



## PROFESSIONAL WOMEN AMONG ISSUES OF DUAL ROLE CONFLICT: A SOCIOLOGICAL STUDY

**Dr. Girish Rathod**

Assistant Professor in Sociology Govt Degree College Jewargi.



### ABSTRACT :

The conflict between the personal and professional lives of women has been studied over many decades. Many studies have called for research into variables that play a key factor in determining how the personal and professional lives of women impact one another 'Life' as "the opportunity to achieve in a diverse range of contexts"; and finally 'Balance' as "a state where an individual manages real or potential conflict between different demands on his or her time her further argues that this boils down to the fact that work life balances involves an awareness of the diverse demands on an individual's time and energy that has to know the value he/she wishes to place on choice available in the allocation of time and energy and finally has to make such choices consciously.

**KEYWORDS:** personal and professional lives of women , allocation of time and energy.

### 1. INTRODUCTION

Popularized the view of an organization as a set of interlocking roles, a role is the set of behaviors expected of the occupant or focal person in an organizational position. Corresponding to each position is a set of role senders who hold expectations for the focal person and attempt to influence him or her to comply. A role episode is the shaping of organizational behavior by 1) the communications of these expectations, 2) their receipt by the focal person, and his or her subsequent behavior. The studies reviewed indicate that role conflict is associated with and presumably caused by factors at several levels: extra-organizational, organizational, interpersonal, task-related, and personal. For example, role conflict should be high for a person engaged in innovative work spanning the boundary between two organizations, in close contact with his or her role senders, and strongly motivated to satisfy the expectations of role senders inside the organization and out. Clearly this research predicts high role conflict for union and management participants in cooperative efforts.

### OBJECTIVES OF THE STUDY

Study motto define the specific aims of the current study and should be clearly stated either in the introduction or in the methodology part as for as standard research procedure. The aims of this study are to investigate whether household women societal status differs from time to time and factors associated with the social status household chores. Role conflict nature and lifestyle of women. Special attention is given to multiple responses to perceive of the size of present study is made:

1. To study the background characteristics of women professionals.
2. To know the factors responsible for women professionals bad and better performance both at office and home.
3. To analyse the issue of dual role conflict among women professional

4. To assess the impact of gender discrimination among women professionals.

**STUDY AREA:**

Gulbarga city is the right place for getting the information from women professional about their social status and economic value at family level. Because here respondents are those women who are working and they feel happy being job. So researcher had designed the interview schedule according to the target groups were highly qualified and well placed in the society. Mostly researcher found them all in Gulbarga city that all these diversified groups were categorized as urban, rural, extension area, old area and slum area.

**Universe:** The universe of the study comprised all the existing working women from different departments within the jurisdiction of the corporation of the Gulbarga city. at present dept. wise total number of working women population is was 59580 in Kalaburagi city.

**Sampling Size:**

Pertain to 250 working women from Gulbarga City i.e. the north part of Karnataka State. Further this representative sample size belongs to five different professional government departments in order to fulfill the requirements of efficiency, representativeness and reliability.

**Sampling Method:** Sampling methods are statistical techniques which suppose to be used in research study to pursue the objectives of research study, to conduct this study **Systematic Random Sampling Method** was used for selecting working women as respondents

**RESULTS AND CONCLUSION:**

**Table no. 1.1 Current age of the professional women**

| Sl. No. | Particulars  | Respondents | Percentage  |
|---------|--------------|-------------|-------------|
| 1       | 20-24        | 06          | 2.4         |
| 2       | 25-29        | 15          | 6           |
| 3       | 30-34        | 28          | 11.2        |
| 4       | 35-39        | <b>82</b>   | <b>32.8</b> |
| 5       | 40- 44       | <b>71</b>   | <b>28.4</b> |
| 6       | 45-49        | <b>30</b>   | <b>12</b>   |
| 7       | 50-54        | <b>18</b>   | <b>7.2</b>  |
|         | 55 + years   | <b>00</b>   | <b>00</b>   |
|         | <b>Total</b> | <b>250</b>  | <b>100</b>  |

The age wise distribution of the respondents shown in the above Table No. 1.1 reveals that the 2.4 per cent of the women falls in 20-24 years age group; followed by 6 per cent falls in 25-29 years age group; 11.2 per cent of the respondents falls in 30-34 age group, whereas 32.8 percent is 35-39 years, 28.4 percent women belongs to age group of 40-44 years, 12 percent belongs to 45-49 years of the age group and only 7.2 per cent respondents falls above 50- 54 years of age group.

**Table no. 1.2 Age of Joining to job**

| Sl. No. | Particulars | Respondents | Percentage |
|---------|-------------|-------------|------------|
| 1       | 20-24       | 15          | 6          |
| 2       | 25-29       | 86          | 34.4       |

|   |                     |            |            |
|---|---------------------|------------|------------|
| 3 | 30-34               | 104        | 41.6       |
| 4 | 35-39               | 43         | 17.2       |
| 5 | 40- and above years | 02         | 0.8        |
|   | <b>Total</b>        | <b>250</b> | <b>100</b> |

The Table 1.2 highlights Age of Joining to job the distribution of respondents in all categories posts of the present study area. 6 respondents were belonging to 20-24 age was going to job, category 25-29 years constituting 34.4% of total respondents joined to job. It is clear from the above table that highest number of respondents (41.6%) were following in the age category of 30-34 years joined to job. It is followed by 17.2% in the age category of more than 35-39 years and only 0.8% in the age category of 40 and above years joined to job. It is astonishing to note that measure position of the respondents fall in the adult category 30-34 years.

