Chicago.

**TABLE 5.1**  
**MOTIVATION FOR A JOB**

Reasons for work	Number	percentage
1. To have an independent income	181	45.25%
2. to supplement husband's income and raise economic status.	97	24.25%
3. Engagment for spare time	52	13.00%
4. Gross necessity	45	11.25%
5. To make use of high or professional education	25	6.25%
Total	400	100.00%

For the purpose of analysis five alternatives were put before the respondents. The analysis (Table 5.1) reveals that in our sample majority of the respondents 45.25% were in gainful employment just to have an independent income. This means that they were motivated by the wish to be financially independent. 24.25% of the respondents were in the gainful employment in order to improve the standard of living of their families. Their aim was to supplement their husband's income thereby to raise the economic status. The analysis further indicates that a substantial

proportion of respondents 13% were in employment to pass their time . It seems that these respondents were bored with the monotony and sameness of household duties and loneliness in the isolation of the home, therefore, seek escape into the employment to pass their spare time.

In our sample 11.25% of the respondents were working to meet the bare necessities of their families. Such respondents were working out of gross necessity, there was no choice for them. They have to work willingly or unwillingly. The present economic situation is responsible for that. Respondents who were working out of sheer economic necessity were generally dissatisfied. There were 6.25% of the respondents in our sample who were in gainful employment to utilise their education and talents. Such respondents largely feel that employment provides them opportunity to develop their personality.

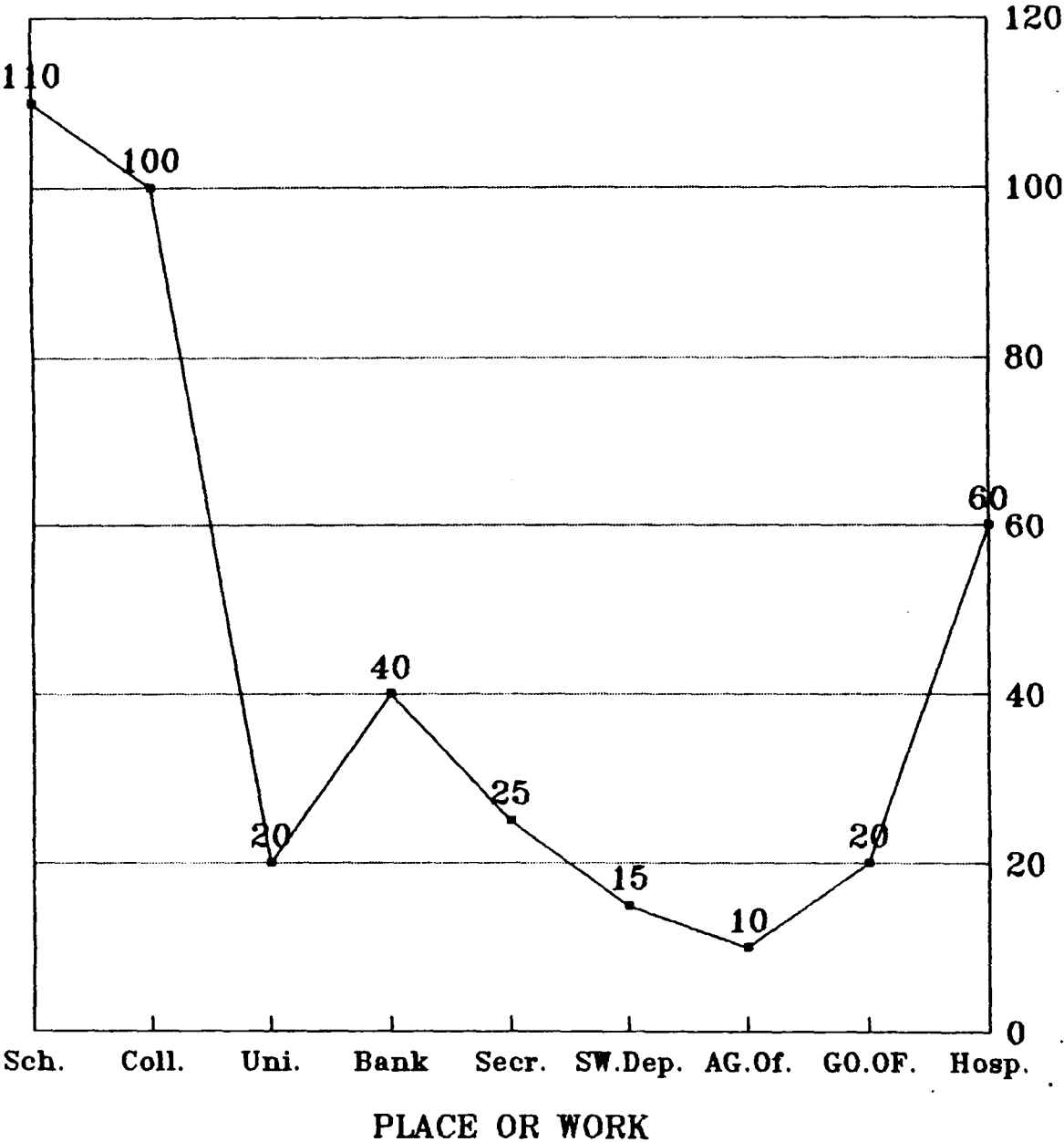
It, therefore, seems that among middle class as well as working class wives, the financial incentive to work outside their homes is an important consideration, but in view of the experience gained in our period of full employment there are strong indication that

