Chapter-3

Statement of the Problem
STATEMENT OF THE PROBLEM

“The domestic slavery of woman is a symbol of our barbarism. It is high time that our womankind was freed from this incubus. Domestic work ought not to take whole of women’s time” (Mahatma Gandhi, 1958).

“Professionalism” among women all over the world is still young. Societal expectations and their entrusted roles for women made them far behind in taking to profession. As a result, women’s opportunities in various professions remained limited. The rapid industrialization and scientific-Technological era have brought complexity in all spheres of life. This complexity created new situations and new ways of thinking in which women’s roles and their personality are changing very rapidly due to various environmental effects. Therefore it is pertinent that women must be equipped to cope with the new demands and increase their awareness, resources and opportunities for effective participations and decision making.

There is no profession that remains a bastion of men. Women are now set to outshine men in their occupational achievements. Indian women are now employed in diverse types of jobs, be Doctor, Teacher, Lawyer, Engineer etc.

Despite remarkable achievements of Indian women, traditional values seem to exert a great restricting influence on female employment. Indian society considers women as the central element of the family structure. That is why women’s entry into any profession has a direct bearing on the very foundations of traditional relations. Working women are in no way relieved from their household chores. “In accordance with established customs it is only the women who must prepare food, an exceptionally laborious process in Indian conditions,
store and preserve vegetables and fruit and other products, wash the dishes, clean the house and to do all laundry.”

Working women of today are, therefore, doing a double shift, which consists of taking care of the house, the husband, the children, the In-laws, or brothers and sisters on the one hand, and the work for which they get the wages on the other hand, outside the periphery of their duties as housewives. They are expected to play the traditional role of housewives along with bringing money for the family. These dual expectations affects mental and physical health of working women.

She is required to perform two roles, jobs and house keeping. While the time at her disposal is the same. She is caught in the problems of family responsibilities and demands of the job. Because of lack of time support and encouragement from the family she fails to do justice to her job as well as meet all family and social obligations. This may reflect upon her family roles, mental health & life satisfaction.

It may be assumed that the problem of a working women is not only the problem of over burden of duties, but is also the problem of her psychological acceptance of the changed circumstances. If women with a job and a family feel torn between them, as they very often do, their dilemma is not of conflicting rights but rather one of conflicting loyalties. They have willingly accepted their two responsibilities as workers and homemaker their problem is how to harmonize the two.

Here are in short few most relevant researches in relation to focus of present work.

_Gordon, Judith R.; Whelan-Berry, Karen S. (2004);_ Studied that Women on average still have more responsibility for home, family life, and child care than men. Differences exist in women’s perceptions of how spouses or partner family finances, support the women’s
careers, contribute to household management, and provide interpersonal support. Specific roles and the resulting support are related to the life satisfaction, job satisfaction, and work-life balance.

**Melies et. al. (1992);** Studied spousal role satisfactions, stress and coping of 54 women clerks. These women characterized their spousal satisfaction in relations terms and identified companionship and communication with their partners as pleasing. They also enjoyed feeling loved and offering nurturance to please their partners.

**Neeta Gupta and Archana Shukla (2005);** The results also revealed significant gender differences in spillover and ‘compensatory’ type of work family relationship which suggested that husbands more than wives integrated their work and family as ‘spillover’ while wives more than husbands integrated their work and family spheres as compensatory. No other gender differences were obtained in rest of the work family integration types.

**Moen (2000);** Women dual earner arrangements has reported more stress and overload as well as lower levels of coping mastery than men.

**McLaughlin, Katrina (2003);** The findings indicate that gender differences, In the way women and men experience parenthood remain evident. For the most part, women experience more conflict and strain between their life roles than men.

**Thorstad, Roxane Renee (2003);** Participants gave examples of how they continue planning for the needs of the household before, during and after work, more so than their husbands. However, there was also evidence that some husbands were becoming more flexible in their roles and alleviating the strain on their wives, who were trying to meet the needs of their career and children concurrently.
A study, "Indian Women Today", by Khanna & Verghese (1978) examines various aspects of the lives of educated working and non-working women. This study points out that employment outside the home represents a major role innovation for married women. This study indicates some change in the traditional norms that govern the man-woman division of role responsibilities that resulted in the emergence of the egalitarian authority pattern. This study further finds that education and economic independence are the two important factors that help women to enjoy their rights. This study also reveals that women from lower strata take up employment purely for economic reasons. Women from upper strata, whereas, accept jobs for economic and for socio-psychological reasons also.

Bhattacharjee and Bhatt (1983) state that adjustment, in the case of women, is a function of their personality traits, expectations, and perceptions combined with those of their husbands and family members. It happens irrespective of their employment status.

Kaur (1983) in her study "Status of Hindu Women in India" concludes that Hindu women are in the process of changing their values in the direction of modernity. The change is deserved especially in religious observances, marital relations, and entering employment. However, she concluded that a change in the values of women can not be effective unless a change also comes in the attitude of men towards women.

