

Research Article

Role of Working Women in their kid's growth

1. Dr. Sarita Rana

Associate Professor, St. Paul Institute of Professional Studies Indore

2. Dr. Chetna Dubey

Associate Professor, St. Paul Institute of Professional Studies Indore

ABSTRACT

Time is changing and with technology it's also become little easy but if we talk about women, their role in the growth of kids will never change. Whether they are working women or house the role of women will never be changed. They are house makers, they are officers, teachers, police, Pilots and everywhere they are even more than men but before all of this they are mothers. As a mother they have to take care of their kids and work as well. This paper will present an evaluation of working women's contribution in their kid's growth. No one can deny the fact that kids need their mother more than their father and mother is first teacher of their kids. This article will throw the light on the role of women in different areas of kid's development. The study is purely based on primary data.

Key Words: Working Women, Kid's Growth, Work

Role of Working Women in their kid's growth



❖ INTRODUCTION

Women are the pillar of any family. And when she steps out her feet to out from family, she has to face many challenges in working life and family life as well. The rush of married women into the workforce runs against traditional thinking that women must choose between family and career. Many observers condemned working mothers as selfish, unnatural and even dangerous to their children and society (Wilson, 2006). Women have to think about their family first after that only they could think about themselves and due to long list of taking care of others, she doesn't get time to herself. In this busy life with all responsibilities she is overburdened but still tries to cooperate. Her kids are her strength and she anyhow manages to work with her kids responsibilities. Further paper shows the challenges are faced by working women.

OBJECTIVES

- To discuss main challenges of working women.
- To discuss about Quality time management for fulfilling kid's responsibilities.

❖ HYPOTHESIS

- H0 Working women spend quality time with their children.
- H1 Working Women are not able to spend quality time for their children.

❖ LITERATURE REVIEW

“The number of single-parent households and two-parent households in which the single parent or both parents work is increasing significantly. It is important for the development of children and the family unit that fathers and mothers are able to participate in early childrearing .The lack of employment policies to accommodate working parents can force individuals to choose

between job security and parenting. Due to the nature of the roles of men and women in our society, the primary responsibility for family caretaking often falls on women, and such responsibility affects the working lives of women more than it affects the working lives of men. Employment standards that apply to one gender only have serious potential for encouraging employers to discriminate against employees and applicants for employment who are of that gender [The Family and Medical Leave Act of 1993 (1993)]”.

As Wilson (2006) says “many working women said that they worked because they ‘needed’ the money and which they defined as specific material goods-an extra lesson, additional clothes, a vacation, furniture, owning a home, car or even just a television-arguing their work was bringing a rise in the family's standard of living.” Both men and women had material and emotional expectations for better standards of living and a working wife could add considerably to achieving those goals (Wilson, 2006).

A financial compulsion could be a less competent spouse with an inadequate income, or a single mother who is dependent on her earnings for survival. A second income from the mother adds to better living conditions and eases the stresses of struggling for a comfortable life. However, when the mother is returning to work purely to maintain and advance a career that satisfies her and keeps her independent, she comes under scrutiny and criticism (Heilman and Okimoto, 2008).

❖ **CHALLENGES BEFORE WORKING WOMEN**

Challenges before working women are countless. When they decide to go out from the border of their houses, they have to face many challenges. To face the challenges outside is not easy for her; still she decides and searches her recognition with countless responsibilities:

➤ **Flexible working hours and work arrangements**

Flexible working arrangements are big issues with working women of. As they want to give priority to their work, also want some management for their kids and working conditions too, so that they will be able to give more potentiality to their work. But they face a strict work schedule with lots of code of conducts, which is great challenge before her.

➤ **Equal Payment**

Although all company and organisation know the capability of working women but no one wants to give her equal pay as men. Why? A big question around me, always make me thinkable. Is it ok to give less salary? Why this mentality that women can't do as much work as men while she is doing better than men.

➤ **Inequality everywhere**

Not our country but even whole world says, women are equal to men but where? When she comes out with degrees, education and experience; the organisations don't pay her equal like men, they don't provide her big post many time which she deserve just because of male dominated world. At home again, she has to complete all household works whether she is home maker or working women.

➤ **Mental and Sexual Harassment**

Many women face this worst situation when they step out for job outside. These unfortunate deeds affect job in many ways: increased absenteeism, persistent job turnover, and low productivity and engagement. Only women suffer from depression, experience anxiety, or quit all together in the hope of avoiding continued harassment. And she also faces mentally harassed after this.

➤ **lack of proper family support**

She wants to get her own existence but many times family members are not supportive. They don't want her to do job, and if she does she has to face lot of comments from family only. No one cares her and expect everything from her to do. Is it fair? But many women face this type of lacking of support from family.