economic necessity is no longer the prime motive. It has been replaced, at least, to some extent, by a more complex psychological situation in which the wish to be financially independent, the desire for a higher standard of life, the need of company etc are some of the constituent factors. It, may also be said that the less educated women took their vocations especially to meet the daily needs of their life, the highly educated women sought employment primarily to raise the standard of living and to add to the luxuries. It may, therefore, be concluded that monetary incentive is the main reason for female employment.

#### WORK ATMOSPHERE

For working women the condition in which they work is an important area to be explored for a clear understanding of their commitment to the work and home responsibilities. It is believed that the happiness and satisfaction or otherwise of the working women largely depends upon the general atmosphere at their work place. In the present study work place of respondents differed from case to case. It depended upon the profession.

**TABLE 5.2**  
**DISTRIBUTION OF RESPONDENTS ACCORDING**  
**TO PLACE OF WORK**





**TABLE 5.2****DISTRIBUTION OF RESPONDENTS ACCORDING TO PLACE OF WORK**

<b>Place of work</b>	<b>No. of Respondent</b>	<b>Percentage</b>
School	110	27.5%
College	100	25.0%
University	20	5.0%
Bank	40	10.0%
Secretariat	25	6.25%
Social welfare dept.	15	3.75%
A-G's office	10	2.5%
Other Govt. Office's	20	5.0%
Hospital	60	15.0%
<b>Total</b>	<b>400</b>	<b>100.00%</b>

The Table No. 5.2 reveals that a majority of our respondents (57.5%) are in the teaching profession, and hence were serving in different academic institutions. Out of this percentage 27.5% respondents were working in different types of school each school like primery, middle and high school had its own environment. Teachers have to work with inadequate facilities in middle and primary schools as compared to high schools. In college and university there are

ample amenities. School teachers have to stay for more time at their work place than college and University Teachers.

There were 10% respondents who worked in various Banks. Bank Job is very strenuous as reported by the respondents. They have to work in one hall with so many colleagues and have to deal public for the whole day. They hardly get any time for rest. Respondents reported that the nature of their work is such that one may get easily irritated. 13% of the respondents in our sample work in different types of 'Govt' offices. Respondents who served in central govt offices had to remain very cautious about the timings. They were bound to reach the office in time and could not leave before the working hours are over. Regarding timing there was some sort of relaxation in State 'Govt' offices.

Lady doctors work in various hospitals and besides that they have private practices. They rarely go out for calls. Nurses also work in hospitals and they have to remain very prompt about their duty. They often experience time conflict in performing dual responsibilities of home and job.

**TABLE 5.3**  
**DUTY HOURS**

<u>Hours</u>	<u>Profession</u>
3 Hours	University Teacher
4 Hours	college Teacher
6 Hours	School Teacher
6 Hours	Doctors
7 Hours	Office Employees
7 Hours	Bank Employees
8 Hours	Nurses
6-8 Hours	Administrative officers

Married women having responsibility of their home, children and husband do not like long hours of work-outside and they prefer to go in for those jobs which do not demand long and late hours of work. In our sample majority of the respondents were working for six hours or less per day. A substantial proportion was also working for 7 hours per day. Only few were required to work for 8 hours or more per day.

