Chapter 2

REVIEW OF LITERATURE

Introduction

The Review of the Related Literature is an essential part of the research project. In the words of WALTER R. BRAG, the literature in any field form the foundation upon which all future work will be built; without knowing the past we cannot do some new work in a subject, it is very necessary that we should know the past of the subject. According to JOHN W. BEST, “Particularly all human knowledge can be found in books and literature, unlike other animals that must start a new with each generation, man builds upon the accumulated and recorded of the past’

Survey of related literature equips the investigator with adequate information regarding the field in general and the problem in particular. It provides the investigator up to date information in the concerned problem. The findings of earlier experiments encourage the new workers to embark upon useful projects in education, on the basis of earlier experiences, avoiding the past mistakes or defects. It will be useful to see as what has already been done concerning the problem at hand.

Survey of related literature is an essential prerequisite to actual planning and execution of any research project. It is like surveying area and judging the distance first and then to formulated a plan. It helps the researcher in avoiding duplication on the one hand and in getting benefit from similar studies on the other in respect of method adapted and devices used in the collection of data and their organization and interpretation. For all these reasons, a research relevant literature is needed by the investigator before actually commencing the work of his research.

“The key to the vast stock house of publishes literature may open doors to source of significant problems and explanatory hypothesis and provide helpful orientation for definition of the problem, background for selection of procedure and comparative data for interpretation of results, In order to be truly creative and original. One must read extensively and critically as a stimulus to thinking.”

Caller V.Good
“The competent physician must keep constantly abreast of the latest discoveries in the field of medicine, since human life itself is at stake. He knew the specialist to whom a difficult case should be referred for most effective treatment. Of course, the most skilled practitioner or surgeon cannot keep in mind all the details of his calling. However he is adopt in locating information promptly, when needed, in his cash books and medical journals. The successful lawyer must be able to readily locate information pertinent to the cash at hand in the records of court decision and in the states. Certainly those in charge of the intellectual and educational development of youth are under an equally great obligation to secure the best available information concerning the most effective learning teaching and administrative procedure. Obviously the careful student of education, the research worker and investigator, the critical supervisor and administrator the thoughtfully class-room teacher should become familiar with the location and use of the some of educational information”.

Barr

The literature in any field forms the foundation upon which all future work will be built. If we fail to build this foundation of knowledge provided by the review of literature, our work is likely to be shallow and native. It is very necessary that we should know the past of the subject. Without knowing the past, we cannot do something new in that field.

The review of related literature will be useful to see as to what has already been done concerning the problem at hand. It provides the problem at hand. It provides the researcher an up to date information in the concerned filed. This review of previous literature ridges the gap between new and old knowledge and the new researcher will not feel that he is doing his working systematically and correctly. No researcher can even think of understanding a study without acquainting himself with the contributions of previous investigations.

The review of the literature is essential to the development of the problem and derivation of an effective approach to its solution. The literature must be systemic and thorough or else it will produce inadequate results. At the same time, by ensuring a complete coverage of what is relevant will help the researcher in the classification of his problem and in avoiding duplication.
The related literature may provide source of significant problem, explanatory hypothesis and helpful orientation for definition. In fact it promotes a greater understanding of the problem and its crucial aspects.

The present study has been undertaken to examine the speculative threat to the personality of children of the employed mothers in India. In recent years, it has been realized that women are getting in to gainful employment in a big way. The study attempts to examine whether this employment of theirs has any advance effect on the personality of their children....

**Aldous, Mulligan and Bjarnason, 1998; and Marsiglio, Amato, Day and Lamb, 2000** - Research on parental employment and children’s outcomes have been conducted quite extensive in many countries such as United Stated, United Kingdom, Germany and Sweden. Review on these studies indicates that many have concentrated on maternal employment without taking account of trends for fathers’ participation in dual-earner families in managing the household. Fathers also contribute their income share and psycho-emotional aspects as result of their work conditions that may be reflected in the life of the family.

**Gottfried, Gottfried and Bathurst, 1995; and Bulanda, 2004**

Hence, fathers, like mothers play an important role in child development and therefore deserve to be included in future research.

