Chapter 2

REVIEW OF LITERATURE, OBJECTIVES, HYPOTHESIS AND METHODOLOGY

This chapter has been divided into two parts. First part deals with the presentation of literature review concerned with the theme of research and arranged in chronological order. Second part deals with the objective, hypotheses and methodology of the study.

Part 1

Review of Literature

Professional Women’s Dilemma Between Work and Family; An Examination of the Advance Programme (2015) by Li, Young Ling and Peguro, Anthony A. deals with the work and the family conflict. It was found that the domestic work was the main stay of females. In technological and scientific education there are field jobs. There they can provide less time than that of male who is free from home responsibilities. Academic mothers do not necessarily match as ideal worker or one can not commit fully to the work place. Academic mothers are expected to devote physical emotional resources to the child and the same time academic output too. In such condition academic mothers feel family conflict. They are often considered less committed worker than males. In spite of the family – friendly policies of the academic institution, women feel pressured due to dual roles and results into family conflict.

The study is based on field survey data.

Social survey has been adopted as methodology of the study.

Locale of the study is Virginia, U.S.A.

Women in Workforce; Work and Family Conflict.(2007) by Shalini Srivastava is a pioneering work on working women. Author is of the view that industrialization, education and modernization have affected the increment of women in workforce.
Women have found an enhanced position in family and society in terms of economic status and decision working. But working women have to face the role conflict as they have to play dual role as home maker and office bearer.

As per the author’s view there are certain reasons due to which they find family and work place conflict and they cannot balance it. They do not find enough time for their children and for other family members and used to face the grievances frequently. They feel time conflict and could not be able to adjust on both the points. Some of the women feel that there is feeling of backward push on career front. They have to sacrifice promotion and sometimes they have to quit the job due to family stress. Such cases are mostly backed by non-supportive or little supportive attitude of husband. They do not have even little time for entertainment and in some cases they feel guilt.

In spite of the above bone of contention between home and career women are eager to enter into workforce and they are now economic supporter of the family.

The study is empirical. Hundred samples were selected for the study randomly. The study is in the Indian context.

Work of Poonam Arora entitled Professional Women; Family Conflicts and Stress (2003) is devoted to the family conflict and stress due to dual role. Author is of the view that employment has changed the position and status of the women in society. Women have established their right to freedom, self-authority and personal economic growth. Economic dependence and family economic needs propel them to take up job.

The study makes an attempt also to understand their attitude, opinion and ascertain causes and consequences of family conflict and stress. Finding reads that family conflict scores indicate that professional women experience role conflict to varying extent. 26.0% professional women suffer high family conflict in view of fulfilling the demands of both the roles while 28.0% experience moderate role conflict and 46.0% have low level of role conflict.

It can be concluded that professional women are all aware of the demanding nature of their work and family roles. They acknowledge the difficulties and pressure of a burdened dual existence.
The main conflicting problems emanating from the combination of family and work among women originate from the patriarchal ideology of our society where the demands of husband, children and family receive priority. Apart from that conflicts originate from over workload and broad level problems arising out of conflicting expectations of the dual roles. There are conflicts resulting from being result oriented, independent, persistent and innovative in professional role and being self-efficacy and subordinate in home maker’s role. This demands presence of two polarised personality. There is also practical problem of household tasks and sharing in child care. There exists the problem of maintaining satisfactory family relationships.

The study is empirical. Social survey method has been adopted for this study. Samples have been selected from diverse field randomly. This study relates to Delhi metropolitan area.

Deepa Mathur in her recent research entitled ‘Women, Family and Work’ (2000) deals with women engaged in full time continuous employment in professional and non-professional jobs. The study intends to examine motivational level of professionals and the decision to seek employment, to understand the implications of dual role and to document the problems and conflict they face due to dual role. The impact of their economic status on domestic division of labour and marital status and satisfaction are assessed and strategies are outlined by which working women strike to strive a balance and adjustment with their dual roles.

In her analysis of motivating factors for working, the need to support family income was the most important motive for women to work. The other motives in order to relative important for professionals were improvement of living standard, social affiliation, enhancement of self-esteem, having security and achieving self fulfilment. Educational level, nature of job, commencement of work before/after marriage, age of professional, job satisfaction were also seem to be significantly related to the motivation of work. Analysing the dual role perception, the author has chosen four areas of dual career families, i.e. the family pattern, satisfaction with dual roles, self images and job salience. The professionals were seen to have patriarchal perception when viewed in these four areas. Nearly 53% of professional belongs to either traditional or neo-traditional family types. Despite this more than half of the professionals were satisfied
with their dual roles and had a high self image. Over 6.0% professionals had low job role salience vs. a vs. home role. Most professionals in traditional family types viewed the effects of working mother on children as being harmful. Satisfaction with dual roles was highest at middle age and there was low satisfaction where professionals were young. Education was directly related to dual role satisfaction. Job salience was related to securing of desired job. It was highly related to occupational success, professional jobs and high motivational level.

