Chapter 5

Family in Corporate Setting
CHAPTER 5

FAMILY IN CORPORATE SETTING

5.1. Conceptualizing Corporate Setting

5.1.1. Organizational Setting

Organizations are human made environments. They are produced and reproduced by group of people as particular ways of relating and working. Simply stated, people unconsciously create public and private organizations that exert social control over individuals and group within a governing polity.

This construct reflects the structure and the operational processes of an organization. It includes the relative size and complexity of the administrative hierarchy as well as the orientation of the organization i.e. profit making or public interest. Another dimension covers the type of organization i.e. whether it is primarily manufacturing or service oriented. In the context of India, as a result of liberalization policies during early 1990s, it has been primarily service providing organizations which prevailed the Indian business environment.

Heck and Marcoulides (1993) add the organizational climate into the settings. According to them, organizational climate is described by the perception of employees about a variety of conditions concerning the work environment and the perception of how much the organization exerts pressure on individuals yet is sensitive to the effect of stress.

Edgar Schein (1985) points out, organizational set up encompasses three levels of analysis: artifacts, values and basic underlying assumptions. Besides these things he talks about the material objects, the most accessible and readily observable facets of an organization and also considers the manner in which people speak to each other, their style of dress and protocol as elements of organizational setting.

In this study, as mentioned earlier, I have undertaken those offices of following four organizations which deal with the IT related operations.
Two out of these four MNCs are India based and other two are U.S. based companies. Though these companies have a strong hold in many sectors but I have considered the employees of those units, which are involved in IT based services and are having their offices in Gurgaon. As being leading multinationals in their field, all have corporate culture with working environment. Apart from dealing in the same sector, these companies show similarities on many fronts in terms of facilities, number of employees and work culture inside the organization. Hence, for making a context for my research, here I am giving a generalized analysis of these organizations based on observation, interviews and information available on the website of these companies. For understanding the complexities in a simpler manner, I have divided the organizational setting into 2 parts. These parts include:

- Architectural Setting
- Hierarchical Setting of the Organization

### 5.1.1.1. Architectural Setting

Architecture is an art and science of designing buildings and structures. A wider definition often includes the design of the total built environment: from the macro level of town planning, urban design, and landscape architecture to the micro level of construction details and, sometimes, furniture. Architectural setting of any organization is primarily driven by the creative manipulation of mass, space, volume, texture, light, shadow, materials, program, and pragmatic elements such as cost, construction and technology, in order to achieve an end which is aesthetic, functional and often artistic. Architectural works are perceived as cultural and political symbols and works of art. It also reflects the orientation of organization it is and what type of work it does and its kind to some extent.
Today’s MNCs competing in global, open market economies; distanced and disassociated from the means of production, have increasingly situated them on the suburban periphery replacing civic engagement with simple displays of technological prowess such as the ubiquitous glass curtain wall.

Corporate office trends respond directly to changing business trends. So it is always important for a corporate company to meet with the latest styles not only the architecture of the building but also in terms of interiors as well.

In NCR, these big corporate houses have made a hub in Noida and Gurgaon. In Gurgaon, the companies related to the study, have established their own huge architectural complexes including many buildings as Wipro has its own complex of three buildings. At first sight anybody could get amused after seeing the vastness of the buildings that these companies have constructed. IBM’s settlement is a building that echoes gently in memory, becoming richer and deeper as it lingers. It is handsome at first viewing, but as it resonates, it becomes much more, it is a deeply civilized building, perhaps a profound one.

The companies are usually conscientious in its choice of architect. HR manager of IBM told me that architecture of the company gives an idea (at least at first view) about the repute of the company at least to a person coming first time to the company. So most of the companies try to make their building a state of art and hire famous architects at a higher cost and spends a lot of money on its construction as well as its maintenance.

The fundamental plan of any corporate house is analogous; the only difference lies in its structure, pattern and interiors. Here, I am giving an idea of elementary architecture of a MNC, which includes every essential element that a building of corporate house must have.

As I have mentioned before that MNCs usually have a complex of many buildings; every building has been allotted to the different departments dealing with the different clients or projects. These buildings are usually multistoried and have set ups of different teams on different floors. Like if any company provides training to the fresh appointments, there is a separate floor allotted for those trainees and trainers. At the
entrance of any building, there is a reception just in front of the main door along with a waiting lounge and from there one can move inside the company depending upon the status of the visitor. Generally, the interior in these MNCs is somewhat more hard-edged than one would expect from its exterior.

