

ROLE CONFLICT OF MARRIED WORKING WOMEN AND MEASURES TO OVERCOME

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ABSTRACT

The traditional role of women is at transition. With change in time, the role and expectations of women have undergone change. To-day, the concept of dual earners has gained much momentum through out the country. So, the working women have to manage both the fronts. Considering the background of the problem arising out of role conflict, the present study was undertaken to examine the consequences of it at urban and rural areas that are under such stress conditions as employee or wage earner. There are many problems of working women. Likewise, the measures to overcome the effects of role conflict are also many. But, ability to take rational decision in prioritizing items to be attended at home or work place is important.

Key words : Role conflict, Working women, Wage earner, Measures.

There are countless pressing problems of married working women both at home and workplace may it be rural and urban areas. They have to play roles of mother, wife, sister, etc. irrespective of status and position. Their roles in productive, re-productive and community need no emphasis. From dawn to dusk, they remain busy and carry head load of tensions. In many cases, they sacrifice or adjust to situation against their will. Sometimes, suppression and depression burst and create problem in family life giving rise to degradation of quality of life. An attempt was made in Orissa to examine these issues with the following objectives in view.

Objectives:

1. To identify the areas of role conflict of married working women.
2. To examine the effects of role conflict on family life and at workplace.
3. To suggest measures for balancing of responsibilities at home and workplace to overcome mental stress.

METHODOLOGY

The study was conducted with two types of samples i.e., married working women of urban and rural areas. A total of 130 urban working women were selected at random from different organizations covering doctors, lectures, researchers, bankers, teachers, administrators and supporting staff. Likewise, a total of 130 rural married

women wage earners were selected as sample from six districts like Nayagarh, Sundargarh, Nuapada, Khurda, Nabarangpur and Ganjam of Orissa. Data was collected through a structured interview schedule and was processed to reveal relevant findings.

RESULTS AND DISCUSSION

Role Conflict :

A. Areas of role conflict of urban working women :

At home, the working woman is wife, mother and home manager. She has to perform a series of activities. The study has enlisted fifteen important areas of role conflict relating to home domain as reflected in Table 1.

Observations reveal that respondents mention more conflict occurs in discharging day-to-day functions (59.22%) followed by in case of social obligations (56.58%), treatment and care at illness (56.53%) and in asset formation (44.98%).

Areas of role conflict of rural wage earners :

The study examined the internal factors causing role conflict with respect of rural sample women who earn living through wage earning. Eleven aspects were identified on which conflict arises between husband and wife in rural areas and as reflected in Table 2.

Results reveal that women wage earners in rural areas face role conflicts while discharging day-to-day family functions (80.06%), treatment and care (78.08%), schooling of children (76.93%), discharging social obligation (78.47%) and asset formation (81.16%).