As indicated in Table 5.3 working women's working hours vary according to their professions. University Teachers usually have to be in the university for three hours while college teachers have to stay for four

hours. For school teachers the work load is six hours. In bank and government offices working hours are 7 hours. Doctors have to be in hospital for at least six hours. The working hours for nurses are eight hours. The working time for administrative officers is 7-8 hours but they have to remain for longer periods according to their work.

**TABLE 5.4**  
**REGULARITY OF WORKING HOURS**

Responses	Number	Percentage
Regular	340	85%
Irregular	60	15%
Total	400	100%

Regularity of working hours is essential for the successful performance of household activities and for keeping a balance between the dual roles of a housewife and an employee. In our sample as shown in Table 5.4 85% of the respondents reported that their hours of work were regular while 15% of the respondents complained that they had irregular working hours. Women in medical profession as doctors or nurses had

irregular hours of work where as women in teaching, administrative and clerical services generally have regular working hours. The professions of doctors despite irregular working hours is prestigious, and young girls are tempted to joint it.

**LENGTH OF SERVICE:**

The length of service of married women shows that how keen they are to stick in their jobs. It also gives the impression that with time more and more women are coming forward for employmen. The length of service of respondents is as follows.

**TABLE 5.5**  
**RESPONDENT'S LENGTH OF SERVICE**

<b>Years</b>	<b>Number</b>	<b>Percentage</b>
Below 5 Years	109	27.25%
6 to 10 Years	114	28.5%
11 to 15 Years	98	24.5%
16 and above	79	19.75%
<b>Total</b>	<b>400</b>	<b>100.00%</b>

The Table 5.5 shows that during the last five years, majority of my sample respondents have joined their posts. Though the number of women before sixteen

and more years back is low but it is not substantially lower which shows that educated women have always been keen to take up job even a decade back.

**TABLE 5.6**  
**PERFORMANCE OF JOB**

Responses	Number	Percentage
Satisfactory	128	32%
Unsatisfactory	196	49%
Indifferent	76	19%
Total	400	100%

An attempt was made to examine the perception of the respondents regarding the performance of their job roles. Respondents were asked to report whether they carry out their job roles satisfactory. As revealed from Table 5.67 majority of the respondents 49% are not able to perform their job role upto their individual satisfaction. However, 32% of the respondents are satisfied with their job role performance. A substantial proportion of respondents 19% were not clear in their opinion. This indicates that working women are yet to make adjustment between the two roles of home and job.

TABLE 5.7

## ATTENTION PAID TOWARDS WORK DURING STAY IN OFFICE

Responses	Number	Percentage
Yes	131	32%
No	219	54.75%
Indifferent	50	12.5%
Total	400	100.0%

In connection of the job role performance respondents were further asked to reveal whether they pay full attention towards their work during their stay in the office. Majority of the respondent 54.75% (Table 5.7) revealed that they are not able to pay full attention towards their work. 32% of the respondents claim that they pay full attention towards their work where as 12.5% of the respondents are indecisive in their opinion. This indicates that working women are yet to meet the demands of their dual roles. The reason may be the overburdon of work.

**TABLE 5.8**  
**FAMILY AFFAIRS DURING WORKING HOURS**

Responses	Number	Percentage
Yes	238	59.5%
No	160	40%
Indifferent	2	0.5%
Total	400	100.0%

Respondents were further asked to reveal whether domestic affairs occupy their mind and action during their working hours. In majority of the respondents (Table 5.8) the domestic affairs overwhelm their mind and thought during the working hours. However, 40% of the respondents manage to keep familial matters away from themselves during working hours. 0.5% of the respondents were indifferent in their indicate that domestic responsibilities of working women by large affect their job role performance in a negative manner.



**TABLE 5.9**  
**CONFLICT OF TIMMING**

<b>Responses</b>	<b>Number</b>	<b>Percentage</b>
Yes	119	29.75%
No	247	61.75%
In-different	34	8.5%
<b>Total</b>	<b>400</b>	<b>100%</b>

Respondents were further asked to reveal whether they were able to reach their place of work in time or not. Majority of the respondents 61.75% [ Table 5.9 ] revealed that they do not reach their place of work in time. However 29.75% respondents manage to reach their place of work in time. 8.5% of the respondent did not give a clear cut answer. This indicates that majority of working women experience time conflict. The reason may be the coincidence of job timings with home timings which adversely affect their job role performance.

