

A COMPARATIVE STUDY OF FAMILY ENVIRONMENT OF WORKING WOMEN OF GOVERNMENT AND PRIVATE SECTOR

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ABSTRACT

Traditionally, the major responsibility of women has been perceived to be the home maker while breadwinning was the main responsibility of men. 'Men make houses and women make homes' is the traditional belief. But, with the passage of time the economic development of any country requires an integration of both male and female labour forces. That is men and women both have to contribute to the development process of the country. The duties of woman is not just limited to bring up the children and care of every family member. Now the time has changed. Not all women work because they are compelled to do it. Some work because they want to do it. Some are doing job privately while other are engaged in government job. In our society, irrespective of her employment status, still visualizes her as primary carriers of children and family members. The present research endeavour aimed to do comparative study of family environment of working women of government and private sector. The sample of the study consisted of 400 working women from Churu and Jaipur district of Rajasthan state. Out of which 200 were working in private sector and other 200 were from government sector. Family Environment Scale was used for the collection of data. Mean, S.D. and t-test were used for the analysis of data. The results indicated that there is significant difference exists between family environment of working women of private and government sector.

Keywords: Working women, Government, Private, Family Environment, Family.

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INTRODUCTION

Work and family are the two most important points in any individual's life. Keeping balance between work and family roles has become a key personal and family issue for many societies. The economic development of any country requires an integration of both male and female labour forces. That is men and women both have to contribute to the development process of the country. Traditionally, the major responsibility of women has been perceived to be the home maker while breadwinning was the main responsibility of men. However, with more and more women pursuing the jobs, these clearly defined gender roles were forced to change. The working woman has to play dual role, as a home maker and also an employee associated with some institution. The balance between job and marriage is one of the prominent issues in working married women's lives. Engaging in multiple roles can also negatively impact one or more areas of life. At times, fulfilling diverse role obligations and demands may require conflicting actions that may put a strain on their life. At job, an employee has little control over the amount of hours of working. The consequences of switching between behaviour can negatively impact her role as a wife and an employee. A married woman that has a demanding job will most likely use up most of her daily supply of energy at work. This substantial consumption of the day's resources leaves the person with a decreased quantity of time and energy that she can utilize to fulfil family roles and responsibilities.

No doubt that education and employment has brought independence, self- confidence, passion and a sense of identity in the women. As a result of it, they are now better acquainted to new knowledge, outgoing, ready to exchange new ideas, well informed, independent and aware of their rights and surroundings. They have acquired certain level of maturity and psychological strength for survival. This change has got significant implications not only for the woman but family too.

Today the women enjoy equality of status, equality of opportunity with men. She became financially independent and economically sound, she became the major decision maker, and she became the policy maker in various new fields. It can't be denied that present women have the ability to be qualified either educationally or practically to attain success in different branches

and fields. Therefore, it is quite fair to get higher positions in their careers. Today there is no field where the women have not shown their worth.

Working women of middle or lower class have the work for economic reasons while those belonging to the higher class work to pass time. The women who work for financial reasons have to face many problems. They have to work in an office or organization, full-time. Often they are sniggered at; people make passes at her and criticize her work just because she is a woman. Besides all this, they, indeed, have to keep walking on a razors edge all the time. Her domestic life is also not smooth. She does not get any reprieve from household work because of her office job. She has to get up early in the morning to finish her household chores, get the children ready for school, prepare breakfast and lunch for her husband and school going children, clean the house before she is ready to go to office. The western concept of the husband helping in household chores has not taken root in our country yet. When she comes back in the evening she has to help her children with their studies, prepare dinner and try to look pleasant all the time in front of family members and guests. Nobody bothers to find out her requirement to be fulfilled.

The job of women seems to be associated with certain factors like her age, nature of employment, experience, financial demands, qualification, training etc. Not all women work because they are compelled to do it. Some work because they want to do it with their interest. In our society, irrespective of her employment status, still visualizes her as primary carriers of children and family members.