There are some basic things, which are the essential part of any MNC like seminar rooms or conference halls, cafeteria, snacks bar, recreation room and working floors. At the working floors there are also further compartmentalization on the basis of nature of work in which teams are involved. In each compartment one or two teams works under their team leaders who also sit at the same floor. The first level analysts are usually allotted a desk with a desktop and phone or sometimes given a cubical depending on company to company.\(^1\)

Cafeteria and recreation room usually be at the top floor. Recreation room includes many things to play like table tennis, pool, sometimes indoors basketball and some computer systems. Only those employees are allowed to work on those computer systems that have done their respective assignments before time limit. These recreation rooms provide the best place for the employees to interact, share the personal things and sometimes make contacts with the other employees of the same company as people from all departments of the company come here.

Now a new trend of making a smoking zone inside the building can be observed. Companies especially make terraces at different floors, which provide a place to smoke for the employees during their working hours. This can be interpreted in the form of increasing smoking habits among the people working in MNCs. Presently most of the companies arrange a get together at the end of month inside the company. These types of events provide a platform to the employees to get well known with each other’s families.

Hence, one can understand the basic architectural plan of a corporate house through the Fig. 5.1.

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\(^1\) In Wipro, Microsoft and IBM cubicles are allotted while in TCS and WIPRO these are desks.
5.1.1.2. Hierarchical Setting

A hierarchical organization is structured in a way such that every entity in the organization, except one is subordinate to a single other entity. This is the dominant mode of organization among large organizations; most corporations, governments, and organized religions are hierarchical organizations. Hierarchies denote a singular/group of power at the top, a number of assistants underneath and hundreds of others beneath them. Hierarchy of an organization also represents the two types of relationship i.e. rank and details about the company as well as about the employees.

Early analyses of organization structure explained hierarchical relationships as a consequence of the limited span of supervision necessary for coordination. Hierarchical relationships are perceived as instrumental in the coordination of efforts and as determinants of power and status as in social relationships.
Mahoney (1979) explains, “Organizational hierarchy in formal organization reflects power, influence and status derived from sources other than merely the supervision of subordinates, and the hierarchical levels depicted in organization chart and job titles possess meaning apart from the implied supervision of subordinates. Although positions classified at the same level in an organizational hierarchy may vary in terms of influence and authority, there still is a presumption that differences among organization levels are somehow more significant than are differences among positions within a single hierarchical level.”

Organizations are observed to exist with various structures. Many organizations are designed as hierarchies, with each manager reporting to one and only one manager at the next higher level. Within hierarchy there is considerable variation in the number of levels and in the set of activities grouped together. The two main groupings are ‘divisional’ and ‘functional’. Other organizations employ a matrix structure in which each low level manager reports to two or more superiors (Harris and Raviv, 2002).

The organizations which have been studied, I found that all of them are having a hierarchical setting where one person reports only to one manager at next higher level to him. These IT sector companies generally recruit students from different engineering colleges through campus placement cells and give them training under their technical supervision. Hence, one can find a number of trainees in the premises of these MNCs. Once the training is finished, these new recruits are introduced to their respective jobs through a welcome cum introductory seminar delivered by the higher officials of the company. This event can be formal or informal depending on the culture of the company.

The newcomers are generally allotted a cubical or desk with assigned work along with a designation of ‘Software Developer’ or ‘Analyst’. Actually, nomenclature of posts or designations usually differs from one organization to the other although the person bears the same job profile with the same nature of task. But the most common term used for these new recruitees is ‘Freshers’ and the level is called as ‘Analyst Level’.

A team of 4-5 analysts work under a ‘Team Leader’(TL). Number of analysts working under one team leader may vary depending on the type of work. Many teams along with
their team leaders work for a project which is supervised by a ‘Project Manager’ or ‘Process Manager’ (PM). If the project is too big and too complex to be handled by one Project Manager, 2 or 3 PM may be engaged in it and in that case the project head would be ‘Senior Project Manager’. In some companies, there is an extra level in between PM and Senior PM i.e. ‘Operations Manager’ (as in case of Wipro).

Above Senior PM, there might be ‘Director’ of that whole wing of the company who works under ‘Vice-President’ (VP). After VP level, officials of higher level come like CEO (Chief Executive Officer), MD (Managing Director), Chairman and Board of Directors or Managing Committee. People at this level are generally involved in policy making, dealing with the clients and some other high level talks. Their rank in the hierarchy in the company differs from one company to other depending on the ownership of the company.

