



Literature Review: Work Family Conflict and its Impact on Child Care of Working Mothers' in Coimbatore District.

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ABSTRACT

Work and family are two important domains in most adults' lives. This is due, in part, to the recent increase of dual-earner families. Women play multiple roles in the family that affect the health and well being of all family members. In almost all societies around the world, they are assigned by custom to be the primary caregivers to infants and children. Activities carried out by women such as breastfeeding, preparing food, collecting water and fuel, and seeking preventative and curative medical care are crucial for children's healthy development.

Women also play important roles as generators of family income, whether in household farms or businesses or as wage employees. In developing countries especially like ours, such work is likely to be essential to family survival. Because of the time constraints women face conflicts in their roles as care-givers and as providers of family income which may conflict with one another. Many of these women are the first generation in their families stepping out to work. And most strive to maintain continuity with the roles their mothers played at home-managing house, relationships and rearing children. "They have added a lot of extra work, but subtracted very little. It is this work overload that is creating stress for them".

This paper presents study on the past research of work family conflict of working mothers.

KEYWORDS

Conflict, family, work.

I.Work family conflict of working mothers

• **Ford, Heinen, & Langkamer,et al., (2007).**Cross domain effects refer to the extent to which the boundaries that separate work and family are permeable. In other words, positive and/or negative experiences in one domain influence how a person experiences the other domain. This notion has led to a wealth of research examining how family level variables affect the occupational role and vice versa and so far, research has supported a cross-domain effects model.

• **Van Hooff, Geurts, Kompier & Taris, (2006).**The effects of work-family conflict on women, children, and families have not been fully explored but most research indicated the effects on women are negative. Investigators have found work-family conflict to be positively associated with depression, physical ailments, fatigue, stress, and lower family life satisfaction among women.

• **MacDermid (2005).**Work and family responsibilities demand time and energy.When employees are unable to cope with the conflicting demands of work and family, they may experience work-family conflict. Increased work-family conflict has been found to be associated with (1) Poor health outcomes such as increased depressive symptoms and decreased physical health (2) Reduced levels of reported life satisfaction and marital satisfaction and (3)Compromised work-related outcomes such as lower job satisfaction and less commitment to the employer. Excessive work-family conflict, therefore, presents challenges for employees, their families, employers, and for society as a whole.

• **Rajadhyaksha and Smita (2004).**The nature of the support tends to be informal, ad hoc, contingent and bound in a web of reciprocal relationships of dependence and counter-dependence. There is low institutional and organizational support for balancing work and family demands in India. Institutional support takes the form of governmental policies that are progressive on paper (for example, Factories Act of 1948; Maternity Benefits Act of 1961 and laws to prevent sexual harassment at work) but poorly implemented by organizations

that often circumvent the law.

• **Greenhaus and Powell (2003).** Work-family conflict occurs when participation in work activity interferes with participation in a competing family activity or when work stress has a negative effect on behavior within the family domain. For example, conflict may occur when an employee is accepting a promotion that requires more hours which in turn decreases the number of hours at home with the family. On the other hand, family-work conflict is experienced when participation in a family activity interferes with participation in a competing work activity or when family stress has a negative effect on performance in the work role.

• **Elvin- Nowak & Thomsson, (2001).**Before mothers were employed outside the home, mothering was not particularly scrutinized. However with the advent of industrial employment for women in factories, the intensive mothering ideology emerged to remind women what a "good" mother does. This mothering discourse depicts the "good" mother as dedicated solely to her child or children and home at the expense of all other dimensions of her life.

• **Friedman and Greenhaus (2000).**Methods for reducing the stress was suggested as, more autonomy in the workplace and networking with peers can increase the quality of work life. Their studies show that individuals who work for organizations that allow individuals to spend more time at home, work in virtual employment, and make flexible time arrangements, tend to perform better as a parent than those who do not have these opportunities. Maintaining satisfaction on both fronts is important for reducing the feelings of conflict.

• **Robinson & Godbey, (1997).** Even if women increase the number of hours they work, men are not likely to spend more hours on housework. It's not just time that leaves women with the feeling of imbalance. Housework is gendered that is, there are tasks that women are expected to perform and others that are generally men's expected responsibility.

- **Duxbury, Higgins, & Lee, (1994).** Complimenting the shift in occupational patterns, it has been noted that the increase in dual earner couples has led to a breakdown of traditional gender roles. While women have entered the work force, men have begun to take on more responsibilities within the home, such as child rearing duties and household chores.

- **Lambert (1990).** The work domain is a greater source of conflict than the family domain for both women and men. The domain salience hypothesis predicts that the family domain is a greater source of conflict for women than the work domain and the work domain is a greater source of conflict for men than the family domain.

- **Sekaran(1992).** Support for balancing work and family within the Indian context comes primarily from noninstitutional sources that include family members such as spouse, parents and parents-inlaw, paid help, friends and neighbors.

- **Greenhaus, J. H., & Beutell, N. J. (1985).** WFC is "a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect". The relationship between these two domains is bidirectional. WFC is now used to specifically refer to the interrole conflict that occurs when work interferes with family and family-work conflict (FWC) refers to the conflict that occurs when family interferes with work. While WFC and FWC are reciprocal, each is associated with unique antecedents. Work domain variables lead to WFC and family domain variables lead to FWC.

The Parent-Child Relationship

- **Conger and Chao, (1996).** Economic pressure, on the other hand, has a direct effect on the psychological well-being of mothers, and probably indirectly effects children's psychological well-being by lowering the psychological wellbeing of their mother.

- **Goodyer, et al.,(1990).** Children's interaction with their parents probably establish the foundation for their psychological well-being, which may have implications for the children's psychological well-being throughout life. Children whose parents show high amounts of affection, acceptance, and support report lower levels of anxiety and depression.

- **Demo et al., (1987).** Children can sense their mother's unhappiness and may become unhappy themselves. It is found that there is a reciprocal relationship between the psychological well-being of parents and their children.

- **Rosenberg, (1979).** Children's psychological well-being is most likely developed through interaction with their parents. Interaction in general and role playing in particular are the basis of an individual's psychological well-being.

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