**Figes, 2001** Positive results were also found with children who had to go to childcare. When the child was placed in a quality childcare situation there were positive effects on the child’s social and cognitive development. The study found that a trained nursery worker was able to stimulate the child with a wide variety of educational toys and games compared to that of a stay at home mother (Figes, 2001).

**American Academy of Pediatrics, 1985** According to the Periodic Survey of Fellows; American Academy of Pediatrics Division of Child Health Research, the majority of pediatricians surveyed found that mothers should not work outside the home from their child’s infancy to early pre-school age.

**Gershaw, 1988** Working mothers not only bare the burden of leaving the children to work, but also the stresses of what in many cases equals two full time jobs. The mother has her job that she
must leave her family for and then she has her job of taking care of the family she had to leave during the day. At times it seems like she is always playing catch-up and never quite finishes. While fathers are beginning to take on more responsibility in the home, “working mothers still perform most of the household chores”. Some houses may say chores are egalitarian, shared equally, however this is not seen in surveys conducted by The Wall Street Journal. In executives polled 52% of women were found to complete laundry duties compared to 7% of the men. Likewise 47% of women planned and shopped for meals compared to 8% of men. Similar findings were found in chores such as shopping for children’s clothing and staying home with children who came down sick.

The conclusion emerging out of these related studies may be taken as the theoretical basic for the investigator’s study.

Sudha Bale Singh, 1989 A comparative studies of personalities of working and non-working women with special reference to family adjustments and their impacts on Education of their children problem. It attempts to compare the personality factors, adjustment of working and non-working women as well as to study impact on the education of their children.

Methodology Through random sampling procedure a sample of 300 working and non-working ladies were selected from Agra city. Tools used included Catell’s 16 Pf questionnaires, Indian adaptation by S.D. Kapoor and Mittal’s adjustment inventory for measuring achievement of children, high school marks were taken. Statistical techniques used included mean, SD and ‘t’ test.

Findings

Significant difference existed between working and non-working women with regard to certain personality factors.

No significant difference was found in home, social and school adjustment between the two categories.
Significant difference was found in health and emotional adjustment of working and non-working women.

No significant difference has been found among children of working and non-working women regarding scholastic achievement.

**Vijai, 1990** A study personality, educational achievement and level of aspiration among the children of working and non-working mothers.

**Problem**

The present study attempts to compare the children of working Mother (WM) and non-working mother (NWM) in respect of personality, educational achievement (EA) and level of aspiration (LOA)

**Methodology**

The sample comprised 300 children of NW and 300 children of NWM. The random sampling procedure was used. The tools used included socio-economic status scale of P. Srivastava, 16 P.F. questionnaires (Hindi version) of S.D. Kapoor and LOA test of shah and Bhargava Mean, S.D. and correlation were used to treat the data.

**Major Findings**

Significant difference was found in the personality of the M/F children of WM and NWM.

WM and NWM male children differed in some personality Factors.

Significant difference was found in the EA of the Male/female children of WM and NWM.

No significant difference was found in the LOA scores of the male/female children of WM and NWM.

High correlation was found between EA and LOA among Male and Female.

**Maradula Jain, 1990** The impact of adjustments, frustration and level of aspiration on children of working and non-working mothers.
Problem
The present study tries to compare the children of working and non-working, Educated and uneducated mother regarding their adjustment, frustration and level of aspirations.

Methodology
The sample of the study consisted of 200 children of working and 200 children of non-working mother. The purposive stratified random sampling procedure was followed. The tools used were adjustment inventory of A.K.P. Sinha, Nairashya Maap of M.S. Chauhan and level of aspiration test of Shah and Bhargava. The statistical measures used included mean SD and ‘t’ test.

Major Finding
A significant difference in academic achievement was found in the case of the children of working uneducated, working educated, non working uneducated, non-working educated and WE-NEW having high adjustment (Emotionally, socially and educationally) expect in case of WE-NEW children having high E adjustment, NWUE-NEW children having high E adjustment and NWUE-NWM children having high S adjustment.


Examine the impact of Big Five personality characteristics on knowledge sharing and knowledge acquisition behavior. The Big Five factors are extraversion, openness, conscientiousness, agreeableness, and neuroticism.

