



DUAL ROLE AND WORK-FAMILY CONFLICT

Gunjan Mishra

Research Scholar ,deptt. Of Sociology, Banaras Hindu University,
varanasi.

ABSTRACT

Due to effect of globalization on gendered division of labour , global market strategies, structural adjustment programs, use of information technology and changing working condition are changed in different formats and there has been an increase of female participation in employment(Benach,et.al.,2002; Gardiner and Martinez Lucio,2006; Pyle,J.L.,2002).This change become more significant especially for the involvement of female workers at workplace with a great responsibility at home for family activities.

KEYWORDS :work-family ,labour , global market strategies, structural adjustment programs.

INTRODUCTION :

Like their male counterparts women are also earners for their families. However, they have to maintain their family activity such as caring young children, looking after aging and disabled people that seems women have to more than their men peers (Karim, 2013,p.1).

THE MEANING OF WORK- FAMILY- CONFLICT:

ROLE CONFLICT:

Kahn et al. have defined role conflict as the "simultaneous occurrence of two (or more) sets of pressures such that compliance with one would make more difficult compliance with the other (1964,p.19). They



identified different types of conflict within the work role: intrasender; intersender; and person role conflict. In each form of conflict, one set of role pressures is in some sense incompatible with the other set of pressures(Greenhaus & Beutell,1985,p.77).

INTER ROLE CONFLICT:

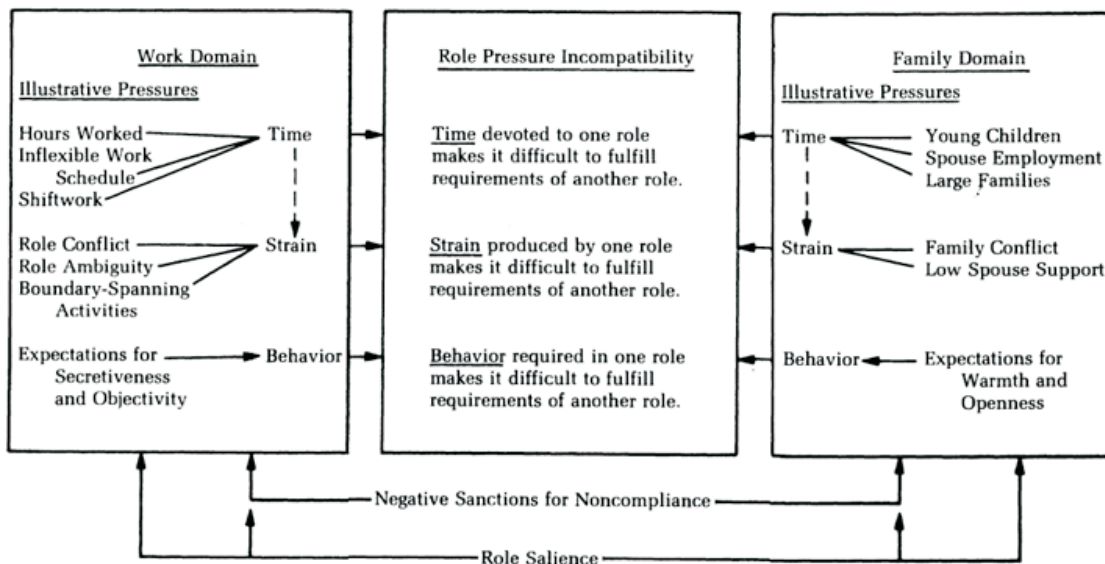
Interrole conflict is a form of role conflict in which the sets of opposing pressures arise from participation in different roles. In such cases of inter role conflict, the role pressures associated with membership in one organization are in conflict with pressures stemming from membership in other

groups. Demands from role senders on the Job for overtime or take-home work may conflict with pressures from one's wife to give attention to family affairs during evening hours. The conflict arises between the role of the focal person as worker and his role as husband and father (Kahn et al, 1964, p.20)

WORK FAMILY CONFLICT:

Kahn et al, (1964) have given definition of work family conflict that is such as, “a form of inter role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect. That is, participation in the work (family) role is made more difficult by virtue of participation in the family (work) role”.