Though the name of the posts varies from company to company, one can easily identify a person’s position in the hierarchy through his nature of job, the type of work he/she does and the amount he/she gets as salary. From anthropological point of view, nomenclature of posts is not so important rather the authority one enjoys the space and freedom he gets in office, the reputation he maintains and the salary he gets, matters. These things directly affect the personal life of an employee and to some extent regulate his behaviour and desires for money, career and leisure.

Hence, by knowing the level of an employee in the hierarchy of the company, one can locate the person in the organization and many things (about the employee) surface out by itself as one can have an idea about person’s salary and position in the company that later helps in understanding the cognitive dimensions.

5.1.2. Work Culture of MNCs

There are a number of definitions available for culture, but I am using the following definition because it suits my kind of work. ‘Culture is a system of values, norms, and ideas, shared by a group of people, that when taken together provide a design for thinking, living and potential acting’. According to the American Heritage Dictionary of the English Language, culture is “the predominating attitudes and behaviour that
characterize the functioning of a group or organization”. Schein (1990) in relation to organization culture writes, “Culture can be defined as a pattern of basic assumptions, invented, discovered, or developed by a given group, as it learns to cope with its problems of external adaptation and internal integration that has worked enough to be considered valid and therefore is to be taught to new members as the correct way to perceive, think, feel in relation to those problems”. This definition and analysis of organizational culture rests on a functionalist anthropological framework that is influenced by systems theory, Lewinian field theory and cognitive theory. He writes: “… the deepest level of culture will be the cognitive in that perceptions, languages and thought processes that a group comes to share will be ultimate casual determinant of feeling, attitudes, espoused values and overt behaviour”.

Many organizational scholars like Elton Mayo (1933) and Chester Bernard (1938) were interested in organizational culture in 1930s. But, the notion of culture in organization reappeared in the 1950s and 1960s in western countries with the Tavistock Institute of Human Relation, London. At the same time, sociologist Talcott Parsons (1964) influenced scholars with his Social Structure and Personality (1964) in which he stated: “… the structure of society stands between the cultural system… on one hand, (and) the personality system on the other…the focus…of interconnections is the set of values institutionalized in the society and internalized in the personality”. For Parsons, culture is as much a part of personality as it is a part of social structure; it is, in fact, an essential link between individual and society.

In the early 1980s, the term corporate culture came into existence. While earlier research had been performed, not until the 80s, had the concept of organizational culture rather than a notion of corporate culture (Patricia, 1993). That is, there are cultures within organizations that are unique from company to company. Two of the most researched and publicized in the field of management literature, are the IBM and HP cultures. However, it is said that every organization has its own unique identifying culture.

Today we recognize that culture has far-reaching ramifications for all the members of the organization and even those outside its boundaries. An understanding of this culture is critical if the organization and its human resources are to thrive.
Corporate culture has been defined as the shared set of attitudes, beliefs and norms that is passed along among workforce of the company. It outlines the appropriate behaviour for employees. With a clearly defined culture, members of the organization know what is expected from them and what to expect from the organization.

There are several functions of culture which have been identified by many sociologists as well as organizational scholars. It is said that corporate culture gives employees a sense of identity with the company and provides an overall objective. Culture has been defined by some as the “glue” that holds the organization together. In the words of senior HR manager of Wipro, “Culture of a corporate MNC, especially like Wipro, TCS ,etc., provides a unifying theme for the whole company. It gives focus and direction to the firm so everyone is pulling the proverbial cart in the same direction”. He, in other words, sees the culture as an adhesive, which joins the different units of a company by developing a sense of living life in the organization alike.

Recognition of the importance of corporate culture begins with hiring, reveals another HR executive. It is best to try to match an individual’s personality with the corporate culture. For instance some individuals enjoy working with strict guidelines. These individuals are most comfortable doing the same job day in and day out. It gives them a sense of security. He gives an insight to their point of view and adds that an organic organization with a culture that emphasizes innovation would, therefore, make this type of person uncomfortable. This person would be better suited to a bureaucratic organization with a focus on strict adherence to standard operating procedures.

The remarkable feature of corporate culture that came out during my interview sessions with some of the senior employees of the MNCs I worked with was that culture plays an extremely critical role when the organization has to formulate strategy. A change in strategic direction can succeed or fail miserably in light of the company’s culture. Adopting a new strategic direction that runs counter to the culture or go against the culture can be disastrous for the whole organization. Companies remain very careful in weighing their options for strategy as well as culture. Strategy makers simply do not
rule out a strategy that is not consistent with their culture. But if they do choose a strategy inconsistent with their culture, they always keep the possible consequences and repercussions in their mind.