**TABLE 5.10**  
**JOB SATISFACTION**

<b>Presponses</b>	<b>Number</b>	<b>Percentage</b>
Most satisfactory	184	46.0%
Unsatisfactory	126	31.5%
Indifferent	90	22.5%
<b>Total</b>	<b>400</b>	<b>100.00%</b>

Satisfaction is a psychological phenomenon and is influenced by the gratification of physical and social needs.

The respondents were asked to report whether or not they were satisfied with their present job. As shown in the analysis (Table 5.10) 46% respondents were satisfied with their present job. There were 31.5% respondents who were unsatisfied where as 22.5% respondents were not clear in their opinion.

**TABLE 5.11**  
**ORIENTATION TOWARDS OCCUPATIONAL MOBILITY**

<b>Responses</b>	<b>Number</b>	<b>Percentage</b>
Yes	236	59.0%
No	146	36.5%
In-different	18	4.5%
<b>Total</b>	<b>400</b>	<b>100.00%</b>

The special and occupational mobility in the case of working women is a rare phenomena. The familial commitment and social restrictions for women if they have to live along and away from the family, all are important hindrances in the way of women's occupational mobility. They prefer jobs where there is no problem of transfer and enter into only those jobs where the work place is near to their home and family. The lure of economic betterment and the chances to rise higher on the occupational ladder are the poor incentive for women to change from one occupation to another occupation. Respondents were asked to report whether they would like to move from present occupation to another. Majority of the respondents 59% (Table 5.11) seems to have orientation towards the occupational mobility 36.5% did not want to change their present occupation and 4.5% of the respondents could not decide.

**TABLE 5.12**  
**GROUND FOR OCCUPATIONAL MOBILITY**

Responses	Number	Percentage
Better Salary	200	50%
Higher status	54	13.5%
Nearer Home	-	-
Not applicable	146	36.5%
Total	400	100.00%

Respondents who were incilined towards occupational mobility were further asked to report that under what circumstances they would like to move from one occupation to another.

The analysis (Table 5.12) shows that half of the respondents (50%) informed that they would change the job if they were offered better salary. There were 13.5% respondents who were looking for an occupation of higher status. The rest of the respondents 36.5% did not wish to change their present job. The analysis, therefore, reveals that salary is the ultimate goal of employment and it largely influences the satisfaction of workers.

**TABLE 5.13**  
**COMMITMENT TO THE JOB**

Reponses	Number	Percentage
Highly committed	194	48.5%
Not committed	88	22.0%
Not applicable	118	29.5%
Total	400	100.00%

Indian women have great attachment with their family and generally they do not wish to leave their families inspite of great allurements of higher income, higher status and better chances of raising one's own capabilities. Indian women particularly do not like to live separately unless it is most essential for them.

Exploring further the mobility orientation an effort was made to find how committed were the respondents to their jobs or they treated the matter lightly. In this context, respondents were asked to report that whether they would like to continue in their jobs, if they or their husbands were separated by transfer. For 29.5% of the respondents [Table 5.13] it was not important as either they or their husbands had not any chance of transfer. 48.5% liked to continue

in their jobs while 22% preferred to give up jobs in such circumstances. It is obvious that majority of the respondents have high commitment to work. They attach more importance to stick to their jobs than to remain with their husbands.

**TABLE 5.14**

**ATTITUDE OF WORKING WOMEN TOWARDS WORK**

Responses	Number	Percentage
Agreed	314	78.5%
Disagreed	62	15.5%
In-different	24	6.0%
Total	400	100.00%

To find out the attitude of working women towards work they were asked whether a woman should be in gainful employment even when her husband can support her. 78.5% respondents in our sample as indicated in Table 5.14 agreed with the statement, 15.5% disagreed while 6% of the respondents were not inclined to response. Thus the vast majority of the women in sample believe that taking up a job is not merely a function of the husband's poor earning capacity. Respondents who

disagreed must have been doing jobs due to some other compulsion.