FAMILY ENVIRONMENT

“The family is the only socially recognised relation for child bearing and the essential agency for child rearing, socialization, and introducing the child to the culture of the society, thereby shaping the basic character structure of our culture and forming the child’s personality.” **(Frank, 1948)**

Learning is a continuous process. It begins at birth and continues throughout the life. The family, as an institution is universal. It is the most permanent and the most pervasive of all social institutions. All type of societies whether it may be large or small, primitive or civilized, ancient

or modern; have some form of family or the other. No one knows, or can know, how or when the family institution began. It is better to summaries that the family is some form will always be with us. With regards to the future as the mind can imagine the family will continue to be a control and indeed a nuclear component of society. Parents are the first teachers of their children. So, there is strong influence of them on their life. Since a child's environment is centered around his family initially, the family environment becomes the primary agent of socialization. The term 'family environment' includes the circumstances and social climate conditions within the family. As composition of each family is different; so, family environment differ in many ways. Every family environment is unique. Some families live luxurious life while others have low socio-economic status. The family environment is strongly related to individual's well being.

The word family is derived from Latin word 'Famulus' which means a servant. In Roman law, the word denoted a group of producers and slaves and other servants as well as members connected by common descent or marriage. Hence originally, a family consisted of a man and women with a child or children and servants. Family is a biological social unit, more or less durable association of husband, wife and children.

According to **Business Dictionary**, " Family is a social unit of two or more persons related by blood, marriage, or adoption and having a shared commitment to the mutual relationship".

According to **Oxford Dictionary**, "A group consisting of two parents and their children living together as a unit."

"A group of people related by blood or marriage".

The infant begins his life under the fostering affection and care of his parents and other near and dear ones who are associated with the family. As he grows, he learns the first lesson of life from his family and tries to adapt the habits, ideals and patterns of behaviour of his family members. In this way, family continuously influences him throughout his life. For the upbringing of an individual, there is no better institution than the family. Families in general and parents in particular, have often been deemed to be the most important support system available to the

child. The strongest factor in moulding a child's personality or behavior is his relationship with his parents.

Family environment affects how children have grown up. Good parents can grow their children successfully. Couples would have children someday, but they must have a plan about when they want children and how many children they want. In this world, there are many couples who are not prepared for it and bring children by accident. By it, they ignore their responsibility as a parent and not treated their children in proper way.

Family environment is the general and emotional atmosphere in a family. At times, the emotional climate may be difficult to perceive as it, truly exists. There is an interpersonal relationship among family members on the directions of personal growth emphasized in the family and on the structure of the family. Family environment mainly measures the three domains of the family climate. The relationship dimension, personal growth or goal orientation dimension and system in maintenance and change dimension (**Anna, 2003**).

A family environment has strong effect on the overall well-being of an individual. The conditions of a family very much affect the livelihood and working way of an individual. A sense of belonging is felt from the strong bond of family. Families shape personality, develop personality, emotional strength, and work as a support system for all individuals. Individuals are not just moulded within this sociological unit i.e. family, for the preparation for routine experience but also determine how he/she will react to stressful experiences. Dysfunctional families often lead to individuals in making poor choices in life causing stress.

REVIEW OF THE RELATED LITERATURE

Yunus, et. al (2014) studied the effect of family environment on student's academic performance and adjustment problems among year one students of school of health Technology Keffi, Nasarawa State and found that family environment did not affect student's poor academic performance in school. It also revealed that family environment had effect or influence on student adjustment in school to be good or abnormal.

Noor Mubasheer (2014) studied the occupational stress and family environment of the women college teachers. Results revealed that Under-graduate Women teachers experienced moderate level of occupational stress in all the subscales of occupational stress index. Age had significant influence in role overload, role ambiguity, role conflict, unreasonable group and political pressure, poor peer relations, low status, strenuous working conditions and profitability. Marital status has significant influence over occupational stress with unmarried women teachers having higher level stress in role overload, role ambiguity, role conflict, unreasonable group and political pressure poor peer relations, low status and unprofitability.

Sbicigo & Dell'Aglio(2012) examined the association between quality of family relationships and psychological adjustment. that the family environment (cohesion, support and low conflict) was a significant predictor of psychological adaptation. This study concluded that functional family relationships are important for the expression of positive psychological characteristics during adolescence.

Lin et al (2008) investigated the work-family relationship of university teachers and revealed that the work-to-family conflict (WFC) and the work-to-family facilitation (WFF), characterized by a dynamic variation, were affected by within-subject factors. There was also a rather weak negative relation between WFC and WFF.