Among various problems encountered by these women, the most commonly faced is that of work over load. Second problem is that women continue to bear the burden of performing crucial domestic chores due to traditional expectations. There is also problem of maintaining satisfactory relationships with family members. Lastly, there is problem of adverse self-assessment resulting from this inability to cope up satisfactorily with the dual roles. Approx 22.00% were found to suffer from severe role conflict, 45.00% had low degree of role conflict and 33.0% did not report any role conflict. Role conflict was invariably related to motivational level, encouraging attitude of husband, favourable attitude of colleagues and directly related to the pressure of young children and a home oriented personality. Professionals curtail their occupational role in nearly two third cases, domestic role in 18.00% and both roles in 15.00% cases due to role conflicts.

The study is based on social survey method. Locale of this study is Banglore.

The work of H.L. Kaila “Stress; Understanding Female Phone Operators” (1995) is an important work on dual role and family conflict which he has called stress. It has been found that unmarried telephone operators feel more family conflict than that of married one. The fear and problem of starting a family is more stress than having those who have started life. Unmarried women feel more stress in the preparation and searching of life partner. After marriage their family conflict starts. Husbands do to let them go for night shift. If organisation does not concede their demand, family conflict starts. Women feel more family conflict when they do not have any say in purchase, expenditure and housekeeping management. If husband is not co-operative or is alcoholic, conflict goes on high level while the co operation of husband reduces family conflict.
Bearing and rearing of child also provides conflicting situation. First child creates more family conflict than second and third child. This is so because they are not very much prepared to cop up effectively with the demands of child care, especially medical care, nutrition etc. The mother who is primarily and traditionally supposed to look after the common and uncommon needs of the family experiences different types of family conflict. It has been found that family conflicts tend to being less in rearing second and third child because by that time they become experienced in nursing the child. Again level of family conflict arises when children come to the age of school going, to prepare them every day for school along with household chores and employment make their life more conflicting. In such situation cooperation of husband is badly required. If husband is more cooperative, family conflict level does not reach high but in case of non-cooperation women feel highly physical and mental incapability causing more stress and family conflict.

The study is based on social survey. Unmarried and married telephone operators are sample.

The location of the study is Bombay.

Nigar Fatima Abidi’s book ‘Women Physicians; A Study in Roles and Role Conflict (1993) is a pioneering study on role conflict of married and unmarried working women physicians. It was found that most of the physicians were in happier marital lives except those who had to look after small children. Some were heading towards divorce described their relationship as conflicting. They had role conflict on household front where they complete their household chores with difficulty in mornings, evenings, weekends and holidays even where assisted by extra aids as man power and domestic tools and gadgets. Younger generation made us known that husband help them. This shows that younger generation seemed more eager to attain equal status. Some younger married physicians were found to be ignoring their children while on duty. In professional roles unmarried women physicians were more unhappy than married physician. It was seniors who used to throw their responsibility on the shoulders of juniors. But in case of serving patients it was found that unmarried physician more cooperative than married physicians. It was found in some cases that married physicians used to react on the service demanded by patients. Married physician more restricted to
Scheduled duty than unmarried physician. Junior physicians used to take responsibility while married shook their shoulders.

Professional policies used to prevail in patient care, research work and duties. Senior physicians used to deprived juniors in case of research work.

We may conclude that conflicting situation prevail both for unmarried and married physicians. Unmarried physicians did not face family conflict but were in tough conflict in professional roles. Married physicians having small children were more with family role conflict which were not faced by unmarried medical physicians.

The study is based on social survey of married and unmarried working physicians in government hospitals. Social survey has been adopted as methodology.

Locale of the study is Delhi.

Status of Women Employees in Government (1990) by G. Vidya Rani is a substantial documentation on urban women and their problems in recent years. Majority of women felt that they are satisfied from the office job. Satisfaction is more in Younger age. Husband of Younger generation help more to wife in domestic work and hence less family conflict than elders. Study reveals that women want to bring harmony between home role and office role yet there is more desire to quit the job in younger generation due to family responsibility and small children at home. In such cases wives of professionals and agriculturists want to quit the jobs than others. It was found that working women from joint family background who have to look after whole family and small children too have to face more family conflict.