Methodology A total of 156 management students completed the questionnaire.

Major Finding
The results of analysis of variance indicated that individuals high on agreeableness and conscientiousness were more involved in knowledge sharing activities than individuals low on agreeableness and conscientiousness. Individuals high on conscientiousness were more involved in knowledge acquisition activities than individuals low on conscientiousness. There were no
significant differences in knowledge sharing and acquisition activities between individuals high and low in extraversion, openness and neuroticism. Implication of these findings and suggestions for future research were also discussed.

**Joshi, Shobhna and Rekha Srivastava Banaras Hindu University, Varanasi**  
**Self-esteem and Academic Achievements of Adolescents.**  

Investigates the self-esteem and academic achievement of urban and rural adolescents and examines the gender differences in self-esteem and academic achievement.

**Methodology** The sample of this study consisted of 400 adolescents (200 urban and 200 rural) from Varanasi District. The boys and girls (aged 12 to 14) were equally distributed among the urban and rural sample. Self-esteem was measured by 96 Indian Psychological Abstracts and Reviews Self-esteem questionnaire and academic achievement was measured by academic school records.

**Major Finding**

Findings indicated that there were no significant differences with regard to self-esteem of rural and urban adolescents. There were significant differences with regards to academic achievement of rural and urban adolescents. Urban adolescents scored higher in academic achievement as compared to rural adolescents. Boys scored significantly higher on self-esteem as compared to girls. Significant gender differences were found in academic achievement. Girls were significantly higher on academic achievement as compared to boys.

**K Chandrasekaran (Namakkal**  
**A study of the environment on personality development.**  

**Findings**

Rich environments provide support for Personality development. Parents, Teachers, Friends, Religious Leaders shine as models for Personality development. The present investigation aims to study the influence of environments such as courses of study, religion, caste, rural and urban areas on personality development. It also aims to study the gender difference. 300 undergraduate
students were assessed on Personality development index (1997). Gender shows no difference, but medical and urban environments provide better Personality development.


The present study aims to study the parent’s development of personality on the academic performance of students.

Methodology & Findings

150 11th std. student’s parents were assessed by the personality development index and given 10 days training on supporting their children in academic achievement.

Study skills training and providing right type of reinforcements to the students were taught to parents. Significant improvement resulted in core subjects except languages


Aims to see the impact of life skill training on self-esteem, adjustment and empathy among adolescents.

Methodology  Total sample comprised of 60 students (30 males and 30 females) from the Hans Raj Model School, Punjabi Bagh who has received life skill training from the team of Expressions India. Self esteem inventory (school form), Adjustment inventory for school students (AISS) and the Empathy quotient (EQ) were administered in a group session one by one in two or three days both before training was given and after training. In the post condition, test scores were obtained after 5 months of training.

Findings

Result showed that subjects improved significantly in post condition on self-esteem, emotional adjustment, educational adjustment, total adjustment and empathy. However, no significant difference was found on social adjustment in pre and post condition. Overall training was very
effective as subjects improve in the post condition on all measures except one, thus showing that Life skill training do show positive results in bringing change in adolescent’s attitude, thought and behavior by providing supportive environment to them.

Ahmad, Syed Salman (Nagpur).


Outlines the testing and validation of the affect and control scales of the Phenomenological Analysis of Selfhood (PAS) method.

Methodology & Findings

The method was developed as a way of assessing personality by gauging the experience of self through analyzing self-narratives and makes a successful attempt to generate and test data quantitatively within a narrative psychology framework. Construct validation of the quantitative scales of the PAS against the Rosenberg self-esteem scale, the Rotter locus of control scale as well as with differentiated shading, form and total responses on the Rorschach Ink Blot test yielded a number of significant correlations.


Academic performance is mainly determined by cognitive, motivational and personality factors such as self-confidence, communication, interpersonal relationship.

Methodology & Findings

The present study was undertaken to find out the relationship between self-confidence, human relationship between self-confidence, human relationship with academic performance of higher secondary boys (N=200). Personality development index was used for assessment including exam marks. The results show positive significant relationship between personality dimension and academic performance.

