Effect of occupational status of married working women on family life, job satisfaction and her psychological well being

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Abstract - The study examined the impact of work and family role characteristics on work–family conflict, and indicators of psychological wellbeing among women. Results shows that employment type and gender have independent main effects on several of the study variables. Literature has conceptualized well-being in the work domain through specific constructs, such as job satisfaction, work alienation, work-family conflict, and the perception of decision-making. Research from a gender perspective has examined gender differences in relation to these variables, showing that—compared to men—women in most cases experience lower job satisfaction, less decision-making, and higher work-family conflict. Another body of studies has driven the attention to the impact of the occupational status, demonstrating a general positive effect of high-status occupations. However, considering disparities between men and women in career success, the documented gender differences may also be influenced by the fact that women generally hold lower positions, as well as the effects of status may be related to the prevalence of men in high-status job.

Keywords-Working women, emotional sustainer, emotional wellbeing, economic independence and dependence.

I. INTRODUCTION

The working women is not a new addition to the Indian scene women in the labor field have been working since long for wages in factories as servants or as unskilled laborers on construction sites and also as domestic maids in the houses.

It is only the women of middle or upper classes who were confined to homes and taking up jobs was considered derogatory for them but now due to various social – economic and political legal factors have brought about a newly emerging middle class of working women in India. In present economic hardships and crisis, wife's participation for family financing has become a utmost necessity and also the attitudes of society towards marries women taking up jobs have also been changed. The main reason is the economic condition of the middle class and also everybody understands that these days wife's income is also essential to family's standard of living. It has also been researched that marital happiness and satisfaction depends upon work and carrier of the marital partner as marriage is a social cultural system providing satisfaction for love,affection,intimacy,relatedness,affiliation,emotional sustenance,   financial-social security,parenthood,companionship ,physical safety and social service. While there are other reasons as well to expect that the positive effects of employment on

psychological well being of the women but on the other hand it is less clear how employment and motherhood are associated with psychological well being of the mothers and their children.Or, do mothers not benefit from employment in terms of their psychological well-being. After exploring the effects of employment on the association between motherhood and psychological well-being, this study further considers work characteristics and age of children to account for possible variations in the association between role statuses and psychological well-being. Because marriage is an important confounding factor for employment status, parental status and individual's psychological well-being, I also incorporate marital status into analysis. The importance of using the scientific method in the study of happiness can be illustrated by referring to the work of Bertrand Russell, one of the greatest minds of the twentieth century.

II. LITERATURE REVIEW

"Russell' in his analysis of psychological well-being in The Conquest of Happiness maintained that the majority of people are unhappy, in part because they compare themselves to other who appear superior to them. However, contemporary researchers have discovered that most people, at least in modern Western nations, consider themselves to be happy.(Robert Biswas- Diener , Ed Diener, & Maya Tamir 2004.)

Dual career woman reported significantly greater incidence of daily hassles but displayed a greater degree of life satisfaction than housewives. Ladies from the nuclear families who are in the   age of 40 plus years and performing dual careers perceived greater degree of control than the ladies of joint families. Similarly across all the groups some researches shown that the husbands of working wives are significantly more satisfied than the husbands of housewives. The foregoing studies also revealed that life satisfaction is an important psychological variable which plays crucial roles in the life of individuals. The increasing economic need, dearer prices of commodities and modern phenomenon of globalization, industrialization and economic liberalization have forced the families to send their daughters, daughter in laws, wives outside the 4 walls of the houses to earn a suitable amount of money for their households. Though the meaning attached to work have been changing through the development stages of human society, yet differences in meaning of work for women may differ due to socio-cultural background and religious values and beliefs which may have close relationship with the life satisfactions of the women. The work may bring satisfaction of material needs but sometimes they may bring tremendous psychological problems, hassles, stress, depression and anxiety and so on.

Saxena (2015) studied the life satisfaction and perceived happiness as a function of family structure and employment of women and results indicate that non-working women experienced greater life satisfaction than working women and happiness was greater among the non-working women.

Kapoor and Bhardwaj (2014) concluded that although much has changed in the world of work and women are moving towards greater career orientations, they still face many difficulties in their career growth and advancement. They still bear the primary responsibility of family life.

Kumari and Singh (2018) found differences between working women and housewives regarding their life stress, stateraint anxiety, locus of control, type-A behavior and personal efficacy. Sharma, et al.(2001) in a study of low, moderate, and high job stress women found that part-time working women (moderate job stress group) were less prone to psychological depression, exhibited least symptoms of neurotic disorders and had better mental health as compared to the low or high stress group. In the post independent India, women who have been entering in salaried remunerative occupations and professions are increasing substantially. Women are working in almost all types of jobs such as technical, professional, and non professional in both private and public sectors residing in semi urban and urban areas. So the, traditional role of housewives has gradually changed into working women. Women constitute an integral part of the socio economic life and they actively participate in socio-economic development of the nation. Sometimes the need of supplementing the family income has been considered as the chief motivating factor encouraging women for aspiring jobs. Although few studies revealed that time related factors can cause stress to the working women and may have negative linkage between work and family which is related to psychological wellbeing.

Mothers who are working tend to report stress from time constraints and over load of work frequently than those who are not employed but if at this point of time family support is provided to females then psychological well-being can be maintained and achieved. So more and more educated women per year are moving towards getting economically independent. So these days women are entering into employment sector not only because of economic compulsion as in earlier times but also because of their desire for self expression and having an independent identity which is a resultant of their being educated. With a large number of married women taking up the jobs, necessitated by economic and psychological factors, the role of women as homemaker cum wage earner is being accepted by all. This has necessitated structural changes in the family organization. Being a working spouse or parent involves the performance of multiple roles of working parent and spouse, these roles are interdependent.

So, it results in role strain for the women and ultimately leads to their decreased psychological well-being and introduces a source of strain/pressure in the family mechanism of balance. Among the working women who have kids at home its quite difficult to work late hours n if women work for late hours in night the it becomes the root cause of rift among the family members n sometimes it leads to the separation as well as it also affects the marital instability and if not then some adjusting husbands n children start adjusting by themselves and start taking the late working hours of their wives or mother as a part of daily routine. Often we get to hear that from people that he or she is very adjusting so would not have any problem in a new situation. As a matter of fact adjustment not only makes our present life easy but also paves path for something tougher. The life starts there and so does the adjustment begin to happen. As a matter of fact it has been seen that there are some people who fail to adjust and there are some people who just adjust to any situation.

So the factors like adjustment, stress, economic independence decides whether psychological well being is there or not for the working women.

III. CONCLUSION

So in nutshell, this study aims to determine whether employment is beneficial or harmful to women with maternal role taken into account and also to know her psychological wellbeing in both the scenarios of being a housewife or a working professional.

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