If I put this whole discussion about notion of corporate culture briefly, I would go with the very first definition of culture but regarding the corporate values are meant the shared assumptions of what ought to be or, in other words, what a group believes to be right and desirable; norms relate to rules and guidelines that set out expected behaviour in various circumstances. So corporate culture reflects the values of the founders, underpins the vision/mission of the firm, establishes the main operating orientation of the company, and provides the basis for a shared identity for company members. Its importance lies in the fact that not only does culture constitute a kind of inter-personal cohesive force that holds an organization together, but also it can function as an informal control mechanism that may help coordinate employee efforts. In fact, real idea about a corporate culture would come out of the way employee of the company defines it and how they perceive the whole construct as they themselves make a culture.

In the study, through interview, the notion and various factors constituting the corporate setting including working environment have been trying to reveal that there is a need to surface out the peoples’ cognitive dimensions regarding the corporate culture.

5.1.3. Corporate Culture: Insider’s Perspective

In the beginning, many researches have been carried out regarding the corporate culture but those were in the field of management. Apart from definitions given by organizational scholars, here in this section an attempt has been made to give the views of respondents regarding the corporate culture in their own versions. This gives an idea about how they perceive the phenomena and their cognitive understanding concerning the same.

One respondent associates corporate culture with the biological phenomena of ‘survival of fittest’. He says that corporate sector is such kind of sector where only that person
survives who keeps himself up-to-date with the latest developments. He elaborates his idea and defines corporate culture as “a cut throat competition with lots of workload”. He especially mentions that the competition one faces inside an organization is not healthy. By unhealthy competition, he means that people are more individualistic and only think about their own progress irrespective of the fact that some of their acts might cause harm to other colleagues.

According to another respondent, “corporate culture is a milieu of hard work and lots of application of brain with competition among the people.” He links it to the observable facts of uphill struggle, time line, work pressure, competition, practical decision making, and pay package along with decent level of hard working qualities. He relates concept of corporate culture with the code of conduct also. For him, code of conduct is associated with the sense of dressing, smoking habits inside the premises, computer rules for backups, feedback from the boss and ethics. He further elaborates that in a corporate organization, employee like him enjoys a very limited space with cold relations with employees. In his view, now a day these MNCs offer fascinating trainings abroad and attract fresh candidates. In fact, when a new comer avails this type of offer, though he feels good in the starting, later he comes to know that this feel good factor was superficial i.e. without depth.

On the other hand, the third respondent states that corporate culture represents the norms, assumptions, and shared values within an organization. He thinks that corporate culture makes an impact on the performance of both the employees and the organizations significantly. Moreover, it influences employee’s morale and productivity too. He advances his notion and adds that corporate culture should always be in alignment with the business strategy of the firm. According to him, more the competition, better the culture because it is the factor, which motivates the workforce for better outputs.

Another respondent views corporate value as “the vision of the values and cultures of an organization”, which guides the culture of the people within the organization. He
defines it in the form of environment where a person loses its individuality and always lives in the crisis of his own identity within the organization. He further says that culture inside a MNC is a group thing where people work as a team and are being recognized by their teamwork not by their own name. He further adds that inside corporate company everything is time bound and if one completes his/her work within that limit, he would get some appreciation from his seniors. And this is the very reason why most of the employees in the corporate sector run for work all the time and in this blind race for getting promotion, many of the times, they ignore their morals and values too.

Further, the next respondent relates corporate culture to the professionalism. He elaborates his ideas and says that all the MNCs are profit-making organizations and run for increasing their revenues. They do not depend on any individual rather than are managed by a group of people i.e. board of directors. Though they are in the market for making money and moreover, they have to compete with other companies of the same sector; hence, implementation of this type of ideology of visionaries of the company results in the form of culture of the organization. He supplements his views and utters that these organizations also pay attention to their employees. They provide them different means of recreation like paid holidays, cruise parties and tickets of matches and live shows apart from weekend parties. In his perception, to me, he appeared to be in favour of corporate culture who enjoys his presence in the MNC.

Form the above illustrations given by respondents regarding corporate culture, certain components of corporate culture can be observed. These components include professionalism, ideology of the organization, time and target based approach towards work, economic orientation, work pressure and limited leisure time.