It is noteworthy that women who do not have freedom to spend their income of their own choice want to quit the job. It brings into notice that economic issue is also a matter of family conflict among working women.

The study is based on survey method. Stratified random sampling method was adopted for the study. The study belongs to the city of Nizamabad in the state of Andhra Pradesh.
The book of G. M. Ramu entitled ‘Women, Work and Marriage; A Study of Dual and Single Earner Couples’ (1989) is an excellent work on working women. Though economic need was the prime factor for entering into work force some wives were pleased for having their own status, share in decision making, freedom to movement and about a certain measures of independence which their job provides to them.

The dual role conflict brought them fatigue due to strain of work at home and workplace. The time budget analysis of domestic work, among the respondents, suggested that wives employment had little impact on the amount of time wives spent on housework. The wives of single earner households spent approximately eighty four hours per week on household work which amount twelve hours per day. The working wife in dual career have to spend roughly 15 hours on domestic and out of house work, which for many was more difficult than the job itself. The housework that men refused to do and dual earner wives could not do was a cause of family conflict. In some cases other domestic manpower used to do this work but was the cause of family in conflict is many more cases.

Author is of the opinion that status of working women has no independent existence and is by the cultural background of the society called patriarchy system and mentality provides more role conflict and women have to sacrifice their career and even job in some cases.

Survey method has been used for the study. The study was conducted in the city of Banglore of Karnataka state.

‘Women in Indian Industry’ (1987) by A. Ramanamma and Usha Bambawale is a good work on industrial working women. Authors are of the opinion that most of the women take job for the betterment of economic status and family obligation. But in doing job they have to face a lot of problems. Always they have to face family conflict. They cannot give proper time to younger children, hence have to face conflict. Maid servants are not easily available therefore time management become a problem for them. However, women have a priority of economic betterment. Therefore they
continue in job in spite of their family conflict. The study belongs to working women in electronic industry.

Survey method has been adopted for this study. Locale of the study is Pune and Bombay city in the state of Maharashtra.

Role Conflict among the Working Women (1987) by Pushpa Sinha is an excellent work on role conflict. The result reveals that working housewives in general are suffering from the role conflict more than unemployed housewives. This is found due to the absence of proper care of family as well as the job resulting into more grievances among them. They are also suffering from intra-individual conflict and their husband’s attitude towards their job is not favourable. As far as time management is concerned, working wives are experiencing more difficulties and hence greater role conflict on all the sub-measures. With regard to self-role conflict, the working wives have reported higher score on job expectancy as well as higher costs over gains. The role conflict, when measured though behavioural discrepancy of RCI is found to exist in the near equal degrees in both working and non-working housewives.

We also find that working wives are more modern than non-working wives. But modernity is not related to role conflict in either group. In the context of overall personal adjustment, working wives are found to be proper adjusted persons that non-working wives. The resultant also points out that adjustment has strong relationship with role conflict in the working group only and is also positively related to modernity in both the groups.

Working women have more family obligations and the extent of family obligation is positively related to family conflict. Age of children, number of domestic helpers, family income and number of domestic appliances are significant contributors to family conflict for working women. Children of younger age produce more family conflict for working wives. Distance of working place and timely availability of transportation constitutes time role conflict for working women.

The study is empirical. Locale of the study is Patna in the state of Bihar.
Usha Talwar in her book ‘Social Profile of Working Women’ (1984) has presented a comprehensive account of working women. The author states that work input by working and non-working women is there virtually in all the areas of domestic chores, women irrespective of their employment status actively participated though some variation is there.

The study attempts to analyse the socio-economic characteristics, reason for working, conflict due to dual role and effect of work on decision making. The author says that there seem to be some conflict between mother’s new role as an economic provider and the role of the house keeper and supervisor of children. This conflict led inevitably to the neglect of children.

The author has made an attempt to study the marital relationship of the respondents. Though majority of the respondents are happy with their marital relationship, the percentage of them who were not satisfied was higher in working wives than that of non-working wives. This reveals that the marital relationship and satisfaction with the life tended to contain more negative elements for the employed wives.

The study is an empirical one. Working and non-working women were selected as samples. Samples selection was made randomly. The study belongs to Bangalore city.

