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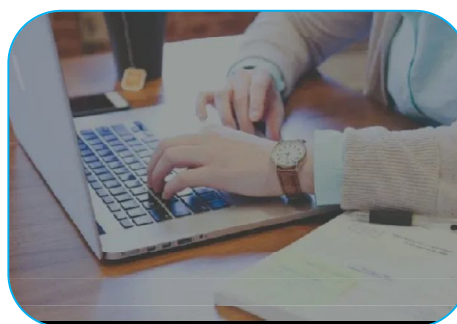


WORK- FAMILY CONFLICT AND WORK STRESS A STUDY ON MARRIED WORKING WOMEN

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ABSTRACT:

Majority of employees today are more concerned about how to balance their work and family lives. Competing with demands which arise between work and personal (family) roles often result in conflict among employees-employers and family members. Work-family conflict is inevitable in modern westernized life. There may be several reasons for this, among which a few are the ongoing changes which occur in working life that play a particularly important role in one's family life. Many challenges arise while managing the balance between work and family responsibilities. The traditionally accepted roles of women and men come into question. A few concerns have risen as to the capacity of families to provide the needs for their dependants. The issues of time management, long irregular working hours, unequal distribution of work, lack of working time flexibility, lack of child care facilities or simply finding time to meet the demands of work while fulfilling family responsibilities rise for many families. Both men and women are vulnerable to work-family conflict, but women face more role burden, more interference from work to family and family to work.



KEYWORDS: work and family lives , modern westernized life.

INTRODUCTION

Work stress has always been a matter of prime concern for the industrial/ organizational psychologists. World Health Organizations (WHO) opined that "the response people presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their abilities to cope" (Leka, Griffiths, & Cox, 2004). Several studies have constantly demonstrated the diverse physiological and psychological consequences of work stress. Stress in moderate

levels has motivating effects on the employees but whilst present in elevated levels is found to have detrimental effects both upon both the individual and organization. In the present global scenario India has emerged as a formidable force in Asia's economic growth. India is in the frontlines of developing nations of the world and is also home to the world's second largest workforce of approximately 478 million people. Indian society is traditionally patriarchal but

now presents a complex multitude of tradition and modernity, this transition is mainly due to education, industrialization, urbanization, globalization and women empowerment. Women compose 32% of working force in India. Though the population of women entering work force in India seems to be proliferating, the cultural ethos that relegate women more as home makers rather than bread winners make work-family balance harried especially for married working women.

THEORIES OF WORK-FAMILY CONFLICT.

There are few theories that are directly or indirectly related to work-family conflict. They are segmentation theory, compensation theory, spillover theory, identity theory, theory of role balance and effort-reward imbalance are theories of work-family conflict, Maslow's (1970) hierarchy of needs and expectancy theory are theories that attempt to describe work-family conflict indirectly.

SEGMENTATION THEORY.

In this theory three different perspectives have been proposed with respect to the manner in which work and family roles conflict. Firstly, segmentation theory assumes that work and family are independent domains and that individuals may separate them in terms of time, physical location, emotions, attitudes, and behaviours (Lambert, 1990). Greenhaus and Beutell's (1985) description of work-family conflict as a form of inter-role conflict in which family and work-demands are incompatible in some way, forms part of this theory.

COMPENSATION THEORY.

This theory postulates that people who are not satisfied in one domain seek satisfaction in another domain. Individuals compensate for dissatisfaction in one role in a number of ways: they reduce the importance ascribed to a less rewarding role or they seek rewards and invest more time and attention in an alternative role. Evidence for this compensation has been found in a number of studies.

SPILOVER THEORY.

The third and most popular theory is that of spillover, which reflects two distinct sets of concepts. One set represents negative spillover between work and family and is ascribed to a less rewarding role or they can seek rewards and endow more time and attention in an alternative role.

Rothbard (2001) found that women who experienced negative effects from family were more engaged with their work, which confirmed by the compensation theory. It means that such women enjoy their work and that actually compensates for the unhappiness experienced at home.

OBJECTIVE OF THE STUDY.

The objectives of the present study were;
To study the Work-family conflict of women employees
To examine the factors involved in WFC and stress
To suggest to improve the WFC in particular area.

CONCEPTUALIZATION.

The employment of women plays a vital role in bringing changes in the social structure. Employment drives out women from the family responsibilities and household obligations. The income earned by them provides them a certain measure of self respect, sustenance, esteem, and liberty in the family. This makes them more self-reliant, self dependent and confident. Traditionally the role of the women throughout history has been confined to the family. In most societies of the world; women had been defined largely in terms of their function as daughters, wives and mothers. The family patterns are changing fast and so are the expected roles of various family members. Change in the economic contribution of married women has far reaching effects on performance of their family roles and expectations of other family members. This situation has given rise to the issue of management of family roles.