Further, after defining the corporate setting, it becomes inevitable to define the family where members of the family are working in the above discussed work environment. The next section of the chapter deals with the nuances of family life in the context of corporate setting i.e. work environment.
5.2. Defining Family in Corporate Setting

The contemporary working environment in India has witnessed a vast difference as compared to the situation before 1990, especially in terms of work culture. Now there is a paradigm shift due to enormous growth of MNC’s in IT sector India. The advent of globalization made business enterprises and employees to work across the borders of various countries, thus providing exposure to cross cultural working environment to both the organizations and employees. This eliminated the huge gap between the work culture of India and other countries to some extent. However, in fields other than IT and Government sectors of India the work culture differs a lot from that of other countries.

In this new context, the growing diversity of working environment demands new support from the workforce in the new millennium. So it becomes important for anthropologists to better understand the interface of work and family relationships and the resulting impact in the family structure and functions. Research by Parasuraman and Greenhaus (2002) documented that segments of the workforce may be subject to unique work/family pressures, yet often has few sources of support. The under-representation of these groups of individuals with potentially difficult types of work/family pressures represents a major gap in work/family research and employers’ understanding of their needs.

Here, the structural aspects of the family have been discussed using certain variables. Further, the data pertaining to these variables will be discussed both quantitatively as well as qualitatively. In qualitative analysis, mainly case study will be described using ethnographic accounts of the family. However, the quantitative data will be analyzed using various statistical tests.

5.3. Findings

5.3.1. Quantitative

In this research, there has been an attempt to describe the relationship between the quantitative variables which have been discussed below.
5.3.1.1. Basic Constituents of Families

5.3.1.1.1. Gender of Respondents

Table 5.1 Indicates that out of total 200 respondents, 136 (68%) were male while 64 (32%) were female.

Table 5.1: Gender of Respondents

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>136</td>
<td>68</td>
</tr>
<tr>
<td>Female</td>
<td>64</td>
<td>32</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

Fig. 5.2: Gender of Respondents
5.3.1.1.2. Age of Respondents

It is evident from Table 5.2 that in the age group 21-24 years, 24-27 years and 27-30 years, the number of respondents were 20, 64 and 116 respectively. More than 50% of the respondents were of age group 27 to 20 years while following the same trend out of total 64 female respondents, more than 50% belong to age group 27-30 years. However, only 10% of respondents fall in the age group of 21-24 years.

Table 5.2: Age of Respondents

<table>
<thead>
<tr>
<th>Age of Respondent (in years)</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>21-24</td>
<td>16</td>
<td>4</td>
</tr>
<tr>
<td>24-27</td>
<td>38</td>
<td>26</td>
</tr>
<tr>
<td>27-30</td>
<td>82</td>
<td>34</td>
</tr>
<tr>
<td>Total</td>
<td>136</td>
<td>64</td>
</tr>
</tbody>
</table>

Fig. 5.3: Age of Respondents
5.3.1.3. Work Experience

As far as the work experience is concerned, researcher has taken the information about the work experience of the respondent. Before analyzing the data, one thing should be kept in mind that the data regarding work experience is not exclusively of husband because there were 64 female respondents. Maximum number of respondents i.e. 32% had 3 to 4 years of work experience in MNCs while 26% of the respondent had 2 to 3 years of work experience. Only 11% of the respondents had experience of 4 to 5 years of service. The details regarding the work experience have been given in Table 5.3 and Fig. 5.4.

Table 5.3: Work Experience of Respondents

<table>
<thead>
<tr>
<th>Work Experience (in years)</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>1 to 2</td>
<td>42</td>
<td>21</td>
</tr>
<tr>
<td>2 to 3</td>
<td>52</td>
<td>26</td>
</tr>
<tr>
<td>3 to 4</td>
<td>64</td>
<td>32</td>
</tr>
<tr>
<td>4 to 5</td>
<td>22</td>
<td>11</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

Fig. 5.4: Work Experience of Respondents
5.3.1.1.4. Annual Income of Family

Data regarding the annual income of the respondents’ families was collected. The annual income includes income of all earning members of family. The income of the family depends on the number of earning members of family and work experience. As it is clear from Table 5.4, 46% of the respondent family’s annual income was between Rs. 9 to 14 lakhs per annum while only 12% families had above Rs. 14 lakhs of annual income. Only 4 families had annual income below Rs. 2 lakhs. Fig. 5.5 represents the number of families as per their annual income.

