



A STUDY ON THE FAMILY ADJUSTMENT AMONG MARRIED WORKING WOMEN

KEYWORDS

Social work, Community Participation, Theories, Models.

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ABSTRACT

The present study was taken up with the objective to study the problems of married working women, inside the home and at workplace. The researcher aims to understand their self-adjustment, family adjustment, adjustment with children, adjustment with husband and adjustment with elders and relations. The sample comprised of 125 married working women which are both professional and non professionals and also from rural and urban areas of Coimbatore. The respondents were from various private companies, Government offices, schools, colleges, and hospitals, where married women are working. It was seen that the educational status, place of residence and types of marriage are the influencing factors of their family adjustment.

Introduction

Women established an identity of their own and created a space for them in education and work sphere. Even though they are gifted with equal physical and mental capabilities like men, their work at home is neither recognized nor rewarded but on the other, in this developing world, with the increasing of literacy rate and social awareness, the women either married or unmarried takes equal participation in going out of home for gainful employment which has been recognized by their family members today, but the home responsibilities are still entirely theirs. The transition of their role brings more complications especially for the married working women due to their role expectations which provoke adjustment issues. Their problems are multi dimensional and differ from women to women. The problems are different for different sections of women such as rural and urban the educated and uneducated ones, single and married women. Women in joint family, nuclear and extended family, have their own problems. The present study is an attempt to highlight the significance of this problem and it distinguishes itself by concentrating on married working women comparing professional and non-professional jobs and in highlighting their adjustment with family through 'family adjustment inventory'.

Factors responsible for female work force:

Female participation in work force depends upon the following factors

- The –status the women enjoy in their family.
- Economic exigency necessitating their participation in work.
- Availability of suitable jobs
- Degree of consciousness to avail of the opportunities at hand and claim for their share.
- Enhancing the standard of living by earnings and extra income
- Personal satisfaction, self- actualization, development and unfolding of talents.
- Utilization and justification of education and training
- Utilization of leisure in gainful employment

Family adjustment of married working women:

The concept of "women employment "has started playing a dominant role in economic life throughout the world. It has been increasingly realized that women along with the men play a meaningful role in the context of economic prosperity of the

country as well as for the purpose of raising the standard of living. The scope of women work is on the increase. Even though the women employment is accepted, the most of their family members and their husbands have not realized their changing life pattern. They are not prepared to share their household, child care and elderly care responsibilities. These duties are still considered to be exclusively of the wife. In addition to this, their employment still does not mean control over money or economic independence. Thus their dual responsibility, inner conflict, lack of recreation and social interaction, role conflict and role stress are causing problems in adjustment.

"Adjustment "- is a process, which leads us to happy and contented life: maintains a balance between our needs and the capacity to meet these needs; persuades us to change our way of life. According to the demands of the situation; and gives us strength and ability to bring desirable changes in the conditions of our environment.

Gates and Jersild (1973) describe, "Adjustment is a continual process by which a person varies his behavior to provide a more harmonious relationship between himself and his environment".

Marriage and the employment increase the roles and the responsibilities handled by women. It is highly difficult for married working women to fulfill their role requirements adequately and satisfactorily when they play such multiple roles. Many times they are forced to fulfill either of them or both dissatisfactory or with inadequate concentration in performances. This in turn leads to adjustment problems.

A 2009 survey of corporate female employees by the Associated Chambers of Commerce and Industry of India (ASSOCHAM) reported significant ill health impacts from the stress of balancing a work life of long hours and deadline pressures with daily home responsibilities, which still fall largely on the shoulders of women.

K.K. Sundaram, R.D.Dhandapani and N.Narayanaswamy (1984) in their study "How do women cope up with home and job", observed that the problem of working women is serious and disturbing. They have to stay away from home for 8 hours. During their absence others are managing the routine affairs. Lacks of

time, to take care of children and guest, no leisure, mental and physical strain are some of the domestic problems identified by the working women. They have conducted a study in an urban area of Dindigal district of Tamil nadu. By using an interview schedule information was collected from 80 working women.

Sethi and Bains (1990) in their study point out about the effect of mothers employment on daughter's self concept and attitude to work and women, the data revealed that a large number of the daughters of working mothers were not favoring of their mothers working.

Methods and materials

The study was conducted in and around Coimbatore city. The respondents were from various private companies, Government offices, schools, colleges and hospitals, where married women are working. This study was conducted with the following objectives.

- To understand the socio-economic background of the married working women.
- To know the level of family adjustment of married working women
- To analyze the factors associated with their family adjustment.

The sample adopted for this study is quota-sampling method. In this study the researcher divides the samples into different strata's such as professional, non-professional, Rural and urban-based married working women. Hence the sampling type was adapted as quota sampling. The sample size was 125. It is a purposive non random sample.

The tool used for the study was schedule, which includes questions about personal data, profile of working women, their problems at home, and at work place and respondent's opinion on women issues.

Dr.Mrs.Viswaviyaya Singh's Family adjustment Inventory for working women also used for this study. It assessed the level of

family adjustment in five areas that is self-adjustment, family adjustment, adjustment with children, adjustment with husband and adjustment with elders and relations. Reliability of the scale is 0.8. Each statement of the scale had its alternative responses, namely agree, disagree, and undecided. The level of family adjustment of married working women was found out through the individual scores for 84 items that were listed from which the median (133) value was calculated.