Studies self development of undergraduate students. Self development mainly consists of governing cognitive and emotional domain including self awareness, self confidence and self esteem.

Methodology & Findings

Ex post facto research design was used. Personality Development Index (Kaliappan and Karthikeyan 1997) was used to assess self awareness, self confidence, emotional adjustment and stress coping ability of 100 Undergraduate students.

Mean and Standard Deviation (SD) of the dimensions were compared with pre and post training scores on personality development of similar research.

Self confidence dimension needs longer duration and intensive training for improvement. But, stress coping training is effective and the resultant improvement is emotional adjustment. This process of personality development can be investigated in further research.


Methodology & Findings

It is a direct implication of the usage of a positive psychology based intervention module delivered in a classroom setting where the effects of the various strategies on the students were assessed. The students, who enrolled themselves for Positive Psychology course, participated in this study.

Out of 90 participants, finally, 77 participants’ qualitative and quantitative data were taken into account. The results have been obtained by a pre-test and post-test within group experimental design for checking the significant differences as a way to measure effectiveness of the multi-component self focused intervention program.
Sreekumar, R and Jacob George  (Srisankaracharya University of Sanskrit).


Attempts to see how psi experiences are associated with root personality dimensions. The root personality theory is a dimensional approach to personality based on Samkhya philosophy, and conceives inertia (Thamas), Activation (Rajas), and Stability (Sathwa) as the three dimensions of personality.

Methodology  The tools used in the study are the I.A.S. Rating Scale and Psi Inventory. 200 subjects participated in the study.

Findings

Results show that females reported significantly more psi experiences than males.

The Stability dimension showed high significant positive correlation to psi experiences, in the case of both men and women, indicating that more stable people tend to have more psi experiences.

Inertia dimension showed a significant negative correlation with psi in the case of women, and activation dimension showed a negative correlation with psi in the case of men.

Comparison of the personality pattern of low, medium, and high psi experiencing groups revealed that on the whole high psi experiences have more stability and less inertia.


Examines relation among hardiness personality, self-esteem and occupational stress index among IT professionals.

Methodology & Findings
Data were collected from 140 IT professionals employed in four computer software organizations.

Results of correlation showed that hardiness and self esteem tend to have negative and significant correlation with role overload, role ambiguity, low status and strenuous working conditions. Implications of results are discussed with possible intervention to improve the internal resources among the IT professionals so that their perceive levels of occupational stress can be minimized to the maximum extent possible.

S.N. Pande and P. Ramacharan Presented their report. The report revealed that respondents on a question related to “advance effects of employment on employed women” had the following results:-

1. 84% of respondents in Bombay.
2. 71% of respondents in Delhi In both the above cases no adverse effect was found.
3. 15 of the respondent thought that their employment had broadly affected the upbringing of their children.
4. 94% of siblings and spouse were in favor of women taking up employment.
5. 84% of the women’s relatives were in favour of women taking employment.


The tools used were:

(i)16 PF Questionnaire (CPQ) (Cattell)
(ii)A specially prepared Questionnaire to tap the perceptions of children of their mother’s child rearing behavior and child’s Reaction Tendencies Inventory.

The Objective of the Study
The main aim of the study was to see the relationship between certain personality characteristics of mothers and their children.

**The Main Findings were:**

Children of emotionally balanced mothers tended to be less hostile than those of mothers having emotional imbalance.

Children of duly involved mothers appeared to be less hostile than those unduly involved mothers.

Children of prudent mothers were less negativistic and less hostile to parents than those of least prudent mothers.

Children of anxiously possessive mothers tended to be tense, negativistic and hostile towards parents.

Mothers of children with high undesirable reaction tendencies tended to be uncontrolled, neglectful, rejecting, indulgent, dependent, encouraging and strict.

K. Mathur, 1994 (Dept. of Psychology, Barkatullah Uni., Bhopal) and Misra, G. (Professor of Psychology, Univ. of Dehli, Dehli) He studied on influence of maternal employment on children’s personality.

**Objective of the study**

The main objective of this study was mothers’ employment and its consequences on the shapes and growth of personality of children.

