

CHAPTER IV
FINDINGS AND DISCUSSION

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This chapter is comprised of the empirical findings of the present investigation as obtained on the analysis of the data collected. The data are tabulated described and discussed.

Descriptive results regarding personal characteristics, family characteristics and career details are presented first. Information regarding the perception of stressors from work, role, personal development, interpersonal relations and organisation climate and the overall stressors perception in the organisations under study, viz., employment and family organisations are briefed next. Observations pertaining to stress coping strategies that career women would adopt to cope with stressful situations, the extent of social support they would get from the organisations to which they belonged are also summarised.

The extent of stress experienced by career women in dual career families, their perceived levels of career and familial role fulfilment are presented next in order. The characteristics of career women with high and low scores on extent of stress experienced, perceived levels of career and familial role fulfilment are profiled and described next.

The hypotheses formulated for the investigation are tested and presented with relevant discussions in the end.

1.0 BACKGROUND INFORMATION

Insight into the base line data of the sample was sought through questionnaire. Personal characteristics of the sample, characteristics of the families to which they belonged and details of their career and related information are summarised here.

1.1 PERSONAL CHARACTERISTICS

Personal characteristics of the sample like age, education, personal income, distribution of a day's time on various role demands, Means of transport, power of control, delegation and decision making are presented in the ensuing pages.

1.1.1 Age

The age of the career women ranged from 21 to 58 years. The Mean age was estimated to be 39.6 years. The largest distribution of the sample was in the age group of 37 to 44 years. Approximately, one-fourth of the sample each were in the age groups of 29 to 36 years and 45 to 52 years, respectively. Less than 10 per cent of the respondents belonged to either the first group of less than 28 years or the last one of more than 53 years of age (Table 1).

Table 1. Career Women by Age

Age (Years)	N	%
≤ 28	49	9.06
29 - 36	154	28.47
37 - 44	178	32.90
45-52	131	24.21
≥ 53	29	5.36
Total	541	100.00
Mean	39.6	
S.D.	8.04	

Further analysis of the data revealed that the Mean age of the respondents differed marginally with the type of employment organisation. Mean age of the career women working in government establishment was the lowest and that of those working in institutes of higher education being the highest. Intra organisation variability in age was seen to be more or less comparable in different organisations (Appendix V ; Table 1).

1.1.2 Education

When focus was laid to understand the level of education of career women, it was observed that nearly half of the sample were post graduates. A little less than one-fifth each were either graduates or professional degree holders. Only one-tenth of the respondents were diploma holders in engineering, while two per cent were vocation based post graduate diploma holders. Negligible proportion of the sample had earned two post graduate degrees like doctorate or master of philosophy (Table 2).

The education level of career women under study ranged from under graduate diploma in technical subjects to doctorate degree.

Table 2. Career Women by Education

Level of Education	N	%
Engineering Diploma	55	10.17
Graduation	92	17.01
P.G. Diploma	11	2.03
Professional Degree	88	16.26
Post Graduation	252	46.58
M. Phil	15	2.77
Ph.D.	28	5.18
Total	541	100.00

Organisation wise analysis revealed that except in industry, majority of the career women working in other organisations were post graduate degree holders whereas in the former nearly half of the women studied were diploma holders in engineering. Most of the doctorate degree holders were working either in institutes of higher education or national research organisations (Appendix V: Table 2).

Father emerged as the major motivator in the selection of their line of education in one-third of the respondents with only a little more than one-fourth of them reporting the same with reference to their mother. On the other hand, nearly one-fourth of the sample reported mother as second motivator with a little less than one-fifth reporting the same in the case of father. (Appendix V ; Table 3).

1.1.3 Personal Income

Gross pay received by the sample was considered as their personal income. The Mean monthly personal income of career women was found to be Rs.9875. Nearly one-tenth of the career women reported personal income of Rs.7105 or less per month and they were grouped as those with relatively low income. About one-sixth of the sample earned Rs.12,644 or more per month were grouped as high income group. Majority of the sample (75 per cent) whose personal income ranged between 7105 to 12,644³ per month were categorised as medium income group.

Table 3. Career Women by Personal Income

Personal Income (Rs. per Month)	N	%
Low (≤ 7105)	56	10.35
Medium (7106 - 12,643)	402	74.31
High ($\geq 12,644$)	83	15.34
Total	541	100
Mean	9875.1	
SD	2769.51	

Further analysis of data on personal income revealed that career women working in banking institutions had the highest Mean personal income (Rs.14,183) per month followed by scientists in national research organisations (Rs.10,438), senior technical officers in industry (Rs.9742) and teaching faculty in institutions of higher education (Rs.8431). Career women employed in state and central government establishments received the lowest Mean gross pay, i e., Rs.7884 per month (Appendix V ; Table 4).

1.1.4 Distribution of a Working Day's Time on Various Role Demands

An attempt was made to gain an understanding of the time use pattern of career women under investigation. The time spent on paid work, included the time spent in employment organisation, travelling time to go to employment organisation and the time spent on office work at home. The time spent on care of family members included the time spent on care of children, time spent on guidance and supervision of their studies and the time spent on care of other family members. The time spent on morning and evening cooking inclusive of preparation and clean up was calculated to arrive at cooking time. The time spent on marketing, giving instructions to others in carrying out household chores, supervision and discharging other miscellaneous household tasks were clubbed together and presented under the heading marketing and management. The respondents reported the time they spent on an average per day on the various heads of activities by recall method and the summary of findings is presented in Table 4.

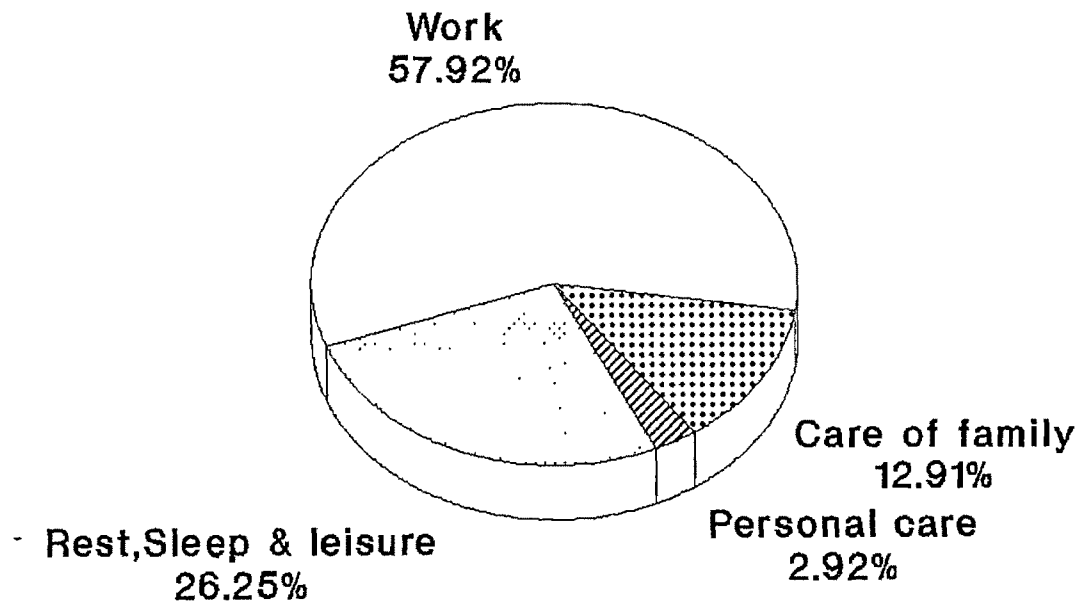
Table 4. Mean Time Spent in a Day on Various Activities by Career Women

N = 541

Activities	Mean time (hours)
Paid Work	9.3
Rest, sleep and leisure	6.3
Care of family members	3.1
Cooking	3.0
Marketing and Management	1.6
Personal Care	0.7
Total	24.0

Career women in dual career families on an average spent major portion of their time in a working day on their paid work. The least amount of time was spent on personal care. The Mean time computed revealed that the career women tried to attend to their varied responsibilities by allocating the time at their disposal. Paid work was observed to absorb the major portion of a work day followed by rest, sleep and leisure. More or less the same amount of Mean time per work day was spent on care of family members and cooking. The least portion of time was given to personal care by career women studied as evidenced through the lowest Mean time (0.7 hours) per work day. The data were further analysed to arrive at the ratio between and amongst different uses of a work day's time. The data presented in the pie chart (FIG.4) gives a clear idea of distribution of 24 hours in a day by the respondents amongst work and rest, sleep and leisure. The Mean time spent on work in employment organisation and in family organisation was found to be the highest. When the time spent on care of family members which was also considered as work in the family organisation was taken into consideration, it was found that career women were working on an average for 17 hours daily. The time available for these women for their rest, sleep, leisure and personal care was found to be on an average 7 hours daily. The ratio between work and rest, sleep, leisure and personal care was 17.7.

Figure 4. Allocation of a Day's Time on Various Activities by Career Women in Daul Career Families



The compromise was made on leisure time and personal care time in the context of demands for work.

Organisation wise data analysis revealed that career women from national research organisations spent relatively more time on paid work and less time on rest, sleep and leisure. On the other hand, career women from banking institutions spent relatively more time on rest, sleep and leisure and less time on paid work though on an average their work related time was 6 hours. (Appendix V ; Table 5).

Further scrutiny of data on Mean time spent in employment organisation and on office work in family organisation showed that the career women in national research organisations spent relatively more time in their employment organisation followed by senior technical officers in industry. The Mean time spent on office work at home was the highest in case of career women in national research organisations followed by teaching faculty in institutes of higher education (Appendix V: Table 6).

Public transport system formed the major Means of transport for the largest proportion of the sample from different employment organisations except from industry which provided office conveyance facility. One-fourth of the sample used either a two wheeler or a four wheeler of their own to go to their work place . (Appendix V: Table 7).

The most common problem related to commuting to office faced by the majority (63.02 per cent) of 192 career women, who reported transport related problem was heavy traffic during peak hours. It was observed that none of the respondents from industry reported any transport problems. This could be due to the availability of office vehicle to them. (Appendix V: Table 8).

1.1.5 Power of Control, Delegation and Decision Making

An attempt was made in the present investigation to find out whether career women enjoyed power of control, delegation and decision making in their respective employment as well as family organisations.

Table 5. Career Women by Power of Control, Delegation and Decision Making Enjoyed in their Respective Employment and Family Organisations

N=541				
Characteristics	Organisation			
	Employment		Family	
	N	%	N	%
Power of control	140	25.88	394	72.83
Power of delegation	265	48.98	391	72.27
Power of decision making	241	44.55	479	88.54
Total exceeds cent per cent due to multiple responses				

In contrast to nearly three-fourth of the sample who reported that they enjoyed the power of control in the family organisation, only one-fourth reported the same with reference to employment organisation. Majority of the career women in dual career families enjoyed the power of delegation of work (72.83 per cent) and decision making (88.54 per cent) in the family, whereas a little less than half the sample enjoyed the power of delegation of work (48.98 per cent) and decision making (44.55 per cent) in employment organisation.

The data were further analysed to find out the inter organisation differences in power of control, delegation and decision making enjoyed by career women (Appendix V: Table 9). It was observed that relatively fewer respondents (14.3 per cent) from industry enjoyed power of control in their employment organisation and a little over one-third of the sample (39.8 per cent) from national research organisation enjoyed power of delegation of work to others in their employment organisation.

In general, it was observed that nearly half of the career women in dual career families irrespective of their employment organisation enjoyed power of delegation of work to others in the organisation, whereas only one-fourth of the sample enjoyed power of control in their employment organisation. This could be attributed to the fact that even though a large proportion of the sample of the present investigation, due to their senior level positions in their employment organisations were in a position to delegate work to others or subordinates, they did not enjoy the power of control on them or on resource allocation in their organisations. This could be due to the democracy and tenured positions they had or permanent nature of their appointments and their position in the power structure in the employment organisation. Larger percentage of the respondents in institutes of higher education enjoyed decision making power.

Irrespective of the employment organisation to which they belonged, it was found that higher proportion of career women in dual career families enjoyed power of control, delegation and decision making in their family organisation than in their employment organisation. This could be attributed to the fact that the career women might be at a higher position in the hierarchy of power in the family organisation as compared to their employment organisation.

1.2 Family Characteristics

Findings pertaining to type and size of family, family income, age of the youngest and oldest family member, number of children in school education and Mean extent of involvement of respondents and family members in household work are presented under this section.

1.2.1 Type of Family

More than half of the career women who formed the sample for the present investigation belonged to nuclear family system. However, one-third of the respondents belonged to joint family system (Table 6). Organisation wise data analysis showed similar

trend, with an exception in the case of career women from institutes of higher education, where more or less equal per cent belonged to either joint (49 per cent) or nuclear (51 per cent) families (Appendix V: Table 10)

Table 6. Career Women by Type of Family

Type of Family	N	%
Joint	189	34.93
Nuclear	352	65.06
Total	541	99.99

1.2.2 Size of the Family

Number of members living together over a period of nine months in a family was used to determine the size of the family. Families with 3, 4 and 5 members together formed 83 per cent of the sample. Negligible proportion of the sample belonged to very small families with only two members and to very large families with more than six members. The Mean family size was found to be 4.3 (Table 7).

Table 7. Career Women by Number of Family Members

Number of Family Members	N	%
2	6	1.11
3	124	22.92
4	192	35.49
5	133	24.58
6	78	14.42
Above 6	8	1.48
Total	541	100
Mean	4.3	
S.D.	1.11	

Further analysis of the data according to employment organisation showed that the Mean size of the family was more or less the same irrespective of the organisation to which the career women were affiliated. However, relatively larger proportion of the respondents in institutes of higher education belonged to larger families. (Appendix V: Table 11).

1.2.3. Family Income

Family income includes flow of income the family receives from various sources over a particular period of time. An attempt was made in the present investigation to find out different sources of family income and the amount of family income the families of career women received per month. It was evident from the data (Appendix V: Table 12) that apart from respondent's and spouse's salaries a few families of career women in dual career families received income from house rent, interest on bank deposits and agriculture.

The Mean family income of the sample per month was found to be Rs.19,216. Little less than three fourth of the sample belonged to medium income group and less than 10 per cent of the sample belonged to high income group.

Table 8. Career Women by Family Income per Month

Family Income (Rs. per month)	N	%
Low (\leq Rs.12,331.64)	91	16.82
Medium (Rs.12,331.65 to 26,110.35)	400	73.94
High (\geq Rs 26,110.36)	50	9.24
Total	541	100.00
Mean		19,216
S.D.		6884.36

Insight into the data regarding the family income of the sample from different employment organisations made it clear that the Mean family income of the respondents from national research organisations was the highest (Rs. 21,464) and that of those in state and central government establishments was the lowest (Appendix V: Table 4).

1.2.4 Age of the Youngest and Oldest Member in the Family

Age of the youngest member in the family was identified as a variable to explore its relation with the extent of stress experienced and perceived levels of career and familial role fulfilment by the respondents in the present investigation. The presence of very old members in the family may increase demands on homemaker's time and other personal resources. On the other hand presence of old able bodied members can be resource as well. An attempt was also made in the present investigation to find out the age of the oldest family member and its relation with the dependent variables of the study.

Table 9. Career Women by the Age of the Youngest and the Oldest Family Member

Age (Years)	Career Women					
	With Youngest Family Member			With Oldest Family Member		
	N	%	Cumulative %	N	%	Cumulative %
Below 23	70	12.94	12.94	-	-	-
3 - 5	90	16.64	29.58	-	-	-
6 - 16	246	45.47	75.05	-	-	-
17 - 38	132	24.40	99.45	87	16.08	16.08
39 - 60	3	0.55	100	271	50.09	66.17
61 - 82	-	-	-	167	30.87	97.04
> 82	-	-	-	16	2.96	100
Total	541	100		541	100	
Mean		10.9			54.1	
SD		7.65			14.89	

The Mean age of the youngest, and the oldest family member was 10.9 years and 54.1 years respectively (Table 9). Slightly more than one-fourth of the career women under study had children below five years of age. The age of the youngest member was found to be below sixteen years in 75.05 per cent of the families. On the other hand one-third of the career women had the oldest family member less than 60 years in age with the majority in this category, revealing that the oldest family member to be 49 years or less in age. In nearly 30 per cent the oldest family member was in the age group of 61 - 82 years. Only negligible proportion of the career women had very old members in their families.

Negligible difference in the Mean age of the youngest and the oldest family member was observed when data were analysed organisation wise. The Mean age of the youngest as well as the oldest family member in the families of career women from institutes of higher education was found to be the highest. The youngest family member with the lowest Mean age was found in the families of the respondents from government establishments. The respondents from industry had relatively younger members in their families. (Appendix V: Table 13).

1.2.5 Number of Children in School Education

Assessment of the relationship between number of children in school education and the extent of stress experienced and perceived levels of career and familial role fulfilment by career women in dual career families necessitated determination of number of children undergoing school education in the families of career women. The findings related are presented in Table 10.

Table 10 Career Women by Number of Children in School Education

Children in School Education	N	%
0	239	44.18
1	144	26.62
2	139	25.69
3	15	2.77
4	4	0.74
Total	541	100.00

A little less than half of the career women in dual career families had no school going children in their families. Career women with one or two school going children formed slightly more than fifty per cent. Negligible proportion of the sample had 3 or 4 children in school (Table 10). Employment organisation wise analysis of the data revealed that career women from national research organisations had relatively more number of school going children in their families than others (Appendix V ; Table 14).

1.2.6 Extent of Involvement of Paid and Unpaid Members in Household Work

Information regarding the extent of involvement of paid and unpaid helpers including the respondent in household work was ascertained. The respondents were asked to report the percentage of their involvement to the accomplishment of Total household work

Table 11. Paid and Unpaid Participants in Household Work

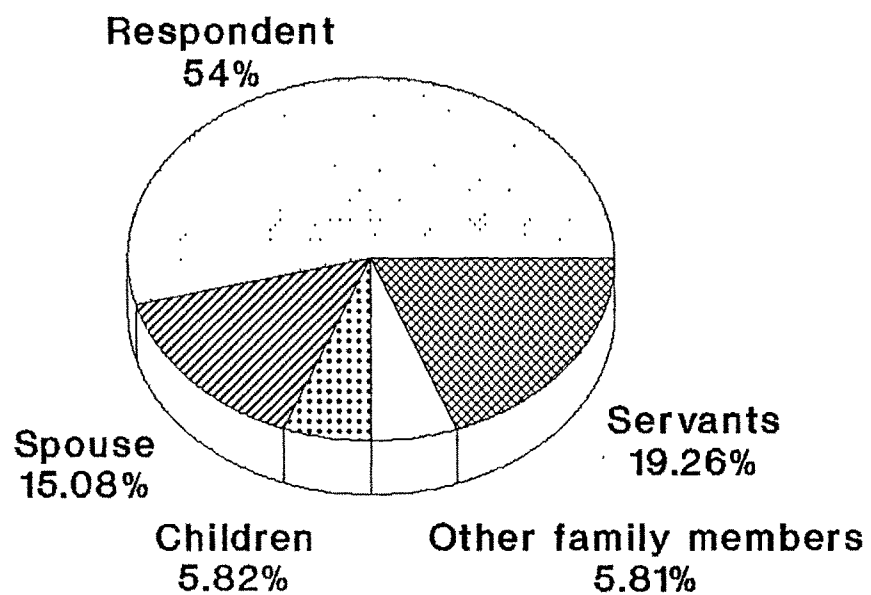
N = 541

Participants	N	%	Mean Extent of Involvement (%)
Respondent	537	99.26	54.4
Spouse	410	75.78	19.9
Children	210	38.81	15.0
Other Family Members	153	28.28	20.5
Servants	407	75.23	25.6

It is evident from Table 11 that the respondent was the major participant in various household chores in the course of day to day living. Out of 541 career women in dual career families nearly all participated in household work. Participation of spouse and children in household work was observed in three-fourth and one-third of the respondents' families, while help from other family members was seen in a little over one-fourth of the sample. More than three-fourth of the career women in dual career families engaged paid helpers for household work. The same trend was observed when data was analysed employment organisation wise (Appendix V. Table 15).

The Mean values pertaining to the percentage of the extent of involvement in household work by various participants were estimated for the sample. It was found that career women in dual career families alone were responsible for more than half of the household work. Though 75.23 per cent of families engaged paid help, their contribution was only to the order of 19.26 per cent. The Mean extent of involvement of spouse of career women was seen to be three times greater than those of children and other family members though it was a little more than one-fourth of that of career women (Fig.5).

Figure 5. Percentage Distribution of Household Work by Members in the Family



*total % not tallying
to 100.*

The results of the present investigation brought to lime light the fact that though women shared the responsibility of the role of the provider along with their spouses by being engaged in gainful employment outside the home, they continued to be involved in household work to a far greater extent than others. This substantiates the fact that employment often creates double burden for married women.

1.2 6.1 Perception of Respondents Regarding Their Husbands' Attitude Support and Sensitivity to Their Career

Data on the overall attitude of husbands, their support and concern regarding their wives multiple roles as perceived by career women were analysed.

Majority felt that their husbands' had favourable attitude towards their career and that they had support from their husbands to carry out their dual roles simultaneously. More than three-fourth of the sample felt that their husbands were sensitive and receptive to their problems and spent time with them.

However, 67.7 per cent of the respondents felt that the role of husbands in dual career families was relatively more comfortable than that of their own (Appendix V: Table 16).

1.3 CAREER RELATED INFORMATION

Distribution of the respondents by type of career, length of service, break of service, period in which career started and reasons for taking up career are presented under respective subtitles.

1.3.1 Distribution by Type of Career

Career women who formed the sample for the present investigation pursued different types of career. Largest proportion of career women under study were officers in government establishments, whereas relatively smaller proportion of the respondents were

in the position of senior technical officers in industry. More or less equal proportion of the sample were found pursuing their careers as teaching faculty in institutes of higher education, scientists in national research organisations and as officers in banking institutions (Table 12).

Table 12. Career Women by Type of Career

Career	N	%
Teaching faculty in institutes of higher education	100	18.48
Scientists in national research organisations	98	18.11
Officers in banking institutions	104	19.22
Officers in government establishments	176	32.53
Senior technical officers in industry	63	11.65
Total	541	99.99

1.3.2 Length of Service

The length of service of career women in employment organisation ranged from 3 to 34 years, with a Mean of 17 years. The respondents were arbitrarily grouped into four categories (Table 13) based on the number of years of service they had at the time of data collection. There was more or less equal proportion of the sample in the second (11 to 18 years) and third group (19 to 26 years). One-fourth of the sample were in employment for a period ranging from 3 to 10 years. Only 11.09 per cent had very long years of service, i.e., from 27 to 34 years. It becomes quite apparent from distribution of the sample by age (Table 1) that in large majority of the cases, they entered into career soon after attaining professional qualification.

Table 13. Career Women by Length of Service

Length of Service (years)	N	%
3 - 10	140	25.88
11 - 18	170	31.42
19 - 26	171	31.61
27 - 34	60	11.09
Total	541	100.00
Mean	17	
S.D.	8.56	

Further scrutiny of the data revealed that the career woman's Mean number of years of service differed slightly by the type of employment organisation (Appendix V: Table 17). It was observed that career women in government establishments had the lowest (15.2) Mean number of years of service and those in industry had the highest (19.6) Mean number of years of service. Intra organisation variability in length of service was also seen to be comparable in different organisations.

Further analysis was made to understand the calendar year, when the respondents started their career. The findings revealed that almost half the sample started their career during 1970 to 1981. Slightly more than one-third of them were associated with their employment organisation since 1982. The respondents who had long years of association with their employment organisation as employees were a little less than one-tenth of the sample. (Appendix V ; Table 18). It is pertinent to point out that 11.09 per cent had 27 to 34 years of service in their employment organisation (Table 13).

It was observed that nearly three-fourth of the respondents started their career before marriage and 15 per cent started soon after marriage. Slightly more than one-tenth

of the sample started their career after the birth of first or second child or when the last child was enrolled in school (Appendix V: Table 19). Similar trend in distribution was found when the data was analysed by employment organisation.

The respondents further reported that the decision to be associated with particular employment organisation rested with themselves. Only 10.6 per cent had faced with an objection from family members to take up career.

1.3.2.1 Motivators for Taking up Career

The respondents were also asked to report on two motivators by their order of influence on the choice of pursuing professional career (Appendix V ; Table 3). Father was the major motivator in career decision in one-fourth of the career women with nearly twenty per cent reporting the same with reference to their mother. Spouse played role as a major motivator in case of only 14.05 per cent of the sample (Appendix V: Table 3)

1.3.2.2 Reasons for Taking up Career

Large majority of the sample took up career to ensure financial security, enjoy economic liberty, enhance self image, accumulate money, and enjoy the status of being a career woman. Comparatively less proportion quoted economic necessity and provision of better education for children as reasons for taking up career.

Table 14. Career Women by Reasons for Taking up Career

N = 541		
Reasons	N	%
Financial security	509	94.08
Economic liberty	500	92.42
Self image	471	87.06
Accumulation of money	452	83.55
Be a career woman	444	82.07
Community service	390	72.09
Accumulation of permanent assets	376	69.50
Economic necessity	363	67.10
Better education for children	347	64.14

* Total exceeds cent per cent due to multiple responses

1.3.3 Break of Service

An attempt was made through the present investigation to find out number of break of service in their careers, and if they had any, the reasons and the duration of such breaks. It was evident from the findings that the women under study had break of service at the most twice. In other words, none of them had more than two breaks in their career. Out of 541 career women from dual career families 119 had only one break and 31 had two breaks in their career with the rest having continuous period of service without any break.

Table 15. Career Women by Reasons for Break of Service

Reasons	First Break		Second Break	
	N	%	N	%
Child Birth	53	44.5	10	32.3
Transfer of spouse	19	16.0	11	35.5
Family obligations	16	13.4	8	25.8
Marriage	13	10.9	-	-
Sickness	5	4.2	1	3.2
Strike	5	4.2	-	-
Further education	4	3.4	-	-
Self Transfer	3	2.5	1	3.2
Dissatisfaction with job	1	0.8	-	-
Total	119	99.9	31	100.00

The findings summarised in Table 15 reveal that child birth was the reason quoted by the highest proportion of the sample for their first and second break in the career, followed by transfer of spouse and family obligations. Similar trends were observed when data were analysed unemployment organisation wise (Appendix V: Table 20).