➤ **Insufficient Maternity leave**

A big problem with women as she is the one who has to give birth to kid. And at the same time the organisation is not going to give any help. Many institutions have their own rule,

they don't follow any government rules and the women employee is not able to complaint against them as she scared that if she does this, the job will be gone. In government job, women get maternity leave but it is not enough for a new born baby. So what does a woman do?

❖ **ROLE OF WORKING MOTHERS IN KID'S LIFE**

➤ **They teach ethics to children**

Children are big observer of parents. They learn not from teaching them but observe them and when they see their parents to do hard work, they inspire to do work hard. They see their mothers to work and fulfilling their responsibilities, they get more commitment. These working women lay foundation for next generation.

➤ **They teach their kids to flexible**

Working women try to make their kids adaptable and flexible. They understand the importance of flexibility in every situation of life. Their kids know and see them to adjust, they learn to adjust and adapt in early age which is very beneficial for their future life.

➤ **They teach time management**

Kids see their moms to work hard not for office but at home too. Working mothers have to make their timetable well in advance and they need to follow that strictly to get all work done on time. Kids learn management from their mothers and also try to follow in their lives also.

➤ **They teach them teamwork**

Working mothers know very well that if they want to balance their work and family life, they need to have support from their kids. When they manage all work together with their family they teach their kids the value of teamwork which is asset for the kids of their future. Kids learn to help and care each other.

➤ **They make their children more responsible**

When kids see their mothers to work with responsibilities, they automatically understand and become more responsible like their mothers. When they observe that every member of the family

is working together to make all work possible, they learn to be more responsible which is important for smoothness of their life.

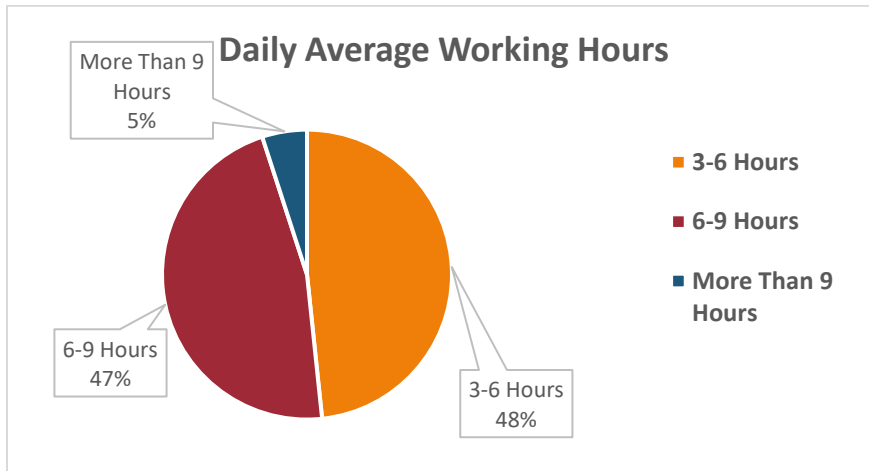
➤ **Their sons are more empathetic**

When the sons of working women, see their mothers to strive hard to maintain the balance between work and home life. They take good care of their mothers by helping them in every household work. They are more empathetic than others.

❖ **HYPOTHESIS TESTING**

H0 Working women spend quality time with their children.

The items in the questionnaire included working women’s time issues and their effect on their family and kids. Following chart shows that on an average time spent by working women for their work.



Q6, Q9 & Q10

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Daily Working Hours	60	154	2.566667	0.351412
Time spent with family	60	172	2.866667	1.20226

Satisfaction with Family

Time	60	93	1.55	0.251695
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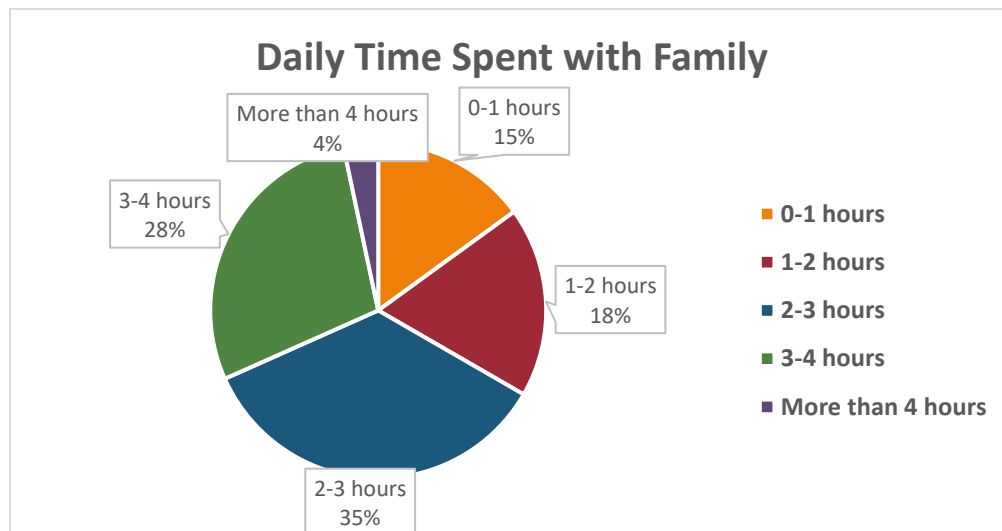
ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	57.14444	2	28.57222	47.4788	3.11E-17	3.047012
Within Groups	106.5167	177	0.601789			
Total	163.6611	179				