**The sample and tool of the study**

A large sample of 200 children and their mother were drawn from middle and upper middle class socio-economic background from Bhopal city. 120 employed mothers and 80 housewives and their children participated in the study.
Mothers sample involved housewives, clerks, teachers, and nurses belonging to nuclear families and having children of 7 to 11+ years. Lal’s Early School Personality Questionnaire (ESPQ) was used to access children’s personality.

**Finding of the Study**

Children of Ems showed greater outgoing in comparison to the children of UEMs. The girls of Ems relatively more outgoing than boys and boys were reserved and assertive.

Children of UEMs are full of ego strength, mentally and socially mature, clam and stable minded. Low scores of children of Ems suggest that such children are governed by emotions, are immature and usually have unstable mind.

Children of UEMs are usually intelligent, thoughtful, hardworking and dependable. Social and adult values are quite developed in the thinking and behavior of such children. The children of Ems were ‘expedient’ meaning they evade rules, feel few obligations and have weaker super ego strength.

Children of Ems are usually mentally scared and insecure are irritable and anxious UEMs children are full of confidence.

Children of Ems showed greater tension in comparison to the children of UEMs. While UEMs children are clam and quite and show social maturity

**S. Sultana** conducted a study of school achievement among adolescent children with working and non-working mothers on the sample of 250 students of class X.

**The objective of the study**

To know the difference in scholastic achievements among children of educated working and educated non-working mothers.

**The Finding of the study**
There is no difference in academic achievement among children of working and non-working mother studying in English or Hindi Medium School.

Zahir, Sadia; conducted a study of relationship between perceived material behavior and personality as well as Scholastic Achievement of adolescents on the sample of 624 Adolescents in Lucknow.

The tools used were:

Bernreuter’s personality Inventory. Paternal Behavior Inventory by Saxena and Saxena.

The objective of the study

To study the relationship perceived maternal behavior and personality as well as scholastic achievement of adolescents.

The main findings were:

The mother’s negative attitude towards the child had adverse effect on the child's academic performance.

Maternal Acceptance promoted scholastic achievement.

A.K. Gupta conducted a study aimed at developing a parental preference inventory related to educational, emotional, social more, physical and vocational preference for analyzing the relationship of parental preferences with adolescent’s adjustment, achievement and children’s education at home and school.

Methodology

Through purposive sampling, 3404 cases were involved. Patterns of parental preferences were identified by the parental preference Inventory (PPI) prepared by the investigator.

The Hindi version of junior- senior High School personality questionnaires of Kapoor and Mehrotra was used along with Singh’s adolescent personality Inventory and Saxena’s adjustment inventory.

Findings
The findings were…..

Parents as a group tended to show varying preferences in different spheres while some tended to exist as care preference: these were primarily focused on higher academic achievement followed by the physical and social fields and tended to neglect influences of tradition, culture and social norms.

While adolescents from joint families tended to exhibit better educational, social and health, adjustment emotional and home adjustment were independent of family type.

A higher desirability of parental preferences resulted in expedience, resulted in better educational adjustment.

Low desirability of parental preference resulted in expedience, evasion of rules lesser ego integration.

Low desirability levels of parental preference in the normal and emotional fields tended to make adolescents particularly girls, group dependent.

The desirability of parental preferences was positively related to the socio-economic status.

**P. Mathur** Conducted a study, the primary concern of which was to investigate the personality development of pre-school children of working mothers.

The study was restricted to personality development as composed of intellectual ability, social growth and emotional disposition with the additional information on the kind of home environment to which children were exposed. The study was limited to examining the influence of the three variables-CME, Socio – Economic status (SES) and age on personality developing.

**Methodology**

The sample comprised 420 normal children of both working and non-working mothers in equal numbers. There were thirty children in each of the age groups from families of high and middle SES, for the low income group the sample size was ten for each.

The tools used of the NCERT battery of intelligence tests, vineland social maturity scale and children’s appreciative test as adopted by Uma chaudhary.
Findings

The major Findings were…..

Apprehension of CMS and SES individually affecting the IQ and the SQ was not true as the two variables together produce defects on both the response measures.

CME affected differentially the SQ levels but SES influenced both IQ and SQ levels of preschool children.