Further scrutiny of the data showed that only 27.8 per cent of those respondents who had a break in their career, had it stretched for more than one year, and only 7.6 per cent had it for more than two years (Appendix V: Table 21).

2.0 ORGANISATION STRESSORS

Task and role related factors may induce stressors, the stress causing factors. The review of related literature showed the lacunae of research in the area of identifying stressors the married career women may face in their employment and family organisations. One of the major focuses of the present investigation was to learn what are

the stressors the career women perceived in their employment as well as in their family organisations, and to what level these stressors induced stress and influenced their perceived level of career and familial role fulfilment.

Five sources of stressors in an organisation identified by Cooper and Payne (1978), Pestonjee (1992) were adapted for the present investigation to measure the perception of stressors by the sample in employment and family organisations respectively.

2.1 PERCEPTION OF STRESSORS IN EMPLOYMENT ORGANISATION

The perception of career women in dual career families regarding the stressors in employment organisation was measured using a standardized Employment Organisation Stressors Scale (EOSS). The reliability coefficient of the scale computed by Spearman Brown Prophecy formula was 0.96. EOSS comprised of five sub scales to measure the perception of stressors intrinsic to (i) work (ii) role in the organisation (iii) personal development (iv) interpersonal relations and (v) climate in the employment organisation. The EOSS consisted of 76 items with a possible score range from 76 to 380. The scores were interpreted such that the higher the score, the greater the perception of stressors. The Total score obtained for all stressors covered in the EOSS was considered as Employment Organisation Overall Stressors Perception (EOOSP) score of career women.

The perception of stressors intrinsic to work, role in the organisation personal development, interpersonal relations, and organisation climate are described first and then the perception of overall stressors.

Table 16. Career Women by Perception of Stressors in Employment Organisation

Perception of Stressors	Employment Organisation Sources of Stressors											
	Work		Role		Personal Devt		Interpersonal Relations		Organisation Climate		Overall Stressors	
	N	%	N	%	N	%	N	%	N	%	N	%
Low	96	17.7	114	21.1	88	16.3	102	18.9	92	17.0	98	18.1
Moderate	375	69.3	346	64.0	377	69.7	345	63.8	386	71.3	374	69.1
High	70	12.9	81	15.0	76	14.0	94	17.4	63	11.6	69	12.8
Total	541		541		541		541		541		541	
Mean		41.8		40.7		38.3		41.0		37.5		199.3
S.D.		8.25		9.63		7.86		8.64		8.12		35.48

2.1.1 Employment Organisation Work Stressors Perception (EOWSP)

One of the sources of stressors in employment organisation could be the work itself. The nature of work, physical working conditions, deadlines and time pressures, work demands, job design and technical problems in areas of managing work in employment organisation can be stressors to the individual who has to carry out the work in the organisation. Sixteen items of EOSS (Appendix IV.2) were designed to measure career women's perception of work stressors in employment organisation. The reliability coefficient of the sub scale was found to be 0.80. The work stressors (WS) perception score of respondents under investigation ranged from 16 to 62 with a Mean score of 41.8 on this sub scale with a maximum possible score of 80. Those who earned between 16 to 24 and above 57 scores were negligible though comparable in their proportion. About 36 per cent earned between 25 to 40 scores, while nearly 60 per cent revealed relatively higher perception of stressors intrinsic to work in the employment organisation (Appendix V: Table 22). One-sixth of the sample could be seen as revealing low perception of stressors intrinsic to work as compared to about one-eighth of them exhibiting high perception of stressors intrinsic to work. Majority revealed moderate perception of stressors intrinsic to work in their respective employment organisations (Table 16). Employment organisation wise analysis (Appendix V: Table 22) revealed that relatively

larger proportion of career women from industry perceived low work stressors whereas career women from banking institutions perceived relatively more work stressors.

2.1.2 Employment Organisation Role Stressors Perception (EORSP)

The respondents in the present investigation were readers, senior grade lecturers, senior research officers, probationary officers, section officers, and senior technical officers. The roles that are expected to be played by these career women in employment organisation by virtue of their middle and top level management positions can act as a source of stressor when there is conflict of one's values and self-concepts with the requirements of the organisation role, lack of linkages of one's role with other roles in the organisation, lack of clarity about expectations or lack of feedback on how performance is regarded by others, conflicting demands by different people, non-availability of material and personal resources, lack of challenges in the role and conflict between the role to be played in employment organisation and others.

Altogether sixteen items were designed to measure the career women's perception of role stressor in the employment organisation (Appendix IV.2). The reliability coefficient of EORSP scale was found to be 0.89. The role stressors (RS) perception score of the sample studied ranged from 16 to 65 with a Mean score of 40.7 and a standard deviation of 9.63 (Table 16). Negligible proportion of the sample scored either less than 24 or more than 57 scores. A little more than one-third of the career women studied earned scores lying between 25 and 40, while slightly more than 50 per cent revealed relatively higher perception of stressors due to their role in the employment organisation (Appendix V: Table 22). About one-fifth of the sample exhibited low perception of stressors due to their role in employment organisation, while slightly less than one-sixth of them exhibited high perception of stressors due to their role in the employment organisation (Table 16). Comparatively smaller proportion of career women from industry perceived more role related stressor than their counterparts in other

employment organisations with the proportion of the later being more or less equal across various employment organisations (Appendix V: Table 22).

2.1.3 Employment Organisation Personal Development Stressors Perception (EOPDSP)

Personal development of an employee in service is a prerequisite for career advancement. The realisation of personal development by an employee is dependent on a variety of factors. Career women may perceive the concept of personal development in respective employment organisation as a source of stressors due to lack of opportunities or facilities for learning and growth, inability to utilize their skills and abilities, obstructions and failures that they have to overcome in their efforts to achieve career ambitions. EOSS (Appendix IV.2) had fourteen items that measured perception of personal development stressors in employment organisation.

The reliability coefficient of this sub scale was 0.71. Personal development stressors (PDS) perception score of the respondents ranged from 15 to 57 with a Mean score of 38.3 (Table 16). On EOPDSP scale the highest score earned by the career women studied was 57 with the possibility of earning a maximum score of 70. Those who earned from 14 to 21 and more than 50 scores were negligible. About 30 per cent earned between 22 to 35 scores while 60 per cent revealed relatively higher perception of stressors intrinsic to personal development in the employment organisation (Appendix V: Table 22). The proportion of respondents who scored below 30.44 and above 46.16 scores were more or less comparable. The remaining larger proportion (69.7 per cent) of the sample were moderate scorers (Table 16). It could be said that in general majority of the career women were moderate scorers in their perception of stressors intrinsic to their personal development in employment organisation. Half of the respondents from industry perceived low personal development stressors. Relatively more (73.1 per cent) respondents from banking institutions perceived more personal development stressors (Appendix V: Table 22).

2.1.4 Employment Organisation Interpersonal Relations Stressors Perception (EOIRSP)

The interpersonal relations career women in dual career families maintained with superiors, peers and subordinates in the employment organisation can act as stressors. In the present investigation, an attempt was made to measure perception of stressors due to interpersonal relations in employment organisation and its relation with extent of stress experienced and career role fulfilment. The reliability coefficient of EOIRS of EOSS with its sixteen items (Appendix IV.2) was found to be 0.78. The observed scores of career women on perception of stressors due to interpersonal relations in employment organisation ranged from 18 to 63. Those who earned less than 24 scores and more than 57 scores were negligible. About 39 per cent earned between 25 and 40 scores, while nearly 57 per cent revealed relatively higher perception of stressors arising out of interpersonal relations in employment organisation (Appendix V : Table 22).

The Mean score earned by the sample was 41. A little less than one-fifth of the sample scored low (below 32.36) and a little more than one-sixth of them scored high (above 49.64) in this regard. Nearly two-third of the respondents revealed moderate perception of stressors due to interpersonal relations in employment organisation (Table 16). Thus, interpersonal relations in employment organisation was not perceived by majority of the respondents as stressors to a great extent. Comparatively more senior technical officers from industry were found experiencing low level of interpersonal relations stressors, whereas more career women in government establishments and in institutes of higher education perceived relatively more interpersonal relations stressors (Appendix V:Table 22).

2.1.5 Employment Organisational Climate Stressors Perception (EOCSP)

Climate in employment organisation could be one of the sources of stressors for career women. The climate in an organisation is determined by the kind and quality of supervision, the approach towards employees' welfare, the degree of freedom given to employees to plan and carry out work and importance given to the employees' views. Fourteen items of EOSS (Appendix IV.2) were designed to measure career women's perception of organisation climate stressors in employment organisation. The reliability coefficient of this sub scale was 0.74. The organisational climate stressors (OCS) perception score of the respondents ranged from 16 to 59, on this subscale with a maximum score of 70. Negligible proportion of sample earned either very low (below 21) or very high scores (above 50) on EOCSP scale. About 64 per cent revealed relatively higher perception of stressors due to organisation climate in the employment organisation (Appendix V:Table 22).

The Mean score of the sample was found to be 37.5. Those who earned a score of 29.38 or less and 45.62 or more were categorised under low and high scorers respectively, while those who earned scores falling between 29.39 and 45.61 formed the moderate scorers. Nearly one-eighth of the sample could be seen as revealing high perception of stressors due to organisation climate, while one-sixth of them exhibited low perception as far as the organisation climate as a source of stressors was concerned (Table 16).

More (three fourths) career women from government establishments perceived relatively more stressors due to organisation climate in their employment organisations, whereas a little less than half the respondents from industry perceived relatively less stressors due to the organisation climate. Further, it was observed that more or less equal proportion of career women in other organisations perceived moderate level of stressors from their employment organisation (Appendix V:Table 22).

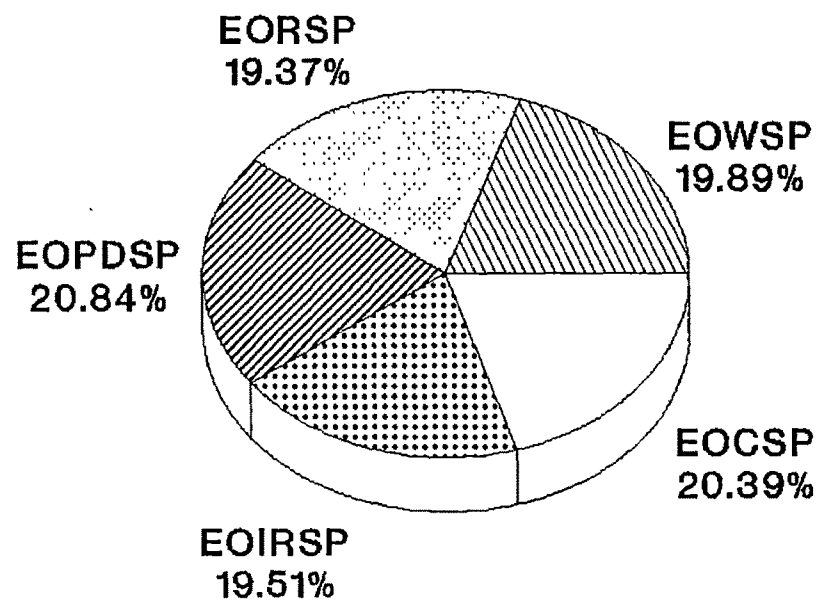
2.1.6 Employment Organisation Overall Stressors Perception (EOOSP)

The overall stressors perception score for employment organisation earned by career women studied ranged from 93 to 268 on EOSS with a maximum score of 380. It was observed that none of the respondents scored very high or very low on EOSS. Negligible proportion of the sample earned scores from 76 to 114 and from 267 to 342. About 36 per cent earned between 115 and 190 scores, while 63 per cent revealed relatively higher perception of overall stressors in employment organisation (Appendix V: Table 22). Taking Mean and standard deviation values on EOSS the sample were divided into three groups. The respondents who scored less than 163.82 were grouped as low scorers, and who scored more than 234.78 were grouped as high scorers. The respondents who scored between 163.83 and 234.77 were grouped as moderate scorers. Majority fell in the moderate scorers category (Table 16). Comparatively less proportion of career women from industry perceived more overall stressors in their employment organisation and larger proportion of the respondents from government establishments perceived more overall stressors in their employment organisation (Appendix V: Table 22).

Further analysis of data was carried out to understand the share of work, role, personal development, interpersonal relations and organisation climate stressors in career women's overall stressors perception in employment organisation. (Fig.6). It was observed that stressors perception from all the five sources had more or less an equal share in overall stressors perception. However, the share of organisation climate and personal development stressors were slightly more and the other stressors slightly less in comparison to each other.

The EOOSP score revealed significant positive correlation at 0.01 level with scores on each of the components of EOSS, the same being 0.82 with EOWSP, 0.86 with EORSP, 0.81 with EOPDSP, 0.82 with EOIRSP and 0.86 with EOCSP.

Figure 6. Share of Stressors from each of the Sources in Overall Stressors in Employment Organisations



2.2 PERCEPTION OF STRESSORS IN FAMILY ORGANISATION

A standardized Family Organisation Stressors Scale (FOSS) was developed by the investigator to measure perception of career women regarding stressors in family organisation. In a similar manner as that of EOSS, the FOSS too had five sub scales to measure perception of stressors intrinsic to work, role, personal development, interpersonal relations and organisation climate in the family organisation. The scale revealed a commendable reliability (0.97). FOSS consisted of 72 items with a possible range of 72 to 360 scores. The scores were interpreted such that the higher the score the greater was the perception of stressors. The Total score earned by the sample on a 72 item FOSS was considered as Family Organisation Overall Stressors Perception (FOOSP) score .

The finding pertaining to each subscale of FOSS namely, work stressors (WS), role stressors (RS), personal development stressors (PDS), interpersonal relation stressors (IRS), organisation climate stressors (OCS) in the family organisation are presented first followed by overall stressors (OS) perceptions.

Table 17. Career Women by Perception of Stressors in Family Organisation

Perception of Stressors	Family Organisation Sources of Stressors											
	Work		Role		Personal Development		Interper- sonal Relations		Organisa- tional Climate		Overall Stressors	
	N	%	N	%	N	%	N	%	N	%	N	%
Low	95	17.6	99	18.3	117	21.6	108	20.0	107	19.8	109	20.1
Moderate	371	68.6	374	69.1	325	60.1	347	64.1	379	70.4	396	73.2
High	75	13.8	68	12.6	99	18.3	86	15.9	55	10.2	36	6.7
Total	541		541		541		541		541		541	
Mean	36.0		37.7		32.6		38.5		37.9		182.7	
S.D.	7.64		8.87		9.25		9.41		10.01		39.59	

2.2.1 Family Organisation Work Stressors Perception (FOWSP)

The work in the family may not be an enjoyable task when home maker is required to work in uncomfortable work place, for long hours, with no freedom to implement new ideas, with tight schedules and sacrificing interest related to personal, religious, social, cultural, recreational. Such features of work in the family can breed stressors, the stress causing factors. FOSS had fourteen items (Appendix IV.3) which were designed to measure career women's perception of work stressors in family organisation. The reliability coefficient of FOWSP scale was found to be quite high (0.92). Observed scores of career women on perception of stressors intrinsic to work in family organisation ranged from 14 to 54. The Mean score was found to be 36 with a standard deviation of 7.64. Negligible proportion of the sample studied earned either scores below 21 or above 50. A little above one-third of the sample earned scores between 25 and 35, while slightly more than half of the career women who formed the sample earned scores between 36 and 49 (Appendix V:Table 23). The respondents were grouped as low, moderate and high scorers taking into consideration the Mean and standard deviation values on FOWSP. A little more than one-sixth of the sample who scored less than 28.36 were grouped as low scorers and about than one-seventh of the sample who scored above 43.64 were grouped as high scorers. The remaining respondents who scored in between were grouped as moderate scorers (Table 17). Comparatively larger proportion of career women from industry perceived low work stressors in family organisation (Appendix V: Table 23). In general, it could be said that career women in dual career families perceived moderate level of stressors intrinsic to their work in their respective family organisation.

2.2.2 Family Organisation Role Stressors Perception (FORSP)

Married career women are anticipated to attend to their role obligations in their respective family organisation along with their career. Role in the family can produce

stressors when role functions, tasks and/or activities are not specific, inconsistent and vague, when conflict arises between personal values and the values of other family members, when expectations of family members are conflicting, when no feedback exists on performance, when faced with non availability of material and personal resources, when conflict arises between familial and career roles. Fifteen items on FOSS (Appendix IV.3) were reserved to measure career women's perception of role stressors in family organisation. Split-half technique was used to check the reliability of this sub scale. The reliability coefficient was found to be 0.81. On a possible score range of 15 to 75 respondents earned scores ranging from 15 to 60. Nearly one-third of the sample earned scores ranging from 22.6 to 37.5 and more than half of them earned scores between 37.6 to 52.5 (Appendix V:Table 23).

The Mean role stressors perception score of the sample was 37.7. with a standard deviation of 8.87. The sample who scored below 28.83 were grouped as low scorers and who scored above 46.67 were grouped as high scorers. Nearly seventy per cent of the sample who scored from 28.87 to 46.56 were grouped as moderate scorers (Table 17). Comparatively larger proportion of career women from government establishments perceived relatively more role stressors in family organisation (Appendix V: Table 23).

2.2.3 Family Organisation Personal Development Stressors Perception (FOPDSP)

The perception of career women regarding their personal development in family organisation depends on their perception about themselves with regard to their ego-strength, self-sufficiency and self confidence. Career women may perceive stressors in the family, when the atmosphere in the same makes them emotionally unstable where they can not exhibit controlled emotions and stay calm. The situations in which career women were not able to maintain family morale and to do as planned, the unrecognised contributions and concerns can put them off. The career women's perception of personal development stressors in family organisation was determined on the basis of scores obtained on the

thirteen item sub scale FOPDSP of FOSS (Appendix IV.3). The reliability coefficient of FOPDSP scale was 0.76. The observed scores of the respondents ranged from 13 to 52 on FOPDSP scale with the possibility of earning a maximum score of 65. One-eighth of the sample scored very low (below 19.5) and negligible proportion of the sample scored very high (above 45.6). Half of the respondents scored between 32.6 and 45.5 (Appendix V: Table 23). The Mean personal development stressors (PDS) perception score was 32.6. Largest proportion (60.1 per cent) of the sample were found to be moderate scorers. Slightly more than one-fifth of the sample who scored below 23.35 were grouped as low scorers and slightly more than one-sixth of the sample who scored above 41.85 were grouped as high scorers (Table 17). Inter organisation variation was found to be comparable (Appendix V: Table 23). It could be said that in general, married career women who were also shouldering the major responsibility of home making were perceiving moderate level of stressors intrinsic to their personal development in family organisation.

2.2.4 Family Organisation Interpersonal Relations Stressors Perception (FOIRSP)

The family is a unit of two or more persons united by ties of marriage, blood or adoption interacting and communicating with each other in the course of fulfilling mutual obligations and duties in day to day living. Family interaction reflects the distinctive character of interpersonal relationships which occur between and amongst members of the family on personal rather than a legal or structural basis. The main characteristics of family interactions may comprise of cohesion, communication, role performance, decision-making and adaptability. The area of interpersonal relations in the family as a source of stressors was identified for the present investigation. FOSS had fifteen items (Appendix IV.3) to explicitly measure perception of career women regarding the interpersonal relations stressors in family organisation. FOIRS scale revealed a high reliability (0.86). The score earned by the sample ranged from 15 to 65. Those who earned less than 22.5 and more than 52.5 were negligible in proportion. About 57 per cent scored between 37.6 and 52.5 (Appendix V: Table 23).

The Mean IRSP score of career women was 38.5. One-fifth of the sample who scored below 29.09 were grouped as low scorers and nearly one-sixth of the sample who scored above 47.64 were grouped as high scorers. About 64 per cent of career women included in the study scored between 29.10 and 47.63 (Table 17). Similar type of distribution was seen when the data were subjected to analysis by employment organisation to which they belonged (Appendix V: Table 23). Thus, interpersonal relations in the family organisation were moderate as sources of stressors to the highest proportion of career women in dual career families.

2.2.5 Family Organisational Climate Stressors Perception (FOCSP)

Career women can perceive stressors in family organisation due to the degree of freedom they can enjoy in planning and carrying out work, weightage given to their views, level of sense of belonging they can feel, attitude of family members towards their personal problems and the degree of participation in family decision making. FOSS had fifteen items(Appendix IV.3) exclusively to measure career women's perception of organisation climate stressors in family organisation. FOCSP scale showed a commendable reliability coefficient (0.92). The organisation climate stressors perception (OCSP) scores of the respondents fell between 16 and 59 whereas the possible score range was from 15 to 75. Only 12.01 per cent earned a score below 22.5 and 2.03 per cent earned a score above 52.5. Highest proportion of the sample (60.26 per cent) earned a score between 37.6 and 52.5 (Appendix V: Table 23). The Mean score was 37.9. Low scorers who earned below 27.89 were nearly one-fifth of the sample whereas high scorers who scored above 47.91 were one-tenth of the sample. The remaining 70.1 per cent of the sample earned scores between 27.89 and 47.91 (Table 17). Similar results were seen when focus was laid to understand organisation variations (Appendix V: Table 23).

2.2.6 Family Organisation Overall Stressors Perception (FOOSP)

The Total score earned by the sample on FOSS was considered as career women's overall stressors perception (OSP) score for family organisation. OSP score of career women who formed the sample for the present investigation ranged from 93 to 268 on a possible score range of 72 to 360. One-third of the sample earned scores between 109 and 180 and more than half of them earned scores between 181 and 252 (Appendix V : Table 23). The Mean FOOSP score was 182.7. Based on Mean and standard deviation, the respondents who scored less than 143.21 were grouped as low scorers and those who scored more than 222.39 were grouped as high scorers with the in-between ones grouped as moderate scorers. Nearly three fourth of the sample were moderate scorers (Table 17). Relatively more career women in government establishments perceived more overall stressors in family organisation (Appendix V:Table 23).

Further attempt was made to find out the share of each of the five sources of stressors to overall stressors in family organisation. Work and interpersonal relations stressors each appeared to account for slightly more than the other sources of stressors in their share of making up career women's overall perception of stressors in family organisation though each of the sources of stressors contributed nearly more or less the same extent to the FOOSP score of career women (FIG.7).

The relationship between FOSS and each subscale was found to be significant at 0.01 level; work stressors $r = 0.81$; role stressors $r = 0.89$; personal development stressors $r = 0.89$; interpersonal relations stressors $r = 0.85$; organisation climate stressors $r = 0.92$.

Career women in dual career families form a part of two organisations viz. employment and family by virtue of their association with these. The approach and attitude of career women towards role demands of two domains may differ depending on the importance attached to them. Demands may alternatively become stressors mainly because

Figure 7. Share of Stressors from each of the Sources in Overall Stressors in Family Organisation

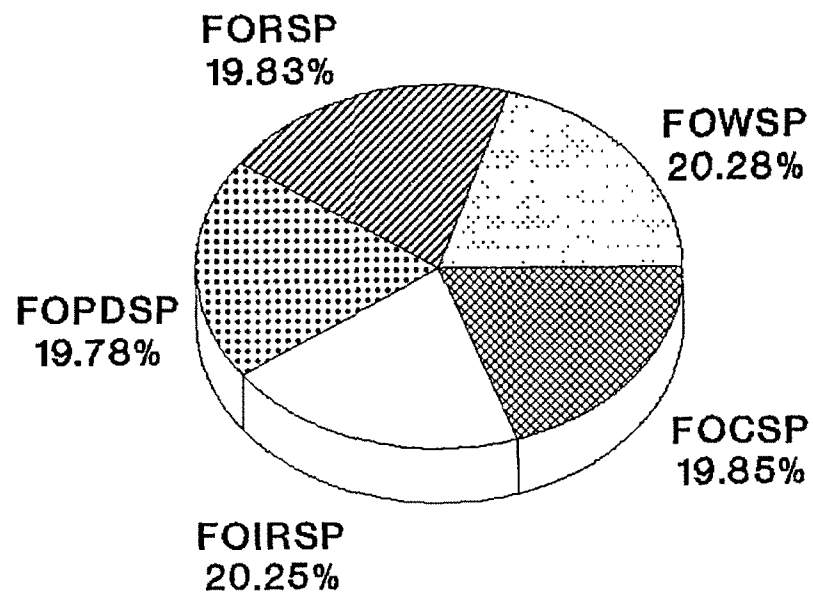
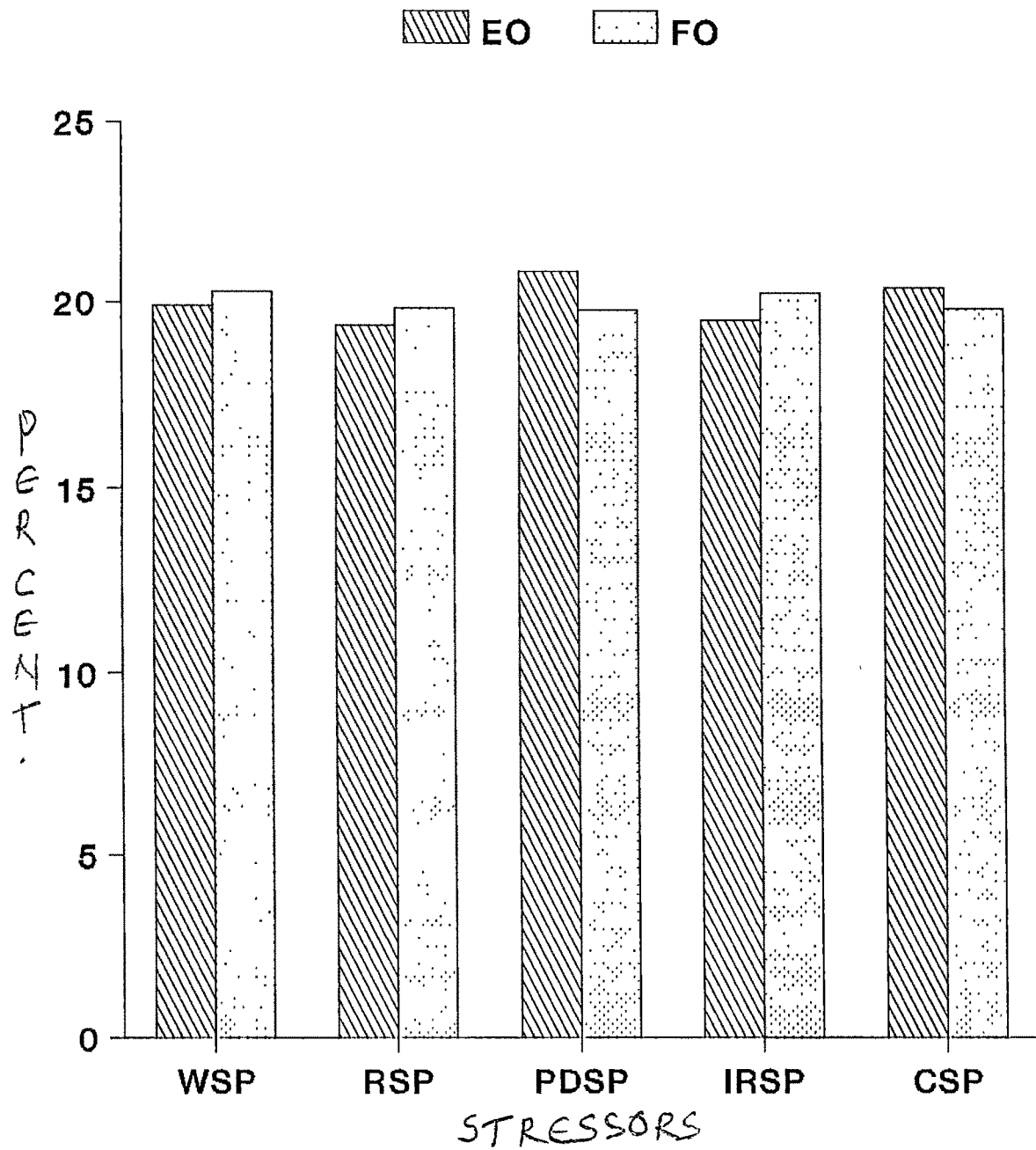


Figure 8 . Comparison of Stressors from different Sources between Employment and Family Organisations



of the individual's cognitive interpretation or Meaning given to the event. An attempt was made to find out the similarities and differences in career women's perception of stressors from work, role, personal development, interpersonal relations and organisational climate in employment and family organisations. Respondents' perception of different stressors in employment and family organisation were comparable even though marginal variation could be seen in each when comparison was made between employment and family organisations. The findings showed no definite trend in career women's perception of sources of stressors in employment and family organisations. The career women perceived each of the sources of stressors more or less to the same degree of stressors from the respective organisations of which they were an integral part (Fig. 8).