Blumberg, Rhoda Lois and Dwaraki, Leela’s book ‘India’s Educated Women; Options and Constraints’ (1980) presents the scenario of encouraging unmarried women to go into jobs. It was found that desire of father was the most influencing factor for daughters to go into jobs. Father carries the main responsibility and duty of guiding daughters for future. Apart from that family members also encourage them to go for work, rather than taking a retracted position and preparing the rewards at home. It was also found that strongest encouragement comes from the sisters. None of the sisters of the respondents preferred them to stay at home. It has generally been seen that mothers do not agree to send their daughters for job. Though we cannot say emphatically that mothers are becoming less conservative or less interested in their daughters, but propositions against work have become much weaker. Brothers are also agreeing in sending their sisters for job.
The study is based on social survey. Locale of the study is Bombay.

Fiona, Mcnally written ‘Women for Hire; A Study of the Female Office Worker’ (1979) is the study of women workers of England especially of unmarried working women in United Kingdom. After first world war the interests of unmarried women grew strong for clerical job even those families where a young unmarried daughter were not a financial liability now encouraged their female offspring to undertake clerical job. Many girls from working class background likewise sought jobs in offices in preferences to drudgery of domestic service. It was a fact that office girls were more typical single, young, much more independent often more daring in their appearance has much to do with the contemporary image of the typist or secretary as a man belonging good time girl.

The study is based on secondary data. Locale of the study is United Kingdom.


Findings read that married women telephone operators experienced more family conflict than unmarried one owing to the performance of dual roles. Especially, the women with children were under greater conflict, as they were unhappy to leave young children at home. Another factor which added to the family conflict and stress was their dissatisfaction with the time they could devote to their children. Married women had very little time for leisure as they worked for thirteen to fourteen hours a day at home and in office. The shift duty allowed them very little time for any social work. The domestic burden could not be enlightened by all women by employing extra man power as their economic capacity did not permit this luxury. In a few cases they were helped by their husband in household chores.

Apart from family they experience organizational stress and conflict which multiply their psychological conflict at home as well as at job. It was found that women telephone operators seemed to increase conflict due to dehumanizing and inhuman treatment by subscriber or by supervisor staff. The frustration increased because of long working hours, strict supervision. Work load, no leisure during working hours also.
Frustration in organization put them psychologically and mentally in conflicting situation and as a result put impact on their working efficiency and family conflict.

The study is based on social survey. Married and unmarried Telephone operators were selected randomly. The study was conducted in the pune telephone exchange.

The Conflicting World of Working Mothers (1978) by Krishna Chakrbarthy is a note worthy work in this field. He explores the factors that create role conflict in working mothers. The author has discussed and analysed those factors which influence the adjustment factors of working mothers or more specifically identifying those factors which distinguish the performance and feelings of one category of respondents from those of the other. One perceiving the role conflict and the other experiencing role congruency under comparable circumstances. A comparison has been made between these two categories with a view to finding out whether the factors and condition helping or hindering the working mother’s level of adjustment are similar or different in two cases.

The study describes that a person’s capacity for making adjustment is a complex and multidimensional process, as there are multiple factors surrounding the life of individual persons. The detailed study of materials obtained from the working mothers establishes that it is not one or the sum of two or three objective and subjective factors that causes role conflict or role congruency but it is the total process that is important.

The author shows that one or some of the contributory conditions help the role congruency and the study systems that the congenial working conditions cannot prevent the occurrence of role conflict of the situations does not provide for the contributory conditions. The study states that working condition is not all important factors in causing or mitigating role conflict among working mothers. It must be supported by other contributory conditions. The author has discussed about the various contributory factors responsible for the role congruency or role conflict and highlights specially the nature of role conflict which arises mainly due to obligation of children.

The study is based on social survey method. Locale of the study is Calcutta Town of the West Bengal state of India.
The book of Kala Rani ‘Role Conflict in Working Women’ (1976) is an important work on role conflict among working women. It deals exclusively with dual roles – home role (wife and mother roles) and job role (occupational role) she has studied extensively the dual role performance and the consequent dilemmas faced by the working women. She also examines the socio-economic factors. Caste, education, income and occupation resulted in role conflict or not that these factors were not cause of role conflict per se. She argues that role conflict is mainly a psychological phenomenon. Since women are traditional in perception of roles, therefore they did not mind putting in long hours of work to satisfy household needs and duties. Besides, individual expectations of the roles and social network were also found to be related to role conflict.

The survey method has been adopted for the study. Study is related to working women of Patna.

Subbaiah .Rekha’s ‘ Career Women; A Sociological Analysis of Problems and Changing Roles’ (1975) attempts to study problems and attitude of graduate employed women with respect to education, work, religion, caste and marital status.