CME was found to be significant variable affecting pre school children’s disposition on dependence aggression, anxiety, perception of mother’s role and income.

CME tended to qualify the environment of a child as it ensured from mother’s substitute supervising expectation, keeping child’s company and incidence of temper tantrum.

SES rendered the difference in home environment of a child on very man counts, including the father loosing the temper on mother while the child was around.

Age gave an indication of difference in a child’s home environment resulting from the child’s company, mother’s indulgence in feeding, disciplinary measures, mother’s brow beating etc.

Prodipto Roy He Conducted a study which is related to the ill effects of the employment of mothers on adolescents’ behavior.

Conclusions:

He presents the following Conclusions:-

The employment of the mother does not generally lower the academic performance of the children.

The general fear that delinquency would increase due to employment of the mother was not borne out.

The children of employed mothers were seen to do more household works than the children of non-employed mothers.
The employment of the mother does not seem to have any adverse effect on the social activities of the children. It was not the amount of time spent together that counts but the nature of relationship that exists between the two (mother son/mother daughter).

He further suggested that a favorable emotional climate is one in which the needs of the adolescents are met. The families who have an approving trusting, affectionate and encouraging atmosphere key the adolescents in self discipline.

**K.C. Vashistha** He conducted his study on the basis of purposive sample of fifty boys and girls from residential schools and fifty boys and girls from common schools and evaluating them on variables of age, grade and social-economic status.

**Methodology**

A purposive sample of fifty boys and girls from residential schools and fifty boys and girls from common schools were educated on the variable of age, grade and social-economic status.

**Tools**

The tools used were Rao’s SES Scale and Rorschach ink blot test.

**Findings**

The findings were-

Family reared boys and girls were superior on the trait of emotional construction.

Family reared boys and girl possessed abundance of creative impulses.

Institution reared boys and girls possessed marked inhibition of sexuality.

Family reared boys and girls were more dependent.

Family reared boys and girls exhibited traits regarding relish for sexual experience. Institution reared boys felt difficulty in establishing close personal relationship.

Family reared boys and girls were more interested in practical concern than in theorizing.

Family reared boys and institution reared girls had a high level of general anxiety.
Institution reared girls had high anxiety concerning bodily functions.

Family reared boys and girls were highly introspective.

Family reared boys and girls had high inhibition of aggression.

Family reared boys and institution reared girls were superior in emotional construction.

**C.K. Shah 1976** C.K. Shah Conducted a study in 1976. The investigation was primarily concerned with stating parental authoritarianism in relation to the personality of children.

It further sought to compare boys and girls of high and low authoritarian parents in respect of a number of personality characteristics.

**Methodology**

The sample comprised of 300 parents and 300 children (140 boys and 160 girls) selected from rural and urban schools.

The tools used were parents authoritarianism scale (PAS) and modified version of Cattell’s 16 P.F. Test.

**Findings**

The main effect mother’s authoritarianism was significant in the case of the 15 factors of 16 pf test. The mother effect was however not dependent on the sex effect and the effect of birth order in the case of factors, A,G,H. The children of low authoritarian mothers seemed to be more mature, emotionally accepting, trustful, warm cultured radical and independent minded than the children of high authoritarian mothers.

The effect of authoritarianism was significant in the case of factor of though G, L, A and Q3.

The main effect of parental authoritarianism was significant in the case of 16 factors. Its interaction with sex and birth order was also significant in the case of factor A, G,H,I and Q3. The children with both the parents low in their authoritarian attitudes were good, natured, co-
operative attentive to people, soft hearted, kind and adjusting in comparison to children whose parents were quite high in authoritarian tendencies.

**S.R. Arora** S. R. Arora conducted a study of sibling relationships and their Psychological and educational implications.

The study was confined to siblings having same parents and the dyad relationship. Only nuclear siblings were from an age group of 12-18 years in class VI to VIII.

**Methodology**

A sample of 160 immediate order and younger sibling was selected from a group of senior secondary and secondary government schools of south Delhi.

Data was obtained on a prepared questionnaire.