Patel et al. (2006) investigated the relationship between family-work conflict, job performance and selected work and family characteristics in a sample of working mothers and concluded that Married women reported significantly higher family-work conflict than unmarried women, while women in the highest work category gained the highest job performance rating. More than half the sample indicated that paid work was more important than their housework and reported that their working had a positive impact on their families.

Varma & Dhawan (2006) conducted a study on 195 young urban educated married women with age range from 25-35 years. The results indicated that Indian women exhibited high level of well-being. The dimension of family group support contributed more to well-being. It was also

found that women were able to control their major domains of lives and used active coping strategies to better their sense of well-being.

OBJECTIVES

- (i) To assess the family environment of working women.
- (ii) To compare the family environment of working women of private and government sector.

HYPOTHESES

- (i) There is no significant difference exists between family environment of working women of private and government sector.

METHODOLOGY

Sample

The sample of the study consisted of 400 working women that were selected randomly from Churu and Jaipur District in Rajasthan state. Out of 400 working women, 200 women were working in govt. sector and 200 were working in private sector.

Tool Used

To collect the data for the present study, a standardized psychological tool was used.

Family Environment Scale developed by Dr. Harpreet Bhatia & Dr. N.K.Chadha

Procedure for Data Collection

The investigator, in order to arrive at meaningful generalizations selected the representative sample of 400 from the population under study i.e. Churu and Jaipur district of Rajasthan. The working women were approached personally. Informed consent was taken from them in order to seek their voluntary participation and only those women were included who agreed to take part in this study. Then, the investigator administered the selected tool for measuring family environment of working women. The investigator approached the subjects and explained them the instructions provided in the manuals. The investigator after establishing rapport with the

subjects administered the above mentioned tool. The responses to items of the tool were scored as per the method recommended by the constructor of the test.

Statistical Techniques Used

The information/responses collected from the respondents were subjected to various statistical treatments. The data was analysed by using statistical techniques. Statistical techniques used for analyzing data were Mean, S.D. and t-test was used to study the significant difference in job satisfaction of working women on the basis of type of job i.e. govt. and private.

ANALYSIS AND INTERPRETATION OF DATA

Objective 1- To study the family environment of working women.

TABLE-1

| Sub-Scales | Raw Score | Qualitative Norms | No. of Working Women | |
|------------------------------|--------------|-------------------|----------------------|---------|
| | | | Govt. | Private |
| Cohesion | 61 and above | High | 80 | 24 |
| | 46 to 60 | Average | 92 | 50 |
| | 45 and below | Low | 28 | 126 |
| Expressiveness | 40 and above | High | 132 | 46 |
| | 28 to 39 | Average | 58 | 76 |
| | 27 and below | Low | 10 | 78 |
| Conflict* | 52 and above | Low conflicts | 108 | 54 |
| | 38 to 51 | Average conflicts | 88 | 58 |
| | 37 and below | High conflicts | 4 | 88 |
| Acceptance and Caring | 55 and above | High | 90 | 44 |
| | 41 to 54 | Average | 66 | 56 |
| | 40 and below | Low | 44 | 100 |
| Independence | 41 and above | High | 92 | 52 |

| | | | | |
|--|--------------|---------|-----|-----|
| | 31 to 40 | Average | 80 | 64 |
| | 30 and below | Low | 28 | 84 |
| Active-Recreational Orientation | 34 and above | High | 116 | 52 |
| | 26 to 33 | Average | 74 | 48 |
| | 25 and below | Low | 10 | 100 |
| Organization | 10 | High | 74 | 46 |
| | 7 to 9 | Average | 92 | 58 |
| | 6 and below | Low | 34 | 96 |
| Control | 18 and above | High | 78 | 40 |
| | 14 to 17 | Average | 40 | 72 |
| | 13 and below | Low | 82 | 88 |

Table 1 shows that at Cohesion sub-scale of family environment, out of 200 working women of Govt. sector; 80 working women lie at high level, 92 lie at average and 28 lie at low level. While out of 200 working women of private sector; 24 working women lie at high level, 50 lie at average and 126 lie at low level.

At Expressiveness sub-scale of family environment, out of 200 working women of Govt. sector; 132 working women lie at high level, 58 lie at average and 10 lie at low level. While out of 200 working women of private sector; 46 working women lie at high level, 76 lie at average and 78 lie at low level.