Figure 1
Work-Family Role Pressure Incompatibility



This research has been conducted in central university that B.H.U. ,Varanasi and the samples from two groups of working women shall be drawn. One sample will be drawn from teaching women, second from non-teaching women. Both these groups are the employees of Banaras Hindu University (B.H.U.) in Varanasi, India. The main aim of this present research to seek how working women face problem of work-family conflict and in which way they are coping this problem.

TABLE NO.1
DISTRIBUTION OF SUBJECT’S OPINION REGARDING TO TAKE DECISION INDEPENDENTLY AT THEIR WORKING PLACE WITH THEIR DIFFERENT SOCIAL VARIABLES

Age	Opinion to take decision independently at working place					
	YES		No		Total	
	No.	%	No.	%	No.	%
1.Up to 35	132	79.5	34	20.5	166	100.00
2.36-45	64	71.9	25	28.1	89	100.00
3.>45	54	98.2	1	1.8	55	100.00
Total	250	80.6	30	19.4	310	100.00
$\chi^2=15.32, df=2, P<0.001$						
Staff cadre						
1.Teaching	58	79.5	15	20.5	73	100.00
2.Non-teaching	192	81.0	45	19.0	237	100.00
$\chi^2=0.09, df=1, P>0.05$						
Caste category						
1.SC/ST	25	78.1	7	21.5	32	100.00
2.OBC	64	78.0	18	22.0	82	100.00
3.General	161	82.1	35	17.9	196	100.00
$\chi^2=.77, df=2, P>0.05$						
Personal monthly income						
1.<20000	74	68.5	34	31.5	108	100.00
2.21000-40000	123	85.4	21	14.6	144	100.00
3.>40000	53	91.4	5	8.6	58	100.00
$\chi^2=16.56, df=2, P<0.001$						

The above table depicts that majority 80.6% of respondents that they have given positive opinion that they can take decision independently at their working place followed by 19.4% cannot take decision independently at their working place respectively of the total selected subjects among which regarding age group majority 98.2% of respondents in the age group of >45 years have given positive perception that they can take decision at their working place, followed by 79.5% in younger age group that is up to 35 years and rest only 71.9% in the age group of 36-45 years respectively and this clear by shows that the statistically test difference is highly significant about opinion to take decision independently at their working place regarding different age of group in the present study area.

Regarding staff cadre maximum 81.0% of respondents who belong to non-teaching of staff cadre have given positive opinion that they can take decision independently at their working place while minimum teaching staff 79.5% respectively.

In the case of caste category majority 82.1% of respondents who belong to General caste category have given positive opinion that they can take decision independently at their working place, followed by SC/ST 78.1% and rest OBC 78.0% respectively.

Regarding personal monthly income majority 91.4% of respondents whose personal monthly income Rs.>40000 have given positive opinion that they can take decision independently at their working place, followed by Rs.200001-40000 income 85.4% and rest Rs.<20000 income 68.5%

respectively and the statistical test difference is highly significant.

TABLE NO.2
DISTRIBUTION OF SUBJECTS OPINION ABOUT TO TAKE DECISION INDEPENDENTLY AT THEIR HOME
WITH THEIR VARIOUS INDEPENDENT SOCIAL VARIABLES

Age	Opinion to take decision independently at home					
	YES		No		Total	
	No.	%	No.	%	No.	%
1.Up to 35	115	69.3	51	30.7	166	100.00
2.36-45	74	83.1	15	16.9	89	100.00
3.>45	54	98.2	1	1.8	55	100.00
Total	243	78.4	67	21.6	310	100.00
$\chi^2=22.04, df=2, P<0.001$						
Staff cadre						
1.Teaching	62	84.9	11	15.1	73	100.00
2.Non-teaching	181	76.4	56	23.6	237	100.00
$\chi^2=2.42, df=1, P>0.05$						
Caste category						
1.SC/ST	27	84.4	5	15.6	32	100.00
2.OBC	49	59.8	33	40.2	82	100.00
3.General	167	85.2	29	40.8	196	100.00
$\chi^2=22.85, df=2, P<0.001$						
Personal monthly income						
1.<20000	89	82.4	19	17.6	108	100.00
2.21000-40000	99	68.8	45	31.2	144	100.00
3.>40000	55	94.8	3	5.2	58	100.00
$\chi^2=18.18, df=2, P<0.001$						
Family type						
1.Nucler	157	84.0	30	16.0	187	100.00
2. Joint	86	69.9	37	30.1	123	100.00
$\chi^2=8.63, df=2, P<0.01$						