3. Mode of Coping With Stressful Situations in Employment and Family Organisations

✓ The coping strategies that are adopted to manage stressors would determine the extent of stress a person experiences and the extent to which deleterious effects occur.

✓ In the present investigation the control and escape modes of coping as proposed by Latack (1986) were adapted to assess the mode of coping that career women would use to deal with stressful situations, arising from their roles related to career and family. Two descriptive rating scales, namely, Employment Organisation Stress Coping Strategies (EOSCS) scale and Family Organisation Stress Coping Strategies (FOSCS) scale, each with a five point continuum were used to measure the mode of coping that career women would be used to deal with stressful situations. The possible score range on both EOSCS and FOSCS was from 15 to 75.

The respondents who scored 37.5 or less on both the scales were identified as those who would follow escape mode of coping to a greater extent. Whereas the respondents who scored 52.5 and above were identified as those who would follow control mode of coping to a greater extent when they would come across similar type of situations. The respondents whose scores ranged from 37.6 to 52.5 were identified as

those who would be inconsistent in their mode of coping, i.e., they may opt for either escape or control mode of coping. The findings revealed that three fourths of the sample would neither follow escape nor control mode of coping predominantly but would be adopting either of these in an inconsistent manner to deal with stressful situations in both employment and family organisations (Appendix : Table 24 & 25).

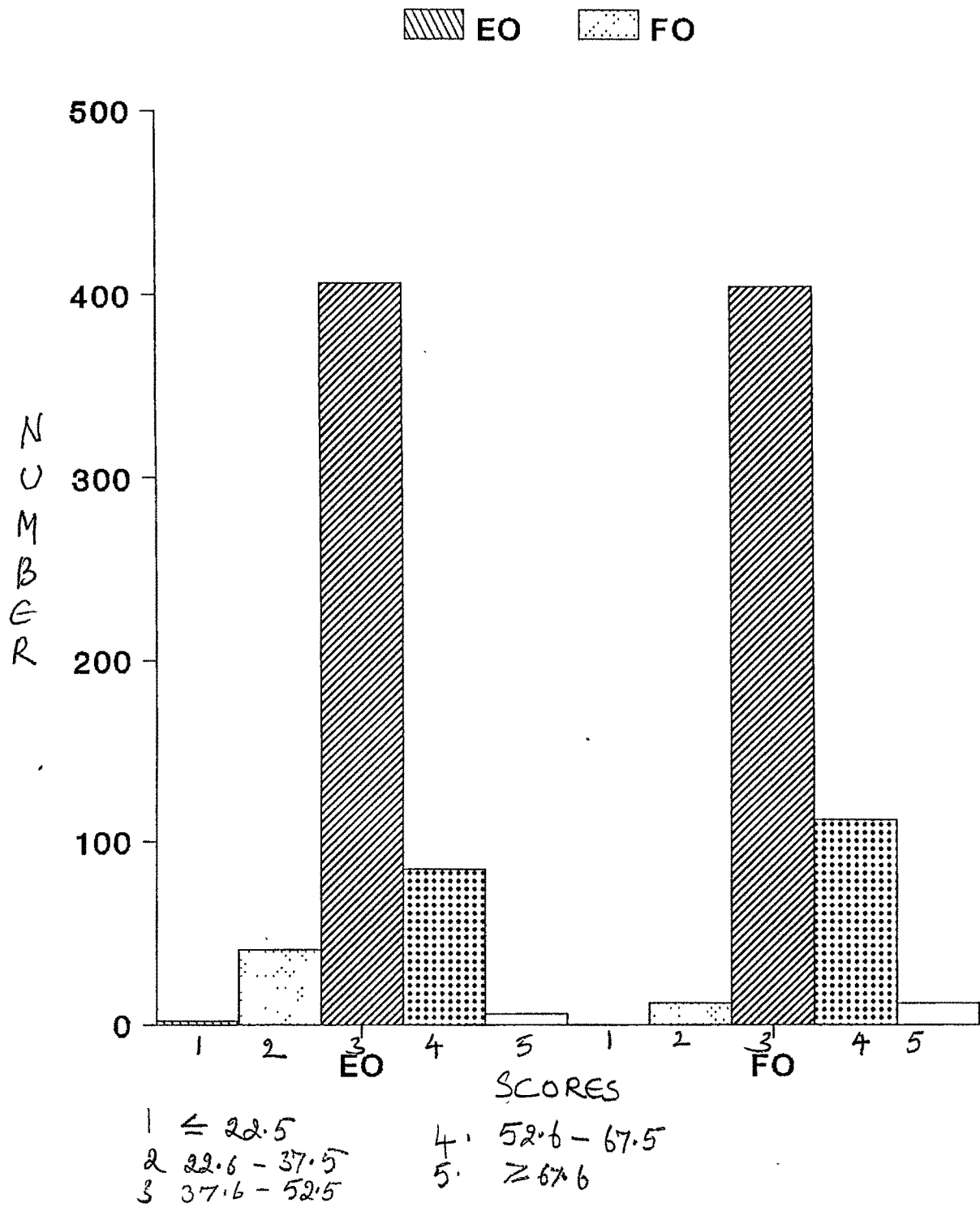
The Mean score earned by the career women on EOSCS was 45.9 with a standard deviation of 7.19 and the Mean score on FOSCS was 41.54 with a standard deviation of 7.06. Approximately three-fourth of the sample were moderate scorers. Nearly one-sixth of the career women studied were high scorers in contrast to 11 and 8.7 per cent low scorers on EOSCS and FOSCS respectively. In other words, the proportion of career women who would follow control mode of coping was relatively more than those who would follow escape mode of coping with stressful situations in both EO and FO.

Table 18. Career Women by Mode of Coping Adopted in Employment and Family Organisations

Mode of Coping	Organisation			
	Employment		Family	
	N	%	N	%
Low	62	11.5	47	8.7
Moderate	398	73.6	45	76.7
High	81	15.0	79	14.6
Total	541	100	541	100
Mean		45.9		48.6
SD		7.19		7.06

Comparatively higher proportion of respondents from national research organisations followed by industry showed greater tendency towards escape as well as control mode of coping, when they would be dealing with stressful situations in employment organisation. Similarly when dealing with stressful situations in family organisation comparatively higher proportion of the career women from national research

Figure 9. Career Women by EOSCS and FOSCS Scores



organisations showed the tendency towards control mode of coping followed by respondents from banking institutions and institutes of higher education. On the other hand relatively smaller proportion of respondents from industry showed tendency towards control mode of coping in family organisation (Appendix V: Table 24 and 25).

Focus was laid to understand the differences in coping strategies adopted to deal with stressful situations in employment and family organisations. Comparatively larger proportion of the sample scored relatively low on EOSCS and high on FOSCS. Larger proportion of career women in dual career families exhibited the tendency to resort to escape mode of coping in dealing with stressful situations in employment organisation and control mode of coping in dealing with stressful situations in family organisation. However, larger and comparable proportion of the respondents exhibited the tendency to resort to either escape or control mode of coping in both the organisations under investigation (Fig. 9).

4. Social Support

Social support refers to the functions performed for the individual by significant others in the organisation. Significant others can provide instrumental and expressive social support.

In the present investigation the extent to which the respondent would get social support encompassing both instrumental and expressive support systems were measured using separate social support scales, namely, Social Support Employment Organisation (SSEO) and Social Support Family Organisation (SSFO) scales.

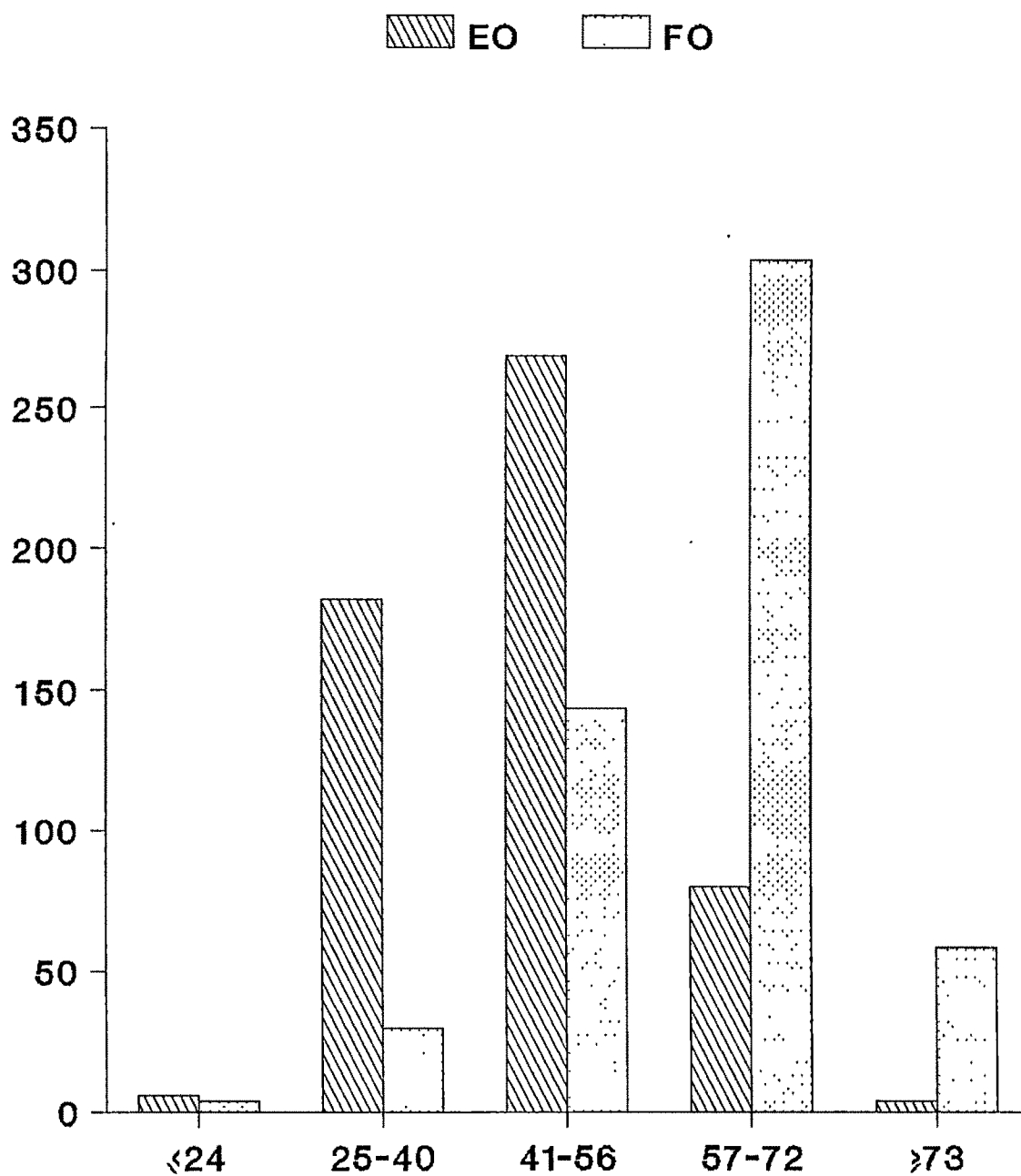
The scales consisted of 16 items each with five response categories that reflected the frequency of receiving social support from respective organisations to which they belonged. The scores were interpreted such that the higher the score, the higher the extent to which social support would be available.

The respondents earned scores ranging from 16 to 50 on SSEO and SSFO scales. Negligible proportion of them scored either less than 24 or more than 73 scores on both the scales. However, comparatively greater proportion of respondents earned a higher score on SSFO.

Nearly 50 per cent and 56 per cent of the respondents earned scores from 41 to 56 on SSEO and from 57 to 72 on SSFO scales respectively, thereby revealing the fact that they would get social support to a considerably high level from respective organisation. It could be stated that career women in dual career families revealed that they would get greater level of social support from their family organisation as evidenced through the relatively higher proportion of them earning scores above 40 on SSFO (Appendix V: Table 26 and 27).

The Mean scores earned by career women on SSEO and SSFO scales were 45.4 and 59.8 respectively. The respondents who scored less than 34.79 on SSEO and 48.37 on SSFO were grouped as low scorers under SSEO and SSFO, respectively. On the other hand, those who scored more than 56.01 on SSEO and 71.25 on SSFO were grouped as high scorers. The remaining respondents who scored in between the cut off scores for the low and high scorers on SSEO and SSFO respectively formed the moderate scorers. It was observed that a little more than two-third of the respondents felt that they would get moderate level of social support from their employment and family organisations (Table 20). More or less comparable proportion of respondents each earned low or high scores and thereby revealed that they would get relatively low or high level of social support from both employment and family organisations respectively (FIG. 10).

Figure 10. Comparison of Social Support in Employment and Family Organisations



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Table 19. Career Women by Social Support from Employment and Family Organisations

Level of Social Support	Organisation			
	Employment		Family	
	N	%	N	%
Low	85	15.7	87	16.1
Moderate	372	68.8	374	69.1
High	84	15.5	80	14.8
Total	541	100	541	100
Mean		45.4		59.8
SD		10.61		11.43

Subsequently employment organisation wise analysis of data were carried out. Comparatively larger proportion of career women from institutes of higher education revealed that they would get greater level of social support from employment organisation, where as relatively smaller proportion of the respondents from government establishments revealed the same (Appendix V: Table 26,27).

5.0 Extent of Stress Experienced (EOSE)

Married career women have extra demands on their time and energy from the multiple roles related to family and employment organisations. The role related pressures are likely to induce some stress in individuals which when exceeds the individuals threshold becomes distress. An individual subject to distress over a prolonged period is likely to manifest the same through certain atypical behaviours. The stress manifestations in terms of neurotic symptoms were used as a measure of the extent of stress experienced by career women in dual career families under study. PGI Health Questionnaire N-2 (Wig

and Verma 1978) was used in the present investigation to assess the neurotic symptoms as a measure of EOSE by the sample.

The PGI Health Questionnaire N-2 consisted of N and L scales, while N-scale measured the neurotic symptoms, L-scale measured the Lie scores. The Mean score of the respondents under study on N-scale was found to be 7.7 with a standard deviation of 5.44 (Table 20), and on L-scale the corresponding values were 2.8 and 2.62 respectively. This compares well with the findings of Wig and Verma (1978). Correlation between N and L scale was found to be -0.92.

Based on these observation of Wig and Verma (1978) it could be said that the subjects who scored more than 14 on N scale might have greater tendency of being emotionally unstable and might be likely to have a breakdown under stressful situations.

Majority (89.01 per cent) of career women in dual career families under investigation earned N-score of 14 or less. It implies that they were able to cope with multiple responsibilities without undue stress. On the other hand only 11 per cent showed the tendency for emotional instability due to distress as evidenced through N score greater than 14 (Appendix V:Table 28). This finding is in line with the predictions of Bebbington (1973), Rodloff (1975), Rosenfield (1980), Horwitz (1982) that employment would improve married women's mental health by providing greater relative power in family.

Further categorisation of the respondents was carried out on the basis of Mean and standard deviation values. Nearly three-fourth of the career women revealed moderate level of stress with their EOSE score lying between 2.26 and 13.14 while those who earned less than 2.26 and more than 13.14 formed low and high scorers (Table 20).

Table 20. Career Women by Extent of Stress Experienced

Extent of Stress	N	%
Low ≤ 2.26	64	11.8
Moderate 2.27-3.13	400	73.9
High ≥ 3.14	77	14.2
Total	541	100.00
Mean		7.7
SD		5.44

The data was further analysed to find out the variations in EOSE by career women in different employment organisations. Comparatively larger proportion of career women from banking institutes scored relatively high (more than 14) on extent of stress experienced (Appendix V: Table 28)..

Further scrutiny of the responses of career women on the PGI Health Questionnaire N-2 was carried out to gain insight into the most commonly reported physical, psychological and digestive disorder symptom of stress.

It was observed that among the physical neurotic symptoms backache was the most reported followed by headache and inability to tolerate noise. Symptoms like feeling of tiredness, irritability, burning sensation in the eyes and heaviness of the eyes and head were quoted by one-fifth of the respondents. Less reported symptoms in declining order included 'heat flush', 'feeling of thirst', 'watering eyes' 'palpitation of the heart' and 'empty headedness' (Appendix V: Table 33).

Amongst the various digestive disorders, the most reported ones by career women were wind formation, poor digestion, and heaviness of stomach. Other digestive disorders were reported by negligible proportion of the respondents (Appendix V: Table 33).

5.2 PRACTICES PURSUED TO OVERCOME MANIFESTATIONS OF STRESS.

When an individual experiences neurotic symptoms arising out of stress she/he may resort to certain practices to overcome the same. An attempt was made in the present investigation to find out the frequency with which career women resorted to selected practices to keep away from stress manifestations. Mean score of the respondents was arrived at by assigning weightage of 5 through 1 to the responses always, frequently, sometimes, rarely and never respectively. The practices were such that either they were good for health or were bad for health in the long run.

Computed Mean score revealed the most common practices pursued by career women under study to overcome neurotic manifestations of stress.

Listening to music, seeking company of family, watching TV, taking a nap, maintaining silence and going to temple, were some of the most commonly pursued practices to overcome stress manifestations. Some of the desirable practices like yoga, meditation, physical exercise, relaxation to overcome distress with Mean scores between 1.6 to 1.8 were followed by comparatively fewer respondents (Table 21). Practices which has adverse effect on health like smoking cigarettes, drinking liquor, beer and whisky were not followed by career women at all. However, taking coffee or tea was seem to be the most common practice followed by 28 per cent 'sometimes', 20 per cent 'frequently' and 10 per cent 'always' with 24 per cent 'never' reporting to it (Appendix V: Table 38).

Table 21. Career Women by Mean Score on Practices Pursued to Overcome Stress Manifestations

Practices	Mean Score
I. Good for health	
Physical exercise	1.8
Yoga	1.6
Meditation	1.7
Relaxation training	1.8
Company of friends	2.2
Company of family	2.9
Listen to music	3.0
Watch T. V.	2.8
Go to temple	2.5
Maintain silence	2.6
Pursue hobbies	2.0
Watch nature	2.0
Take a trip to another city	2.3
See a movie	2.4
Buy some thing/ spend money	2.4
Take a nap	2.7
II Bad for Health	
Take sedatives or other drugs	2.0
Eat extra	2.2
Take tea or coffee	2.8
Smoke cigarettes	1.0
Drink liquor/beer/ whisky	1.0

5.2 OPINION OF CAREER WOMEN ON THEIR DUAL ROLES

An attempt was made to gain insight into opinion of career women about combining roles in employment and family organisations.



Table 22. Career Women by Opinion on Their Dual Roles

Opinion	N	
Family stimulates career roles	361	66.7
Combining two roles is stressful	340	62.8
Satisfied with opportunities in both organisations	340	62.8
Missing children's activities	323	59.7
Career stimulates family roles	322	59.5
Wish more support from employment organisation	293	54.2
Have to sacrifice personal hobbies	287	53.0
Children are neglected	276	51.0
Guilt feeling towards family	272	50.3
Have to sacrifice social life	267	49.4
Pull from all directions	206	38.1
Like to look after children by giving up job, but cannot do so	199	36.8
Husband is neglected	196	36.2
Confused most of the times	155	28.7
Find no Meaning in this life	94	17.4

Slightly more career women in dual career families expressed family as a stimulation for career than career as a stimulation for family. Though 62.8 per cent expressed satisfaction with opportunities and facilities provided for fulfilling professional and household functions, 54.2 per cent wished more support from their employment organisation to allow deeper commitment at home. In spite of slightly more than half the respondents felt they were missing children's activities and children were neglected due to their career obligations, only a little more than one-fourth of them preferred to stay at home, look after children and household matters if it had been economically possible. Fifty per cent of the respondents were experiencing a feeling of guilt towards family because of professional commitment. A few respondents felt pull from all directions and were confused most of the times. Though 62.8 per cent felt that combining two roles is stressful, only 17.4 per cent felt there was no Meaning in their existence as career women of dual career families wherein they were fulfilling the multiple roles attached to their career and familial roles.

5.3 RATING OF CAREER AND FAMILIAL LIFE.

The respondents were further asked to report their degree of satisfaction with reference to their career and familial life on a five point continuum. Majority of the respondents, 72 per cent and 69 per cent rated their career and familial life respectively as satisfactory. While about 21 per cent of them rated their familial life as very much satisfactory, only 9 per cent gave the same rating to career life. Negligible proportion of the sample rated their career as well as familial life as not satisfactory or not at all satisfactory (Table 27). Thus, it could be said that the majority of the career women studied found their life fulfilling and enriching.

Table 23. Rating of Career and Familial Life

N=541

Rating	Career Life		Family Life	
	N	%	N	%
Very much satisfactory	50	9.2	113	20.9
Satisfactory	390	72.1	374	69.1
Undecided	67	12.4	43	7.9
Not Satisfactory	30	5.5	7	1.3
Not at all satisfactory	4	0.7	4	0.7

6.0 ROLE FULFILMENT

Goals originate from values and give direction to behaviour. The sequence of goals one chooses give direction for living. In the present investigation career women's role fulfilment with reference to career and familial roles was measured in terms of their perception of career and familial goal achievement respectively. This necessitated an insight into goals held by career women in dual career families in EO and FO of which they were an integral part. In the ensuing pages data regarding the career and familial role fulfilment as operationally defined and past and future goal attainment are presented.

6.1 CAREER AND FAMILIAL GOALS

List of goals related to career and familial roles were evolved through pilot study. By assuming that these were desirable goals pertaining to their career and familial roles, the respondents were asked to rank order the goals according to the priority attached to each goal by assigning a particular rank falling between 1 to 12. Rank '1' to the most important goal, rank '2' to the next most important goal and so on were assigned goals held by career women in declining order. The respondents were given the choice to list down any other goals other than those that appeared in the list of goals as well. Mean rank

for each of the goal was arrived at by averaging the ranks given by each of the respondent to that particular goal. The Mean rank values computed are summarised in Table 28. The most commonly held career goals were though the priority given to each varied from career women to career women.

Table 24. Career Women by Mean Rank on Career and Familial Goals

N = 541	
Goals	Mean Rank
I. Career Goals	
Build reputation as a reliable employee	3.4
Be regular and punctual	3.5
Build reputation as an efficient employee	3.8
Achieve excellence	3.8
Minimise piling up of work	4.5
Be well organised	4.8
Strive for next higher position	4.9
Be well versed with terms and conditions	5.7
Maintain good interpersonal relations	6.0
Be well versed with code of conduct	6.3
Build competency or proficiency	6.4
Career planning	7.2
II. Familial Goals	
Development of children into well groomed all round personalities	2.5
Establish children in good careers	3.0
Maintain good inter family relations	3.5
Developing appreciation of good inter-personal relations	4.0
Build real estate assets	4.6
Sustain good paid help	5.3
Own a four wheeler	5.4
Ensure financial security through liquid assets	5.6
Achieve efficiency in management of family resources	6.1
Shoulder the responsibilities on equal footing along with the spouse	6.1
Maintain limited social circle	6.3
Maintain wide social circle	6.7

To build reputation as a reliable employee' was observed to be the goal which was given the highest priority and 'career planning' was the goal which was given the least priority among the career goals by the respondents. Among the familial goals 'development of children into well groomed all round personalities' was given the highest priority and 'to maintain wide social circle' was given the least priority by career women. From the findings (Table 24) it is obvious that career women held more than one goal simultaneously with reference to their career and family roles.