At Conflict sub-scale of family environment, out of 200 working women of Govt. sector; 04 working women stand at high level, 88 stands at average and 108 stand at low level. While out of 200 working women of private sector; 88 working women stand at high level, 58 stands at average and 54 stand at low level.

At Acceptance and Caring sub-scale of family environment, out of 200 working women of Govt. sector; 90 working women lie at high level, 66 lie at average and 44 lie at low level. While out of

200 working women of private sector; 44 working women lie at high level, 56 lie at average and 100 lie at low level.

At Independence sub-scale of family environment, out of 200 working women of Govt. sector; 92 working women lie at high level, 80 lie at average and 28 lie at low level. While, out of 200 working women of private sector; 52 working women lie at high level, 64 working women lie at average and 84 at low level.

At Active-Recreational Orientation sub-scale of family environment, out of 200 working women of Govt. sector; 116 working women lie at high level, 74 lie at average and 10 lie at low level. While out of 200 working women of private sector; 52 working women lie at high level, 48 lie at average and 100 lie at low level.

At Organization sub-scale of family environment, out of 200 working women of Govt. sector; 74 working women lie at high level, 92 lie at average and 34 lie at low level. While out of 200 working women of private sector; 46 working women lie at high level, 58 lie at average and 96 lie at low level.

At Control sub-scale of family environment, out of 200 working women of Govt. sector; 78 working women lie at high level, 40 lie at average and 82 lie at low level. While out of 200 working women of private sector; 40 working women lie at high level, 72 lie at average and 88 lie at low level.

Figure 1

FAMILY ENVIRONMENT OF WORKING WOMEN OF GOVERNMENT SECTOR

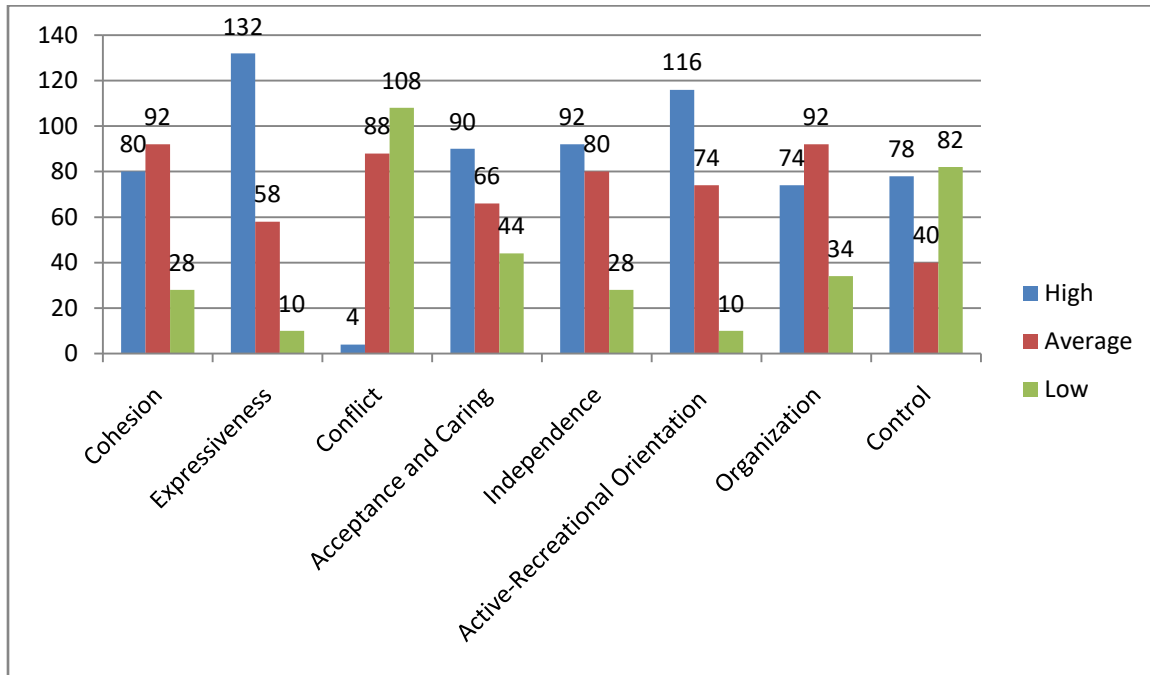
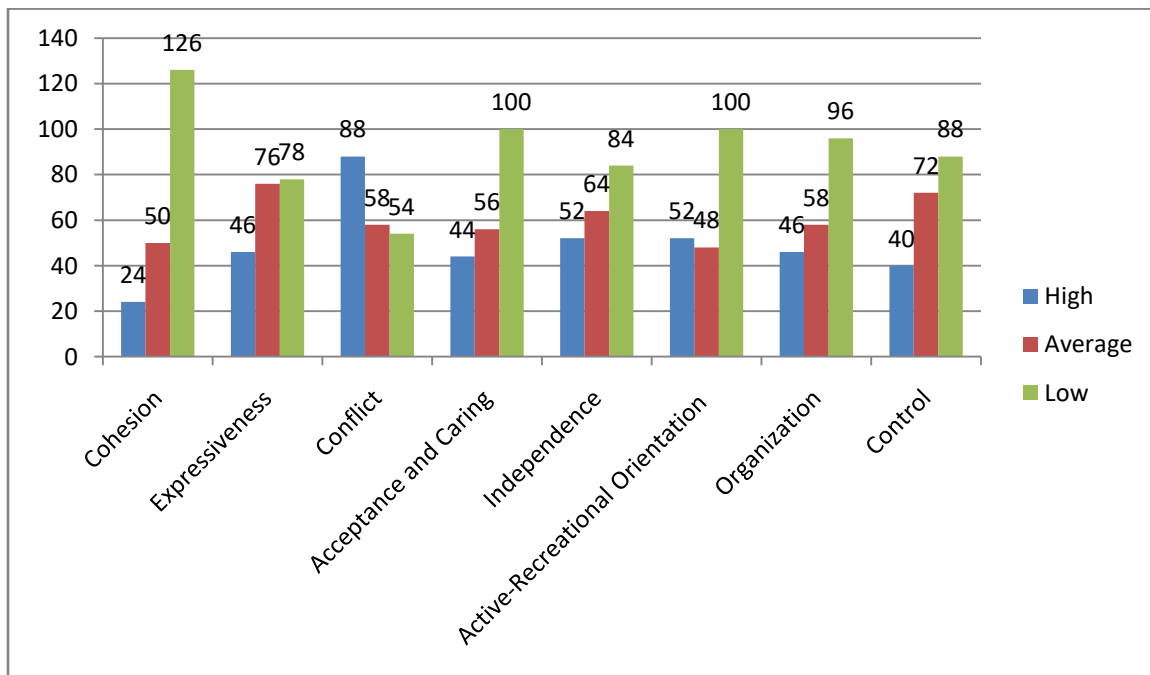