Findings: We took 120 samples from working women through questionnaire. Above annova is showing the value of P 3.11, it is higher than 0.05. It shows that our Null hypothesis is accepted. Women are getting quality time to spend with their kids accepting that they can manage their work life and home life in balanced way.

Following chart shows the quality time which is spent by working women with their family.

Daily Time Spent with Family.



Q6, Q9 & Q14

Anova: Single Factor

SUMMARY

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
			2.56666	0.35141
Daily Working Hours	60	154	7	2
			2.86666	
Time Spent with family	60	172	7	1.20226
Child's performance in creative work	60	92	3	0.25310

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
	58.7111		29.3555	48.7423	1.37E-	3.04701
Between Groups	1	2	6	4	17	2
Within Groups	106.6	177	0.60226			
	165.311					
Total	1	179				

Findings: - Above Annova is applied on QC and QE, the P value is 1.377 which is higher than 0.05. It is proved that Null hypothesis is accepted and alternative hypothesis is rejected. Working women do not have quality time to give their kids, is rejected.

❖ CONCLUSION

A woman is a big achiever in every field as a mother, sister, daughter, wife and every role she plays is awesome. In today's world it is desirable for mothers to be working, like their partners. She balances her kids very well with her office responsibility. Although they are facing problems in this male dominated society everywhere in office and in society but still women are not accepting defeat, they are brave enough to face all this double standard society who talks about women empowerment but don't know where is it exist? We women are the one who knows and handle every situation resiliently. Women are the

hero not for their kids and family only but for the whole society. And its prime responsibility of every one to give her respect what she deserves. These lines of Virginia Woolf show the heroic quality of women **“As a woman I have no country. As a woman I want no country. As a woman, my country is the whole world.”**

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Enclosed Appendix

Appendix: Questionnaire

This survey for societal research useful for academic purposes only. The identity of the respondent will be disguised. So, please respond with the utmost honesty so that results can be useful for the desired purpose.

Q1. What is your current relationship status?

- (a) Married (b) Single (c) Widowed (d) Divorced

Q2. Do you have children?

- (a) Yes (b) No

If yes, then please mark in below box (where the column represents no. of children and row gives the age group of your child)

(a) 0-5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
(b) 5-8	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
(c) 8-12	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
(d) 12-18	<input type="text"/>		<input type="text"/>	<input type="text"/>
(e) Over 18	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



Q3. What is your educational qualification?

- (a) Below SSC (b) SSC passed (c) HSC or Junior College Passed
(d) Undergraduate (e) Postgraduate (f) Doctorate
(g) Certified Professional (h) Others

Q4. What is your current occupational status?

- (a) Homemaker (housewife) (c) Self-employed business
(b) Service (employee) (d) Self-employed professional.

Q5. In which sector are you employed?

- (a) Medical (b) Finance/ Banking (c) Information
Technology (IT)
(d) Educational (e) Business (f) Law
(g) Creative field (photography, film making, artist) (h) Government job

Q6. What are your working hours daily (on average)?

- (a) 0-3 hours (b) 3-6 hours (c) 6-9 hours (d) More than 9
hours

Q7. How many days a week you work?

- (a) 4 days or less (b) 5 days (c) 6 days (d) More than 6 days

Q8. How often you have to work on weekends?

- (a) Always (b) Never

Q9. How many hours on Might Be you spent time with your children or family?

- (a) 0-1 hour (b) 1-2 hour (c) 2-3 hour (d) 3-4 hour (e) More than
4 hours

Q10. Do you think you spend enough time with your child? If yes then how many hours on an average?

- (a) Yes, (b) No

Q11. Do your child/ children are able to express themselves in front of you?

- (a) Yes (b) No

Q12. Does he perform well in academics?

- (a) Yes (b) No

Q13. Does he perform well in sports?

- (a) Yes (b) No

Q14. Does he perform well in art or creative work?

- (a) Yes (b) No

Q15. Do you observe any behavioural change in him while he/she interacts with others?

- (a) Yes (b) No

*---Thank You for granting us your precious
time---*