The above table shows that majority 78.4% of respondents that they have given positive opinion that they can take decision independently at their home followed by 21.6% cannot take decision independently at their home respectively of the total selected subjects among which regarding age group majority 98.2% of respondents in the age group of >45 years have given positive perception that they can take decision at their home, followed by 83.1% in the age group of 36-45 year and rest only in younger age group that is up to 35 years 69.3% s respectively and this clear by shows that the statistically test difference is highly significant about opinion to take decision independently at their home regarding different age of group in the present study area.

Regarding staff cadre maximum 84.9% of respondents who belong to teaching of staff cadre

have given positive opinion that they can take decision independently at their home while minimum non-teaching staff 76.4% respectively.

In the case of caste category majority 85.2% of respondents who belong to General caste category have given positive opinion that they can take decision independently at their home, followed by SC/ST 84.4% and rest OBC 59.8% respectively.

Regarding personal monthly income majority 94.8% of respondents whose personal monthly income Rs.>40000 have given positive opinion that they can take decision independently at their home, followed by Rs.<20000 income 82.4% and rest Rs.200001-40000 income 68.8% respectively and the statistical test difference is highly significant.

In the case of family type maximum 84.0% of respondents who belong to joint type of family have given positive opinion that they can take decision independently at their home while minimum nuclear family 69.9% respectively and the statistical test difference is significant.

TABLE NO.3
DISTRIBUTION OF RESPONDENT’S OPINION ABOUT HOUSEWIFE HAVE BETTER HEALTH THAN WORKING WOMEN WITH REFERENCE TO THEIR SOCIAL VARIABLES

Age	Opinion about housewife have better health then working women							
	Yes		No		Can't Say		Total	
	No	%	No	%	No	%	No	%
1.Up to 35	30	18.1	101	60.8	35	21.1	166	100.00
2.36-45	23	25.8	41	46.1	25	28.1	89	100.00
3.>45	1	1.8	43	78.2	11	20.0	55	100.00
Total	54	17.4	185	59.7	71	22.5	310	100.00
$\chi^2=18.80, df=4, P<0.001$								
Staff cadre								
1.Teaching	11	15.1	42	57.5	20	27.4	73	100.00
2.Non-teaching	43	18.1	143	60.3	51	21.5	237	100.00
$\chi^2=1.22, df=2, P>0.05$								
Caste category								
1.SC/ST	1	3.1	16	50.0	15	46.9	32	100.00
2.OBC	24	29.3	150	61.0	8	9.8	82	100.00
3.General	29	14.8	119	60.7	48	24.5	196	100.00
$\chi^2=26.13, df=4, P<0.001$								
Personal monthly income								
1.<20000	18	16.7	56	51.9	34	31.5	108	100.00
2. 21000-40000	22	15.3	91	63.2	31	21.5	144	100.00
3.>40000	14	24.1	38	65.5	6	10.3	58	100.00
$\chi^2=11.24, df=4, P<0.05$								

The above table shows that majority 59.7% of respondents have given opinion that house wife have not better health then working women, followed by 22.5% cannot say that house wife have better health or working women have better health, while rest 17.4% respectively of the total selected subjects among which majority 78.2% of respondents in the age group of >45 years have given opinion

that house wife have not better health then working women , followed by younger age group that is up to 35 years 60.8% and rest in age the age group of 36-45 years 46.1% respectively. It clear by shows that the difference is statistically highly significant regarding different age of group of respondents in the present study area.