The employed woman and family

In modern age, a new additional role is added to employed women to her existing role as house wife and mother and she is subjected to plurality of role expectations which are mutually incompatible. Consequently, the delicate balance of her former familial role system is disturbed by which she is exposed to plurality of roles of different nature. This has lead to role interference, until a equilibrium is

resorted between different role expectations to which she is subjected. In the traditional stage, the employed women are exposed to the conflicting sets of role expectations. The married working women are required to play dual roles, are as mothers and house wives and the other as employees. Being subjected to dual demands at home and work, they are liable to face a crisis of adjustments.

Employed Women and Family Relations.

In the situation of inter-role, family relations are of major importance. Since married women are members of their husband's family, their decision to work or refrain from it depends upon the views and needs of their respective husband and other family members and it expects a lots of practical adjustments. The traditional joint family system in India recognizes some important relationship especially between parents and children, husband and wife, mother-in-law and daughter in-law and brothers. These relationships undergo some significant changes in their work and life. Due such kind of tie-ups and changes working women often take care of lot of responsibility of their family members and family rituals. If they fail o attend to these requirements they face severe problems in managing a healthy life.

REVIEW OF LITERATURE.

Dr. N S Mugadar (2014) in his study "Socio-Economic Condition of Agriculture Women labour : A case study, author found that women in India are major producer of food, in terms of value and number of hours worked nearly 63 per cent of all economical activities. Among the total women labours of their study 46.67 percent have their monthly income less than Rs. 5000, 63 percent women labours were under low economic status and 76 percent of women labours were illiterates/Primary status.

Dr. R. L. Hyderabad (2014) made a study on "State and Institutional Support for Women Entrepreneurship Development: A study of Dharwad District in Karnataka State, India". This paper examined the state and institutional support for women entrepreneurship development using a sample of 136 women entrepreneurs from Dharwad district of Karnataka by administering interview schedule. The study found poor awareness level among sample women entrepreneurs on availability of various schemes. The analysis revealed that women entrepreneurs receiving institutional support and not receiving support have earned the same rate of profit.

Mohan and Ashok (2011) explained that Stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power, inter personal factors such as group cohesiveness, functional dependence, communication frequency, relative authority and organizational difference between role sender and forcal persons.

Zhang and Liu (2011) tested the antecedents of Work Family Conflicts (WFC) from individual, work and family aspects. Antecedents included the effects of individual factors like demographic and personality variables, the influences of work variables like work stress, family friendly programs, impacts of family variables like family demands and spousal interactions and Workplace characteristics which can also contribute to higher levels of WFC. Researchers found that the number of hours worked per week, the amount and frequency of overtime required, an inflexible work schedule, unsupportive supervisor, and an in hospitable organizational culture for balancing work and family all increase the likelihood of WFC.

Marcinkus et al., (2007) explained that due to stress and 'work-family conflicts people feel it difficult to make a balance between the job and their social life. There are also several other independent factors by the stress and work-family conflicts can be reduced. Social support for women is very essential at the beginning, Social support helps to maintain balance between work and family affairs and minimizes stress (Cohen and Syme, 1985; Deelstra et al., 2003). In such countries where people feel bad for a women to have a job, social support is very much important for a women to continue her job. Moreover, in those organizations where there is a flexible schedule women can work more easily as compared to other organizations. Basically Work-family balance helps to reduce the work-family conflict (Frone, 2003; Rossi, 2001; Grzywacz and Marks, 2000).

Desai et.al,(2003) in their study found that work-family conflict is actually a newly recognized phenomenon in India. It has been found within the last five or six years that people in India have begun to talk about the strain that dual-earner families experience. They further state that many women who are experience work-family conflict in their lives fail to recognize this as a problem that can be resolved. A lot of women are still fulfilling multiple roles such as caregiver, employee, spouse as well as homemaker, without realizing that they are assuming a greater burden than needed. “They still work on the assumption of **no-choice**”.

Bedeian, et.al (1988) conducted a study on 423 male and 335 female accounting professionals in their research, ‘Outcomes of work-family conflict among married male and female professionals’. They developed a model to explore the work-related role stress and parental demands and indirect influence of work life imbalance on job satisfaction and marital satisfaction. They found that work-family imbalance served as a link between work-related role stress and marital satisfaction for both men and women and parental demands were related neither directly to marital satisfaction nor to job through work family imbalance. Finally, they found that work related role stress influenced life satisfaction indirectly through job satisfaction as well as through work life imbalance.