**Table 5.4: Annual Income of Family**

<table>
<thead>
<tr>
<th>Annual Income of Family (in Rs. Lac)</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;2</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>2 to 5</td>
<td>22</td>
<td>11</td>
</tr>
<tr>
<td>5 to 9</td>
<td>58</td>
<td>29</td>
</tr>
<tr>
<td>9 to 14</td>
<td>92</td>
<td>46</td>
</tr>
<tr>
<td>&gt;14</td>
<td>24</td>
<td>12</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

**Fig. 5.5: Annual Income of Family**
5.3.1.1.5. Members in the Family

Table 5.5 indicates that out of 200, 162 families (i.e. 81%) did not have any child while 38 families had one or more child. Further, in case of 59 families, parents were staying with them permanently and out of these 59 families 33 were having children. One noticeable fact has come out from the data i.e. in all the families having child (i.e. 38) parents were staying with them except in 5 cases. This clearly indicates the increasing role of parents in case of child caring even in the today’s nuclear families working in corporate houses. The data, in this regard, has been presented in the Fig. 5.6 in terms of number of respondents.

Table 5.5: Members in Family (Parents and Children)

<table>
<thead>
<tr>
<th>No. of Families with Children and Parents</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>With Parents</td>
<td>Without Parents</td>
</tr>
<tr>
<td>With Children</td>
<td>33</td>
<td>5</td>
</tr>
<tr>
<td>Without Children</td>
<td>26</td>
<td>136</td>
</tr>
<tr>
<td>Total</td>
<td>59</td>
<td>141</td>
</tr>
</tbody>
</table>

![Fig. 5.6: Members in Family (Parents and Children)](image)
5.3.1.1.6. Place of Residence

Common residence has been defined as one of the fundamental dimensions of family. But corporate working environment and high work expectations sometimes create an obstacle in it. The trend is clearly evident from Table 5.6 and Fig. 5.7 that in case of 35% of research families, husband and wife live separately. However, in majority of cases, husband lives in different towns and in few cases in different countries as well.

Table 5.6: Place of Residence for Husband and Wife

<table>
<thead>
<tr>
<th>Residence</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Common</td>
<td>130</td>
<td>65</td>
</tr>
<tr>
<td>Separate</td>
<td>70</td>
<td>35</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

Fig. 5.7: Place of Residence for Husband and Wife
5.3.1.1.7. Working Members in Family

Since, the focus of the study is to understand nuances of family working in corporate companies; it is inevitable to know the earning members of the family. There were 180 out of 200 respondent families where both husband and wife were working while in case of 20 families only husband were working. The result of the same is clear from the Fig. 5.8.

From the above quantitative information, there are certain facts which are clearly evident. These are as follow:

i. There were 32% female respondents.

ii. 58% of the respondents belong to the age group 27-30 years.

iii. 32% of the respondents had 3 to 4 years of work experience.

iv. 46% of the families had annual income between 9 to 14 lakhs.

v. Only 19% of the families had one or more child.

vi. In 29.5% cases, parents stay with the family.

vii. In 35% cases husband and wife didn’t have common residence.
5.3.2. Qualitative

As one of the objectives of the research has been to develop ethnographic accounts of the families; the following section of the chapter deals with the detailed account of some of the families as case studies. The attempt has been made to describe the family day to day lives along with illustrating their family structure, role and functions.

5.3.2.1. Case Study 1

Family of Mr. and Mrs. Rakesh Singh

Rakesh and Ritu Singh, both in their mid twenties, have been married recently, four months ago. Their small rented 2-bedroom flat, next to busy highway, lies in a multistoried apartment in sector 56 of Gurgaon. They have been living in this flat since their marriage. Rakesh works as a team leader of software development division of Microsoft. He is a software engineer who has completed his B.Tech. from a government engineering college from Kanpur. He has been brought up in Allahabad in a middle class family. His father is a teacher in an Inter college in Allahabad itself and still stays there along with his mother and only younger sister.

Ritu works in the home, caring for it. Though they have no child yet, she is fully involved in buying things to make their flat a home. When first encountered, Ritu is a bit shy. She belongs to Nainital and is a graduate in English literature from Kumaun University. Being a student of English, her favourite pass time is reading novels, all types but mostly romantic. She described herself as someone who likes to ‘check things out’ before committing herself. Once at ease, she becomes a lively young woman with an easy laugh, a woman who talks readily and is taken to making faces to complement the expression of her feelings. She wants to pursue her studies by correspondence only for her wish, not due to pressure of earning money as Rakesh earns 54,000 Rs. per month, sufficient for them.