**TABLE 5.15**

**ATTITUDE OF HUSBAND TOWARD WIFE'S EMPLOYMENT**

Responses	Number	Percentage
Favourable	312	78%
Unfavourable	60	15%
In-different	28	7%
Total	400	100.00%

Working women themselves, their husbands and their in-law, react in diverse ways to their being employed. Husbands and in-laws generally have prejudices, suspicion and Jealousy for working woman. They are generally ridden with the traditional attitude that man was the provider and woman's place was in the home.

However, a change has emerged recently in these traditional attitudes towards female employment. A feeling has developed that whatever a woman does, it is for the husband and for the welfare of her family and thus she helps her husband in discharging his financial responsibilities. But those women whose attitude is one

of not considering their jobs to be of paramount importance get greatest favour of the husband and in-laws.

In our sample as indicated in Table 5.15 78% of the respondents reported that their husbands were in favour of their being in jobs. Husbands of nearly 7% respondents were reportedly indifferent and the rest i.e. 15% disliked their employment.

It is, therefore, significant to find that husbands of a majority of respondents did not mind their wives being in job. A few were in-different. It shows that attitude of the husband as far as wife's employment is concerned, is one of wanting or atleast of not minding them being employed. Those who disapproved wife's employment, did so because they found their wives failing in their domestic roles. For some it may be just a face saving against the traditional attitude about female employment.

**TABLE 5.16**  
**HUSBAND'S PRIDE IN WIFE'S OCCUPATIONAL ACHIEVEMENT**

Reponses	Number	Percentage
Yes	18	20.25%
No	264	66.%
In-different	55	13.75%
<b>Total</b>	<b>400</b>	<b>100.00%</b>



In our sample as reflected in Table 5.16 majority of the respondents 66% opined that their husbands did not take pride in their wife's occupational achievement. Husbands of 20.25% respondents take pride in their wives occupational achievement and 13.75% were indifferent in their attitude.

The changed attitude of the husband is, therefore, reflected in minority of the cases. In these cases, husband no longer thinks of his wife's achievement as a threat to his own personality. Now it is a matter of pride for husband if his wife is in gainful employment. Sometime back it was a matter of shame. Even now 66% husbands in our sample did not take pride in their wives occupational achievement.

TABLE 5.17

## HUSBAND JEALOUS OF WIFE'S OCCUPATIONAL POSITION

Responses	Number	Percentage
Yes	10	2.5%
No	386	96.5%
In-different	4	1.0%
Total	400	100%

Jealousy between the husband and the wife affects marital happiness. The fact that the working women achieve economic independence may instil a feeling of jealousy in the husbands. It was, therefore, inquired whether respondent's husbands felt jealous of their occupational position and recognition. Only 2.5% respondents it as revealed in (Table 5.17) felt that it was so while the husbands of 96.5% did not show any jealousy. Husbands who show jealousy must be poor achievement husbands and would also be extremely conservative. It seems that they are unable to prevent their wives from working either due to economic pressures or due to their strong personality.

TABLE 5.18

## HUSBAND PREJUDICED AGAINST WIFE'S EMPLOYMENT

Responses	Number	Percentage
Yes	42	10.5%
No	358	89.5%
In-different	X	X
Total	400	100.00%

In our sample as shown in the Table 5.18 only 10.5% respondents felt that their husbands have got prejudices against "Their employment while rest (89.5%) had no prejudices. This shows that in some cases husbands allow their wives for work unwillingly. They may be feeling that working women go against the traditional role of a woman. Economic independence may encourage her to develop a personality which would not be liked by the husband.

**Table 5.19**

**HUSABAND'S ATTITUDE OF SUSPICION TOWARDS CHARACTER OF EMPLOYED WIFE**

Responses	Number	Percentage
Yes	6	1.5%
No	394	98.5%
In-different	X	X
Total	400	100%

It is assumed that the attitude of husabnds and in-law are influenced by the deep rooted preconveived nnotation, viz employed wife is prone to become loose and faithless and generally of dubious chastity.

In our sample as seen in Table 5.19 only 1.5% of the respondents felt that their husbands were suspicious about their character. Such couples may be having a conflicting marital relationship 98.5% respondents believed that their husbands had full faith in them.