The present study attempts to investigate the professional women’s family roles, mental health & life satisfaction in their profession and also to probe how they are adjusting various aspect of life.
3.1 PROBLEM

To study the effect of family roles; Help or Hindrance in three groups of professional young and middle aged women and men in Doon Valley.

3.2 OBJECTIVES OF THE STUDY

The study has been designed with the following specific objectives, these are:

1. To trace out the psychological factors leading to role conflict in the family of professional women.
2. To study the effect of role-conflict upon professional satisfaction levels, mental health and life satisfaction upon professional women.
3. To find out the psychological factors which influence the family to cooperate with the professional women and its problems.
4. To make a comparative study of life satisfaction levels on women and men’s three professions in two age groups.
5. To find out the effect of the age on life satisfaction & Mental health of professional men and women.

3.3 VARIABLES

In correlational researches variables qualify with equal appropriateness both as independent and dependent variables, because there is no direct manipulation with equal rationality as an independent or dependent variables. Its role is determined by the researchers point of view. The main variables of the study are shown here.
**Independent Variables**

The variable, in an experiment or survey, that exercise an effect on a dependent variable.

a. Professions  
b. Gender  
c. Age

**Dependent Variables**

The variable, in an experiment or survey that affected, or subject to being affected, by the independent variable.

a. Role effects: Role conflict.  
b. Mental health pattern.  
c. Life satisfaction level

**3.4 HYPOTHESES**

A conditioned statement relating the expected effects of one variable on another, that can be subject to testing. A hypothesis looks forward, it is a proposition which can be put to a test to determine its validity. It may see contrary to, or in accord with, common sense. It may prove to be correct or incorrect. In any event, however, it leads to an empirical test. Whatever the outcome, hypothesis is the question put in such a way that an answer of some kind can be forthcoming. It is an example of an organized skepticism of science, the refusal to accept any statement without empirical verification.

In the present study, we have made mixed hypothesis, some are Null and some are Statement types.
**Hypotheses as Statements**

1. Family is a hindrance rather than a support to the working women.
2. Increase in professional role leads to decrease in life satisfaction of professional women.
3. Patterns of mental Health of professional and non-professional women will be different.
4. Young aged and middle aged women will differ on family role problems.
5. Gender differences will be found in life satisfaction dimensions among young and middle aged groups of women and men.
6. Age effects will be found in life satisfaction of both the groups of males and females on three groups of profession.
7. Age will also influence the life satisfaction of professional and non-professional women.
8. There will be differential pattern of five factors of family roles among three groups of professions of women.
9. Professional demand will lead to role conflict.
10. Work will influence life satisfaction in all groups of professional women.
11. Non-working women will have no role conflict.
12. Age effect will be found on role dimensions of three professional groups of males & females.
13. Gender difference will be found in mental health dimensions among young and middle aged males & females.

**Null Hypotheses**

Null hypothesis asserts that there is no true difference between two populations. Differences, found between sample are therefore accidental and unimportant.
HO 14- There will be no significant difference between family role factors among young and middle aged males and females of profession.

HO 15- There will be no significant difference between mental health dimensions of young and middle aged groups of men and women of profession.

3.5 FUNCTIONAL DEFINITIONS OF THE TERMS USED

The behavior scientist, like all other, scientist, has to record and communicate this observation and findings to other scientists. For this purpose it is necessary to define operationally all terms and concepts that may seem ambiguous or controversial.

Runkell and McGrath (1972) State “To observe a property systematically it is necessary to select one or more specific observable conditions or events to be taken as instances or indication of the property. The technical term for a class of observable things or events selected as instances of an observable concept is operational definition”. An operational definition says “do such and such and in so and so manner”. It defines or gives meaning to the variable by spelling out what the investigator must do to measure the variable” (Kerlinger 1973)

There are two types of operational definitions:

1. Experimental Operational Definition:
   It defines a term by describing how the term’s referent is manipulated.
2. **Measured Operational Definition:**
   It defines a term by describing the procedure by which a referent of the term is measured.

**DEFINITIONS**

**Profession**

Profession is an evaluative term describing the most prestigious occupations which may be termed professions if they carry out an essential social service, are founded on systematic knowledge, require lengthy academic and practical training, have high autonomy, a code of ethics and generate in service growth. Teaching, Medical and Law should be judged as a profession on these criteria.

**Professional Women**

Professional women in this study means those women who are gainfully employed in different professions, particularly teaching, medical and law.

**Conflict**

The collision of counterposed, incompatible tendencies in the consciousness of an individual, in interpersonal, interaction or interpersonal relations of individuals or groups of people associated with sharply negative emotional experiences. The simultaneous occurrence of two or more mutually antagonistic impulses or motives.

**Family**

A group of individuals related by marriage or blood, typically including a father, mother and the children.
Mental Health

(WHO, 1964) defines mental health as a state of good adjustment with a subjective state of well being, zest for living and the feeling that one is exercising his talents and abilities.

Satisfaction

A state of pleasantness and well being, consequent upon having achieved a goal.