**Findings**

There was no difference in the sub groups defined on the basis of age, sex and birth order, however the interaction of the 3 factors using the means of cordiality scores under different subgroups indicate that the elder brothers had the least favorable attitude towards the younger siblings where was the younger brothers showed highest regard for their elder brother and elder sister was observed.

Age difference contributes towards difference in mutual adjustment among sibling.

The cultural status, the educational level and the socio-economic status of the family had no significant impact on inter-sibling behavior expect in a few areas.

As the number of siblings increased in family their cordiality decreased.

**Dean D. Nelson** Sought to determine if their was a difference in personality adjustment as measured by Minnesota counseling inventory (MCI) among 312 ninth grade pupils who were categorized according to their mother’s work history.

**Methodology**
A personal data questionnaire was used to obtain information pertaining to their home background and maternal employment, after the MCI was administered to selected the students.

**Findings**

There was no significant difference in MCI validity, social relationships and leadership scale scores for either sex or for combined senses among children whose mother worked full time, part time, or not at all.

Boys whose mothers worked full time showed significant better family relationship scale scores than girls whose mothers were employed full time.

On all MCI Scales, the scores of boys were better when the mothers worked full time than if she worked part time or not at all.

The personality adjustment of girls as shown by MCI scale scores did not follow any consisted pattern regarding the employment history of their mothers.

On the majority of the MCI scales girls with non-working mothers had better adjustment scores than girls with mothers who worked full time or part time.

**Marvse H. Richards** Along with Peterson, Gitelson and Hurting conducted a study to examine the effects of parenting on the development of two aspects of personality i.e. ego development and self esteem in senior boys and girls.

**Methodology**

The sample of 139 high schools senior was selected on a stratified random basis. The 72 girls and 67 boys ranged in age from 17-18 years.

The tools used were- Perceptions of parenting behavior were assessed from responses to parent behavior form (PBF worell & Worell 1972) as regards personality variable ego development was measured by the leveranter sentence completion test 1970 and self esteem was measured with the Rosenberg self esteem scale 1965.
Findings

Mothers, more than father influence ego development of their adolescent children.

Self esteem of the adolescent girls in our sample related to the relationship with their father and self esteem of adolescent boys in our sample related to the mothering they experienced “Adolescents personality in girls and boys the role of mother and fathers” Department of Psychology, Loyola University of Chicago, 1990.

Yarrow and Airworthy Mary Has summarized the clinical study on infant in such institutional setting were the parents left their babies while going on jobs.

The infants less than six months of age have been in the institution for sometime and permanently present a well define pictures.

“The outstanding features are restlessness, relative indifferent appetite, failure to gain weight, poor sleep and an appearance of unhappiness and absence of making habits.”

Macoby Felt that the mothers work had an unfavorable effect on the daughter attitude towards her father.

She felt that the father’s role and status in the family was weakened by mother’s increased status due to her employment.

Essing and Morgan After gathering data and study it was found that girls whose mothers did not work were better adjusted in the area of family life while here was a feeling of lack of love and adjustment ,understandings and interest between many mothers and daughters if the mother worked.

Peterson Reported in her study by involving data from 616 adolescent girls indicated that mother and daughter relations were not adversely affected by mothers employment.

Gluek and Gluek Discovered that emotional conflict was significantly more prevalent in delinquent boys whose mothers worked regularly.

Ronman Reported that the majority of children with working mothers lacked self reliance, had more withdrawing tendencies, lacked social skills and possess anti social tendencies. In a study
Conclusion: All researches have proved one thing that maternal employment during the early years of child’s life plays a vital role in the personality of the child. The available evidence on the relationship between maternal employment and child outcomes refers to maternals employment from the first year on words. Empirical findings on the latter relationship are however inconclusive. Some studies find a positive relationship between maternal employment after the first year and children’s behavioral outcomes others find a negative association between mothers’ participation in paid work and socio-emotional adjustment. Research on parental employment and children’s outcomes have been conducted quite extensive in many countries such as United Stated, United Kingdom, Germany and Sweden. Review on these studies indicates that many have concentrated on maternal employment without taking account of trends for fathers’ participation in dual-earner families in managing the household.

The we can say the conclusion emerging out of these related studies may be taken as a theoretical basic for the further study.