Table.No.1
Level of family adjustment of the respondents

S. NO	Classification	No. Respondents	Percentage
1	More adjustment (Below Median<133)	63	50.4
2	Less adjustment (Median & above score)	62	49.6
	Total	125	100

The median value was worked out to classify respondents as having more family adjustment and less family adjustment. The median value is 133. The respondents with median and above median scores were considered as "less" adjusted because the higher the score the lower the adjustment. Those who got scores below the median fall under "more" family adjustment.

Results and Discussions

The family adjustment level of the respondents is classified into two-"more" and "less" level of adjustment by median value. The respondents are found almost equal in both the category. This level of adjustment was related to different variables by using Chi-square test like age, occupation, Education, place of residence, income, Type of family, Type of marriage, Age at marriage, Age difference between couples and the Difference of opinion with couples.

The following table shows that the factors associated with the Family adjustment based on chi-square result.

Table.No.2: Table Showing the variable associated with Family adjustment

S.No	Variables		Family Adjustment		Total	Chi-Square value
			More Adjustment	Less Adjustment		
1	Age	21-30	18 (40.90)	26 (59.10)	44 (100)	3.603NS
		31-40	34 (57.63)	25 (42.37)	59 (100)	
		41-50	8 (57.14)	6 (42.86)	14 (100)	
		Above 50	3 (37.50)	5 (62.50)	8 (100)	
2	Occupation	Professional	31 (50.82)	30 (49.18)	61 (100)	0.008NS
		Non-Professional	32 (50.00)	32 (50.00)	64 (100)	
3	Education	Below Graduates	11 (30.56)	25 (61.44)	36 (100)	10.736**
		Graduates	42 (63.64)	24 (36.36)	66 (100)	
		Post Graduates	10 (43.48)	13 (56.52)	23 (100)	
4	Place of Residence	Rural	22 (36.07%)	39 (63.93%)	61 (100%)	9.792**
		Urban	41 (64.07%)	23 (35.93%)	64 (100%)	

S.No	Variables		Family Adjustment		Total	Chi-Square value
			More Adjustment	Less Adjustment		
5	Income	UptoRs.2000	9 (36.00)	16 (64.00)	25 (100)	3.01NS
		Rs.2001-5000	28 (51.85)	26 (48.15)	54 (100)	
		Rs.5001-8000	14 (53.85)	12 (46.15)	26 (100)	
		Above 8000	12 (60.00)	8 (40.00)	20 (100)	
6	Type of Family	Nuclear Family	40 (57.97)	29 (42.03)	69 (100)	3.53NS
		Joint &Extended Family	23 (41.07)	33 (58.93)	56 (100)	
7	Type of Marriage	Arranged marriage	59 (55.66%)	47 (44.34%)	106 (100%)	7.719**
		Other than arranged marriage	4 (21.05%)	15 (78.95%)	19 (100%)	
8	Age at Marriage	Upto21	15 (48.39)	16 (51.61)	31 (100)	0.1NS
		22-25	27 (51.92)	25 (48.08)	52 (100)	
		Above26	21 (50.00)	21 (50.00)	42 (100)	
9	Age difference between Couples	0-3 Yrs	20 (43.48)	26 (56.52)	46 (100)	2.177NS
		4-7 Yrs	27 (50.94)	26 (49.06)	53 (100)	
		Above 7Yrs	16 (61.54)	10 (38.46)	26 (100)	
10	Difference of opinion with couples	Have	20 (46.51)	23 (53.49)	43 (100)	0.397NS
		Do not Have	43 (52.44)	39 (47.56)	82 (100)	

Age of married working women is very much related to her employment. From the test results 59.10% of the respondents of younger age group have less adjustment. But respondents with old age group (62.5%) also have less adjustment. So age may not be an influencing factor for family adjustment. According with the results there is no difference in getting family adjustment based on category either professional or non professional. Thus the occupation is not an influencing factor for family adjustment.

The respondents with below graduate status scores to have less adjustment (61.44%) than graduates who fall more are more adjustment category (63.64%). The chi square result is significant and it is assumed that there is associations between these two variables to say specifically the graduate respondents have more adjustment. A. Ramanamma (1968) reported that education is a conflict producing factor in the family. But as for this study concerned it is helping for respondent's adjustment.

The rural women still have to face some problems to come out for job from their native place and as well as their household folds. The tables above shows the distributions of respondents from rural area have less family adjustment (63.93%). The respondents residing at urban level (64.07%) are getting more family adjustment. The association between rural residence and less level of family adjustment is established statistically as the

chi-square value is significant at 0.01 level.

The chi-square value shows that there is no significant association between income and family adjustment and also with family type and family adjustment. The type of marriage is influencing the family adjustment scores. Women workers whose marriage was 'arranged marriage' have more family adjustment than with those who have love marriage background. The chi-square result is also significant at 0.01 level. So there is an association between type of marriage and family adjustment level. The study elucidates that the educational status, place of residence and type of marriage are the influencing factors for family adjustment level of the married working women. According to this study there is no significant association between the variables like, age at marriage of the respondents, age difference between the spouses and the difference of opinion with the spouse and respondents and family adjustment. To say specifically less education, a rural residence and love marriage are the reasons for less family adjustment. Higher education, urban residence and arranged marriage contribute for better family adjustment of women employees.

Conclusion:

The adjustment problems of married working women are more at their home than at their work place. Even if there are problems at work place like non Co-operation eve teasing or com-

ments, women workers are able to adjust with it and they do not perceive it as a problem on the other hand at the home front their adjustment is disturbed because of their role expectations governed by culture. Hence working as well as their family members required counseling for solving working women's adjustment problems.

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