



# ORIGINAL RESEARCH PAPER

Nursing

## IMPACT OF MATERNAL EMPLOYMENT ON CHILD DEVELOPMENT- A REVIEW ARTICLE

KEY WORDS:

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### INTRODUCTION

Work and family are the two most important aspects in a woman's life. Working mothers are a visible part of the workforce in almost all professions in recent years. Many women start their families while they are working while some have compulsion to return to work sooner than expected in the post-partum period. The working mother is an institution in her own right, one who combines a successful career giving her financial independence, with an effective motherhood raising a child. It is inevitable for a women in many societies to balance both work and family roles. It is imperative to understand that both the jobs are extremely demanding and to do justice to each without ignoring the other is a challenging task.

### MATERNAL EMPLOYMENT

One can expect both positive and negative consequences of maternal employment in child development. Increase in labor force and market work clearly contributes to increased or extra wages to the family. There are many literatures that shows evidence that children who grow in poverty demonstrate poorer cognitive and socio emotional outcomes in their later life when compared to children who grow in prosperous homes. Income in the preschool years have a greater impact than income at later periods. However, early maternal employment may affect the quality of mother child relationship by disrupting the mother child bonding-less hours spent together, decreased amount of care owing to time constraint and maternal stress related to guilt.

### IMPACT ON CHILD DEVELOPMENT

A working mother, in many circumstances serve as a role model for kids with some sense of accomplishment and satisfaction. Mothers' employment brings in a status in the society by enhancing the family income, better disciplined work behaviour and an organized structure of family routines which invariably benefits children. Literatures have noted that maternal education mitigate possible negative consequences for children whose mothers work from financial necessity or were experiencing role conflict. Employed and financially independent mothers had more positive perception, provide a nourishing environment for their children where they can pursue their dreams and ambition.

In an attempt to 'find the impact of working mothers on children', few studies conducted by the American Psychological Association and The University of Texas zeroed down to the statement that there was no developmental problems in children whose mothers are employed. "The mother is an important source of care, but then she doesn't have to be there 24 hours a day to build a strong relationship with her child", states Dr. Aletha Huston, the director of the research conducted by University of Texas.

These valuable studies have negated the some of the age old myth that that societies like to perpetrate and abide. These studies have concluded that the development of an infant is not affected or delayed when a mother is employed and not around at home. What matters more is the time spent with the kid. The most important contributing factor in child's wellbeing is not merely the presence of a mother but the mother's personality, beliefs; the quality time spent with the child rather than the quantity of time spent in lingering at home. In fact, it has been observed that working mothers spend more time with their children, they prefer to mow down time on other chores and activities where the children are not involved. Irrespective of whether mother stayed at

home or employed, in most cases, there was no significant negative impact in cognitive abilities, social behaviour and language development of children. Few studies suggested that in some cases some anomalies was seen disappeared in due course of time.

### STAY HOME MOTHERS VERSUS WORKING MOTHERS

There is a colossal difference in the methods the stay at home mothers and employed mothers view at disciplining their descendants. Psychologist Lois W. Hoffman, University of Michigan, co-author of Mothers at Work: Effects on Children's Well-Being describes that Stay at home mothers are likely to use either demanding or lenient or assertive parenting style. On the contrary, working mothers use a friendly approach that is based on reason, and trust, also they show less difference between sons and daughters in their discipline style and (also) in their goals for their children, they value independence for their daughters' when compared to their counterparts

A towering and indirect impingement of a working mother is the increased involvement of the father in the family which directly has an impact on the daughters- they advance well in achievement tests, have less stereotypical attitudes about men and women which imparts a greater sense of personal effectiveness. Psychologists also discovered that working mothers demonstrate more love and affection that stay at home mothers. In all aspects, researchers observed that children of working mothers did better in academics.

### CONCLUSION

Contention of working mothers and stay at home moms and their impact on child's development is an unending issue. It is undeniable that working mother can have a positive impact on her growing children obviously and also working mothers feel a sense of empowerment, the level of confidence and independence transmits to their children which aids the growing group to great measures. Nevertheless, it is unquestionable that working mothers do have a greater impact not only on their children, but everyone around them as they will not only rise to the occasion but rise with the occasion.

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