It was found that unmarried women were not being sent for employment as it will lower the status of the family though the need of both the times is hardly affordable. Some of the parents did not want to send their daughters for employment as it will dwindle the prospect their marriage. While relating to career women and problems of marriage it was found that marriage in India is still reckoned as a must for every individual. It was found that marriage of the unmarried working women was delayed due to employment. In some cases it was found that in order to pull out their parental families out of economic starvation they did not marry. Whatever be the reason, it was found that career does hinder to marriage to majority of working women.

Among various religions Hindus found employment as hindrance. Among various types of jobs, only working unmarried women in medical profession found enhanced chances of marriage. Their employment brightens the chances of marriage and more over economic freedom partly redeems a woman from parental control. It shows that career of women in medical profession is highly helpful in marriage.
The study further reveals that 52% of the working women have difficulties in getting married at the appropriate age because of employment and higher education. Also it is for the highly educated career women to whom the problems of non-availability of life mates are more acute than less educated career women.

The study is based on Social survey. The study belongs to Ahmedabad city of the Gujarat state.

Paranjape, S.D. ‘Problems of Graduate Employed Women; A Socio-Psychological Study and Attitude Survey’ (1974) surveyed married and unmarried employed graduate women to study their socio-psychological problems and attitudes. Result indicated that improved educational opportunities and economic conditions have raised women’s qualifications – as well as their participation in employment. It was found that unmarried women have less problems than married women. The problems of married women were still diversified. The study pointed in comparison of unmarried women, married women were required to adjust at every stage which resulted in a change in their personalities.

The study is based on social survey. Locale of the study is India.

The work of M. Fuge ‘Careers and Vocational Training’ (1972) is an overall survey of unmarried working women as secretary in office in England ever since Remington introduced his first female typewriters in 1873, Secretarial work has been considered an ideal occupation for women. It has attracted women of all social backgrounds. It needed to take a specialised training at a private college. Second mode of entry is via a college of further education, where emphasis is strictly on the skills appropriate to the office. They should have the knowledge and training of shorthand typing. Some young girls started to have Graduate Secretarial course, the development of which belongs the limited, pool of opportunities for female graduate. Young girls entered secretarial job and proved their efficiency in office work. It was found that unmarried secretaries are more successful in official competency. There become a trend that efficient and good looking girl often become secretaries in offices.

The study is related to England. It is based on social survey.
Ranade, S. N and Ramachandran, P. in his book ‘Employment and Women’ (1970) presents the scenario of unmarried working women in metropolitan cities of Delhi and Bombay. Authors are of the opinion that in developed countries unmarried women’s participation in economic activity seems to have been established. But in new developing countries clear disposition of this type is yet to emerge clearly. Though, in developing countries also this trend is increasing fast. A large number of unmarried women are working in various government and private jobs.

Survey of the above two cities indicates that sources of income is the prime cause of the employment. Apart from that it helps in making them economically independent. They do not have to depend for their economic necessity on their parents. Many relatives of unmarried women are of the view that employment provides them purposeful activities. It could provide a chance for a good career. Some of the respondents also favours that employment improves matrimonial prospects. In few cases it was found that it enhances family prestige or their employment experience was looked upon as a preparation for unforeseen circumstances.

The survey was conducted in Delhi and Bombay metropolitan cities. Survey method was adopted and random sampling was done.

Changing Status of Working Women in Post Independent India by C.A. Hate (1969) is an attempt to study in changing status of Indian working women, taking into account of various facets of women’s life including career and employment. The sample for this study was drawn from educated women with middle class background from four major cities of Maharashtra. Both working and non-working women were taken as sample. Rights given by law, the freedom that she is enjoying and the education she is receiving have prompt them to make new change.

It was found that status of Indian women (married and unmarried) is in the process of change in the positive direction yet they have to go long for getting equal status in the real sense of the term in our patriarchal society. This is more so in lower and middle strata of society. But a sea change is coming in women’s social status due to employment in case of unmarried women also.
The study belongs to Maharashtra state. Social survey has been adopted as methodology and sampling was done randomly.

‘Role Conflict among Employed Housewives’ (1969) by R. Kapur is an attempt to view the family conflict among working wives. Findings suggest that generally working women try their best to manage dual roles, but conflict is felt by those women who feel torn between their loyalty towards their jobs and loyalty towards their husband and children. They added that intense role conflict arises where there is clash between two equally important roles within corresponding aspirants. The attitude of spouse towards wife is a major concern of family conflict. When husband does not have good attitude towards the job of wife, tension used to occur. In cases where supportive attitude of husband were found there were comparatively less family conflict. Author is of the view that adoptability and ability of women to attend the husband in demand were found to the closely related to the role conflict in working women.