6.2 CAREER AND FAMILIAL ROLE FULFILMENT

Perceived levels of career and familial role fulfilment (PLCRF and PLFRF) by career women were measured in terms of their perception at present regarding levels of goal achievement in relation to the roles they assumed in employment and family organisations respectively, due to efforts put in by them over a period of past three years from the time the questionnaire was administered.

Respondents were asked to indicate their position corresponding to level of achievement of goals on a ladder with ten rungs. Scores of one through to ten were assigned to each of the rungs from the lowest one to the top most rung of the ladder. If the respondents were not able to attain any of their goals then they would be standing at the bottom of the ladder and were assigned a score of zero and if they perceived that they achieved all their goals then they would be at the top of the ladder and were assigned a score of 10. From these scores perceived levels of career and familial role fulfilment of each of the respondent and the Mean scores on PLCRF and PLFRF were arrived at. PLCRF and PLFRF of the respondents are presented in sequence. Thereafter the past and future levels of goal attainments and the rate of past and future goal attainment are presented.

6.2.1 Perceived level of career role fulfilment (PLCRF)

The scores earned by career women on PLCRF ranged from zero to ten with a Mean score of 5.3. About 0.92 per cent of the sample scored either a zero or 10 on a ten point scale, cantril ladder of life that measured PLCRF. It is inferential that there were a few though negligible proportion of the respondents perceived that they had not made a beginning or had Totally achieved their career goals. Largest proportion of the career women (61.92 per cent) earned a score between 4 and 6. In general these career women felt that they were half way through with their career ambitions. Nearly one-fourth of the respondents revealed comparatively higher PLCRF whereas one-eighth perceived the same at a much lower level.

PLCRF of career women revealed an increasing trend with the passage of time, i.e., from past to present and present to future. Majority of the career women from industry perceived higher level of CRF in contrast to their counterparts from other employment organisations. The Mean score on PLCRF earned by these career women was comparatively much higher (Appendix V: Table 29).

Taking Mean and standard deviation into consideration the respondents who scored between 1.9 and 8.78 were considered as those who perceived medium level of career role fulfillment. Considerable variation was found in PLCRF of career women. A large majority of career women in dual career families (95 per cent) were found to be moderate scorers on their PLCRF. Thus, it could be stated that there were more competing goals other than those that measured PLCRF on which career women spent more of their time and effort. This could have resulted in large proportion of moderate scorers of PLCRF.

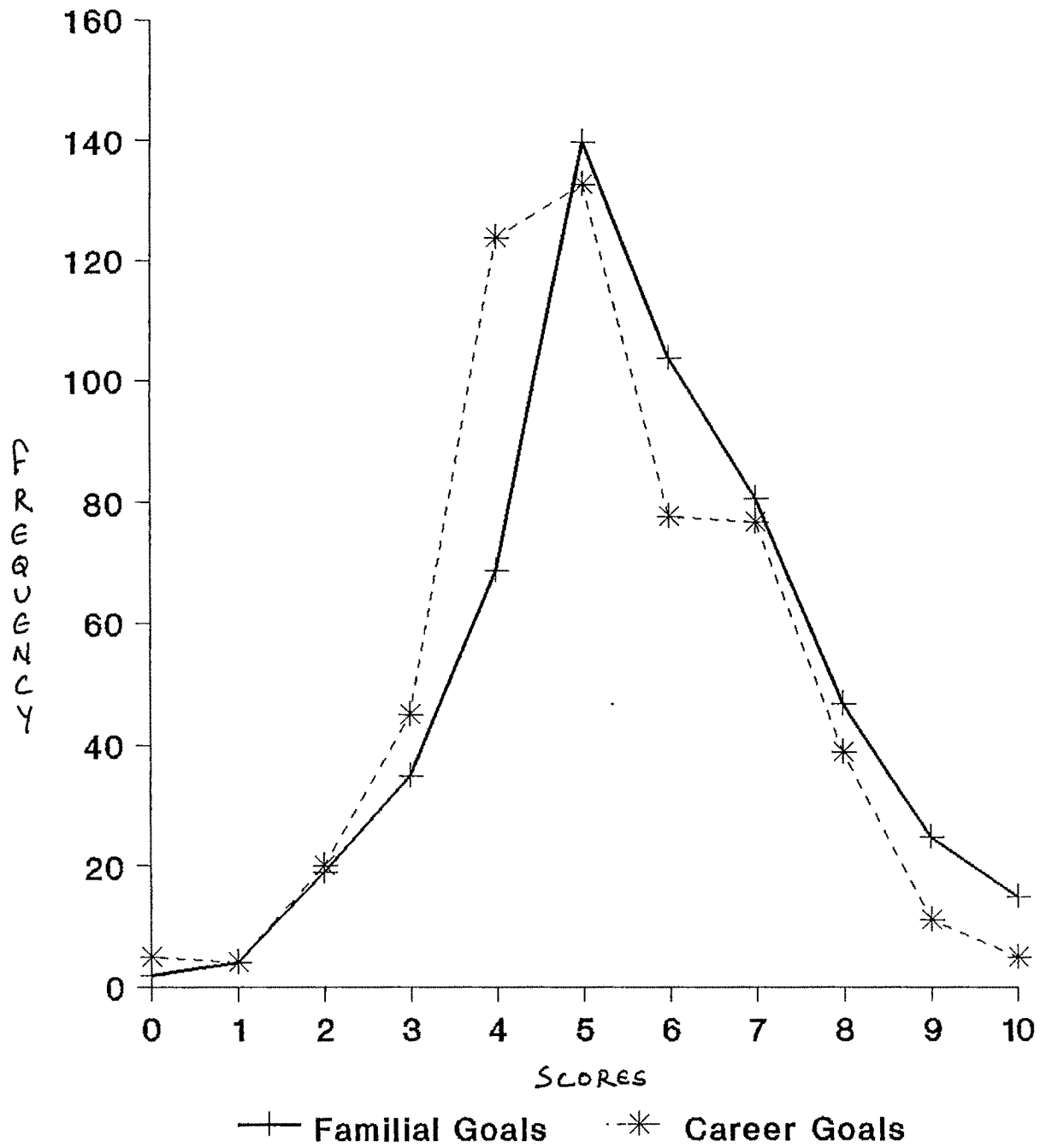
Table 25. Career Women by Perceived Level of Career Role Fulfilment

PLCRF	N	%
Low < 1.8 ^{1.89}	9	1.7
Moderate 1.9 to 8.78	515	95.2
High > 8.79	17	3.1
Total	541	100
Mean		5.3
S.D.		3.48

6.2.2 Perceived Level of Familial Role Fulfilment (PLFRF)

Respondents earned PLFRF scores ranging from zero to ten with a Mean score of 5.8. In reference to PLFRF too the variability amongst career women was seen to be pronounced as evidenced through the SD value of 3.7. Only about 0.4 per cent of married career women perceived that they had not made a beginning on their FRF. About 58 per cent of the respondents earned a score between 4 and 6 on a ten point scale. These career women perceived that nearly fifty per cent progress was made in their FRF. A little less than one-fourth of the respondents perceived much higher level of FRF. Comparatively more career women in dual career families perceived a higher level of FRF than CRF (FIG. 11). A clear progressive trend in PLFRF from past to future was evidenced through the study. The findings showed that career women in dual career families gave priority to familial role in spite of them being career women. Career women working from industry perceived much higher level of familial role fulfilment than their counterparts from other employment organisations. (Appendix V:Table 30)

Figure 11. Career Women by PLCRF and PLFRF



The respondents who scored below 2.1 and above 9.5 were found to be negligible. A huge majority (92.4 per cent) of respondents scored between 2.2 and 9.4. This larger group were identified as moderate scorers.

Table 26. Career Women by Perceived Level of Familial Role Fulfilment

PLFRF	N	%
Low ≤ 2.1	25	4.6
Moderate 2.2 - 9.4	500	92.4
High ≥ 9.5	16	3.0
Total	541	100
Mean	5.8	
S.D.	3.70	

6.3 PAST AND FUTURE GOAL ATTAINMENT

An attempt was made in the present investigation to assess career womens' perceived levels of past and future career and familial goal attainment. Career women's perceived past goal attainment position by career goals was observed to be very low in the case of about 43 per cent (Appendix V:Table 30). The picture of perceived position at present on attainment of career goals showed that the proportion of respondents who scored very low decreased and who scored moderately increased. With reference to future goal attainment, by and large, more respondents had relatively higher scores. The proportion of respondents who perceived higher level of goal attainment increased with a passage of time. Those expecting low goal attainment in future were rather less in number. This implies that career goal attainment initially was rather slow and as time passed career women in general perceived that they would attain more of their established goals (FIG.12).

In relation to past, present and future familial goal attainments respondents' scores ranged from zero to ten (Appendix V: Table 29 and 30). The Mean scores earned on past, present and future goal attainment were 4.4, 5.8 and 7.4 respectively. In contrast to 13 career women who could not attain any familial goals at all, three years ago, there were two career women who could not attain any progress till date, and only one respondent anticipated no progress three years hence as well. On the other hand proportion of career women who perceived more familial goal attainment increased with the passage of time. While only 10 respondents perceived past goal attainment at the maximum level possible the corresponding number was 87 with reference to future goal attainment (FIG. 13).

It was evident from the results that the goal attainment position with reference to past, present and future was higher in relation to familial goals rather than career goals as evidenced by the Mean scores (Appendix V: Table 29 & 30). This could be accounted for, to some extent, by the greater importance career women in dual career families placed to familial goals and also to the fact that the familial goals held were such that the efforts of others also resulted in its attainment apart from that of the career women herself.

The rate of past goal attainment and the rate of future goal attainment based on the difference between Mean scores of perceived past, and present, and present and future goal attainment levels respectively were worked out. The rate of past and future goal attainment in relation to career goals were 1.3 and 1.5 respectively, whereas the same in relation to familial goals were 1.4 and 1.6. The respondents' rates of future goal attainment in relation to both career and familial goals were higher than the past rates of goal attainment.

Married career women's rates of past and future goal attainment was slightly higher in relation to familial goals than career goals. The past rate of goal attainment could be a motivating factor for career women perceive higher rate of progress in future towards their goals

Figure 12. Career Women by Level of Past and Future Career Goal Attainment

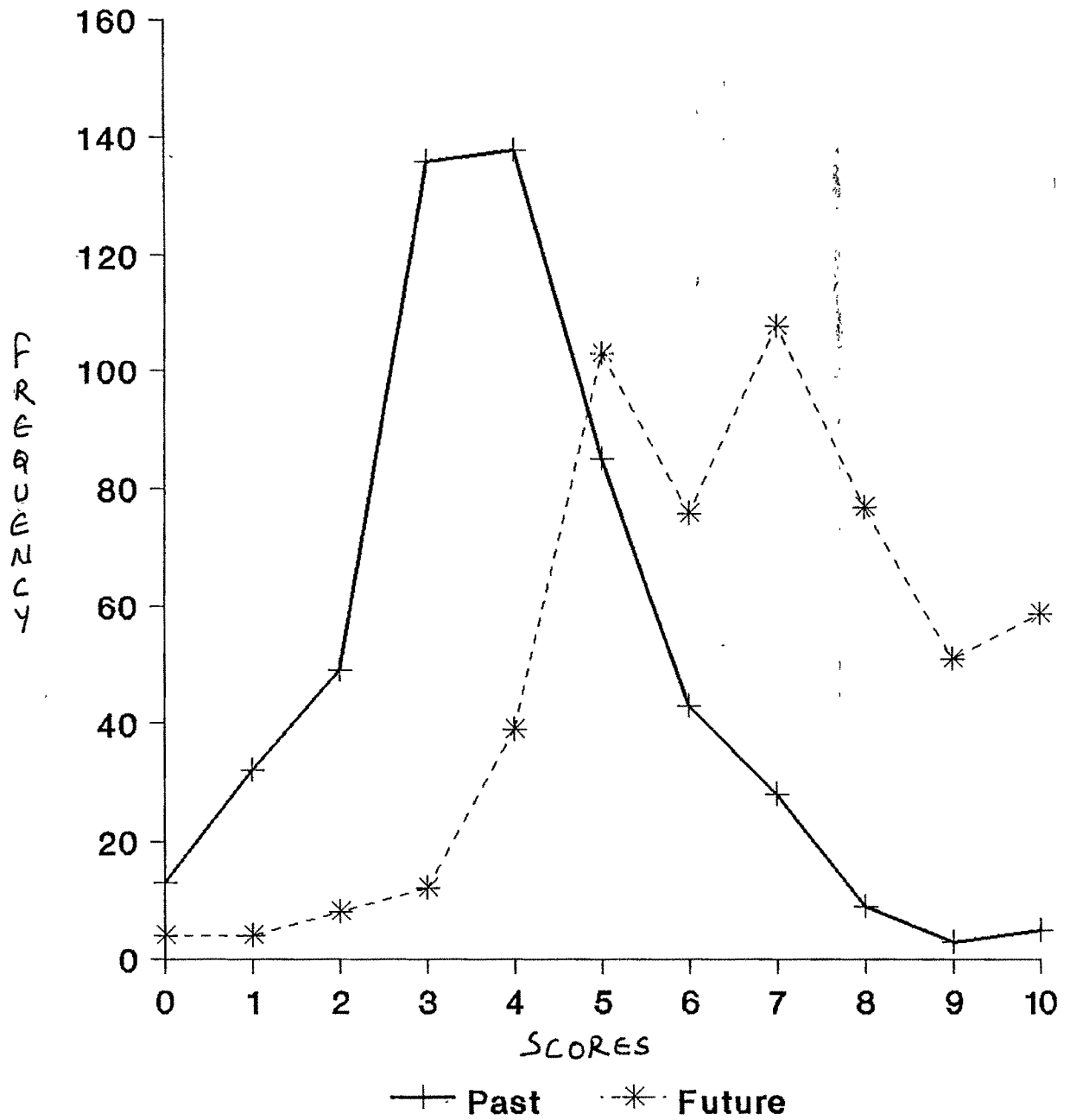
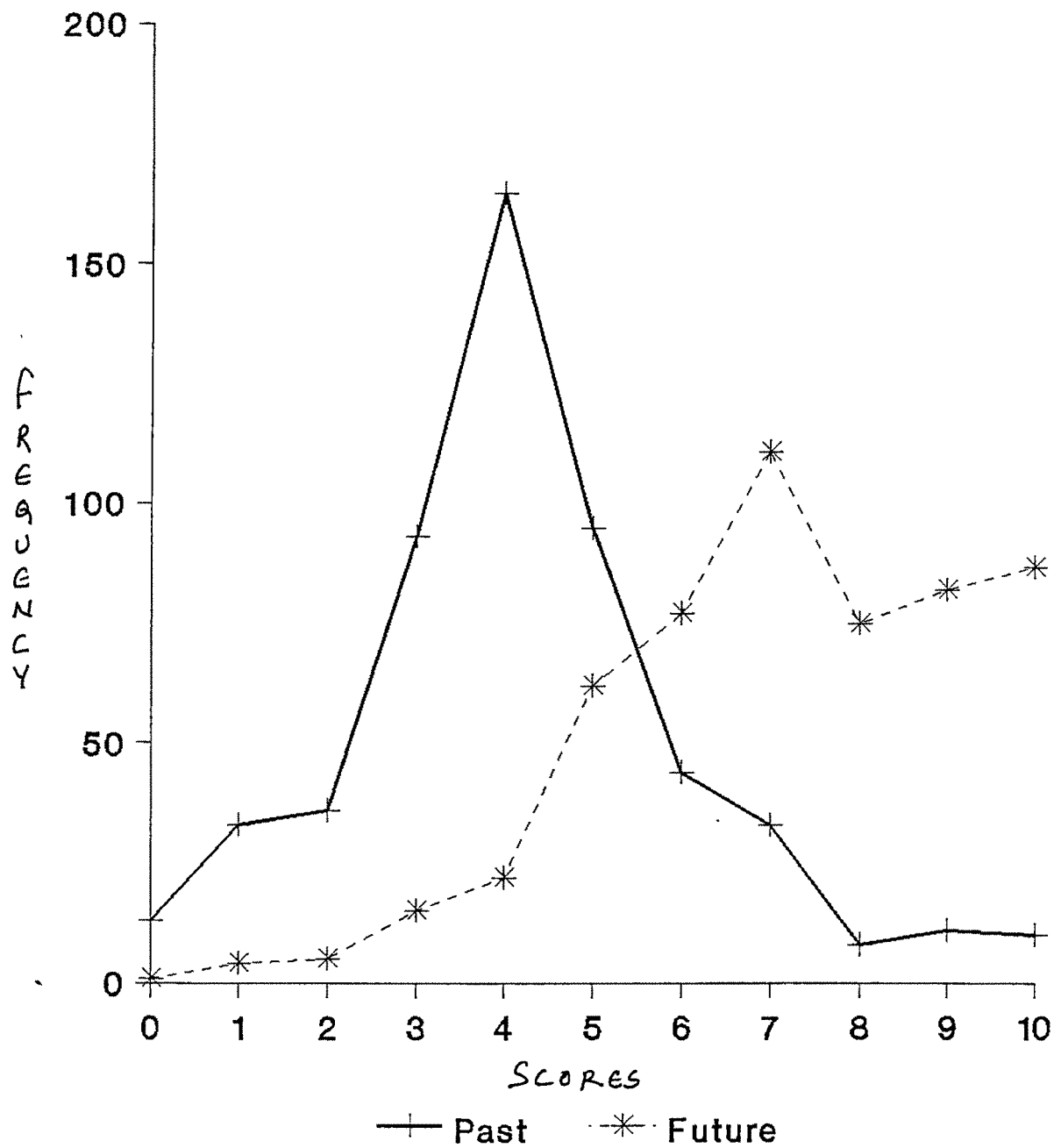


Figure 13. Career Women by Level of Past and Future Familial Goal Attainment



7.0 PROFILE OF HIGH AND LOW SCORERS BY EOSE, PLCRF AND PLFRF

Data from 146 respondents each who had scored low and high respectively with reference to EOSE, PLCRF and PLFRF were examined to have an understanding about Mean personal family and situational characteristics.

7.1 PROFILE OF HIGH AND LOW SCORERS ON EOSE

Career women who scored high on EOSE in contrast to those who scored low were relatively older in age, with lower personal monthly income and with more number of years of service. The Mean extent of involvement in household work by high and low EOSE scorers was the same. Similarly Mean scores on FOSCS, PLCRF and PLFRF, Mean number of school going children, Mean family size those who scored high and low on EOSE were comparable. On the other hand high scorers of EOSE had relatively larger Mean monthly family income, the youngest family member and oldest family member older in age.

On the other hand, low EOSE scorers were characterised by relatively younger career women with relatively higher monthly personal income with less number of years of service and with relatively lower family income, and the youngest and the oldest family members lesser in age.

Table 27. Comparison of Mean Personal and Family Characteristics in Relation to EOSE

Variables	Mean		
	Total Samples (N=541)	High Score (N=146)	Low Score (N=146)
Age	39.6	40.7	38.2
Personal Income	98.75	97.05	99.37
Length of Service	17.00	18.3	15.3
Extent of involvement in household work	54.0	54.2	54.2
EOSCS	45.9	45.8	46.2
FOSCS	48.6	48.8	48.5
PLCRF	5.2	5.3	5.1
PLFRF	5.7	5.7	5.7
Family size	4.3	4.4	4.3
Family income (Yearly)	192158	20415	18940
Age - youngest family member	10.9	11.7	10.0
Age - oldest family member	54.1	54.9	52.9
Number of children in school education	0.9	0.9	1.0

Career women who earned a higher score on EOSE earned higher scores on stressors from work, role, personal development, interpersonal relations, organisation climate and overall stressors in employment as well as in family organisation. In contrast the low scorers on EOSE earned relatively lower scores on stressors from role, personal development, interpersonal relations, organisation climate and overall stressors in EO as well as in FO. High scorers on EOSE revealed relatively lower scores on SSEO and SSFO whereas low scorers on EOSE scored relatively high on SSEO and SSFO respectively

Table 28. Comparison of Mean Situational Characteristics in Relation to EOSE

Variables	Mean		
	Total Samples (N=541)	High Score (N=146)	Low Score (N=146)
EOWSP	41.8	43.4	39.3
EORSP	40.7	41.6	38.0
EOPDSP	38.3	38.2	36.4
EOIRSP	41.0	41.6	38.8
EOCSP	37.5	37.8	35.8
EOOSP	190.3	202.5	188.3
FOWSP	36.0	37.4	33.5
FORSP	37.7	39.3	34.7
FOPDSP	32.6	33.9	30.0
FOIRSP	38.5	39.7	35.4
FOCSP	37.9	39.2	34.5
FOOSP	182.8	189.5	168.0
SSEO	45.4	45.9	46.3
SSFO	59.8	56.7	62.8

7.2 PROFILE OF HIGH AND LOW SCORERS ON PLCRF

The Mean personal, family and situational characteristics of high and low PLCRF scorers were examined. The high PLCRF scorers, in comparison to low scorers were characterised by older career women with relatively higher monthly personal income, more number of years of service, with relatively low extent of involvement in household work. Moreover, career women with high PLCRF scores were with high scores on EOSCS, FOSCS, and PLFRF and with marginally lower score on EOSE. The family size of high and low PLCRF scorers was comparable. High scorers on PLCRF had relatively higher monthly family income the youngest and the oldest family member older in age and less number of children in school education.

Table 29. Comparison of Mean Personal and Family Characteristics in Relation to PLCRF

Variables	Mean		
	Total Samples (N=541)	High Score (N=146)	Low Score (N=146)
Age	39.6	42.9	36.5
Personal Income	98.75	9768	9547
Length of Service	17.00	20.5	13.7
Extent of involvement in household work	54.0	53.2	55.4
EOSCS	45.9	47.5	44.5
FOSCS	48.6	49.3	48.1
EOSE	5.2	7.7	7.9
PLFRF	5.7	7.1	4.4
Family size	4.3	4.3	4.4
Family income (Yearly)	192158	20415	18940
Age - youngest family member	10.9	14.1	8.4
Age - oldest family member	54.1	54.8	52.5
Number of children in school education	0.9	0.8	1.10

In contrast to the high scorers, those who scored low on PLCRF were characterised by relatively younger career women, lower personal monthly income, less number of years of service and higher extent of involvement in household work. Career women with low PLCRF scores were with relatively lower EOSCS, lower FOSCS lower PLCFRF, lower monthly family income, the youngest and the oldest family member younger in age and more number of children in school education.

Table 30. Comparison of Mean Situational Characteristics in PLCRF

Variables	Mean		
	Total Samples (N=541)	High Score (N=146)	Low Score (N=146)
EOWSP	41.8	39.5	42.7
EORSP	40.7	38.1	42.3
EOPDSP	38.3	36.0	39.3
EOIRSP	41.0	38.7	42.0
EOCSP	37.5	35.1	38.8
EOOSP	190.3	187.4	206.1
FOWSP	36.0	34.2	37.3
FORSP	37.7	35.2	38.5
FOPDSP	32.6	29.5	34.0
FOIRSP	38.5	35.8	39.7
FOCSP	37.9	34.3	39.8
FOOSP	182.8	169.1	189.3
SSEO	45.4	47.5	44.8
SSFO	59.8	62.0	59.5

Career women who scored high on PLCRF, perceived lower stressors from work, role, personal development, interpersonal relations, organisation climate and overall stressors in EO and FO respectively. On the other hand, the low PLCRF scorers perceived relatively more stressors from each of the five sources studied as well as overall stressors in EO and FO respectively. High PLCRF scorers had relatively higher scores on SSEO and SSFO respectively, whereas low PLCRF scorers had relatively low SSEO and SSFO scores.

7.3 Profile of High and Low Scorers on PLFRF

Career women who scored high on PLFRF were characterised by older career women with relatively higher family income, more number of years of service. The extent of involvement in household work by high and low PLFRF scorers was comparable. High PLFRF scorers scored high on EOSCS, FOSCS, and PLCRF. However, they scored comparatively low on EOSE. The family size of high and low PLFRF scorers was the same. High PLFRF scorers had relatively higher monthly family income, the youngest and the oldest family members older in age and less number of children in school education.

Table 31. Comparison of Mean Personal and Family Characteristics in Relation to PLFRF

Variables	Mean		
	Total Samples (N=541)	High Score (N=146)	Low Score (N=146)
Age	39.6	42.8	36.2
Personal Income	98.75	10134	8697
Length of Service	17.00	20.0	13.4
Extent of involvement in household work	54.0	53.7	53.5
EOSCS	45.9	48.2	45.3
FOSCS	48.6	50.3	48.3
PLCRF	5.2	7.6	8.0
EOSE	5.7	6.5	3.9
Family size	4.3	4.3	4.3
Family income (Yearly)	192158	19578	18351
Age - youngest family member	10.9	14.2	8.0
Age - oldest family member	54.1	55.4	52.7
Number of children in school education	0.9	0.8	0.10

In contrast to high scorers, low scorers of PLFRF were characterised by relatively younger career women, lower monthly family income and less number of years of service. Moreover, they earned lower scores on EOSCS, FOSCS, PLCRF and higher score on EOSE. Respondents who scored low on PLFRF had relatively lower monthly family

income the youngest and oldest family member younger in age and more number of children in school education. Career women with high PLFRF scores perceived relatively less stressors from work, role, personal development, interpersonal relation, organisation climate in EO and FO respectively. Their overall stressors perception scores in EO and FO was also lower. On the other hand career women with low PLFRF scores perceived relatively more stressors from all the five sources of stressors and overall stressors in both EO and FO. High PLFRF scorers had relatively higher SSEO and SSFO scores while low PLFRF scorers had relatively lower SSEO and SSFO scores respectively.