TABLE NO.4
DISTRIBUTION OF RESPONDENT’S OPINION ABOUT ‘IT WOULD HAVE BEEN BETTER IF NOT WORKING’ WITH THEIR DIFFERENT SOCIAL VARIABLES

Age	Opinion about would have been better if not working							
	Yes		No		Can't Say		Total	
	No	%	No	%	No	%	No	%
1.Up to 35	12	7.2	132	79.5	22	13.3	166	100.00
2.36-45	18	20.2	65	73.0	6	6.7	89	100.00
3.>45	6	10.9	42	76.4	7	12.7	55	100.00
Total	36	11.6	239	77.1	35	11.3	310	100.00
$\chi^2=11.74, df=4, P<0.05$								
Staff cadre								
1.Teaching	7	9.6	57	78.1	9	12.3	73	100.00
2.Non-teaching	29	12.2	182	76.8	26	11.0	237	100.00
$\chi^2=.44, df=2, P>0.05$								
Caste category								
1.SC/ST	1	3.1	27	84.4	4	12.5	32	100.00
2.OBC	12	14.6	58	70.7	12	14.6	82	100.00
3.General	23	11.7	154	78.6	19	9.7	196	100.00
$\chi^2=4.64, df=4, P>0.05$								
Monthly per capita income								
1.<15000	21	18.4	85	74.6	8	7.0	114	100.00
2. 15000-30000	13	8.1	121	75.6	26	16.2	160	100.00
3.>30000	2	5.6	33	91.7	1	2.8	36	100.00
$\chi^2=16.14, df=4, P<0.01$								
Family type								
Nuclear	11	5.9	163	87.2	13	7.0	187	100.00
Joint	25	20.3	76	61.8	22	17.9	123	100.00
$\chi^2=27.38, df=2, P<0.001$								

The above table shows that majority 77.1% of respondents that they have given negative opinion about ‘it would have been better if not working’ followed by 11.6% have given positive about ‘it would have been better if not working’ while rest 11.3% cannot say about ‘it would have been better if not working’ respectively of the total selected subjects among which regarding age group majority 79.5% of respondents in the age group of up to 35 years have given negative perception that they can take decision at their home, followed by 76.4% in the age group of >45 year and rest only in age group that is 36-45 years 73.0% s respectively and this clear by shows that the statistically test difference is significant about ‘it would have been better if not working’ regarding different age of group in the

present study area.

Regarding staff cadre maximum 78.1% of respondents who belong to teaching of staff cadre have given negative opinion about ‘it would have been better if not working’ while minimum non-teaching staff 76.8% respectively.

In the case of caste category majority 84.4% of respondents who belong to SC/ST caste category have given positive opinion about ‘it would have been better if not working’ , followed by General 78.6% and rest OBC 70.7% respectively.

Regarding personal monthly income majority 91.7% of respondents whose monthly per capita income Rs.>30000 have given positive opinion about ‘it would have been better if not working’, followed by Rs.15000-30000 income 75.6% and rest Rs.<15000 income 74.6% respectively and the statistical test difference is significant.

In the case of family type maximum 87.2% of respondents who belong to nuclear type of family have given positive opinion about ‘it would have been better if not working’ while minimum joint family 61.8% respectively and the statistical test difference is highly significant.

TABLE NO.5

DISTRIBUTION OF RESPONDENTS ACCORDING TO THE REASONS FOR IF THEY ARE NOT WORKING

Reasons	No.	%
1. Family domain problem	5	13.9
2. Not satisfied with present job	10	27.8
3. Look after children and family members	21	58.3
Total	36	100.00

The above table shows that maximum 58.3 % of respondents have given reasons that if they are not working than they look after children and family members, followed by not satisfied with present job 27.8% while rest family domain problem 13.9% respectively.

CONCLUSION:

it may be concluded according to above result shows that working women have given positive perception that they can take decision at their home and their working place as well as most of respondents have given response that house wife have not better health then working women, and one third of respondents have given negative response that ‘it would have been better if not working’ and maximum of respondents have given reasons that if they are not working than they look after children and family members. So it can say that whether they have work-family conflict problem but they are ready to stay for maintaining their status.

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