The study is based on social survey. Interview was conducted to get data from field. Interview was conducted in Bombay city of the state of Maharashtra. Random sampling was done.

The work of A. Mahajan (1966) ‘Women’s Two Roles; A Study of Role Conflict in India’ is a good study on role conflict found among Indian women. The study deals with the modern educated women if they decide to pursue a career and traditional pattern of home life. The cultural and social realities of this country still stress the traditional family role of housewife and mother and role outside house. The author opines that educated women themselves are not sure of their capabilities to handle the contradictory roles at various states of their lives. Cultural contradicts existing within the country plays vital role and they need to be removed before solving the problems.

Findings bring into notice that traditional role of women of children bearing and rearing along with household chores put them on stress and conflicting position. The dual role bring them fatigue and mental harassment. It becomes hard to cop up with situational conditions.

The study is based on secondary sources. Locale of the study is India.
Good, William J. ‘World Revolution and Family Patterns’ (1963) is a good study on unmarried working women. It was found that unmarried women are willing to seize new career opportunities where they have been in a socially and economically under privileged position, and where man in the family are unable to provide for them an economic level viewed as adequate. Work provides a continuation of freedom of college days and earning money is a source of respect. It was found that many girls were engaged in correspondence courses, music, needle work at home but they used to feel bore. For unmarried women sitting at home and waiting for marriage, life becomes tedious. The use of higher degrees of education and economically independency were also the causes of employment of girls. Apart from that enrichment of knowledge or experience is also considered for girls. The work provides them to meet different kinds of people and widen their horizon.

The study is based on social survey. Locale of the study is Bangalore City.

The work of D’Souza (1963) ‘Indian Working Women New Horizons; A Case Study of Working Mothers’ is a fine study on working mothers who have to face a lot of problems. It was found that there are not only psychological problems but also household and social problems to which they are exposed. It dwells on questions of reasons of work and strength of prejudice which they have to overcome. Women are burdened exhaustively, not understood and generally misunderstood person in the family. In this period of transition they are neither accepted as an equal partner at home nor given that equality out home.

Findings show that working mothers do not find importance neither at home nor at working place. Due to sociological, psychological and household problems, working mothers remain always in stress. Role conflict is a problem for them.

The study is based on sample survey. Locale of the study is pune city of Maharashtra.

Singh, K. P. ‘ Work, Career and Family- Women’s Two Roles; A Study in Role Conflict’1970 is an excellent work on family conflict among working women. Singh has focused on four factors relating to family conflict – the role of child care, age of children, Size of family and nature of occupation. Three fourth of the total women
found that they could not pay proper time towards the attention of their children and household chores due to occupational role. Respondents are of the view that small baby needs more care. Respondents who had small baby viewed that they have more role conflict. Respondents, who had grown up children and were school going, used to be taken care by elders in joint family but respondents from nuclear family faced more family conflict. However, they used to avert this conflict to a smaller extent with the manpower help either from family member or from hire basis. Among the various factors studied, like age of children, family composition and motivation to work, they found motivation to work was more closely related to family conflict. Women working on the occupations of their choice did not perceive that their employment ever conflicted with child care responsibility.

The study is empirical. Locale of the study is Pune city of state of Maharashtra.
Part II

Objectives, Hypothesis and Methodology

This part deals with the objectives, hypothesis and methodology of the study which makes the study clear and crystal.

Objectives

Every research work has its own aims and objectives. Keeping in view of them the study is structured. This study is no exception to this. This study has its own aims and objectives. They are as follows:

- To know the economic status of married and unmarried women.
- To assess economic independence of married and unmarried working women.
- To identify various areas of conflicting expectations in married and unmarried working women.
- To find out the various causes of family conflict among married and unmarried working women.
- To know the nature and consequences of family conflict among married and unmarried women.

Hypothesis

Hypothesis is regarded as the core of the study. Actually it is a tentative generalisation, the validity of which remains to be tested. Primarily hypothesis may be a bunch, guess of imaginative ideas which becomes the basis of the investigation.

Hypothesis actually emerges from among the theory. It is a generalisation drawn from the theory itself and when it is tested and found correct, becomes the part of the theory. We can say in another word that theory itself in early form is only a hypothesis and the two are dependent on each other. Among the various sources of hypothesis,
general culture, scientific theory, ideologies and the personal experience are the important. Our main hypothesis of this study can be enumerated on follows:-

1. Unmarried working women have better economic status than married working women.

2. Married working women have more say in economic and family decisions than unmarried working women.

3. Unmarried women have more liberty of expense of their earnings than married working women.

4. Married working women have more family conflict

5. Unmarried working women have less family obligations than married working women.

**Statement of the problem**

The present work is a study of married and unmarried working women with reference to their economic status, work and family conflict. As working women occupy double roles of an employee and housewife, mother, sister, daughter etc. which put them in family conflict.