Table 32. Comparison of Mean Situational Characteristics in PLFRF

Variables	Mean		
	Total Samples (N=541)	High Score (N=146)	Low Score (N=146)
EOWSP	41.8	40.4	42.5
EORSP	40.7	39.2	41.8
EOPDSP	38.3	36.8	38.6
EOIRSP	41.0	39.5	40.9
EOCSP	37.5	36.1	37.4
EOOSP	190.3	192.1	201.2
FOWSP	36.0	33.6	36.8
FORSP	37.7	35.0	38.2
FOPDSP	32.6	29.5	33.3
FOIRSP	38.5	36.3	39.3
FOCSP	37.9	34.4	38.8
FOOSP	182.8	168.9	186.6
SSEO	45.4	47.0	45.8
SSFO	59.8	62.5	58.7

In other words the high scorers on PLCRF and PLFRF compared well with each other in their Mean personal, family and situational characteristics. High PLCRF scores were high PLFRF scorers too and vice versa. They were characterised by less stress scores, more EOSCS and FOSCS, low overall stressors perception scores as well as low stressors perception scores in relation to each source of stress studied in both EO and FO

and high SSEO and SSFO. High scorers on PLCRF and PLFRF were comparable in their Mean age, period of service, extent of involvement in household work, family size, age of the youngest family member and Mean number of children in school age. The Mean PLFRF scorers of the low and high scorers were slightly higher than those of their counterparts on PLCRF.

8.0 HYPOTHESIS TESTING

Two main hypotheses with sub hypotheses were formulated for the present investigation. To test these hypotheses statistically null hypotheses were formulated. Product moment correlations were computed for all the continuous variables under study. Analyses of variance were computed between the dependent variables of the study viz., extent of stress experienced, and perceived levels of role fulfilment in relation to career and familial roles respectively and the respective personal, family and situational variables. Wherever significant 'F' values were found, 't' test was applied. To ascertain the order in the influence of the selected independent variables on extent of stress experienced, perceived levels of role fulfilment in relation to career and familial roles respectively, step-wise regression analyses were carried out. In this section findings obtained along with relevant discussions in relation to hypotheses tested are presented.

8.1 FINDINGS IN RELATION TO HYPOTHESIS A

For the purpose of testing hypothesis A which states that there exists a relationship between extent of stress experienced by career women in dual career families and selected personal, family and situational variables, null hypothesis H_0A with sub hypotheses as presented below were formulated.

H_0A : There exists no relationship between extent of stress experienced by career women in dual career families (CW in DCF_s) and selected personal, family and situational variables.

Personal variables:

$H_0A.1$ Age

$H_0A.2$ Personal Income

$H_0A.3$ Length of Service

- H₀A.4 Extent of involvement in household work
- H₀A.5 Employment Organisation Stress coping strategies
- H₀A.6 Family organisation Stress coping strategies
- H₀A.7 Perceived level of career role fulfilment
- H₀A.8 Perceived level of familial role fulfilment

Family variables:

- H₀A. 9 size of family organisation
- H₀A.10 Family income
- H₀A. 11 Age of the youngest family member in the family
- H₀A.12 Age of the oldest family member in the family
- H₀A.13 Number of children in school education

Situational Variables

H₀A.14 Employment Organisation Stressors

- H₀A.14.1 Work Stressors
- H₀A.14.2 Role Stressors
- H₀A.14.3 Personal development stressors
- H₀A.14.4 Interpersonal relations stressors
- H₀A.15.5 Organisation climate stressors
- H₀A.15.6 Overall stressors

H₀A.20 Family organisation

- H₀A.15.1 Work stressors
- H₀A.15.2 Role stressors
- H₀A.15.3 Personal development stressors
- HoA.15.4 Interpersonal stressors
- H₀A.15.5 Organisation climate stressors
- H₀A.15 6 Overall stressors
- HoA.16 Social Support Employment organisation

[illegible]

HoA.17 Social Support Family organisation

Findings in relation to null hypothesis HoA.1 to HoA.17 tested.

HoA.1 : There exists no relationship between extent of stress experienced (EOSE) and age of career women in dual career families (CW in DCFs).

The mean age of career women was 39.6 (Table 1). The range of scores for EOSE experienced by the sample ranged from 0 to 35 with a mean score of 7.7 (Table 20). Product moment correlation computed between age and EOSE revealed no significant correlation value (Table 33).

A comparison of mean scores on EOSE by age showed that young career women differed significantly at 0.01 level from older group. However, no significant difference was observed when mean scores of career women in middle and old age groups were compared. The computed 't' values for mean scores on EOSE of young and middle age groups revealed a trend towards being significant at 0.05 level. There was a progressive increase in the mean scores on EOSE of career women in the young to old categories by age.

Table 34. Differences between Mean Scores on Extent of Stress Experienced by Age

Group	Age	N	Mean
1	Young	93	6.61
2	Middle	349	7.76
3	Old	99	8.63
Mean contrast	Mean Difference	't' value	Level of significance
1.2	1.15	1.90	n.s.
1.3	2.02	2.64	.01
2.3	0.87	1.39	n.s.

On the strength of computed 'r' and 't' values the null hypothesis was partially rejected.

EOSE in Relation to Age

In general, career women seemed to be subjected to more stress as they advanced in their age. The present investigation revealed a significant positive correlation between age and (i) personal income ($r=+0.1547^{**}$) (ii) length of service ($r=+0.8287^{**}$) (iii) PLCRF ($r=+0.3388^{**}$) (iv) PLFRF ($r=+0.3088^{**}$) (v) family income ($r=+0.3178^{**}$) (vi) age of the youngest family member ($r=+0.7997^{**}$) (vii) age of the oldest family member ($r=+0.2791^{**}$). There existed a negative correlation between age and (i) number of children in school education ($r = -0.2560^{**}$). As the age of the career women increased their personal income, length of service and family income recorded an increase and vice versa. As age increased, career women's PLCRF and PLFRF also increased. Similarly, with an increase in the age of career women, age of the youngest and the oldest family member in the family too increased and number of children in school education decreased. Career women 47 years or more in age revealed greater EOSE than their younger counterparts. However, those who were in old age group were significantly different from those in the young group in their EOSE. This could be because the older career women might have reached a stage in their life, where they might be having more pressures from their career and family. They might be at middle or top level management positions in their career. This might be placing them under stress arising out of their career responsibilities. Similarly, they might be required to put in more efforts for vertical shifts in their position in the career ladder. Moreover they might also be under mental, physical and or financial pressures due to demands from grown up children, who ought to be established in their own careers or life. On the other hand, the young career women (below 31 years) might be in the beginning stages in their career as well as in their family life during which period they may not experience heavy demands on their personal time and energy.

It means that as career women advance in age, they become more alert and conscious about the responsibilities attached to their roles and also they have a clearer vision and are able to see more concretely the unmet demands and unmet goals in both organisations. This could lead to a state of dissatisfaction which will lead to a feeling of

stress which in turn may act as a motivating force to put in more efforts or which may act as a demotivating force when it crosses threshold level of stress to put the individual under distress condition.

H₀A.2 · There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their personal income.

The mean personal income of career women was found to be Rs. 9875 per month (Table 3). The computed correlation coefficient and F values revealed that there was no significant relationship between EOSE and personal income of the sample

Therefore, the null hypothesis was accepted.

H₀A.3 There exists no relationship between extent of stress experienced (EOSE) and by CW in DCFs and their length of service.

Respondents' mean number of years of service in the employment was found to be 17 years (Table 13). The scores on EOSE ranged from 0 to 35 with a mean score of 7.7 (Table 20). The computed product moment correlation revealed no significant correlation between EOSE and respondents' length of service in employment (Table 33).

The computed 't' values on the mean scores on EOSE by length of service in employment showed that the career women who had put in short period of service (below 8.44 years) in their career differed significantly at 0.01 level from the respondents who had put in moderate (8.45 to 25.56 years) and long (above 25.57 years) period of service in their career.

Table 35: Difference between Mean Scores on Extent of Stress Experienced by Length of Service in Employment Organisation

Group	Length of Service	N	Mean
1	Short Period	110	6.43
2	Moderate Period	350	7.87
3	Long Period	81	8.83
Mean contrast	Mean Difference	't' value	Level of significance
1.2	1.44	2.73	0.01
1.3	2.40	3.22	0.01
2.3	0.96	1.42	n.s

On the strength of these findings, the hypothesis was partially rejected.

EOSE in Relation to Career Women's Length of Service in EO

Career women revealed higher mean scores on EOSE as they moved from group 1 to 3 with an increase in their period of service. However, those CW in DCFs with short period of service were significantly different from those with moderate and long period of service in their EOSE. This could be because, the initial enjoyment and novelty of their respective careers might have faded out as they become more conscious about career planning, career growth and career responsibilities when they moved upward on their career graph. Time bound promotions which match with stipulated number of years of service and performance assessment might have placed career women with relatively longer period of service at middle and top level management positions. This might have demanded extra efforts from career women which might have put additional burden on their time and energy leading to higher EOSE scores.

The correlation between length of service and (i) the youngest family member ($r=+0.6806^{**}$) and (ii) age of the oldest family member ($r=+0.2088^{**}$) revealed that as length of service increased the ages of the youngest and the oldest family member recorded an increase. Moreover, it was found that the families of career women with

longer service in their employment had older family members and vice versa. Similarly, career women with longer service had older children and vice versa. The demands of older family members for physical and psychological needs along with the demands of grown up children to be settled in their career or life might place extra demands on personal and family resources of these career women in addition to mental pressures. Thus career women with short service differed significantly from those with moderate period of service and long period of service in their EOSS.

Career women with more number of years of service were found to be older respondents ($r=.8287^{**}$). These career women might have health problems due to advancing age which might bring down the stress tolerance limit.

Obviously under circumstances where career women in dual career families faced increased demands/pressures from both organisations under study and had decreased stress tolerance limit due to effect of aging might have experienced more stress.

H₀A.4 : There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their extent of involvement in household work.

Extent of involvement in household work was measured on the basis of the percentage of household work done by the respondent. The mean extent of involvement in household work was found to be to the order of 54.4 percent (Table 4.1). The product moment correlation and F values were computed between EOSE and extent of involvement in household work. The computed 'r' and F values revealed that there existed no significant relationship between EOSE and extent of involvement in household work by career women (Table 33).

Consequently, the null hypothesis was accepted.

H₀A.5: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and EOSCS adopted by them to cope with stressful situations in employment organisation.

Stress coping strategies adopted by career women in employment organisation were measured using employment organisation stress coping strategies (EOSCS) scale. The mean EOSCS score earned by the sample was 45.9 (Table 18). The computed 'r' and 'F' values were not found to be significant. Hence, it was concluded that EOSE and EOSCS adopted by CW in DCF to cope with stressful situations in employment organisation were independent of each other.

Therefore, the null hypothesis was accepted.

H₀A.6 : There exists no relationship between extent of stress experienced (EOSE) of CW in DCFs and FOSCS adopted by them to cope with stressful situations in family organisation.

Family organisation stress coping strategies (FOSCS) scale was used to find out the stress coping strategies adopted by career women to cope with stressful situations in family organisation. The mean FOSCS score earned by the sample was 48.6 (Table 18). No significant correlation was observed between EOSE and FOSCS.

Therefore, the null hypothesis was accepted.

H₀A.7: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their perceived level of career role fulfilment (PLCRF).

The respondents score on PLCRF ranged from 0 to 10 with a mean score of 5.3 (Table 25). The mean score for EOSE was found to be 7.7 (Table 20). The computed r value revealed no significant correlation between EOSE and PLCRF (Table 33). Further, 'F' value was also not found significant.

Therefore, the null hypothesis was accepted.

H₀A.8: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their perceived level of familial role fulfilment (PLFRF).

The mean score earned by the career women on PLFRF was 5.8 (Table 26). The mean score for EOSE was 7.7 (Table 20). Coefficient of correlation between EOSE and PLFRF was computed using product moment formula. The computed r and F values were not significant.

Hence, the null hypothesis was accepted.

$H_{0A.9}$: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and size of their families.

The mean family size of the sample was 4.3 (Table 7). No significant correlation was observed when pearson product moment correlation was computed between EOSE and family size (Table 33).

A comparison of the differences of mean scores on EOSE by family size showed that CW who belonged to small DCFs differed significantly at 0.01 level from those who belonged to medium size DCFs.

Table 36 : Differences between Mean Scores on Extent of Stress Experienced by Family Size

Group	Family Size	N	Mean
1	Small	130	6.71
2	Medium	325	8.18
3	Large	86	7.50
Mean contrast	Mean Difference	t Value	Level of Significance
1.2	1.47	2.70	.01
1.3	0.79	1.16	n.s
2.3	0.68	1.12	n.s

On the strength of these findings the null hypothesis was partially rejected.

EOSE in Relation to Family Size

In general, career women belonging to medium size DCFs experienced more stress than their counterparts in small and large size DCFs. However, CW in small DCFs differed significantly from those in medium DCFs in EOSE. This could be because of the variations in demands from family members on career women's personal resources. Small DCFs with three or less than three family members might be the dual income single child families (DISCFs) in the beginning or contracting stage of family life cycle where children might have left their parental families to establish their own families. The demands put by such families on career women's personal resources might be relatively less. Career women in such families might be able to meet their role demands with less stress. On the other hand, medium size families with four to five members might be families with two to three children or one to two offspring(s) with one to two old family member(s) or joint families. Depending on the stage at which the family is and the age of its members, such families might have differential levels of demands on CW which might be relatively more than that of their counterparts with small families. Hence those career women from medium size DCFs experienced relatively more stress than those with small families. However, sharing of work among family members, and the availability of support from older family members might have helped them to meet and manage the challenges without being subjected to a feeling of distress, as evidenced by the EOSE mean value of 8.18.

H₀A.10: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their family income.

The mean family income of career women was found to be Rs. 19,216 per month (Table 8). The computed 'r' value revealed no significant relationship between EOSE and family income of the respondent (Table 33) The F value was found to be not significant.

Hence the null hypothesis was accepted.

H₀A.11: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and age of the youngest member in their families.

The mean age of the youngest family member was 10.9 years (Table 9). Pearson product moment correlation coefficient (Table 33) and the analysis of variance computed revealed no significant values.

Consequently, the null hypothesis was accepted.

H₀A.12: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and age of the oldest member in their families.

The mean age of the oldest family member was 54 years (Table). Coefficient of correlation between EOSE and age of the oldest family member was not significant (Table 33). The F value was also not significant.

Wherefore, the null hypothesis was accepted.

H₀A.13: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and number of children in school education, in their families.

The mean number of children in school education was less than one (Table 10). The computed correlation coefficient and F values revealed that there was no significant relation between EOSE and number of children in school education.

Hence, the null hypothesis was accepted.

H₀A. 14: There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their perception of stressors in employment organisation.

Employment organisation stressors scale (EOSS) developed by the investigator was used to measure career women's perception of stressors from EO. Perception of

stressors from each of the five different stressors was measured based on the scores earned by the respondent on the respective components of EOSE. Overall stressors perception in EO was arrived at by the total score on the entire scale.

The findings related to testing of sub hypothesis $H_{0A.14}$ is discussed by each sub hypothesis ($H_{0A.14.1}$ to $H_{0A.14.6}$) first and then the overall stress perception in the ensuing pages

$H_{0A.14.1}$: There exists no relationship between EOSE by CW in DCFs and their employment organisation work stressors perception (EOWSP).

The mean EOWSP score earned by the sample was 41.8 (Table 16) and the mean EOSE score was 7.7 (Table 20). The computed product moment correlation ($r = +0.1895^{**}$) revealed a significant positive correlation between EOSE and EOWSP (Table 33).

A comparison of the mean scores on EOSE by EOWSP showed that those with low EOWSP differed significantly at .01 level from those with moderate or high EOWSP scores. The increase in mean EOSE score of career women as they moved from low to moderate and low to high group by EOWSP score was more or less comparable. The mean Difference between medium and high scorers was negligible while those between low and moderate and low and high were pronounced (Table 37).

Table 37 : Difference between Mean Scores on Extent of Stress Experienced by Employment Organisation Work Stressors Perception

Group	EOWSP	N	Mean
1	Low	96	5.64
2	Moderate	375	8.14
3	High	70	8.31
Mean Contrast	Mean Difference	't' value	Level of Significance
1.2	2.50	4.45	.01
1.3	2.67	3.19	.01
2.3	0.17	.23	n.s

On the strength of computed 'r' and t values the null hypothesis ($H_{0A.14.1}$) was rejected.

HoA.14.2: There exists no relationship between EOSE by CW in DCFs and their employment organisation role stressors perception (EORSP).

A significant positive correlation ($r=+0.1275^{**}$) was observed between EOSE and EORSP (Table 33). The computed 't' values on the mean EOSE by EORSP showed that career women with low EORSP differed significantly at .01 level from those who were moderate scorers. (Table 38).

Table 38. Differences between Mean Scores on Extent of Stress Experienced by Employment Organisation Role Stressors Perception

Group	EORSP	N	Mean
1	Low	114	6.49
2	Moderate	346	8.07
3	High	81	7.95
Mean Contrast	Mean Differences	't' Value	Level of significance
1.2	1.58	2.60	.01
1.3	1.46	1.87	n.s.
2.3	0.12	.19	n.s.

On the strength of the findings the null hypothesis was rejected.

H₀A.14.3: There exists no relationship between EOSE by CW in DCFs and their employment organisation personal development stressors perception (EOPDSP)

The mean score on EOPDSP was 38.3 (Table 16). The computed r and F values revealed that EOSE and EOPDSP were independent of each other as no significant relationship was established between these variables.

Therefore, the null hypothesis H₀A.14.3 was accepted.

H₀A.14.4: There exists no relationship between EOSE by CW in DCFs and their employment organisation interpersonal relations stressors perception (EOIRSP).

The mean score earned by CW in DCFs on EOIRSP was 41 (Table 16) To test the above hypothesis product moment correlation and analysis of variance were computed. The 'r' and 'F' values were not significant.

Whereupon, the null hypothesis ($H_{0A.14.4}$) was accepted.

$H_{0A.14.5}$ There exists no relationship between EOSE by CW in DCFs and their employment organisation climate stressors perception (EOCSP).

The mean EOCSP was 37.5 (Table 16). The coefficient of correlation computed between EOSE and EOCSP was not significant. Similarly 'F' values also revealed no significant relation between these variables.

Hence, the null hypothesis ($H_{0A.14.5}$) was accepted.

$H_{0A.14.6}$ There exists no relationship between EOSE by CW in DCFs and their employment organisation overall stressors perception (EOOSP).

CW in DCFs earned a mean score of 199.3 on EOOSP (Table 16). The computed 'r' value (+0.1278*) revealed significant positive relationship at .01 level between EOSE and EOOSP. Further analysis was undertaken to see the significance of mean differences among the sample in relation to EOSE by EOOSP.

Career women with low EOOSP scores differed significantly at 0.05 level from the respondents with moderate and high EOOSP scores in their EOSE.

Table 39. Differences between Mean Scores on Extent of Stress Experienced by Overall Stressors Perception in Employment Organisations

Group	EOOSP	N	Mean
1	Low	98	6.38
2	Moderate	374	7.96
3	High	69	8.30
Mean Contrast	Mean Difference	't' Value	Level of Significance
1.2	1.58	2.50	.05
1.3	1.92	2.29	.05
2.3	.34	0.50	n.s

On the strength of the above results the null hypothesis $H_{0A.14.6}$ was rejected.

EOSE in Relation to EOWSP

CW in DCFs who belonged to low EOWSP differed significantly from those in moderate EOWSP and high EOWSP groups. The mean EOSE of CW in DCFs in low EOWSP was 5.64 whereas the corresponding values on EOSE for moderate and high EOWSP scorers were 8.14 and 8.31 respectively. The moderate EOWSP scorers did not differ significantly from high EOWSP scorers in their EOSE. There existed a significant negative correlation between EOWSP and (i) EOSCS scores ($r = -0.3739^{**}$) (ii) FOSCS scores ($r = -0.2426^{**}$) (iii) PLCRF ($r = -0.2115^{**}$) and (iv) PLFRF ($r = -0.1377^{**}$). The study revealed a positive correlation between EOWSP and extent of involvement in household work ($r = +0.1339^{**}$). The negative correlations between EOWSP and EOSCS and FOSCS scores revealed that career women who perceived higher level of stressors intrinsic to work in employment organisation exhibited lesser tendency to resort to control mode, and greater tendency to resort to escape mode of coping strategies in both organisations under study and vice versa. Moreover, negative significant correlation between EOWSP and social support from EO and FO supported the fact as social support decreased work stressor perception in EO increased.

In other words career women who involved to a greater extent in household work perceived more work stressors in EO and vice versa.

Career women's preference to depend less on control mode of coping with stressful situation would have apparently resulted in a higher EOSE as their EOWSP score increased. Low PLCRF and PLFRF might have placed career women in a state of dissatisfaction with their work, which might have developed into a dislike, towards work. Hence higher EOSE score corresponding to a higher EOWSP score might have resulted from a non conducive mental disposition towards work with subsequent lack of job satisfaction.

Low EOSE by career women who belonged to low EOWSP group (Table 37) as compared to those in moderate and high EOWSP groups could be due to the parity

between the aspects intrinsic to work in their respective EO and their aspirations and expectations in this regard. In addition a predominantly control mode of EOSCS and FOSCS to keep stress under control exhibited by low EOWSP scorers too would have attributed to their low EOSE. Moreover, low EOWSP scorers were characterised by high PLCRF and PLFRF. Higher achievement of role function and responsibilities which culminated in higher goal attainment and subsequent higher PLCRF and PLFRF might have accounted for low EOSE of low scorers of EOWSP in contrast to higher EOSE of moderate and high scorers of EOWSP.

EOSE in relation to EORSP

The mean EOSE score of CW in DCFs was 7.7. The low EORSP scores revealed a mean EOSE score of 6.49 while their counterparts in moderate and high scorer's groups had 8.07 and 7.95 respectively as mean EOSE scores. As EORSP scores increased the EOSE scores of CW in DCFs too increased and vice versa. CW in DCFs that belonged to low EORSP group differed significantly from those in moderate EORSP group in their mean EOSE scores.

The correlation between EORSP and (i) personal income ($r = +0.1096^*$) (ii) extent of involvement in household work ($r = +0.1327^{**}$) revealed that career women whose EORSP was higher received higher pay and involved themselves in household work to a greater extent and vice versa. Similarly career women who perceived more role stressors, perceived more stressors from each source and on overall basis as well and they experienced relatively more EOSE. The study revealed significant negative correlation between EORSP and (i) EOSCS scores ($r = -0.3512^{**}$) (ii) FOSCS scores ($r = -0.2493^{**}$) (iii) PLCRF ($r = -0.1979^{**}$) and (iv) PLFRF ($r = -0.1349^{**}$). The dependability of career women who perceived higher EORSP on control mode of coping with stress was less and escape mode of coping more and vice versa. Career women with an increase in EORSP suffered a setback in their role fulfilment in EO and FO and vice versa.

In general, the remuneration received commensurated with the length of service and/or the level reached in career ladder. It was observed that the higher the income

earned, the longer the service, the higher the EORSP and the higher the EOSE. Those career women who earned relatively higher incomes might be in senior level management positions where they were expected to meet highly demanding role obligations and shoulder major responsibilities in planning, coordinating and carrying out activities in organisation. While coordinating work, at times to satisfy the subordinates or superiors they might have had to compromise with personal values. Insufficient mutual co-operation and team spirit might make disposing of role obligations a difficult task where again they might have had to sacrifice their values. The compromises they had to make with their values could have resulted in higher EOSE subsequent to higher EORSP.

Career women who perceived more EORSP revealed greater extent of involvement in household work. Involvement in one organisation to a greater extent might limit their extent of involvement in the other organisation. Due to heavy demands from FO career women might have to forego opportunities to enhance their competencies to carry out role related tasks in EO. Higher EOSE could be attributed to higher EORSP arising out of lack of competency that may act as constraint to fulfill role obligations. Moreover, those whose EORSP scores were less had low EOSE scores and vice versa. The low EORSP scorers kept stressors under control using control mode of SCS in both EO and FO and as a result attained higher PLCRF and PLFRF. This could have attributed to low EORSP scorers experience low stress levels as evidenced through low mean EOSE values in comparison to moderate and high EORSP scorers.

EOSE in relation to EOOSP

An increase in EOOSP was accompanied with an increase in EOSE of CW in DCFs as evidenced through positive significant relationship. CW with low EOOSP revealed a mean EOSE score of 6.38 which was lower than those of moderate and high EOOSP scorers respectively. There existed no significant difference in mean EOSE of CW in moderate and high groups by EOOSP. However CW who belonged to low EOOSP score group were different significantly from those who were moderate or high EOOSP scorers

Career women who scored higher EOOSP scores (≥ 234.78) revealed higher EOSE. Stressors can be seen as sources from which arise the demands of daily life. It is the individual's conceptual and perceptual foresight, time reference and ability to meet the demands or stressors that will determine to what extent she is ready with appropriate coping strategies to meet the challenges and whether she is stressed or not. The more stressors they encounter during any one period of time, the greater would be the demand placed on them to cope. The study revealed a significant negative correlation between EOOSP and (i) EOSCS score ($r = -0.1481^{**}$) (ii) FOSCS score ($r = -0.3124^{**}$) and positive correlation between EOOSP and (i) EOWSP ($r = +0.8233^{**}$) (ii) EORSP ($r = +0.8586^{**}$) (iii) EOPDSP ($r = +0.8050^{**}$) (iv) EOIRSP ($r = +0.8187^{**}$) (v) EOCSP ($r = +0.8631^{**}$). It was evident from the correlation values that those whose EOOSP scores were high, exhibited a tendency to adopt less of control and more of escape mode of coping to deal with stressful situations in EO and FO and vice versa.

The tendency to follow escape mode of coping in the face of stressful situations in EO and FO could be attributed to their desire to avoid the situation which could be an explicit expression of their inability to control the situation. A sense of powerlessness in the face of stressful events often can lead to emotional despair.. Probably this could be the reason for higher EOSE in the case of those with higher EOOSP.

The findings of the present investigation revealed that there existed significant positive correlation between EOOSP and each of the five different sources of stressors identified for the investigation. Those who perceived relatively more EOOSP experienced relatively more EOSE. However, no significant correlation was observed between EOSE and (i) EOPDSP, (ii) EOIRSP and (iii) EOCSP. EOWSP, EORSP and EOOSP thus were observed to be significant which could induce stress in CW in DCFs.

H₀A.15. There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and their perception of stressors from family organisation.

Perception of stressors from family organisation was measured using family organisation stressors scale (FOSS) developed by the investigator. The scale had a reliability co-efficient of .97. Perception of stressors from each of the five different sources of stressors was measured based on the scores earned by the respondent on the respective sub components of FOSS. Overall stressor perception score for FO was arrived at by the total score on the entire scale. In the present investigation the relation between EOSE by career women and their perception of stressors from FO was investigated.