**Table no 1.3: Educational Qualifications of the Respondents**

| Sl. No. | Particulars         | Respondents | Percentage |
|---------|---------------------|-------------|------------|
| 1       | Graduate            | 8           | 3.2        |
| 2       | Post Graduate       | 92          | 36.8       |
| 3       | Technical degree    | 25          | 10         |
| 4       | Professional degree | 125         | 50         |
|         | <b>Total</b>        | <b>250</b>  | <b>100</b> |

The table 1.3 exhibits that 3.2 percent women professional respondents got graduate and 36.8 percent respondents responsibility were educated post graduate. Than 10% of the total respondents were found to be having their technical degree and 50% were professional degree. Thus it can be in ford that a very high level of education makes individuals more conscious about their professional performance.

**Table no 1.4 Respondents marital status**

| Sl. No. | Particulars  | Respondents | Percentage |
|---------|--------------|-------------|------------|
| 1       | Single       | 18          | 7.2        |
| 2       | Married      | 229         | 91.6       |
| 3       | Separated    | 00          | 00         |
| 4       | Divorced     | 01          | 0.4        |
| 5       | Widow        | 02          | 0.8        |
|         | <b>Total</b> | <b>250</b>  | <b>100</b> |

The Table 1.4 reveals the marital status of the respondents which covers the unmarried, married, widow and separated divorced with total frequency of 250 respondents. The table reveals that the 10.75 per cent of the respondents are single followed by 91.6 per cent are married; 0.4 per cent are divorced and only 0.8 per cent respondents are widow. The table also reveals that the married respondents are more in percentage wise. The observation made from the above table is that the maximum number of the respondents in the present study falls in married category.

**Table no 1.5How do you feel by performing dual roles**

| Sl. No. | Particulars         | Respondents | Percentage |
|---------|---------------------|-------------|------------|
| 1       | Casual and easy     | 149         | 59.6       |
| 2       | Burdon aid pressure | 86          | 34.4       |

|   |              |            |            |
|---|--------------|------------|------------|
| 3 | Difficult    | 15         | 6          |
| 4 | Relaxed      | 00         | 00         |
|   | <b>Total</b> | <b>250</b> | <b>100</b> |

The Table No. 1.5 reveals mentoring programmes for home work and professional related conflicts and it is strange to know that there is no mechanism for mentoring programmes for women respondents adopted Co-operative with all, Social, Working as team work, Get adjust in every situation, Working as team work, Handling situation wet as the coping mechanism. for about 59.6 per cent of the respondents said casual and easy whereas 34.4 per cent of the respondents said Burdon aid pressure by performing dual and only 6 per cent of the respondents said they difficult by performing dual roles.

**Table no 1.6 Do you feel equal to men by performing dual roles**

| Sl. No. | Particulars    | Respondents | Percentage |
|---------|----------------|-------------|------------|
| 1       | Yes            | 37          | 11.48      |
| 2       | No             | 123         | 49.2       |
| 3       | More than that | 90          | 36         |
|         | <b>Total</b>   | <b>250</b>  | <b>100</b> |

The table 1.6 exhibits that 11.48 women professional respondents said feel equal to men by performing dual roles. Than 49.2% of the total respondents were found to be having do not feel equal to men by performing dual roles and lastly 36 % respondents said that feel equal to men by performing dual roles.

**Table no 1.7 Issues of dual role conflict at home**

| Sl. No. | Particulars                       | Respondents | Percentage |
|---------|-----------------------------------|-------------|------------|
| 1       | No. division of labour            | 04          | 7.69       |
| 2       | No. co-operation of family member | 05          | 9.61       |
| 3       | More work                         | 41          | 78.84      |
| 4       | No assistance from children       | 02          | 3.84       |
|         | <b>Total</b>                      | <b>52</b>   | <b>100</b> |

The *Table No. 1.7* reveals respondents feelings Issues of dual role conflict at home With their family. The table can be analyzed that 7.69 women expressed No. division of labour, About 9.61 per cent of the respondents said No. co-operation of family member and 78.84 per cent respondents said More work and lastly 3.84 percent respondents said No assistance from children.

**CONCLUSION:**

Work family conflict has been described as a form of inter-role conflict in which demands from the work role conflict with demands from the family role. The perceived work-family conflict (work interference with family and family interference with work) are different and relatively independent of each other. The people perceived less family interference with work than work interference with family. Spillover of unpleasant moods occur both from work to family settings and from family to work though evidence for the spillover of pleasant moods was weak. Both family to work and work to family spillovers were stronger for women than men. Family to work conflict was found to have indirect influence on work to family conflict via work distress and work overload. Work to family conflict had indirect impact on family to work conflict via

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increased parental overload (.Conflict is bi-directional, which is to say that it gives equal emphasis to the impact that work can have on family and the impact that family can have on work. Work to family conflict, occurs when “the participation in a work activity interferes with participation in a competing family activity. Conversely, family-to-work conflict, occurs when “participation in a family activity interferes with participation in a competing work activity” .

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