Women have been in employment in foreign countries since long. In India also women of lower status are in employment from the very beginning in factories, plantation and construction work. But in general pace of employment has become fast due to spread of education and impact of urbanisation and westernisation. Now women have moved towards greater high and have been able to achieve greater equality with men. The old order of the society, which confined women to the home role, has been replaced by the undertaken to fill many roles in recent years. The employment of women is linked to advancement.

Economic gain, utilisation of education and training, gainful use of the leisure time are the prominent causes of their entry in work participation. Now it is being observed that women are preferring career than marriage. In spite of family conflict and
stress they are not lagging behind in employment. Now they are in top post and leading organisations efficiently. In our country also women are in maximum numbers in multinational and IT companies. In government sector also women are being preferred.

This study is related to the state of Bihar which is lying behind in education especially in women education. This study will focus on economic status and family conflict among married and unmarried working women under Patna Municipal Corporation area.

**Unit of Investigation**

Unit of investigation of this study is the Patna Municipal Corporation area. It has been taken as unit of investigation because Patna is the capital of Bihar where there are a number of primary schools and telecom centres. Now a day most of the employees want their job in central place, where there is ample facility of communication, education and job opportunities. This is why Patna Municipal Corporation area has been selected as unit of investigation.

**Universe of the study**

Universe of the study is married and unmarried working as primary school teacher and telephone operators. Being the Prime town and capital of Bihar adequate primary school teachers and especially telephone operators at telephone exchange were available for interview purpose.

**Sample**

For the interview sake 300 respondents have been selected. Out of 300 total samples 150 are telephone operators and 150 are primary school teachers. Out of 150 telephone operators and 150 school teachers, 75 from each are married and unmarried working women. Equal samples from above cited two professions have been taken and equal representation of married and unmarried working women have also been given to have the balance result and meaningful inferences. Selection of sample has been done randomly.
Tools of data collection

Data forms the basic part of the study. Therefore data have been collected in a scientific manner with utmost care. Following tools have been used for data collection.

1. Structured interview schedule

2. Participative observation

3. Use of secondary data.

Structured interview schedule

We have primarily adopted the method of structured interview schedule. In this interview schedule two types of questionnaire have been framed. First consists of those questions in which answers are selected from fixed alternatives. This is called closed ended questions. In second type of questions respondents are free to answer of their own choice. In those types of questions respondents take decision freely. This is called open ended questions. In our schedule most of the questions are of fixed alternatives to ensure that answers are given in a reference of term for meaningful analysis. Open ended questions are sometimes more fruitful. It reaches the mind of respondents and some hidden points come to surface, which were not possible from closed ended questions. Respondents do not find themselves under any pressure and have enough time and range to think over for the suitable answers.

Participative observation

Apart from this interview as per schedule, participative observation method has also been applied in this study. It helped us a lot in exploring some hidden facts of the study. If participative method would not have been adopted, many aspects of married and unmarried women’s employment may have missed. In interview schedule questions are from researcher point of view but in participation observation respondents view comes to fore clearly which makes study more compact and meaningful. We have been able to acquire a lot of information through this method and analysis has been enriched.
Use of secondary data

Secondary source is also important for the study. It forms the background of the study and prepares the structure of the study. For this purpose secondary data have also been used for some parts of this study. Mostly introductory and theoretical portion is based on secondary data. Books, reports, research papers and periodicals have been used intensively for this purpose.

Problems of data collection

Data collection is not an easy task rather an uphill task for the researcher. It requires enough time and patience. We had a lot of problems during data collection some of the noted problems may be enumerated as follows:-

1. As study relates to the employed married and unmarried women, it was difficult to find out the respondents for the purpose. We had to go their office for the same.

2. We also faced hard times in convincing in some of the cases about the questions. In a few cases we were at a loss in getting relevant response.

3. As all the respondents were working it became hard to get time for filling up time interview schedule for the needful.

4. We found more problems in participation observation. They had hardly spare time for this purpose especially for married working women as they used to remain busy due to their more stressful dual roles.

5. It was found that there was only evening time for filling up the interview schedule and participation observation in case of women teachers.