The findings related to testing sub hypothesis HOA.15 is discussed by each of its sub sub hypotheses first and then the overall in the ensuing pages (HOA.15.1 to HoA..15.6).

H₀A.15.1 : There exists no relationship between EOSE by CW in DCFs and their family organisation work stressors perception (FOWSP).

Respondents family organisation work stressors perception (FOWSP) scores ranged from 14 to 54 with a mean score of 36.0 (Table 17) and their EOSE scores ranged from 0 to 35 with a mean score of 7.7 (Table 20). Estimated correlation coefficient between EOSE and FOWSP ($r = +0.2221^{**}$) revealed a significant positive relationship. The computed 't' values on the mean EOSE experienced by FOWSP showed that career women with low FOWSP scores differed significantly at .01 level from moderate and high FOWSP scorers (Table 40).

Table 40. Differences between Mean Scores on Extent of Stress Experienced by Family Organisation Work Stressors Perception

Group	FOWSP	N	Mean
1	Low	95	5.57
2	Moderate	371	7.99
3	High	75	9.11
Mean Contrast	Mean Difference	't' Value	Level of Significance
1.2	2.42	4.51	.01
1.3	3.54	4.44	.01
2.3	1.12	1.56	n.s

On the strength of computed 'r' and 't' values the null hypothesis HOA.15.1 was rejected.

H₀A.15.2: There exists no relationship between EOSE by CW in DCFs and their family organisation role stressors perception (FORSP).

Family organisation role stressors perception (FORSP) scores earned by the respondents ranged from 15 to 60 with a mean score of 37.7 (Table), on a possible score range of 15 to 75. The computed product moment correlation ($r = +0.2214^{**}$) revealed a significant positive correlation between EOSE and FORSP (Table 33).

A comparison of differences of mean scores on EOSE experienced by FORSP showed that career women with low FORSP differed significantly at .01 level from those with moderate and high FORSP

Table 41. Differences between Mean Scores on Extent of Stress Experienced by Family Organisation Role Stressors Perception

Group	FORSP	N	Mean
1	Low	99	5.37
2	Medium	374	8.10
3	High	68	9.06
Mean Contrast	Mean Difference	't' Value	Level of significance
1.2	2.73	5.03	.01
1.3	3.69	4.03	.01
2.3	0.96	1.15	n.s

On the strength of computed 'r' and 't' values the null hypothesis HoA.15.2 was rejected

H₀A.15.3: There exists no relationship between EOSE by CW in DCFs and their family organisation personal development stressors perception (FOPDSP)

A mean score 32.6 of was earned by career women on their family organisation personal development stressors perception (FOPDSP). To find out the relation between EOSE by CW in DCFs and FOPDSP, product moment correlation was computed ($r = +0.1687^{**}$). There existed a significant positive correlation between these two variables.

The computed 't' values on the mean EOSE by FOPDSP revealed that career women with low FOPDSP differed significantly at .01 level from those with moderate and high FOPDSP on their EOSE experienced. No significant difference was observed in mean EOSE experienced when career women with moderate and high FOPDSP scorers were compared (Table 41) The increase in EOSE by career women as they moved from low to moderate and low to high by FOPDSP score was comparable The mean difference in EOSE between medium and high FOPDSP scorers was negligible and not significant

Table 42. Differences between Mean Scores on Extent of Stress Experienced by Family Organisation Personal Development Stressors Perception

Group	FOPDSP	N	Mean
1	Low	117	5.76
2	Medium	325	8.26
3	High	99	8.26
Mean Contrast	Mean Difference	't' Values	Level of significance
1.2	2.50	4.48	.01
1.3	2.50	3.46	.01
2.3	0.00	.01	n.s.

On the strength of 'r' and 't' values the null hypothesis HOAI.15.3 was rejected.

H₀A.15.4 There exists no relationship between EOSE by CW in DCFs and their family organisation interpersonal relations stressors perception (FOIRSP).

The mean family organisation interpersonal relations stressors perception (FOIRSP) score was 38.5 (Table 17). The computed product moment correlation ($r = +0.1749^{**}$) revealed a significant positive correlation between EOSE by CW in DCFs and FOIRSP (Table 33).

The computed 't' values on the mean scores on EOSE by FOIRSP showed that career women who scored low (below 29.36) FOIRSP differed significantly at .01 level from the respondents who scored moderate (29.37 to 47.63) and high (above 47.64) FOIRSP

Table 43. Differences between Mean Scores on Extent of Stress Experienced by Family Organisation Interpersonal Relations Stressors Perception.

Group	FOIRSP	N	Mean
1	Low	108	5.97
2	Medium	347	8.07
3	High	86	8.50
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	2.10	3.56	.01
1.3	2.53	3.28	.01
2.3	0.43	.67	n.s.

On the strength of 'r' and 't' values the null hypothesis HoA 15.4 was rejected.

H₀A.15.5 · There exists no relationship between EOSE by CW in DCFs and their family organisation climate stressors perception (FOCSP).

The mean family organisation climate stressors perception (FOCSP) score earned by the respondents was 37.9 (Table 17). Significant positive correlation between EOSE and FOCSP existed between these two variables (Table 33).

A comparison of differences of mean scores on EOSE by FOCSP showed that career women with low FOCSP differed significantly at .01 level from those with moderate and high FOCSP.

Table 44. Differences between Mean Scores on Extent of Stress Experienced by Family Organisation Climate Stressors Perception.

Group	FOCSP	N	Mean
1	Low	107	5.45
2	Medium	379	8.28
3	High	55	8.25
Mean Contrast	Mean Difference	't' Value	Level of significance
1.2	2.83	5.25	.01
1.3	2.80	3.19	.01
2.3	0.03	.03	n.s

On the strength of 'r' and 't' values the null hypothesis HoA.15.5 was rejected.

H₀A.15.6 : There exists no relationship between EOSE by CW in DCFs and their family organisation overall stressors perception (FOOSP)

Career women in dual career families earned a mean score of 182.8 on FOOSP scale (Table 17). The computed 'r' value (+0.2174**) revealed significant positive relationship at .01 level between EOSE and FOOSP. Further analysis was undertaken to see the significance of mean differences among the sample in relation to EOSE and FOOSP.

The mean scores of Career women with low FOOSP differed significantly at .01 level in their EOSE from their counterparts with moderate and high FOOSP scores.

Table 45. Differences between Mean Scores on Extent of Stress Experienced by Family Organisation Overall Stressors Perception

Group	FOOSP	N	Mean
1	Low	109	5.29
2	Moderate	396	8.21
3	High	36	9.69
Mean Contrast	Mean Difference	't' value	Level of significance
1.2	2.92	5.77	.01
1.3	4.40	3.38	.01
2.3	1.48	1.18	n.s

On the strength of 'r' and 't' values the null hypothesis HoA.15.6 was rejected.

EOSE in relation to FOWSP

A significant positive correlation was observed between EOSE by CW in DCFs and their FOWSP. In other words as FOWSP increased, there was an increase in EOSE and vice versa. Those CW who belonged to low group by FOWSP were significantly different in their mean EOSE from those in moderate group and high group by FOWSP. The mean score on EOSE increased as CW moved from low group to high group by FOWSP. Family organisation work stressors perception seemed to have an impact on EOSE by CW in DCFs.

There existed a significant negative correlation between FOWSP and (i)EOSCS score ($r = -0.3736^{**}$) (ii) FOSCS score ($r = -0.3507^{**}$) (iii) PLCRF ($r = -0.1539^{**}$) (iv) PLFRF ($r = -0.2217^{**}$). The study revealed a positive correlation between FOWSP and each of the sources and overall stressors in EO and FO respectively. The negative correlations between FOWSP and EOSCS and FOSCS revealed that career women who perceived higher level of family organisation stressors exhibited greater tendency to resort

to escape mode of coping and lesser tendency to resort to control mode of coping in EO and FO respectively and vice versa.

Career women who perceived more stressors due to their work in family organisation perceived low levels of CRF and FRF, and vice versa as evidenced by negative correlations. In other words, those who perceived higher FOWSP suffered a set back in their role fulfilment in EO and FO respectively as evidenced through significant negative correlation values between the two sets of variables. The significant positive correlation between FOWSP and each of the stressors and overall stressors perception in FO and EO respectively, substantiated that an increase in career women's FOWSP would lead to an increase in perception of stressors in EO and FO and vice versa.

The realisation of slow progress towards CRF and FRF might have made career women invest extra energies to achieve desirable goals in relation to their roles. However their relatively moderate level of achievement in FRF as evidenced through mean value (Table 26) might have resulted in their developing a feeling of stress from demands from their work associated with family role were too much to be taken care of effectively.

Career woman in dual career families assumed two major roles of equal significance and importance pertaining to two primary spheres of her interaction viz., that of an employee in an employment organisation and that of a homemaker in any one or more of the status like wife, mother, daughter-in-law or mother-in-law in a family organisation. Within the given amount of time, energy and efforts she has to meet varied demands from both these major roles she has chosen voluntarily or by force. The findings of the present study revealed that as the FOWSP increased, overall stressors and each of the source of stressors in FO and EO increased.

Higher perception of stressors from various sources of stressors in FO and EO might have made the career women in dual career families perceive work demands in FO as stressors. The cumulative effect of these stressors might have drained the capabilities of career women by bringing down their stress tolerance limit.

Higher FOWSP of CW in DCFs could be attributed to their lesser tendency to adopt control mode of coping with stressful situations in both organisations under study, feeling of excessive pressures from role functions on them which might have developed a feeling of incapability or helplessness to handle multiple responsibilities and subsequent decreased stress tolerance limit and higher EOSE due to the cumulative effect of stressors from EO along with FOWSP

EOSE in relation to FORSP

Career women in DCFs earned a mean score of 7.7 on EOSE. The low FORSP scorers revealed a mean EOSE score of 5.37, while their counterparts in moderate and high scorers group had a mean EOSE score of 8.10 and 9.06 respectively. With an increase in FORSP scores career women's EOSE score increased and vice versa. CW in DCFs that belonged to low FORSP group differed significantly from those in moderate and high FORSP group in their mean EOSE score

Significant negative correlation between FORSP and (i) EOSCS ($r = -0.3850^{**}$) (ii) FOSCS ($r = -0.3696^{**}$) (iii) PLCRF ($r = -0.1297^{*}$) (iv) PLFRF (-0.1594^{**}) revealed that career women who perceived relatively more stressors due to their role in family organisation exhibited a greater tendency to resort to escape mode and lesser tendency to resort to control mode of coping with stressful situations in EO and FO respectively, and vice versa. Career women who perceived higher role stressors in FO were with low perceived levels of CRF and FRF and vice versa.

The results of the present investigation showed a significant positive correlation between FORSP and extent of involvement in household work ($r = +0.1478^{**}$) and each of the sources and overall stressors perception in relation to FO and EO respectively. It could be concluded that career women's FORSP increased with their increased participation in household work and vice versa. Career women in dual career families who

perceived more role stressors in FO also perceived more stressors from all the sources of stressors in EO and FO respectively and vice versa.

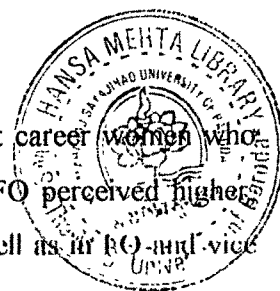
Career women might have perceived role obligations or duties as stressors when they had to meet conflicting demands and expectations, compromise on personal values, or when they were taken for granted. When they found themselves in such stressful situations, and were not able to cope with them by controlling them, they might have perceived stressors from the role duties as evidenced by higher FORSP. Resource constraints, lack of ability to plan, control and delegate work might have contributed to their low PLCRF and PLFRF. Lack of personal resources like individual's conceptual and perceptual foresight, time reference and ability to reach career and familial goals might have made them develop a feeling of frustration which would have apparently attributed to a higher EOSE as their FORSP score increased. The accountability for major proportion of household work along with multiple role responsibilities might have contributed to the feeling of demands as stressors.

EOSE in Relation to FOPDSP

Significant positive correlation between EOSE and FOPDSP revealed an increase in EOSE by CW in DCFs with an increase in their FOPDSP. CW with low FOPDSP revealed a mean EOSE score of 5.76 which was lower than moderate and high EOSE scorers. The mean EOSE score of moderate and high FOPDSP scorers was comparable. CW who belonged to low FOPDSP score group were different significantly from those with moderate and high FOPDSP scores on their EOSE.

The correlation between FOPDSP and (i) EOSCS (-0.3949**) (ii) FOSCS (-0.3640**) (iii) PLCRF (-0.1714**) (iv) PLFRF (-0.1948**) revealed that as career women perceived more stressors due to their personal development in family organisation their tendency to adopt control mode of coping decreased and vice versa and their perceived level of CRF and FRF decreased and vice versa. The positive correlation between FOPDSP and (i) extent of involvement in household work, and (ii) each of the

sources and overall stressors in FO and EO (Table 33) revealed that career women who perceived higher level of stressors due to personal development in FO perceived higher level of stressors from all sources and overall stressors in EO as well as in FO-and vice versa.



Career women might have faced with occasions in FO when they were not able to prove themselves in their role, when their contributions for family were not recognised or when a token of love and appreciation was not received. When they found themselves in such situations they might have perceived stressors in relation to their personal development as evidenced by high FOPDSP. Especially when their extent of involvement in household work was more, the probability of FOPDSP increased. This sort of situations might have made career women perceive role demands as stressors.

Probably this could be the reason why career women who perceived relatively higher level of FOPDSP experienced relatively greater extent of EOS.

EOSE in relation to FOIRSP

An increase in FOIRSP was accompanied with an increase in EOSE of CW in DCFs as evidenced through significant positive relationship. Career women with low FOIRSP revealed a mean EOSE score of 5.97 which was lower than those of moderate and high FOIRSP scorers. Moderate and high FOIRSP scorers were not significantly different from each other in EOSE. However, low FOIRSP scorers differed significantly from moderate and high FOIRSP scorers in their EOSE. In other words career women who perceived relatively less stressors from their IRS in FO experienced low EOSE, and who perceived moderate and high stressors due to their IRS in FO experienced more EOSE. However the career women who perceived moderate and high IRS in FO experienced more or less same amount of stress (Table 43).

There existed a significant positive correlation between FOIRSP and (i) Extent of involvement in household work ($r = +0.1137^*$) and each of the sources and overall stressors in relation to FO and EO respectively.

As career women's' perception of IR in FO as a source of stressor increased, it was accompanied with an increase in their perception of all aspects of EO and FO under investigation as stressors. Similarly, those who perceived higher FOIRS revealed greater involvement in household work.

Career women who perceived more IRS in FO perceived low level of CRF and FRF and vice versa. Career women who had revealed a tendency to resort to escape mode of coping in both organisations were found perceiving relatively more IRS in FO. Career women with more number of a children in school education scored less FOIRSP and vice versa (Table 33).

Any kind of strained relations in FO might have not motivated career women to enjoy the demands of career and family, which ultimately were perceived by them as stressors, and the barriers to achieve career and family goals. In totality these factors might have led to their higher FOIRS perception and higher EOSE.

EOSE in Relation to FOCSP

A significant positive correlation existed between EOSE and FOCSP. Career women's EOSE increased with an increase in their FOCSP. Low FOCSP scorers earned a mean EOSE score of 5.45 whereas moderate and high FOCSP scorers earned a mean EOSE score of 8.28 and 8.25 respectively. Significant difference in mean EOSE was observed between low and moderate and low and high FOCSP scorers (Table 44).

The findings further revealed that career women who perceived greater stressors due to organisation climate in FO perceived greater stressors from all the sources of stress in EO and FO and vice versa. Career women who perceived greater stressors from

organisation climate in FO exhibited a greater tendency to adopt escape mode of coping than control mode of coping in dealing with stressful situations. Career women who perceived relatively more organisation climate stressors in FO perceived relatively low level of CRF and FRF (Table 33)

Career women may perceive stressors in FO when not given freedom of planning and execution of decisions, subjected to subordination, not been extended sympathy, ignored in family decision making and so on. Such conditions may induce a feeling of being neglected, a lack of sense of belongingness and so on. This sort of climate in the family may act as an obstacle to career women to achieve career and familial goals. Hence, a higher FOCSP and subsequent higher EOSE might have resulted.

EOSE in Relation to FOOSP

EOSE experienced by CW in DCFs increased with an increase in their FOOSP as evidenced through significant positive correlation. The mean EOSE score of the sample was 7.7. CW with low FOOSP score revealed a mean EOSE score of 5.29 whereas moderate and high FOOSP scorers earned a mean EOSE score of 8.21 and 9.69 respectively. Low FOOSP scorers differed significantly from moderate and high FOOSP scorers on EOSE. However, moderate and high FOOSP scorers did not differ significantly with each other in their EOSE (Table 45).

The study revealed a significant positive correlation between FOOSP of career women and their perception of stressors from different sources in EO as well as in FO. The career women who perceived greater WS, RS, PDS, IRS, OCS and OS in EO were found experiencing greater overall stressors (OS) in FO. There existed a negative significant correlation between FOOSP and (i) EO SCS ($r = -0.4414^{**}$) (ii) FO SCS ($r = -0.4126^{**}$) (iii) PLCRF ($r = -0.1819^{**}$) (iv) PLFRF ($r = -0.2109^{**}$). Career women who perceived more FOOSP perceived low level of CRF and FRF, and showed a tendency to escape from stressful situations rather than controlling the situation. The study also revealed a significant positive correlation between FOOSP and extent of involvement in

household work. CW in DCFs who were involving to a greater extent in household work perceived greater stressors from FO and revealed greater EOSE.

In general the findings of the study revealed that career women who experienced greater EOSE perceived more stressors from all the five different sources of stressors, and overall stressors in FO. There existed a definite relationship between these variables.

Invariably career women who perceived more stressors from each source of stressors in both the organisations under study suffered a set back in their career and familial role fulfilment and exhibited a lesser tendency to resort to control mode of coping and greater tendency to resort to escape mode of coping in both the organisations.

Career women who perceived relatively more stressors from both these organisations experienced greater extent of stress. Among the different sources of stressors in EO, work stressors, role stressors and overall stressors showed a significant correlation with EOSE. On the other hand perception of stressors from each of the five sources of stressors and overall FO stressors showed a significant correlation with EOSE.

The working housewife faces an obvious dilemma. As a mother, wife, daughter in law, she must conform to the traditional ideal of a hard-working yet self-effacing woman. On the other hand, in her occupational role she must be result-oriented, independent, persistent and innovative. The domestic role requires a co-operative attitude as opposed to the competitive spirit demanded by the work role. Thus two polarised personalities need to be combined. Moreover, dilemmas may arise due to conflicts in obligations, attachments, desires and so on relative to one's network of relatives and friends on the one hand and work on the other.

In fact that conflict and stress can occur when trying to balance work and family roles has been well documented (Greenhaus and Parasuraman, 1987; Greenhaus et al, 1989; Pleek et al, 1980). Although women of this century believe that domesticity and paid work are compatible, several women face a lot of problems in balancing the two

roles. The problems most commonly experienced is that of work-overload leading to straining of physical and emotional resources.

Role strain theory (Goode, 1960) states that as a person engages in a larger number of roles, stress increases due to conflicting role obligations and expectations from others. Women in dual career families suffer stress from their efforts to combine the multiple roles of professional, mother and wife.

Payakel et al (1969) stated that the intensity of depression felt by the individual would definitely have some association with collective intensity of various stresses faced by an individual. The results of the investigation revealed that the extent of stress experienced by career women in dual career families was the cumulative effect of stressors from both EO and FO.

H₀A.16 There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and social support from employment organisation.

The mean score earned by career women on SSEO was 45.4 (Table 19). The 'r' value revealed no significant relation (Table 33). The analysis of variance showed that the EOSE by career women and the social support from EO were independent of each other.

Hence, the null hypothesis was accepted.

H₀A.17 There exists no relationship between extent of stress experienced (EOSE) by CW in DCFs and social support from family organisation (SSFO).

The mean SSFO earned by career women was 59.8 (Table19). The computed product moment correlation showed a significant negative correlation (-0.2721**) at 0.01 level between EOSE experienced and SSFO (Table 33). A comparison of differences of mean score of EOSE by SSFO showed that career women with low SSFO differed significantly at 0.01 level from those with moderate and high SSFO

On the strength of computed 'r' and 't' values the null hypothesis was rejected.

Table 46. Differences between Mean Scores on Extent of Stress Experienced by Social Support in Family Organisation

Group	SSFO	N	Mean
1	Low	87	10.55
2	Moderate	374	7.37
3	High	80	6.25
Mean Contrast	Mean Difference	't' value	Level of significance
1.2	3.18	3.96	.01
1.3	4.30	4.54	.01
2.3	1.12	1.82	n s

On the strength of 'r' and 't' values the null hypothesis was rejected.

Career women's EOSE increased with a decrease in SSFO score and vice versa CW who perceived that they would get low SSFO earned high mean EOSE score and who perceived that they would get higher SSFO earned a low mean EOSE score.

Low SSFO scorers differed significantly with moderate and high SSFO scorers on their EOSE. However, no significant difference in EOSE was observed between moderate and high SSFO scorers.

The study revealed a significant positive correlation between SSFO and (i) EOSCS ($r = +0.1222^*$) (ii) FOSCS ($r = +0.1235^*$) (iii) PLFRF ($r = +0.1559^{**}$) (iv) SSEO ($r = +0.2682^{**}$). There existed a significant negative correlation between each of sources of stressors and overall stressors in EO and FO (Table 33).

Career women who expressed that they would receive greater social support from family organisation scored high on EOSCS and FOSCS scales. In other words, career

women who would get higher social support from their family organisation showed a greater tendency to adopt control mode of coping with stressful situations in EO and FO.

Similarly, career women who would get higher social support from family organisation perceived higher level of FRF. Career women who were anticipating higher social support from family organisation anticipated higher social support from employment organisation too and vice versa.

The negative correlations between SSFO and sources of stressors and overall stressors in EO and FO revealed that career women who would get higher social support in FO perceived low level of stressors from EO and FO and vice versa.

It is the interpretation of demands, constraints and supports that determine stress response. A feeling that there are people around who could help in need and who would show concern might have made the career women feel the daily demands lighter as SSFO and SSEO went higher. Such kind of feeling might have helped them to overcome constraints

Having someone to talk to who is supportive and understanding would make a person more likely to talk about problems. Talking about problems is a reasonable link between the sense of support and well-being. Sense of social support reduces distress.

The study revealed that a supportive family served as a buffer or as an agent for the stressed individual to avoid distress.

Social support from family enabled career women in dual career families perceive low level of stressors in EO and FO and it buffered the impact of stressors on manifestations of stress. Supportive family empowered career women to control stressful situations in both the organisations and to achieve desired goals.

The findings were in line with the findings of Millar and Ingham (1976), Brown and Harris (1978), La Rocco and Jones (1978) who found that women who lacked close

confiding relationships with their husbands or cohabitantes were vulnerable to episodes of depression

The emerging pattern is that the higher the social support the greater the mental strength to cope with stressful situations and accomplish role responsibilities the higher the role fulfilment and the lower the stress.

8.2 FINDINGS IN RELATION TO HYPOTHESIS B

To test the hypothesis B which states that there is a difference in the influence exerted by the selected personal, family and situational variables on extent of stress experienced by career women in dual career families, null hypothesis as stated below was formulated.

H₀B: There exists no difference in the influence exerted by the selected personal, family and situational variables on extent of stress experienced by career women.

Stepwise regression analysis was computed to test the above null hypothesis. The ordered list of factors reveals the order of the variables by their influence on extent of stress experienced (Table 47). SSFO, FORSP, FOSCS, length of service, EOWSP, EOOSP and FOWSP emerged out as significant variables while the remaining variables were observed to be not significant in the presence of the former set of variables in influencing EOSE. On the basis of these observations it was concluded that there existed a difference in the influence exerted by the variables on EOSE.

Table 47. F-to-enter and the Variables Entered in the Regression Equation in Step-wise Multiple Regression Analysis conducted in Relation to Extent of Stress Experienced

Step No.	Variables Entered	F-to enter
1	SSFO	43.11021
2	FORSP	30.18676
3	FOSCS	22.35318
4	Length of service in EO	18.41300
5	EOWSP	15.95636
6	EOOSP	15.71242
7	FOWSP	13.34784

The null hypothesis was rejected on the strength of the findings.

The major predictors of EOSE by CW in DCFs seemed to be SSFO, FORSP, FOSCS, length of service in EO, EOWSP, EOOSP and FOWSP

8.3 FINDINGS IN RELATION TO HYPOTHESES C

For the purpose of testing Hypothesis C which states that there exists relationship between perceived level of role fulfilment in relation to career and familial roles by career women in dual career families and selected personal, family and situational variables sub hypothesis as stated below, were formulated.

Personal variables

H₀C.1 Age

H₀C. 2 Personal Income

H₀C. 3 Length of Service

H₀C 4 Extent of involvement in household work

H₀C. 5 Stress coping strategies - Employment Organisation

H₀C. 6 Stress coping strategies - Family Organisation

H₀C. 7 Extent of Stress experienced

H₀C. 8 Perceived level of familial role fulfilment

H₀C. 9 Perceived level of career role fulfilment

Family variables

H₀C. 10 size of family

H₀C. 11 Family income

H₀C. 12 Age of the youngest family member in the family

H₀C. 13 Age of the oldest family member in the family

H₀C. 14 Number of children in school education

Situational Variables

H₀C.15 Employment Organisation Stressors

H₀C 15 1 Work Stressors

H₀C.15.2 Role Stressors

H₀C.15.3 Personal development stressors

H₀C.15.4 Interpersonal stressors

H₀C.15.5 Organisation climate stressors

H₀C.15.6 Overall stressors

H₀C.16 Pertaining to family organisation

H₀C.16 1 Work stressors

H₀C 16.2 Role stressors

H₀C.16.3 Personal development stressors

H₀C.16.4 Interpersonal stressors

H₀C 16 5 Organisation climate stressors

H₀C 16.6 Overall stressors

H₀C.16 7 Social Support - Employment organisation

H₀C.16 8 Social Support - Family organisation

H₀C.1: There exists no relationship between perceived level of role fulfilment and age of career women.