**TABLE 5.20**  
**HUSBAND GRATEFUL FOR WIFE'S FINANCIAL CONTRIBUTION**

Responses	Number	Percentage
Yes	101	25.25%
No	286	71.05%
In-different	13	3.25%
Total	400	100.00%

Now-a-days it is largely felt that a working woman works for the husband and for the welfare of her family and by being employed she helps her husband in discharging financial responsibilities. In order to find out whether husbands have a feeling of gratitude towards their wife's financial contribution, the respondents were asked to give their opinion about this. Table 5.20 reveals that 71.5% respondents admitted that their husbands did not have a feeling of

gratitude towards their financial contribution. 25.25% respondents hold that their husbands had such feeling towards them. While husbands of 3.25% were in-different in their attitude.

It may be, therefore, concluded from the analysis that majority of the husbands are not ready to accept the fact that their wife's are working for them and for the welfare of the family. This means they are not ready to accept that wife's employment is indispensable for the family welfare.

**TABLE 5.21**

**ATTITUDE OF IN LAWS TOWARDS THE EMPLOYED DAUGHTER IN-LAW**

Responses	Number	Percentage
Favourable	93	52.38%
Unfavourable	110	44.29%
In-different	7	3.33%
Total	210	100.00%

Regarding the attitude of in-laws towards respondent's employment, it was discovered that in majority of the cases 52.38% the attitude of in-laws was favourable towards the employments of the respondents

and in 44.29% cases the attitude was unfavourable. 3.33% were not clear in their opinion. Table 5.21 that in 46.5% cases living with in-laws the attitude was favourable and in 25.75% cases it was not so. 7% of the respondents kept their opinion reserve.

**TABLE 5.22**  
**IN-LAWS GRATEFUL FOR RESPONDENT'S FINANCIAL**  
**CONTRIBUTION**

Responses	Number	Percentage
Yes	70	33.34%
No	135	64.28%
In-different	5	2.38%
Total	210	100.00%

Respondents were asked to report whether their in-laws had a feeling of gratitude for their financial contribution. It is evident from Table 5.22 that in-laws are not generally grateful for respondents financial contribution as is reported by 64.28% of the married working women in our sample. However, in-laws of 33.34% respondents are happy with the respondents financial contribution to the joint family 2.38% of the respondents did not opine on this issue.

**TABLE 5.23**  
**BEHAVIOUR OF IN-LAWS AFTER THE RESPONDENT RETURNS FROM**  
**WORK**

Responses	Number	Percentage
Pleasant	90	42.85%
Unpleasant	117	55.72%
In-different	3	1.43%
<b>Total</b>	<b>210</b>	<b>100%</b>

The respondents were asked to report how did their family members (in-laws) behaved when they return from work. The analysis (Table 5.23) reveals that in-law of 42.85% respondents behave in a pleasant manner when they come back from work. However, majority of respondents 55.71% reported that their in-laws behave in an unpleasant manner. Whereas 3% respondents were indifferent in their response.

**TABLE 5.24**  
**ATTITUDE OF THE EMPLOYER**

Responses	Number	Percentage
Satisfactory	161	40.25%
Unsatisfactory	193	48.25%
In-different	46	11.5%
<b>Total</b>	<b>400</b>	<b>100.00%</b>

For working women the behaviour of the employer or the local boss is extremely important. This is more so if the latter are males. In our sample most respondents were in teaching professions working in schools and colleges. 40.25% respondents in our sample Table 5.24 reported that their employers behaved well with them. 48.25% were of the opinion that the behaviour of the employer's was not satisfactory. 11.5% respondents reported that employers were indifferent in their opinion.



**TABLE 5.25**  
**HELPING NATURE OF THE EMPLOYER**

Responses	Number	Percentage
Helping	160	40%
Not helping	200	50%
In-different	40	10%
Total	400	100%

In our sample 40% of the respondents (Table 5.25) thought their employers were helpful when they had conflicts in carrying out dual roles. 50% respondents were of the opinion that their employers were not at all helpful in such circumstance. 10% respondents were in-different, some of them are themselves the employers being at the head of the organisation.

**TABLE 5.26**  
**APPRECIATION AT THE HANDS OF EMPLOYER**

Responses	Number	Percentage
Yes	160	40%
No	164	41%
In-different	76	19%
Total	400	100%

In our study 40% of the respondents (Table 5.26) had the impression that their employers appreciated their ability. There were 41% respondents who did not think so, 19% respondents were not inclined to respond mostly because the question did not apply to them.