6. We find more difficulty in case of telephone operators because of their shifting hours. It became a tedious task for us to get them for required time for their interview and participation observation purposes.
Analysis of Data

Having filled in questionnaire in appropriate number schedules was scrutinised. It was verified whether any schedule has remained incomplete or not. A fresh action was taken to get incomplete schedule completed. Thereafter screening was done and master chart was prepared. Having taken frequency into consideration, tables were prepared. Percentage was drawn to have a view of respondent orientation and on the basis of relevant data meaningful inferences were drawn.

Methodology

Present study is empirical one. It is based on social survey method. This method is most scientific for the study of immediate social and economic issues and providing reliable data. It’s geographical area is sufficiently limited and it’s field of study is geographically localised. For the purpose of data collection structured interview schedules were prepared.

The survey method requires the research scholars to come into direct contact of the people whom they want to study. They are in a position to see the things face to face with the realities of life. Therefore inferences are not based on theory rather it is based on real facts and problems of the life.

This method permits greater objectivity. The data is not to be influenced by any one’s own view rather influenced by objectivity. The testing of validity is more scientific in this method than other research methods.

This method provides the solution of a number of problems and propositions that would not have been possible by any other theoretical analysis.

The survey allows full practical impact of social and economic situations especially when it is based on participative observation. We had a lot of facts through participation observation which would not have been possible from any other methods.
Rational and Importance of the study

Woman in employment has swelled than ever before due to one reason or the other in spite of the fact that they have to face a lot of problems bearing the strain of dual roles. Sometimes these problems take the forms of family conflict.

Women are entering into every type of job. They have now even established themselves into male bound jobs but there are some pockets in which women are in job since long. These are the traditional employment basin for women. Among them nursing, telephone operators and school teachers are prominent. Among these nursing job is highly dominated by women while rest two are of mixed nature.

We have selected our samples from telephone operators and primary school teachers due to mixed nature of employment of male and female in both the jobs. Both the jobs are low paid but seek hard labour and concentration. Job of telephone operator is of highly attention. They cannot even miss a single call otherwise their service might be at risk. Telephone operators have to work in shift while teacher’s job is of fixed shift. Telephone operators are allotted night shift which not only enhances their insecurity but also create more and more family conflict. During night duty they cannot take proper care of their family members. Time and again grievances are put forth by kids and family members as they need their care. It creates more family conflict to newly married women and to those who have newly born baby. It has been found that sometimes women operators have to sacrifice their job for the sake of their family. They find themselves unable to make balance between home role and work role as both are incompatible and demand of both the roles are of confronting nature. In case of unmarried women guardians do not want to continue them in job due to insecurity reasons of night shift. Apart from that various unmarried women quit their job due to their marriage and/ or after new born baby.

Job of primary teacher primary school teachers are of fixed shift. Yet they have to come duty on time. To take care and teaching tiny tots is tiresome job. They cannot do any other work in day time. Throughout the day they cannot look after their family members, especially small baby. Mother’s absence makes them feel emotionally
deprived. Some of the unmarried women quit their job after marriage or after born of baby due to stress and family conflict especially in urban nuclear family.

Both the jobs are low paid but seek hard labour and concentration. In some cases in both the jobs male boss and/or colleague create them problem which result into transfer or even suspension. This puts them in stress and in serious family conflict. It has been tried to view that which of two jobs put them in higher economic status and in more family conflicting situation.

Our samples are from married and unmarried women in both the above referred jobs, because married women is pivot of the family around which whole of the family revolves. But in case of unmarried women the situation is bit different. Unmarried women have less household chores and hence less family conflict. They have less liability of family than married women. But in some cases it may be likely to have more liability and responsibility depending upon their economic condition and family structures. This is why we have taken both married and unmarried working women to compare the extent and nature of their economic status, work and family conflict.

This study has its own importance. There are few and far between comparative studies on various socio-economic aspects of married and unmarried working women. There are some studies on telephone operators in the state of Maharastra in Bombay and pune cities. Some studies are on Delhi and on other metropolitan cities. But so far no studies have been conducted in the state of Bihar. As this comparative study is quite new on economic status, work and family conflict of primary school teachers and telephone operators, it has its own importance.

This is why we have selected our samples from both married and unmarried women from telephone operators and primary school teachers which will be a milestone study in the concerned field.

Limitations of the study

Each and every study has its own limitations. No study can be possible in the full essence of the term. Within its limitations study becomes more compact and matured.
This study is no exception to this. It has its own limitations. They may be enumerated as follows:

1. This study is limited to female respondents only.

2. The study covers the geographical area of Patna Municipal Corporation only.

3. Social survey method has been adopted as the methodology with structured questionnaire and personal interview.

4. Selection of respondents has been done randomly.

5. The study is limited to telephone operators and primary school teachers only.

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