H₀C.1 1: There exists no relationship between perceived levels of career role fulfilment (PLCRF) and age of career women.

Respondent's mean PLCRF score was 5.3 (Table 25) and their mean age was 39.6 (Table 1). Significant positive correlation was observed between PLCRF and age of the career women (Table 48). A comparison of the mean scores on PLCRF by age showed that each of the groups, namely young, middle and old differed significantly from each other at 0.01 level on their PLCRF. There was a progressive increase in the mean scores on PLCRF of career women in the young to old categories by age.

Table 50. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Age

Group	Age	N	Mean
1	Younger	93	4.30
2	Middle	349	5.18
3	Old	99	6.06
Mean Contrast	Mean Difference	't' Value	Level of Significance
1 2	0.88	4.46	.01
1.3	1.76	7.10	.01
2.3	0.88	4.47	.01

On the strength of these findings, the null hypothesis H₀C.1 1 was rejected.

H₀C.1.2 : There exists no relationship between perceived level of familial role fulfilment (PLFRF) and age of career women.

The mean score earned by the sample on their PLFRF was 5.8 (Table 26) Computed correlation coefficient ($r=+0.3088^{**}$) showed a significant positive correlation between PLFRF and age of career women. The computed 't' values on the mean scores on PLFRF by age showed that each of the groups namely young, middle and old differed significantly from each other at .01 level on their PLFRF. The study revealed a steady increase in the mean scores on PLFRF of career women when they moved from young to old categories by age.

Table 51. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Age

Group	Age	N	Mean
1	Younger	93	4.81
2	Middle	349	5.62
3	Older	99	6.63
Mean Contrast	Mean Difference	't' Value	Level of significance
1,2	0.81	3.97	.01
1,3	1.82	6.82	.01
2,3	1.01	4.66	.01

On the strength of 'r' and 't' values the null hypothesis H₀C.1.2 was rejected.

PLCRF and PLFRF in relation to age

The present investigation revealed a positive correlation between age and (i) PLCRF ($r = +0.3388^{**}$) (ii) PLFRF ($r=+0.3088^{**}$). With an increase in the age, career women's PLCRF and PLFRF increased and vice versa. There existed a positive correlation between age and (I) personal income ($r=+0.1547^{**}$) (ii) length of service

($r=+0.8287^{**}$) (iii) family income ($r=+0.3178^{**}$) (iv) age of the youngest family member ($r=+0.7997^{**}$) (v) age of the oldest family member ($r=+0.2791^{**}$). Negative correlation was observed between age and (i) number of children in school education ($r= -0.2560^{**}$). From these correlations it could be concluded that as the age of the career women increased their personal and family income recorded an increase. Similarly with an increase in the age of career women, their length of service increased, age of the youngest and oldest family member increased, and number of children in school education decreased.

Career women in the older (above 47 years) age group perceived the highest level of CRF and FRF than career women in young (below 31 years) or middle age (31-47 years) groups. Married career women when they were young might have faced difficulties of combining work commitment with their role at home. Being simultaneously confronted with multiple demands of home and work, they were liable to face adjustment problems. Adjustment between their role obligations required not only ability and good will but also physical endurance and psychological acceptance. Making adjustments between home and work roles might have become a routine for career women with advanced age. They might have learned to overcome adjustment problems or might have learned to live with them. They seemed to have built up physical endurance and appeared to be psychologically strong. After the initial stages of adjustments, they might have concentrated on formulation of career and familial goals and working towards their accomplishment. Gradually, with the passage of time they might have clearly visualised the progress made. Probably, this could be one of the reasons why PLCRF and PLFRF of career women increased as they advanced in age.

Older respondents with longer years of service and relatively higher pay might have reached senior level positions in the organisation ladder. Career women, presumably those with more work experience might be assigned or might assume more job responsibilities which require greater involvement. They would have reaped greater work satisfaction associated with intrinsic and extrinsic job rewards, which ultimately contributed to their higher PLCRF. Similarly older married career women when they were above 47 years of age with relatively older children might have reached a stage in the

family life cycle, where they might have felt that they achieved some of the familial goals like childrens' educational goals, acquiring permanent assets and so on. Probably due to these reasons older career women might have perceived higher levels of CRF and FRF

H₀C.2.: There exists no relationship between perceived levels of role fulfilment and career women's personal income.

H₀C.2.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and career womens personal income.

The mean personal income of the career women was Rs. 9875 per month (Table 8). The computed correlation revealed no significant relationship between these two variables. It was evident from the analysis of variance that PLCRF and personal income of the respondent were independent of each other

Consequently, the null hypothesis (H₀C.2.1) was accepted.

H₀C.2.2: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and career women's personal income

Perason product moment correlation coefficient and analysis of variance computed to test the above hypothesis revealed no significant values.

Therefore, the null hypothesis H₀C.2.2 was accepted

H₀C.3: There exists no relationship between perceived level of role fulfilment and career women's length of service

H₀C.3.1. There exists no relationship between perceived level of career role fulfilment (PLCRF) and career women's length of service

Career women's mean length of service was 17 years (Table 13). Product moment correlation was computed between PLCRF and length of service. The 'r' value

($r=+0.3311^{**}$) revealed a significant positive correlation between these two variables. The computed 't' values on the mean PLCRF by length of service revealed that career women with short, moderate and long periods of service differed significantly from each other at .01 level on their PLCRF. There was a steady increase though small in career women's mean PLCRF as they moved from 1 to 3 category by length of service.

Table 52. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Length of Service

Group	Length of service	N	Mean
1	Short period	110	4.30
2	Moderate period	350	5.29
3	Long period	81	5.95
Mean Contrast	Mean Difference	't' Value	Level of Significance
1.2	0.99	5.48	.01
1.3	1.65	6.43	.01
2.3	0.66	2.96	.01

On the strength of above findings the null hypothesis $H_{0C.3.1}$ was rejected.

$H_{0C.3.2}$: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and career women's length of service

The range of scores for PLFRF by the respondents ranged from 0 to 10 with a mean of 5.8 (Table 26). Product moment correlation was computed between PLFRF and length of service. There existed a positive significant correlation ($r=+0.2881^{**}$) between these two variables. A comparison of the mean scores on PLFRF by length of service revealed that career women with short period of service differed significantly at .01 level from those who had moderate and long period of service. Similarly career woman with moderate period of service differed significantly at .01 level from those who had short and

long period of service. There was a progressive increase in career women's mean PLFRF as they moved from low to high category by length of service. The study revealed a definite direct relationship between PLFRF and length of service.

Table 53. Difference between Mean Scores on Perceived Level of Familial Role Fulfilment by Length of Service

Group	Length of Service	N	Mean
1	Short period	110	4.94
2	Moderate period	350	5.72
3	Long period	81	6.41
Mean	Mean	't' value	Level of
Contrast	Difference		significance
1.2	0.78	4.07	.01
1.3	1.47	5.20	.01
2.3	0.69	2.78	.01

On the strength of 'r' and 't' values the null hypothesis $H_0C 3.2$ was rejected.

PLCRF and PLFRF in Relation to Length of Service

Career women's length of service showed a positive correlation at .01 level of significance with PLCRF ($r=+0.3311^{**}$) and PLFRF ($r=+0.2881^{**}$). Career women's PLCRF and PLFRF increased with an increase in their length of service and vice versa. PLCRF and PLFRF were directly proportional to length of service. The findings revealed positive correlations between respondents' length of service and (i) age ($r=+0.8287^{**}$) (ii) personal income ($r=+0.1210^{*}$) (iii) family income ($r=+0.2770^{**}$) (iv) age of the youngest family member ($r=+0.6806^{**}$) (v) age of the oldest family member ($r=+0.2088^{**}$) and a negative correlation between length of service and (I) number of children in school education ($r=-0.2501^{**}$). From these correlations it could be said that career women who were involved in career for more number of years were relatively older in age with relatively higher pay and family income and vice versa. With an increase in the

length of service of career women, the age of the youngest and oldest family member increased, and number of school going children in the family decreased

Career goals may be ambiguous in the beginning stages of career. It might take sometime to take cognizance of organisation (employer) goals and weave personal career goals into organisation goals to form a harmonious goal complex. Continuous concerted efforts would be required over a period of time to progress towards achievement of goals. Only over a period of time, it could be possible to build reputation as a reliable, efficient, organised, regular and punctual employee. Career goals like getting a promotion and reaching top position would be achieved after putting in a number of years of service. This could be one of the reasons why career women with more number of years of service perceived higher level of career role fulfilment.

Career women who had more number of years of service were with relatively more personal and family income. Sound financial position might have given them an opportunity to invest in their personal resource development which might have led to their greater level of career role fulfilment. Moreover those with longer period of service and subsequent higher incomes might have been able to invest money to reach some of their long term goals like acquiring a house, land, having a sound financial position and so on. Older career women, with older children in the family might have enjoyed a feeling of satisfaction regarding their familial role due to their children's accomplishments in education, career or life in general

On the other hand, the findings of the study projected a picture of CW in DCFs with more number of years of service as those who had comparatively less burden from their families due to older children. These respondents with more personal and family income might be free from financial resource constraints which otherwise would have limited their capabilities and efficiencies to achieve career and familial goals. Moreover, they might have been in a position to avail of paid commercial services and domestic help to manage their multiple role responsibilities without undue stress.

Time bound promotions, less family burdens, higher pays, quality paid help, sound financial position and feeling of satisfaction due to the progress made by children in their education, career and life, could have thus attributed to higher PLCRF and PLFRF. The positive, significant correlation between PLCRF and PLFRF ($r = 6137^{**}$) revealed that high achievers in one organisation were high achievers in the other organisation too. Psychological strength and self confidence acquired by the progress made in career might have acted as a guiding force to achieve familial goals. Satisfaction derived by the conditions in family and progress made in the family might have acted as a guiding force to achieve career goals, CW in DCFs who could handle one role successfully handled the other role too successfully.

H₀C.4 . There exists no relationship between perceived level of role fulfilment and career women's extent of involvement in household work.

H₀C.4.1. There exists no relationship between perceived level of career role fulfilment (PLCRF) and career women's extent of involvement in household work.

Percentage of household work done by the respondent was referred to as extent of involvement in household work. Career women's mean extent of involvement in household work was 54.4 per cent (Table 11), computed 'r' and 'F' values revealed no significant relationship between these two variables.

Hence, the null hypothesis H₀C.4.1 was accepted.

H₀C.4.2 There exists no relationship between perceived level of familial role fulfilment (PLFRF) and career women's extent of involvement in household work.

Coefficient of correlation between PLFRF and extent of involvement in household work was not found significant. Analysis of variance showed that PLFRF and extent of involvement in household were independent of each other.

Whereupon, the null hypothesis H₀C.4.2 was accepted.

H₀C.5 : There exists no relationship between perceived level of role fulfilment and employment organisation stress coping strategies (EOSCS).

H₀C.5.1 There exists no relationship between perceived level of career role fulfilment (PLCRF) and employment organisation stress coping strategies (EOSCS)

The scores earned on EOSCS scale were interpreted such that the higher the score, the greater the tendency to rely on control mode and lesser the tendency for escape mode of coping and vice versa. Respondents mean EOSCS score was 45.9 (Table 18) and mean PLCRF was 5.3 (Table 25) Significant positive correlation ($r = +0.1371^{**}$) at .01 level was observed between PLCRF and EOSCS. A comparison of the differences of mean scores on PLCRF by EOSCS showed that the career women who scored low EOSCS differed significantly at .01 level from those who scored high EOSCS score. Similarly those who scored moderate EOSCS score differed significantly at .05 (.2) level from those who scored high EOSCS score

Table 54 · Difference between Mean Scores on Perceived Level of Career Role Fulfilment by Employment Organisation Stress Coping Strategies

Group	EOSCS Score	N	Mean
1	Low	62	4.81
2	Moderate	398	5.14
3	High	81	5.72
Mean Contrast	Mean Difference	't' Value	Level of significance
1.2	0.33	1.49	n.s
1.3	0.90	3.00	.01
2.3	0.58	2.43	.05

On the strength of computed 'r' and 't' values the null hypothesis H₀C 5.1 was rejected

H₀C.5.2 : There exists no relationship between perceived level of familial role fulfilment (PLFRF) and employment organisation stress coping strategies (EOSCS).

Career women in dual career families earned a mean score of 5.8 (Table 25) on their PLFRF. The computed pearson product moment correlation coefficient ($r = 0.1499^{**}$) revealed a significant positive correlation at 0.01 level between PLFRF and EOSCS. Further analysis was undertaken to see the significance of mean differences among the sample in relation to PLFRF and EOSCS

Career women with low EOSCS score differed significantly at .01 level from high EOSCS scorers. Similarly respondents who scored moderate EOSCS score differed significantly at .01 level from high EOSCS scorers

Table 55. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Employment Organisation Stress Coping Strategies

Group	EOSCS	N	Mean
1	Low	62	5.38
2	Moderate	398	5.57
3	High	81	6.33
Mean Contrast	Mean Difference	't' value	Level of significance
1.2	0.19	0.79	n.s
1.3	0.95	3.00	.01
2.3	0.76	3.09	.01

On the strength of the above findings the null hypothesis H₀C 5.2 was rejected.

PLCRF and PLFRF in Relation to EOSCS

Career women in dual career families who scored high on EOSCS scale perceived higher levels of PLCRF and PLFRF and vice versa. In other words, career women who displayed the tendency to reckon with control mode of coping to a greater extent perceived higher levels of CRF and FRF than those who exhibited the tendency to reckon with escape mode of coping when faced with stressful situations in EO. In other words, EOSCS and PLCRF ($r = +0.1371^{**}$) and PLFRF ($r = +0.1499^{**}$) were positively correlated.

The study revealed positive correlation between EOSCS and (i) FOSCS ($r = +0.5148^{**}$) (ii) SSEO ($r = +0.2970^{**}$) (iv) SSFO ($r = +0.1222^{**}$) and negative correlations at 0.01 level of significance between EOSCS and each of the sources and overall stressors perception in EO and FO (Table 48).

Career women who scored high on EOSCS scale scored high on FOSCS and vice versa. In other words career women who exhibited greater tendency to adopt control mode of coping in EO exhibited greater tendency for the same in FO too. Career women who perceived that they would get social support from EO and FO exhibited greater tendency to resort to control mode of coping in EO.

From the negative correlations between SCS in EO and FO and stressors perception, it could be drawn that career women who showed greater dependability on control mode of coping in EO perceived relatively less stressors from each source of stressors identified for the present investigation as well as from overall stressors in both EO and FO and perceived relatively higher levels of CRF and FRF. On the contrary, career women who showed greater dependability on escape mode of coping in EO perceived relatively more stressors from all the five sources of stressors in EO and FO and overall stressors from both organisations and perceived relatively low levels of CRF and FRF.

Stressors are not necessarily negative events. Many a time stressors can be seen as ordinary demands of daily life. The more stressors one encounter during any one period of time, the greater would be the demand placed on them to cope. Every one has a certain limit to the number of stressors that are manageable at one time. With an overload of stressors, almost any one can begin to feel overwhelmed. Their usual means of coping becomes taxed. This could be the reason why career women who perceived more stressors from EO and FO showed greater tendency to resort to escape mode of coping and ultimately perceived low levels of CRF and FRF.

Those who revealed a greater tendency to cope with stressors in EO and FO by adopting control mode were higher scores on social support scale for EO and perceived higher levels of CRF and FRF respectively. The feeling that they would get social support from both the organisations might have developed the confidence to feel that they would be able to control stressful situations in EO. The feeling that they would be capable of controlling stressful situations in EO might have helped the career women in dual career families to perceive the role demands and role responsibilities in EO and FO as challenges to be managed rather than as stressors. These could have attributed to their higher PLCRF and PLFRF.

The study proved the moderating effect of coping mechanism. It buffered the negative effects of challenges involved in the performance of multiple role responsibilities.

H₀C.6: There exists no relationship between perceived level of role fulfilment and family organisation stress coping strategies (FOSCS).

H₀C.6.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and family organisation - stress coping strategies (FOSCS).

The mean score earned by the sample on FOSCS scale was 48.6 (Table 18), and their mean PLCRF was 5.3 (Table 25). The coefficient of correlation computed between PLCRF and FOSCS ($r = .0399$) was not significant (Table 48). Analysis of variance revealed that PLCRF and FOSCS were independent of each other.

Therefore, the null hypothesis $H_{0A}T.6.1$ was accepted.

$H_{0C.6.2}$: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and family organisation stress coping strategies (FOSCS).

Product moment correlation was computed between PLFRF and FOSCS. There existed a significant positive correlation at .01 level ($r = +0.1152^{**}$) between these two variables. A comparison of the mean scores on PLFRF by FOSCS scores showed that career women who scored moderate on FOSCS differed significantly at .05 level from those who scored high on their PLFRF.

Table 56. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Family Organisation Stress Coping Strategies

Group	FOSCS	N	Mean
1	Low	47	5.68
2	Moderate	415	5.57
3	High	79	6.14
Mean Contrast	Mean Difference	't' value	Level of significance
1.2	0.11	.36	n.s
1.3	0.46	1.24	n.s
2.3	0.57	2.26	.05

On the strength of 'r' and 't' values the null hypothesis $H_{0C.6.2}$ was rejected

PLCRF and PLFRF in relation to FOSCS

The investigation revealed no significant correlation between PLCRF and FOSCS. In other words, the mode of coping adopted by CW in DCFs in FO had no influence on their PLCRF whereas the same had an influence on their PLFRF as evidenced by 'r' and 't' values. Career women who showed a greater tendency towards control mode of coping and lesser tendency towards escape mode of coping in dealing with stressful situations in FO perceived relatively higher level of PLFRF.

FOSCS was positively correlated with (i) EOSCS ($r = +0.5148^{**}$) (ii) SSEO ($r = +0.1787^{**}$) (iii) SSFO ($r = +0.1235^{**}$). Career women who exhibited greater tendency towards control mode of coping and lesser tendency towards escape mode of coping with stressful situations in FO presented similar type of tendency in coping with stressful situations in EO. Respondents' scores on SSEO and SSFO increased with an increase in their scores on FOSCS. In other words, career women who perceived that they would get social support from EO exhibited greater tendency towards control mode of coping. Social support from FO too had similar influence on career women's mode of coping in FO.

The study also revealed significant (0.01 level) negative correlations between FOSCS and each of the sources of stressors and overall stressors perception in EO and FO. It can be concluded that as career women's score on FOSCS increased their scores on EOSCS and its five sub-scales, and score on FOSS and its five sub-scales increased and vice versa.

In other words, career women who perceived relatively less overall stressors and stressors of from each of the five sources of stressors in EO or FO exhibited greater tendency towards control mode of coping in FO and perceived higher level of FRF.

On one hand, realisation of their ability and the confidence they had, to control stressful situations in FO might have inculcated a positive attitude towards job responsibilities in both the organisations. On the other hand, the feeling that they would get social support from both the organisations might have enabled them to fulfil role

obligations without experiencing stress and with right kind of attitude towards their job responsibilities. This might have given the psychological strength to feel that they might be in a position to control stressful situations in FO which might have contributed to their higher level of FRF.

H₀C.7: There exists no relationship between perceived level of role fulfilment and extent of stress experienced (EOSE) by career women.

H₀C.7.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and extent of stress experienced (EOSE) by career women.

Respondents' mean PLCRF was 5.3 (Table 25) and mean EOSE experienced was 7.7 (Table). The computed correlation coefficient ($r = .0050$) revealed no significant relationship between career women's PLCRF and their EOSE. The 'F' value was not significant.

Hence, the null hypothesis was accepted.

H₀C.7.2: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and extent of stress experienced (EOSE) by career women.

Respondents' mean PLFRF was 5.8 (Table 26). The computed correlation coefficient ($r=0.0406$) revealed no significant relationship between career women's PLFRF and their EOSE. Analysis of variance revealed that EOSE had no influence on PLFRF.

Whereupon the null hypothesis was accepted.

H₀C.8: There exists no relationship between perceived level of career role fulfilment (PLCRF) and career women's perceived level of familial role fulfilment (PLFRF).

Career women's mean PLCRF was 5.3 and mean PLFRF was 5.8. Significant positive correlation ($r = +0.6137^{**}$) between PLCRF and PLFRF was observed when product moment correlation coefficient was computed. A comparison of the mean scores on PLCRF by PLFRF revealed that those with low, moderate and high PLFRF scores differed significantly at .01 level with each on their PLCRF. There was a progressive increase in the mean PLCRF as career women moved from low to high category by PLFRF scores

Table 57. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Career Women's Perceived Level of Familial Role Fulfilment

Group	PLFRF	N	Mean
1	Low	60	3.20
2	Moderate	394	5.07
3	High	87	7.09
Mean contrast	Mean difference	't' value	Level of significance
1.2	1.87	8.29	.01
1.3	3.89	14.16	.01
2.3	2.02	10.92	.01

On the strength of 'r' and 't' values the null hypothesis was rejected.

H₀C.9: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and perceived level of career role fulfilment (PLCRF) by career women in dual career families.

Computed product moment correlation revealed significant positive correlation between PLFRF and PLCRF ($r = +0.6137^{**}$). Computed 't' values on the mean PLFRF revealed that each of the groups, namely, low, moderate and high differed with each other significantly at .01 level on their PLFRF. There was a progressive increase in the mean PLFRF as career women moved from low to high category by PLCRF scores

Table 58. Difference between Mean Scores on Perceived Level of Familial Role Fulfilment by Career Women's Perceived Level of Career Role Fulfilment

Group	PLCRF	N	Mean
1	Low	74	3.78
2	Moderate	335	5.45
3	High	132	7.26
Mean contrast	Mean difference	't' value	Level of significance
1.2	1.67	7.83	.01
1.3	3.48	14.09	.01
2.3	1.81	10.86	.01

On the strength of 'r' and 't' values the null hypothesis was rejected.

PLCRF and PLFRF in Relation to Each Other

The findings revealed that career women in dual career families perceived higher levels of CRF and FRF as they advanced in age, and service in EO, with an increase in their personal income, extent of involvement in household work and age of the youngest family member and vice versa. Career women perceived higher level of CRF with an increase in family size. Career women who showed greater tendency to resort to control mode of coping in EO perceived higher levels of CRF and FRF, but who showed the similar trend in FO perceived higher level of only FRF and vice versa (Table 48).

Career women's PLCRF and PLFRF recorded a decrease with an increase in their perception of stressors from each source, namely, work, role, personal development, interpersonal relations, organisation climate and overall in EO as well as in FO. However, stressors due to interpersonal relations in EO had no effect on PLFRF (Table 48)

Older career women with relatively longer period of association with EO might have had longer period of association with FO too. These career women might have

reached a stage where they can clearly visualise the progress they made in two domains over a period of time. On the other hand, PLCRF and PLFRF of career women decreased with increased perception of stressors from EO and FO. Obviously, when career women felt the presence of stressors in their domains, they might have lost the spirit of persuasion and motivation to work for achieving their goals. Stressors in one domain had an adverse effect not only on the role fulfilment level in that domain but also on the role fulfilment level of other domain. Thus, there was a spill over of stressors from one domain to the other. The attitude of the career women towards their multiple roles might have made them feel the presence of stressors in fulfilling their duties. Career women who could manage with role responsibilities in one realm without perceiving them as stressors might have also managed the role responsibilities in other realm effectively. This could be the reason why career women who perceived higher level of CRF perceived higher level FRF and vice versa.

H₀C.10. There exists no relationship between perceived level of role fulfilment and career women's size of the family.

H₀C.10.1. There exists no relationship between perceived level of career role fulfilment (PLCRF) and career women's size of the family.

Mean size of the family to which career women belonged was 4.3 (Table 7). Computed 'r' and 't' values revealed no significant relationship between career women's PLCRF and their size of the family

Hence, the null hypothesis H₀C.10.1 was accepted

H₀C.10.2. There exists no relationship between perceived level of familial role fulfilment (PLFRF) and career women's size of the family.

Computed product moment correlation and analysis of variance revealed that there was no significant relationship between PLFRF and size of the family.

Consequently the null hypothesis H_0C 10.2 was accepted.

$H_0C.11$: There exists no relationship between perceived level of role fulfilment and family income of career women.

$H_0C.11.1$ There exists no relationship between perceived level of career role fulfilment (PLCRF) and family income of career women.

Career women's mean family income was Rs.19,216 per month (Table 8). The computed 'r' value revealed a significant positive correlation at .01 level of significance between PLCRF and family income. The 't' test was applied to ascertain the influence of family income on PLCRF. Computed 't' values on mean scores on PLCRF by family income showed that career women who had relatively low family income differed significantly at .01 level from those who had relatively high family income. However, the computed 't' values for mean scores on PLCRF of career women in middle and high income groups revealed a trend towards being significant at .05 level.

Table 59. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Family Income

Group	Family income	N	Mean
1	Low	91	4.82
2	Moderate	400	5.21
3	High	50	5.70
Mean Contrast	Mean Difference	't' Value	Level of significance
1.2	0.39	1.78	n.s
1.3	0.88	2.84	.01
2.3	0.49	1.95	n.s.

On the strength of computed 'r' and 't' values the null hypothesis $H_0C.11.1$ was rejected.

$H_0C.11.2$: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and family income of career women.

Computed 'r' and 't' values revealed no significant relationship between career women's PLFRF and their family income. The findings of the investigation revealed that these two variables were independent of each other.

Whereupon, the null hypothesis $H_0C.11.2$ was accepted.

PLCRF and PLFRF in Relation to Family Income

The findings exposed that career women's family income had a significant positive relationship with PLCRF and none with PLFRF. With an increase in family income, age, personal income and length of service increased and vice versa. Age of the youngest and oldest family member recorded an increase with an increase in the family income (Table 48).

Career women who were relatively older and had relatively older family members might be in the last stage of expansion or early stage of contraction of their family life cycle, during which period they face relatively lesser demands on their personal resources which they could direct to career growth. Moreover, with an increase in the length of service and personal income they might have been more aware of opportunities and might have been in a position to invest money income to enhance their capabilities which might have resulted in higher PLCRF.

