

FAMILY ADJUSTMENT OF MARRIED WORKING WOMEN

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Adjustment is the process by which living organism maintains a balance between its need and the circumstances that influence the satisfaction of these needs. Adjustment is a continual process by which a person varies his behavior to produce a more harmonious relationship between himself and environment. One should feel the comfort and satisfaction in one's home in the spirit of 'Sweet Home'. He must have proper cordial relationships and behavioral adjustment with the members of his family. One who is fed up with his family environment and likes to spend most of the time outside the home so as to avoid the company of the family members is surely a person who is seriously lacking in terms of his home and family adjustment. Contrary to this, when the home and family environment are quite cooperative and congenial, the members of the family get proper opportunity for the satisfaction of their mutual personal needs and social obligations. In 96 such encouraging, mutually sharing, loving and peaceful environment each member works for the progress and welfare of the others besides the development of his own. Such family environment provides a reasonable insurance for the total adjustment and well-being of all the members of the family. A study addressing the family and psychosocial health status reveals that about 36% married working women, out of total sample, reported family responsibilities and day to day tension affecting their mental health. Moreover, about 56% women, in the same study, reported work-family conflict and mental tension at their workplace (Singh & Singh, 2005). Agarwal (1994), examined the stressors and stress management strategies of multiple role women. Working women do not differ from working men as far as being paid workers, but they carry the additional burden of motherhood. They differ in their appraisal of stressor and coping strategies role overload and role conflict as working women's families produce stress. The coping strategies adapted by multiple role women for reducing stress discussed. Naturalistic methods for identifying the stressor and establishment of family counseling center and training programmers for helping women to cope with stress are suggested. Rastogi and Kashyap (2001) reported that significant negative relationship existed between occupational stress and mental health among married employed in teaching, nursing and clerical jobs. The sources of stress for working and non-working women are heavy workload, lack of co-operation from colleagues or neighbours and negative community attitude. As stressed by Rogers and May (2003), due to strong commitment to employment and high marital instability in today's world, it is important to emphasize the need for more researches relating to work and family. Nathawat and Mathur (1993) found that working women

reported significantly better marital adjustment and subjective wellbeing than housewives; they also scored higher than housewives in general health, life satisfaction and self-esteem measures. Shirali, Ahemad and Bharadwaj (1994) examined family communication and adjustment as indicators of a family's well being. A group of 1000 Shimla and Solan College girls (aged 15-18 years) completed the parent adolescent communication scale and Bell's adjustment inventory. Ss were classified into 2 groups on the basis of maternal employment: Group 1st (N=62) whose mothers were employed and group 2nd (N=38) whose mothers were housebound. Result reveals that:

- There was no effect of maternal employment (ME) on daughter father communication.
- There was significant effect of ME on daughter – mother communication.
- Group 2nd was significantly better than group 1st in adjustment, social health, home and total adjustment.

Asha (1994) studied the problems of elderly women. A sample of 30 elderly employed women nearing retirement (aged 50-60 years) and 38 unemployed women of the same age group administered adjustment inventory and personal data schedule. Results reveal that the employed elderly Ss were more anxious and depressed whereas unemployed elderly Ss manifested inferiority mania and paranoia.

I. OBJECTIVES

Main objectives of the present research were as under,

- To study and compare of family adjustment between women teachers and administrators.
- To study and compare of family adjustment between urban and rural married working women.
- To study interaction effect between occupational status and area of residence of family adjustment of married working women.

Hypothesis:

Main hypothesis of the present research were as under,

- There will be no significant difference between women teachers and administrators with regards to family adjustment.
- There will be no significant difference between urban and rural working women with regards to family adjustment.
- There will be no significant interaction effect between occupational status and area of residence of married working women with regards to family adjustment.

Sample:

For the present research total 120 married working women were selected randomly from Ahmedabad city. Total sample was categorized such as 30 Urban Women Teachers, 30 rural Women Teachers, 30 Urban Women Administrators, and 30 rural Women Administrators

Variables:

The variables of the present study were as under.