Rakesh is quieter of the two; he agreed that he is most comfortable in the outdoor world of ‘doing’. He likes nothing better than to go on a long drive by his new car but now after marriage Ritu gives him company.
One thing that anyone would notice after entering their home is the photographs of many Hindu Gods and Goddesses all around the flat. Together both of them worship daily and light a diya in the small temple in the corner of their lobby. They are having almost all assets of basic needs like refrigerator, 29’ flat colour television with DVD player, a car, microwave, washing machine, a/c in their bedroom and good cell phones for both of them.

I talked with them, observed their house settings, talked again with them about what I had seen and heard. I found that they might be like the other families interviewed, even though their attempted solutions might be unique to them, which I have discussed in the upcoming chapters.

5.3.2.2. Case Study 2

Family of Mr. and Mrs. Anmol Aggarwal

Anmol, a 29 years old young man, is a software engineer and works with Wipro. He belongs to Kanpur where his parents still live. He has been working in Wipro since last four years. Priya, again a software engineer, his wife to whom he got married five years ago, works in Microsoft. Priya belongs to Aligarh. They have rented a 3 BHK\(^2\) flat in sector-24, Gurgaon. They have lived in Gurgaon for four years; before that they lived in Banglore city, the metropolitan area of South India from where they started their carrier as software engineers.

Anmol and Priya share a similar background. Both of them are third generation descendents of business class families. As a result of their similar backgrounds, both of them hold a common set of values. While not deeply devout, they attend temple on Sundays and are serious about their beliefs. Though at one hand they believe in religious things, their house looks like a modern piece of art with Italian kitchen and European designed bathroom. As both husband and wife work in MNCs, they come late in the night and sometimes at 11 p.m. They have hired a maid to cook in the morning before they leave and in the evening.

\(^2\) BHK: Bed room, Hall and Kitchen.
Priya is a smart witty lady with readymade answers of almost every question. While Anmol gives few minutes to think before he speaks. They have no child but Anmol’s niece visits them on weekends. Due to the work pressure, they have converted one room of their flat to work station where 1 computer, their personal laptops lie along with fax and printers. As Anmol is fond of playing games on computer so he has installed home theatre in one room along with X-Box. He calls this room as a ‘mental relief zone’ where he plays games and watches movies mostly on weekends and sometimes with Priya.

5.3.2.3. Case Study 3

Family of Mr. and Mrs. Vaibhav Arya

Vaibhav and Anupama got married one year ago and stay in a 2 bedroom flat in Saket, Delhi. Vaibhav, a basketball player in his college time, is now 26 years old software engineer and works in IBM again as a software developer at team leader position. Vaibhav belongs to Lucknow and has been brought up there till his school and then came to Noida for his engineering studies. His father is a Bank manager and mother is a housewife. They own their own house in Lucknow itself. His only younger brother studies engineering in Noida.

Vaibhav being a fitness freak maintains a small gym with some basic equipment for exercise at home. He goes for jogging daily. Being married to Anupama, a physiotherapist working in a private hospital in Saket, he calls it a fortune that has happened to him. Due to Anupama’s workplace in Saket, they chose to stay in Saket even though it gives a tough time to Vaibhav to reach his office in Gurgaon after one and half hour drive daily during rush hours. Vaibhav owns a bike too apart from a car and sometimes on Fridays goes to office by his bike.

They have hired a maid for cooking but Anupama prefers to prepare the breakfast by herself daily. Both of them share a good chemistry and form a perfect couple. Anupama seems to be very caring, which might be due to her profession, while Vaibhav carries a casual attitude. They have maintained some plants in their balcony and one of them is
At least thrice a month they visit Vaibhav’s brother in Noida and go for shopping and dining. They have almost every essential electronic item at home. One remarkable thing is the small temple in the corner of the lobby and one tiny medical kit with all useful medicines. That might be the after effect of a doctor at home.

5.3.2.4. Case Study 4

Family of Mr. and Mrs. Kapil Sharma

Kapil, an incharge of one software developer team in TCS and himself is a computer engineer is 27 years old charming man. He belongs to Ramnagar, a foothill town of Kumaun hill near Nainital. His father is no more and there his mother stays alone, as she is a primary school teacher there itself. He was married with Shruti, her college mate, two years back. She works in the same organization and at the same level but for the different projects. Hence, they have an added advantage for going to their workplace together and most of the time returning too. And for the same reason they have hired a 2 BHK flat in sector-26 in Gurgaon, as they have no kids now.