SIGNIFICANCE OF THE STUDY.

The present research holds significance from the point that it is an attempt to compare and assess work-family conflict and work stress among married working women in private and public sector organizations.

MATERIAL AND METHOD

The sample for this study comprised of 1000 married working women (500 public sector organizations and 500 private sector organizations) randomly selected from Hyderabad Karnataka. The sample selection for this study was mainly from educational institutions, police, hospitals, and industries of public and private sectors.

The data was analysed by using the Statistical Package for Social Science (SPSS). The Mean, Standard Deviation, Standard Error, ‘t’ value were calculated ANOVA, and Correlation tests were done. The data is presented in tables as below and analysed.

Table 1: Socio-Economic Background of Respondents

		Public Sector		Private Sector	
Background		Frequency	percentage	Frequency	percentage
Age	20-30	70	14	190	38
	31-40	140	28	135	27
	41-50	193	38.6	107	21.4
	Above 50	97	19.4	68	13.6
Education	High School	50	10	70	14
	PU	80	16	85	17
	UG	80	16	75	15
	Diploma	100	20	110	22
	PG	110	22	85	17
	M.Phil/Ph.D	90	18	75	15
Profession	Education	130	26	135	27
	Hospital	130	26	105	21
	Police	150	30	00	00
	Industrial	90	18	250	50
Income	Below 20,000	55	11	105	21
	21,000-30,000	60	12	125	25

	31,000-40000	160	32	100	20
	41,000-50,000	165	33	110	22
	Above 50,000	60	12	60	12
Experience	< 10 yrs	55	11	88	17.60
	11-20yrs	165	33	168	33.60
	21-30	195	39	180	36.00
	30 and above	85	15	64	12.80
Family	Joint Family	77	15.40	72	14.40
	Nuclear Family	423	84.60	428	85.60

Source: Personal Interview.

Table number 1 above shows the socio-economic background of the respondents, from the table it is evident that, majority of the women respondents belonged to the age group of 20-40 years in both public and private sectors, majority of the women respondents had education above UG in both public and private sectors, majority of the women respondents were working in non-industrial profession in public sector and in industrial profession in private sector, majority of the women respondents earned salary between Rs. 21, 000-40,000 in both public and private sectors, majority of the women respondents had long period of work experience in both public and private sectors and majority of the women respondents belonged to nuclear families in both public and private sectors.

Table No: 2 Mean SD, S.Em, and t-value of respondents in public and private sector organizations in their work-family conflict, and work stress.

Variables	Sector	N	Mean	SD	SEm	t -value	LS
Work Family Conflict	Public	500	19.99	6.45	.289	0.36	N.S
	Private	500	19.84	6.84	.306		
Work Stress	Public	500	20.45	4.66	.209	2.01**	0.05
	Private	500	19.85	4.72	.211		

The table 2 above indicates the mean SD and t values of respondents in family work Conflict and work stress it shows that the there was not much mean difference and t value hence, it can be said the married women working in public sector organization and private sector organizations had no family-work conflict. Whereas, work stress (t=2.01, p< 0.05) of married working women was significantly influenced by the type of organization (public/ private sector). There was significant mean differences in work stress for married working women in public sector organizations (20.45) and private sector organizations (19.85) which indicates that work stress was more among married women working in public sector organization than those working in private sector organizations. The correlation co-efficient tests were done out in order to understand the relationship of work family conflict and work stress.

Table No: 3 Correlation between Work-Family Conflict and Work Stress among the respondents.

Variables	R
Work-Family Conflict	0.326**
Work Stress	

From the table 3 above, it is clear that work family conflict is positively and significantly correlated with that of work stress (r=.326, p< 0.01). This clearly indicated that increase in work family

conflict leads to increase in work stress and vice versa among the respondents (married working women).

FINDINGS.

The findings of the present study are;

- Work-family conflict is not limited to employees with traditional values or those who have higher level or position is an important implication of this study and the effect of family work and family roles where determinant to their well being.
- Conflicts experienced at work are seen from a negative point of view and therefore, job satisfaction is much more affected than in individualistic societies where social relations are more important.
- Work-family conflict directly affected the employees work and family activities and is creating a stress in their life.

CONCLUSION:

The outcome of the present study is that there is a significant positive relationship between levels of work stress and family difficulties among women working in public and private sectors. It was observed that women in professional jobs with high job demand were more prone to experience of work-family conflict and work stress. Working women faced stress in managing their family life with work life. Few researchers assessed the relationship between organizational justice and work stress and to find out whether work-family conflict was a mediator of the relationship. They reported that presence of justice appears to permit participants to deal better with the interface of their work and family lives which was associated with lower work stress levels.

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