**TABLE 5.27**

**EMPLOYER'S SATISFACTION WITH RESPONDENT'S JOB PERFORMANCE**

Responses	Number	Percentage
Satisfied	224	56%
Un-satisfied	72	18%
In-different	104	26%
Total	400	100%

Respondents were asked to state whether their employers were satisfied with their job performance or not. Table 5.27 shows that 56% of the respondents believed that their employers were satisfied with their work. Employer's of 18% respondents were not satisfied with their performance. There were 26% respondents who were not inclined to response.

### ADVERSE IMPACT OF EMPLOYMENT OF MARITAL RELATIONSHIP

Responses	Number	Percentage
Yes	38	9.5%
No	312	78.0%
In-different	50	12.5%
Total	400	100.00%

It is generally believed that the employment of married woman has an adverse effect on marital relationship due to wives being completely released from financial dependence on their husbands. Respondents were asked to give opinion in this context. As is evident from Table 5.28 majority of the respondents disagreed with the statement only 9.5% agreed and 12.5% of the respondents were in-decisive in their opinion.

This indicates that woman's economic independence does not necessarily put a stain on marital harmony and happiness with their performance.

**TABLE 5.29**  
**ATTITUDE TOWARDS THE EFFECT OF FEMALE EMPLOYMENT**

Responses	Number	Percentage
Satisfactory	298	74.5%
Un-satisfactory	36	9.0%
In-different	66	16.5%
Total	400	100.00%

The place of women in the economic life of a country is undergoing far reaching changes. These changes in terms of their diversity appear to be more marked in developing economies like ours which generally happen to be tradition bound. In Indian rural areas women have been doing work on farms or help other members of the family in their normal chores but women employment in urban areas comparatively modern is a phenomenon. It has a great impact on the society, family and individual. Different people have got different views about the impact of female employment. Some feel that female employment has adverse impact on family and society in general while others believe in its healthy consequences. Attempt was made to

investigate the perception of respondents about the effect of female employment on family and society in general. As is evident from Table 5.29 74.5% of the respondents replied that the impact of women employment was healthy on family and society. 9% respondents were of the view that family is adversely effected and ultimately society while 16.5% of the respondents gave no reply.

It proves that the process of change in the attitudes of modern middle class woman is high. Traditionalism rules only a small proportion of respondents who felt that impact of women employment on society would not be healthy. Majority of the respondents on the other hand were in favour of women employment. It can thus be generalized that middle class woman is passing through transitional period.

**SUMMARY**

There are many motivations for women to take up paid jobs outside home. The most important of these in our sample is not economic necessity but a desire to have economic independence. This indicates that women by and large desire to assert their own individual identity. Some of our respondents have also taken up job to supplement the family income and make for a higher standard of living which leads to arise in the economic status of the family as a whole.

The performance of job role depends upon the working conditions. The conditions of work vary according to the nature of profession. Most respondents work as teachers, mostly in schools and colleges. Their working hours range between four to six hours and for university teachers it is only three hours. Respondents working in banks and offices have to work for at least seven hours. Working hours for Nurses are eight while doctors have to work for at least seven hours.

Majority of the working women are unable perform their job role upto their individual satisfaction. This indicates that traditional responsibilities of women in home puts on intolerable strain on them.

A large number of respondents are satisfied with their present job. They would like to change their occupation if they are offered better salary. Some respondents are looking for an occupation of better status. Majority of the respondents are strongly committed to their jobs as most of them would like to continue their jobs even if they are separated from their husbands by chance of transfer.

Majority of the respondents believed that woman should take up gainful employment even if their husbands are able to support them. Most of the respondents' husbands approve of their wife's employment. However, majority of them do not take pride in the wife's occupational achievement. Generally husbands do not show any jealousy or prejudice towards their wives' employment or suspect their character on account of their employment.

Majority of the husbands are not grateful for their wife's financial contribution. This indicates that the husbands under the influence of deep rooted preconceived traditional outlook are not ready to accept that their wife's employment is indispensable for them and the family welfare.

The attitude of in-laws in most of the cases is unfavourable towards the respondents. Mostly in-laws are not grateful for her economic contribution to the family. In majority of the cases the attitude of the employer is not favourable towards the respondents. Majority of the respondents do not receive any help of the employer in the situation of role conflict.

Majority of the respondents believe that women's employment does not lead to marital disharmony and believe in positive consequences of female employment for family and society in general.