



Role conflicts among women employees engaged in different professions

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ABSTRACT

The women are best recognized for organizing their role as professional and house maker pretty flawlessly. However, this organizing may cost them more stress than they can actually manage. Working women tolerate dual role conflicts both at work as well as at home which make them overburden and produce many ill effect in their life. This paper aims to examine the factor of stress at home and office for working women which make troubles and strains in life. To achieve objectives of the study, 160 working women from Kanpur city were selected randomly from professional categories namely, teachers, engineers, doctors and others (nurses, bank, exchange and post office employees) with 40 respondents in each category. Structured interview schedule was designed and used to elicit information from respondents. For analysis of data, mean score, rank order, correlation coefficient and regression were computed. The study concluded that teachers, engineers and others were highly stressed but doctors have no psychological stress because of home and workplace environment.

INTRODUCTION

These days we are moving in an age of tremendous growth of knowledge and rapid changes. Modernity brought women education in its wake and she changed the area of activity. An increasing number of working women now a days are faced with the task of juggling the roles of homemaker and employee and they feel stress due to their dual role conflict. Although stress is an unavoidable characteristic of life and work, is not uncontrollable. With proper understanding of the different stressors that cause stress, the situation can be well managed. McGrath (1970) described stress as a perceived imbalance between demand and response capacity under conditions where failure to meet demand has important consequences. Modern women try to balance between their home and office responsibility yet they become stress due to over burden of work. Singh (1995) and Pillai and Sen (1998) reported that only 13.7 per cent of working women were able to harmony their dual role. Makowska (1995) revealed that work related stressors were evidently greater than stressors related to family function although the relationship between family functioning stress and well being was also significant. Ojha and Rani (2004)

supported that working women significantly scored higher on life stress in comparison to non-working women. Bhattacharya and Guha (2006) reported significant factors which generated stress were busy schedule of work, odd duty hours, poor interaction, leading tendency of superiors, and poor interpersonal relationship among the colleagues in the work environment. A number of studies have also done during last few years but most of them focused their attention on the few aspects of the problems of working women. Since stress is a psychological factor, it has got the characteristics of getting inflicted from the existing environment at different places. The study would help in delineating level of stress is related to different professions. The present study was conducted with the following specific objectives to assess the home, workplace environment and psychological stress of working women and to find out the effect of home and workplace environment on psychological stress of working women.

METHODS

The present study was conducted in Kanpur city of Uttar Pradesh state. The sample comprised 160 women respondents