In present research occupational status and area of residence of married working women were considered as Independent variable and scores of family adjustment was taken as Dependent Variable variables.

Tools:

For the present research following tools were used for data collection, Family Adjustment inventory for working women by Vishva Vijaysingh Family Adjustment Inventory for working women is originally constructed in English version by Vishva Vijay Sing. There are 84 items and 5 areas of adjustment such as self-adjustment, family adjustment, Adjustment with Children, Adjustment with husband and adjustment with elders and relatives. Test retests reliability of the test I 0.80. They validity of the test is determined by the score of this and score of problem checklist. The validity is 0.52.

Procedure:

After established the rapport with participants family adjustment Inventory for working women were administered to each participants of the present research. All the instructions were strictly followed which have been given in the manual of each tools. Responses of each respondents of the research were scored by scoring key which have given in the manual of each tools.

Statistical Analysis:

To analyzed the data too way analysis of variance (ANOVA) was used in order to study the main and interaction effect of two independent variables such as Occupational Status of women and area of residence. Null Hypotheses were tested at 0.01 and 0.05 level of significant.

II. RESULTS AND DISCUSSION

Table No: 1

Showing Results of ANOVA on Family adjustment of Various Groups

Source of Variation	Sum of Square	df	Mean sum of Square	F	Level of Sig.
A	106.407	1	106.407	0.035	NS
B	429555.675	1	429555.675	142.52	.01

A * B	88617.675	1	88617.675	29.40	.01
Error	349621.732	116	3013.980		
TSS	8577.325	199			

Table No: 2

Showing Means Scores of family adjustment of Variable-A (Occupational status)

	A1 (Women Teachers)	A2 (Women Administrators)
Mean	28.11	26.23
N	60	60

The results of Analysis of Variance of family adjustment shows that the f ratio for family adjustment on Occupational status (Ass) is 0.035, which is not significant. It means significantly difference is not exists between women teachers and administrators on family adjustment. Table. 2 Shows the mean scores of women teachers is 28.11 and mean scores of women administrator is 26.23 on family adjustment. It is clearly said that significant difference is not exist between women teachers and administrators on family adjustment.

Table: 3

Showing Means Scores of family adjustment of Variable-B (Area of residence)

	B1 (Urban)	B2 (Rural)
Mean	28.2	26.15
N	60	60

F ratio for family adjustment on Area of residence (Bss) is 142.52 which is significant at .01 level. It means urban women is significantly differ on family adjustment as compared to rural women. Table 3 shows the mean scores of urban women is 28.2 and mean scores of rural women is 26.15 on family adjustment. It is clearly said that significant difference is exist between urban and rural women on family adjustment. Urban women have better family adjustment than rural women.

Table No: 4

Showing Means Scores of Family adjustment of Variable - A x B (Occupational status x Area of residence)

		A1 (Women Teachers)	A2 (Women Administrators)
B1 (Urban)	Means	29.2	27.2
	N	30	30

B2 (Rural)	Means	27.03	25.26
	N	30	30

F ratio for Family adjustment on Occupational status and Area of residence (A x Bss) is 29.40 which is significant at .01 level. It means significant interaction effect is exists between Occupational status and Area of residence of married working women on Family adjustment. Table.3 shows the mean scores of urban women teachers is 29.2 rural women teachers is 27.03 urban women administrators is 27.2 and rural women administrator is 25.26 on Family adjustment. It is clearly said that significant difference is exist between Occupational status and area of residence of women on Family adjustment. Urban women teachers have better family adjustment than remaining groups of married working women.

III. CONCLUSIONS

1. Significant difference is not exists between women teachers and administrators on family adjustment.
2. Urban women have better family adjustment than rural women.
3. Urban women teachers have better family adjustment than remaining groups of married working women.

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