In their flat, in the lobby there is a photograph of Kapil’s father at which he daily lit one scented stick. One room is their bedroom and in another Kapil’s mom stays whenever she comes in vacations. Their kitchen is simple just having all the necessary things along with one corner there is a small block for God and Goddesses. They have a sofa set and one dinning table in the hall along with television and one music system while computer is in the other room where Kapil’s mother stays. They own a car and used to go to Ramnagar on weekends. Shruti belongs to Moradabad, which comes in the way to Ramnagar from Gurgaon; they stay there also.

As both Shruti and Kapil have to go to the same place, Shruti cooks food herself and they generally have lunch together in the company too. They understand each other well because they have been friends since their college days in Bareilly. Kapil is very chilled out kind of a person while Shruti seems to be more practical at different aspects especially at family front.

3 Tulsi (Ocimum) is medicinal plant and carries a great religious value among Hindus.
5.3.2.5. Case Study 5

Family of Mr. and Mrs. Satyam Negi

Satyam, a software engineer working with Wipro who celebrated his 25th birthday last week, is recently married with Kavya two months back. Satyam belongs to Dehradun where his father, professor in FRI (Forest Research Institute) lives along with his mother, a housewife. He is working in Wipro since after completing his B.Tech. from Ahmadabad and currently holding a post of team leader with Rs. 45,000 as salary.

Kavya, 24 years old smart girl, is a law graduate from Delhi University and belongs to Kashipur, a place near Moradabad. Presently she is working with a law firm situated in Gurgaon. Their marriage was an arranged one, as their fathers know each other from before the marriage, due to same teaching profession.

They have hired a 2BHK flat in a private apartment in sector-36 of Gurgaon. As they are newly married, things are not properly settled yet even after two months of their marriage. They are still in the process of buying household things; a home theatre system is recent one. In their lobby, one can see a bulk of poly bags of different brands lying on their classic dining table. There are still some things in one corner of their hall that were used at the time of their marriage or grahpravesh. Room other than the bedroom seems like a temporary store room where a loosen computer and cartons of television, washing machine, microwave and refrigerator are lying. Their kitchen is also not properly managed and contains only few cookwares along with some boxes having cooking basic material for cooking. At personal grounds both seem to be very cooperative and always gave me a warm welcome. Satyam’s favourite pass time is watching movies of all types while Kavya likes to cook at home as she is still in the process to learn.

5.3.2.6. Case Study 6

Family of Mr. and Mrs. Anil Gupta

Anil is 26 years old, working with TCS as a software engineer and earns Rs. 47,000 per month. He belongs to Saharanpur where his parents still live. He has been married with

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4 Grahpravesh: it is a traditional Hindu ceremony performed at the time of entering into a new house.
Shipra one year back. Shipra is also a software engineer who works in IBM and belongs to Agra. Anil and Shipra were classmates during their college days in Agra. They have no kids yet neither planning to have it in near future.

They have rented a 2 BHK flat in Gurgaon as their workplace lies in Gurgaon itself. Their flat seems to be well maintained as things are properly placed. Kitchen is always clean and they have given strict directions to her also to maintain hygiene. They maintain some plants in flowerpots in their hall and also in balcony. There is one plant sited at their doorstep too. Anil is very fond of reading books and for that purpose he has maintained a library in one room of his flat. There he spends at least half an hour daily after coming back. One can observe some of the magazines lying on the central table of their hall. They maintain a car and a scooty that generally is being used by Shipra for getting things from nearby market.

They go for shopping on weekends while in between Shipra does it alone. Anil seems to be an introvert kind of person who always remains involved in books but his knowledge in other fields is enough to impress anybody. On the other hand, Shipra is very fun loving and she always insists upon Anil for planning picnics and tours at least once a month. Both gave me response in a very good manner as if they are involved in the research. Anil especially, seemed to be more interested.

5.4. Discussion

After defining and analyzing the concept of corporate setting and families working in MNCs, the structural and functional aspects of the family become very clear. The various components of family under study have been defined which give a comprehensive understanding of family where husband or wife or both are working in MNC. The new emerging trends in family have also been identified as in 35% of the respondent families, husband and wife live separately, only 19% of them have one or more children and in 29.5% families parents stay with family. The ethnographic account of the families further elaborated into their day to day life and their way of managing their routine work.
After discussing the entire context of workplace and family, it becomes important to look and analyze the interfaces of family in corporate setting. In the next chapter household living, interpersonal relations, their behaviours, interaction between family and work life and other aspects related to family have been discussed in more illustrated manner in the context of corporate setting which has already been discussed.