Figure 2

FAMILY ENVIRONMENT OF WORKING WOMEN OF PRIVATE SECTOR



Objective 2- To compare the family environment of working women of private and government sector.

Hypothesis - There is no significant difference exists between family environment of working women of private and government sector.

To verify this hypothesis, t-test was applied and the comparison was done with respect to nature of job. The t-value for it is given in table-2.

TABLE- 2

Mean, Standard Deviation and t-value of Family Environment of Working Women

| Nature of Job | N | Mean | S.D. | df | t-value |
|---------------|-----|--------|-------|-----|----------|
| Government | 200 | 287.85 | 24.49 | 398 | 19.520** |
| Private | 200 | 229.68 | 34.29 | | |

****Significant at 0.01 level of significance**

From the above table 2, it is found that the mean score of family environment of working women of government sector is 287.85 and score of family environment of working women of private sector is 229.68. Computed value of standard deviation (S.D) of working women of government sector and private sector are 24.49 and 34.29 respectively. Degree of freedom was found to be 398. From the above table, the obtained t-value is 19.520. When compared with the table value, the obtained t-value is found to be significant at 0.01 level of significance.

Hence, the null hypothesis stating “There is no significant difference exists between family environment of working women of private and government sector” stands rejected. Further, the mean score of family environment of working women of government sector was found to be significantly higher than the mean score of working women of private sector. It shows that the family environment of working women of government sector is significantly higher than the family environment of working women of private sector. The graphical representation of family environment of working women is given below.

FIGURE 3**MEAN SCORE OF FAMILY ENVIRONMENT OF WORKING WOMEN OF GOVERNMENT AND PRIVATE SECTOR****RESULT**

There is significant difference exists between family environment of working women of private and government sector. It means that there is a difference in their family environment.

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