On the other hand, increased pay might have played a major role to yield greater satisfaction from career. Career women with relatively higher pay might have perceived their career self satisfying and encouraging. This kind of self satisfaction might have acted as a driving force to involve more in their career which ultimately might have resulted in higher PLCRF. Career women with relatively more family income might have had enough

of financial resources at their disposal to meet family obligations, which otherwise would cause mental worry. When free from such mental worries, career women might have been in a position to concentrate on their career.

Decreased demands from family on personal resources, increased awareness of opportunities for career growth, satisfaction derived from higher pay and freedom from financial constraints might have enabled career women in dual career families to concentrate or make progress in their career which ultimately might have resulted in their higher PLCRF.

H₀C.12. There exists no relationship between perceived level of role fulfilment and age of the youngest family member.

H₀C.12.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and age of the youngest family member.

The mean age of the youngest family member was 10.9 years (Table 9). Computed correlation coefficient ($r = +0.3339^{**}$) revealed a significant positive correlation between PLCRF and age of the youngest family member (Table 48). A comparison of the mean scores on PLCRF by age of the youngest family member showed that career women who had the youngest family member in the age group of 0-3 years, 4-18 years and above 18 years differed significantly from each other at .01 level on their PLCRF. There was a progressive increase in the mean scores on PLCRF of career women as they moved from category 1 to 3 with an increase in the age of the youngest family member.

Table 60. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Age of Youngest Family Member

Group	Age of the youngest family member	N	Mean
1	0-3 years	107	4.50
2	4-18 years	350	5.20
3	19 and above	84	6.04
Mean Contrast	Mean difference	't' value	Level of significance
1.2	0.70	3.69	.01
1.3	1.54	6.02	.01
2.3	0.84	3.91	.01

On the strength of 'r' and 't' values the null hypothesis (H_0 C.12.1) was rejected.

H_0 C.12.2: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and age of the youngest family member.

Product moment correlation computed between PLFRF and age of the youngest family member ($r = +0.3327^{**}$) revealed a significant positive correlation between these two variables. The computed 't' values on the mean PLFRF by age of the youngest family member revealed that career women who had youngest family member in the age group of 0-3 years, 4-18 years and above 18 years differed significantly from each other at .01 level on their PLFRF. The mean PLFRF score showed steady increase as career women moved from category 1 to 3 with an increase in the age of the youngest family member

Table 61. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Age of the Youngest Family Member

Group	Age of the youngest family member	N	Mean
1	0-3 years	107	4.92
2	4-18 years	350	5.61
3	19 and above	84	6.83
Mean contrast	Mean Difference	't' value	Level of significance
1.2	0.69	3.52	.01
1.3	1.91	6.74	.01
2.3	1.22	5.06	.01

On the strength of computed 'r' and 't' values the null hypothesis H_0C 12.2 was rejected.

PLCRF and PLFRF in relation to age of the youngest family member

The findings of the present investigation revealed a positive significant correlation between age of the youngest family member and (i) PLCRF ($r = +0.3339^{**}$) (ii) PLFRF ($r = +0.3327^{**}$). With an increase in the age of the youngest family member career women's PLCRF and PLFRF increased and vice versa. As the age of the youngest member in the family increased the age of the career women also increased and vice versa. Young career women were with relatively younger family members whereas older career women were with relatively older family members. As the age of the youngest family member increased, the personal income of the respondent showed an increase, and their extent of involvement in household work also increased. Moreover, as the age of the youngest in the family increased, number of children in school education decreased.

CW in DCFs with relatively older family members perceived relatively higher levels of CRF and FRF. Married career women with relatively young family members might have faced with heavy demands on their personal resources, in the process of their up bringing. Their main focus might have been on attending to their younger family members physical and psychological needs. Due to these priorities they might not have seriously concentrated on their goal achievement in employment and family organisations. As the age of the youngest family member increased they might have felt relatively less demands on their time and energy which might have enabled them to divert their efforts to fulfil their career and familial ambitions to a greater extent.

Moreover, career women whose youngest family member was relatively older appeared to be those with long years of association with their EO and higher extent of involvement in household work which might have resulted in stronger bonds with both the organisations of which they were integral parts. This bondage might have motivated them to commit themselves to their role responsibilities, which could be a reflection of values like sense of responsibility, punctuality, sincerity, honesty and so on, which in turn might have deepened their involvement with the multiple roles they assumed in life. All these factors could have attributed to higher PLCRF and PLFRF in the case of career women with increasing age of the youngest family member.

H₀C.13: There exists no relationship between perceived level of role fulfilment and age of the oldest family member.

H₀C 13.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and age of the oldest family member.

The mean age of the oldest family member was 54.1 years (Table 9). Coefficient of correlation between PLCRF and age of the oldest family member was not significant (Table). A comparison of the mean scores on PLCRF by age of the oldest family member showed that career women who had oldest family member in the age group of 23-39 years, differed significantly at .01 level from the respondents who had the oldest family member in the age group of 40-68 and above 68 years of age.

Table 62. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by the Age of the Oldest Family Member

Group	Age of the oldest family member	N	Mean
1	23-39 years	98	4.56
2	40-68 years	329	5.36
3	69-96 years	114	5.23
Mean Contrast	Mean difference	't' Value	Level of significance
1.2	0.80	3.78	.01
1.3	0.67	2.79	.01
2.3	0.13	.78	n s

On the strength of above 't' and 't' values the null hypothesis $H_{0C.13.1}$ was partially rejected

$H_{0C.13.2}$: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and age of the oldest family member.

Product moment correlation computed between PLFRF and age of the oldest family member revealed no significant relation between these two variables. The computed 't' values on the mean PLFRF by age of the oldest family member showed that career women who had the oldest family member in the age group of 23-39 years significantly differed at .01 level of significance from the respondents who had the oldest family member either in the age group of 40-68 and above 68 years of age on their PLFRF.

Table 63 : Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Age of the Oldest Family Member

Group	Age of the oldest family member	N	Mean
1	23-39 years	98	5.06
2	40-68 years	329	5.82
3	69-96	114	5.73
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.76	.3.56	.01
1.3	0.67	2.64	.01
2.3	0.09	.49	n.s

On the strength of 'r' and 't' values the null hypothesis $H_{0C.13.2}$ was partially rejected.

PLCRF and PLFRF in relation to age of the oldest family member

Age of the oldest family member had not shown a significant correlation either with PLCRF or PLFRF. However, mean scores on PLCRF and PLFRF by the age of the oldest family member showed that career women in dual career families who had the oldest family member in the age group of 40 to 68 relatively perceived higher levels of CRF and FRF than their counterparts who had the oldest family members in the age group of 23 to 39 or 69 to 96. Age of the oldest family member increased with an increase in the respondents age, length of service and vice versa. When the age of the oldest family member increased the size of the family decreased and the family income increased.

Career women who had the oldest family member in the age group of 40 to 68 might have had neither too old nor too young family members, who otherwise would have

demanding for their time and energy for their personal, physical and psychological needs. Moreover, oldest family member in the age group of 40 to 68 might have provided social support by sharing their work load. Probably this could be the reason why career women who had the oldest family member in the age group of 40-68 perceived higher levels of CRF and FRF.

H₀C.14: There exists no relationship between perceived level of role fulfilment and number of children in school education.

H₀C.14.1 There exists no relationship between perceived level of career role fulfilment (PLCRF) and number of children in school education.

The mean number of children in school education was found to be less than one (Table 4). Computed correlation revealed no significant relationship between these two variables. It was evident from the analysis of variance that PLCRF and number of children in school education were independent of each other.

Consequently, the null hypothesis H₀C.14.1 was accepted.

H₀C.14.2: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and number of children in school education.

The mean PLFRF was 5.8. Pearson product moment correlation and analysis of variance computed to test the above hypothesis revealed no significant values.

Therefore, the null hypothesis H₀C.14.2 was accepted.

H₀C.15 There exists no relationship between perceived levels of role fulfilment and stressors from EO.

Career women's perception of stressors from different sources of stressors, viz., work, role, personal development, interpersonal relations, organisation climate as well as overall stressors in EO were measured using EOSS. The findings related to testing of sub hypotheses H₀C.15.1 pertaining to PLCRF and H₀C.15.2 pertaining to PLFRF are discussed in sequence by each of the independent variables with a statement of null

hypothesis in each case. First the perception of stressors from each source of stressors are presented followed by overall stressors.

H₀C.15.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and stressors in EO

H₀C.15.1.1: There exists no relationship between PLCRF and employment organisation work stressors perception (EOWSP).

The mean EOWSP score earned by the sample was 41.8 (Table 46) and the mean PLCRF score was 5.3 (Table 25). The computed product moment correlation ($r = -0.2115^{**}$) revealed a significant negative correlation between PLCRF and EOWSP. A comparison of the mean scores on PLCRF by EOWSP showed that those with low EOWSP differed significantly at .01 level from those with moderate and high EOWSP on their PLCRF.

Table 64. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Career Employment Organisation Work Stressors Perception

Group	EOWSP	N	Mean
1	Low	96	5.83
2	Moderate	375	5.07
3	High	70	4.93
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.76	3.43	.01
1.3	0.90	3.20	.01
2.3	0.14	.68	n.s

On the strength of computed 'r' and 't' values the null hypothesis H₀C.15.1.1 was rejected.

H₀C.15.1.2: There exists no relationship between PLCRF and employment organisation role stressors perception (EORSP)

Career women earned a mean score of 16 on their role stressors perception. A significant negative correlation ($r = -0.1979^{**}$) was observed between PLCRF and EORSP (Table 49). The computed 't' values on the mean PLCRF by EORSP showed that career women with low EORSP differed significantly at .01 level from those with moderate and high EORSP scorers on their PLCRF.

Table 65 Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Employment Organisation Role Stressors Perception

Group	EORSP	N	Mean
1	Low	114	5.81
2	Moderate	346	5.06
3	High	81	4.89
Mean contrast	Mean difference	't' Value	Level of significance
1.2	0.75	3.65	.01
1.3	0.92	3.67	.01
2.3	0.17	.87	n.s

On the strength of above findings the null hypothesis H₀C.15.1.2 was rejected.

H₀C.15.1.3. There exists no relationship between PLCRF and employment organisation personal development stressors perception (EOPDSP).

The mean EOPDSP was 38.3 (Table 16). The computed 'r' value revealed a significant negative correlation ($r = -0.1886^{**}$) between PLCRF and EOPDSP. A comparison of the mean scores on PLCRF by EOPDSP showed that career women with low EOPDSP differed significantly at .01 level from those with moderate and high EOPDSP on their PLCRF.

Table 66 Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Employment Organisation Personal Development Stressors

Group	EOPDSP	N	Mean
1	Low	88	5.95
2	Moderate	377	5.06
3	High	76	4.93
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.89	3.89	.01
1.3	1.02	3.76	.01
2.3	0.13	.67	n.s

On the strength of 'r' and 't' values the null hypothesis $H_{0C.15.1.3}$ was rejected.

$H_{0C.15.1.4}$: There exists no relationship between PLCRF and employment organisation interpersonal relations stressors (EOIRSP)

The mean score earned by the respondents on EOIRSP was 41 (Table 16). Computed product moment correlation revealed a significant negative correlation ($r = -0.1352^{**}$) between these two variables. The computed 't' values on the mean PLCRF by EOIRSP showed that career women with low EOIRSP differed significantly at .05 level from those with high EOIRSP on their PLCRF.

Table 67 Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Employment Organisation Interpersonal Relationships Stressors Perception

Group	EOIRSP	N	Mean
1	Low	102	5.55
2	Moderate	345	5.16
3	High	94	4.90
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.39	1.73	n.s
1.3	0.65	2.50	.05
2.3	0.26	1.39	n.s

On the strength of above findings, the null hypothesis $H_{0C.15.1.4}$ was rejected.

$H_{0C.15.1.5}$ There exists no relationship between PLCRF and employment organisation climate stressors perception (EOCSP).

The mean EOCSP score earned by career women was 37.5 (Table 16). Significant negative correlation ($r = -0.1986^{**}$) was observed between PLCRF and EOCSP. The computed 't' values on the mean PLCRF and EOCSP showed that career women with low EOCSP differed significantly at .01 from those with moderate and high EOCSP scores. There was a steady decrease in the mean PLCRF scores when career women moved from low to high category by EOCSP scores.

Table 68. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Employment Organisation Climate Stressors Perception.

Group	EOCSP	N	Mean
1	Low	92	5.92
2	Moderate	386	5.06
3	High	63	4.94
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.86	3.73	.01
1.3	0.98	3.59	.01
2.3	0.12	.63	n.s

On the strength of 'r' and 't' values the null hypothesis H₀C.15.1.5 was rejected.

H₀C.15.1.6: There exists no relationship between PLCRF and employment organisation overall stressors perception (EOOSP).

Career women in dual career families earned a mean score of 199.3 on EOOSP (Table 6). Significant negative correlation ($r = -0.2231^{**}$) was observed between PLCRF and EOOSP. A comparison of the mean scores on PLCRF by EOOSP showed that career women with low EOOSP differed significantly at .01 level from those with moderate and high EOOSP on their PLCRF.

Table 69 Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Employment Organisation Overall Stressors in Perception

Group	EOOSP	N	Mean
1	Low	98	5.99
2	Moderate	374	5.01
3	High	69	5.01
Mean contrast	Mean Difference	't' value	Level of significance
1.2	0.98	4.45	.01
1.3	0.98	3.78	.01
2.3	0.00	0.65	n.s

On the strength of above findings null hypothesis $H_0C. 15.1.6$ was rejected.

$H_0C 15.2$. There exists no relationship between perceived level of familial role fulfilment (PLFRF)and stressors from EO.

$H_0C 15.2.1$ There exists no relationship between PLFRF and employment organisation work stressors perception (EOWSP)

Computed product moment correlation revealed a significant negative correlation ($r = -0.1377^{**}$) between PLFRF and EOWSP. Analysis of variance showed no significant values.

Therefore, the null hypothesis $H_0C.15.2.1$ was partially rejected.

$H_0C 15.2.2$: There exists no relationship between PLFRF and employment organisation role stressors perception (EORSP)

A significant negative correlation ($r = -0.1349^{**}$) was observed between PLFRF and EORSP when product moment correlation was computed. A comparison of the mean scores on PLFRF by EORSP showed that those with low EORSP differed significantly at .01 level from those with moderate and high EORSP on their PLFRF.

Table 70. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Employment Organisation Role Stressors Perception

Group	EORSP	N	Mean
1	Low	114	6.14
2	Moderate	346	5.56
3	High	81	5.44
Mean contrast	Mean difference	't' Value	Level of significance
1.2	0.58	2.70	.01
1.3	0.70	2.77	.01
2.3	0.12	.60	n.s

On the strength of 'r' and 't' values the null hypothesis $H_0C.15.12.2$ was rejected.

$H_0C.15.2.3$: There exists no relationship between (PLFRF) and employment organisation personal development stressors perception (EOPDSP).

The computed 'r' value revealed a significant negative correlation ($r = -0.1307^*$) between PLFRF and EOPDSP. A comparison of the mean scores on PLFRF by EOPDSP showed that career women with low EOPDSP differed significantly at .01 level from those with moderate and high EOPDSP on their PLFRF. A steady decrease in the mean PLFRF scores was observed when the respondents moved from low to high category of EOPDSP scores.

Table 71. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Employment Organisation Personal Development Stressors Perception

Group	EOPDSP	N	Mean
1	Low	88	6.41
2	Moderate	377	5.51
3	High	76	5.59
Mean contrast	Mean difference	't' Value	Level of significance
1.2	0.90	3.65	.01
1.3	0.82	2.67	.01
2.3	0.08	0.39	n.s

On the strength of 'r' and 't' values the null hypothesis $H_0C.15.2.3$ was rejected.

$H_0C.15.2.4$: There exists no relationship between PLFRF and employment organisation interpersonal relations stressors (EOIRSP).

No significant correlation was observed between PLFRF and EOIRSP further analysis of variance revealed that PLFRF and EOIRSP of career women were independent of each other.

Hence, null hypothesis $HOAII.15.2.4$ was accepted

$H_0C.15.2.5$: There exists no relationship between PLFRF and employment organisation climate stressors perception (EOCSP).

The mean EOCSP score was 37.5 (Table 16). Computed product moment correlation revealed a significant negative correlation ($r = -0.1145^*$) between PLFRF and EOCSP. A comparison of the mean scores on PLFRF by EOCSP showed that career

women with low EOCSP differed significantly at .05 level from those with moderate EOCSP on their PLFRF

Table 72. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Career Women's Employment Organisation Climate Stressors Perception

Group	EOCSP	N	Mean
1	Low	92	6.14
2	Moderate	386	5.55
3	High	63	5.65
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.59	2.31	.05
1.3	0.49	1.54	n.s.
2.3	0.01	0.42	n.s

On the strength of above findings the null hypothesis $H_0C.15.2.5$ was rejected

$H_0C.15.2.6$ There exists no relationship between PLFRF and employment organisation overall stressors perception (EOOSP).

Correlation coefficient revealed a significant negative correlation ($r = -0.1430^{**}$) between PLFRF and EOOSP. A comparison of the mean scores on PLFRF by EOOSP showed that career women with low EOOSP differed significantly at .01 level from those with moderate and high EOOSP on their PLFRF.

Table 73 Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Employment Organisation Overall Stressors Perception

Group	EOOSP	N	Mean
1	Low	98	6.38
2	Moderate	347	5.49
3	High	69	5.69
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.89	3.92	.01
1.3	0.77	2.97	.01
2.3	0.12	0.01	n.s

On the strength of computed 'r' and 't' values the null hypothesis H_0 C.15.2.6 was rejected.

PLCRF and PLFRF in relation to each of EOWSP

EOWSP showed a significant negative correlation with PLCRF ($r = -0.2115^{**}$) and PLFRF ($r = -0.1377^{**}$). With an increase in the EOWSP of career women there was a decrease in their PLCRF and PLFRF and vice versa. In other words, career women who perceived relatively more work stressors in EO perceived low levels of CRF and FRF and those who perceived relatively less work stressors in EO perceived relatively higher levels of CRF and FRF.

An increase in EOWSP was accompanied with a decrease in PLCRF and PLFRF of CW in DCFs as evidenced through negative significant relationship. CW with low EOWSP revealed a mean PLCRF score of 5.83 which was higher than those of moderate and high EOWSP scorers respectively. There exists no significant difference in mean PLCRF of CW in moderate and high groups by EOWSP. However, CW who belonged to

low EOWSP score group were different significantly from those who were moderate or high EOWSP scorers. No significant mean difference on PLFRF was found among low, medium and high EOWSP scorers

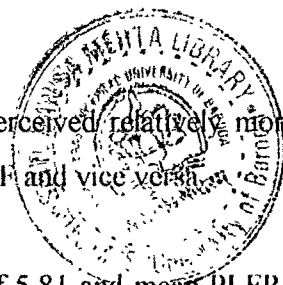
EOWSP was positively correlated with (i) extent of involvement in household work ($r = +0.1339^{**}$) (ii) extent of stress experienced ($r = -0.1895^{**}$), each of the sources of stressors and overall stressors perception in EO and FO (Table 48). The findings also revealed negative correlation between EOWSP and (i) EOSCS ($r = -0.3739^{**}$) (ii) FOSCS ($r = -0.2426^{**}$) (iii) SSEO ($r = -0.1133^{*}$) (iv) SSFO ($r = -0.2115^{**}$).

It was observed that career women who perceived relatively more work stressors in EO perceived relatively more stressors from all the sources of stressors in EO and FO (Table). Career women in dual career families who assumed multiple role responsibilities might have to meet various kinds of demands. The manner in which these demands were perceived and the attitude towards these might make the individuals perceive such demands as stressors or pleasurable events. A stressful situation can also be considered as a challenge, if perceived positively. The adverse attitude of career women towards their role demands might have made them feel that they had stressors emanating from various aspects under study. Career women who perceived relatively more work stressors in EO were experiencing relatively greater extent of stress (Table 33). On the other hand, career women who scored high on EOWSP exhibited a greater tendency to resort to escape mode of coping. In other words, their inability to control stressful situations might have made them feel that the situations were stressful, and not encouraging to fulfill their career and familial ambitions. This could have resulted in their higher EOWSP and lower PLCRF and PLFRF.

PLCRF and PLFRF in Relation to EORSP

The finding revealed a significant negative correlation between EORSP and (i) PLCRF ($r = -0.1979^{**}$) and (ii) PLFRF ($r = -0.1349^{**}$) There existed an inverse

relationship between these two variables. Career women who perceived relatively more role stressors in EO perceived relatively low levels of CRF and FRF and vice versa.



The low EORSP scorers revealed a mean PLCRF score of 5.81 and mean PLFRF score of 6.14 respectively. As EORSP score increased the PLCRF and PLFRF scores of CW in DCFs decreased and vice versa. CW who belonged to low EORSP group differed significantly from those in moderate and high EORSP groups in their mean PLCRF and PLFRF scores respectively.

EORSP was positively correlated with (i) personal income ($r = +0.1096^*$) (ii) extent of involvement in household work ($r = +0.1327^{**}$) (iii) EOSE ($r = +0.1275^*$) and each of the sources of stressors and overall stressors perception in EO and FO (Table 48). Significant negative correlation at 0.01 level was observed between EORSP and (i) EOSCS ($r = -0.3512^{**}$) (ii) FOSCS ($r = -0.2493^{**}$) (iii) SSEO ($r = -0.3708^{**}$) (iv) SSFO ($r = -0.1441^{**}$). Career women who perceived relatively more role related stressors in EO were with relatively higher pay. These career women might have reached more responsible positions which demanded for their greater involvement in career. Greater involvement in their careers might often put them in situations where they had to compromise with personal values, face role conflicts and role ambiguity which might have nullified the enjoyment they derived by higher pay and senior positions, which in turn might have resulted in stressors in EO. EORSP was negatively correlated with SSEO, SSFO, EOSCS and FOSCS. The belief that they would not get social support from the organisations to which they belonged might have given rise to a feeling of being lost. This might have curbed their enthusiasm in fulfilling role obligations which ultimately resulted in higher EORSP and lower PLCRF.

Career women in dual career families who experienced relatively more role stressors in EO were found with greater extent of involvement in household work. When the extent of involvement in household work was more, the possibility of perceiving role demands as stressors might have increased. Greater involvement in family organisation

which might have limited their participation in EO could have attributed to higher EORSP which in turn might have resulted in their lower PLCRF and PLFRF.

In spite of their higher involvement in household work they exhibited no significant relationship with achievement in their familial role fulfilment (Table 49). This implies that though career women might have resorted to household as an escape route for their role stressors in EO, their involvement did not contribute to their progress towards familial goal realisation. Career women's ability to make judgement of the progress to their goals lying in future, which were more abstract was rather poor.

PLCRF and PLFRF in Relation to EOPDSP

There existed a significant negative correlation between EOPDSP and (i) PLCRF ($r = -0.1886^{**}$) and (ii) PLFRF ($r = -0.1307^{*}$). EOPDSP was inversely related to PLCRF and PLFRF. With an increase in the EOPDSP career women's PLCRF and PLFRF decreased. In other words career women who perceived relatively more EOPDSP perceived relatively lower levels of CRF and FRF respectively and vice versa.

CW in DCFs who belonged to low EOPDSP differed significantly from those in moderate EOPDSP and high EOPDSP groups in their PLCRF and PLFRF. The mean PLCRF of CW in DCFs in low EOPDSP group was 5.95 whereas the corresponding values on PLCRF for moderate and high EOPDSP group scores were 5.06 and 4.93 respectively. Similarly the mean PLFRF of CW in DCFs in low EOPDSP was 6.41 and the corresponding values on PLFRF for moderate and high EOPDSP scores were 5.51 and 5.59 respectively. Low EOPDSP scorers differed significantly from high and moderate EOPDSP scorers in their PLCRF and PLFRF respectively.

EOPDSP was positively correlated with (i) extent of involvement in household work ($r = +0.1143^{*}$) and each of the sources of stressors and overall stressors perception in EO and FO. The findings revealed negative correlation between EOPDSP and (i)

EOSCS ($r = -0.3359^{**}$) (ii) FOSCS ($r = -0.2440^{**}$) (iii) SSEO ($r = -0.3867^{**}$) and (iv) SSFO ($r = -0.1458^{**}$)

Career women who perceived more stressors due to their personal development in EO perceived relatively more stressors from work, role, interpersonal relations, organisation climate in EO and FO. They also perceived relatively more overall stressors in EO and FO. Career women might perceive personal development stressors in EO when a sense of powerlessness arises from the inability to achieve their ends, from inadequate resources and opportunities, from restricted alternatives, and from jobs in which they have little control as to what to do or how to do. Such conditions in employment organisation might fail to build confidence in career women which would come to their advantage to control stressful situations in either EO or FO. Negative correlation between EOPDSP and EOSCS and FOSCS respectively substantiate this. The effect of sense of powerlessness and lack of confidence might have acted as hurdles to CW in DCFs to work for their role fulfilment which resulted in their low PLCRF and PLFRF levels.

PLCRF and PLFRF in Relation to EOIRSP

EOIRSP showed a significant negative correlation with PLCRF ($r = -0.13252^{**}$) whereas no significant correlation was observed between EOIRSP and PLFRF. Interpersonal relationship stressors in EO influenced the PLCRF though it had no effect on PLFRF. Career women who perceived relatively more EOIRSP perceived relatively lower level of CRF and vice versa.

A significant negative correlation was observed between PLCRF by CW in DCFs and their EOIRSP. However, no relation was existed between respondents' PLFRF and their EOIRSP. Career women with low EOIRSP score differed significantly with high EOIRSP scorers on their PLCRF.

The results of the investigation revealed that EOIRSP was positively correlated with each of the sources of stressors and overall stressors perception in EO and FO respectively (Table 48). The study also revealed negative correlation between EOIRSP and

(i) EOSECS ($r = -0.4027^{**}$) (ii) FOSCS ($r = -0.2947^{**}$) (iii) SSEO ($r = -0.3202^{**}$) and (iv) SSFO ($r = -0.1119^{*}$).

CW in DCFs who perceived relatively more EOIRSP perceived relatively more stressors from all the sources of stressors in EO and FO. Many people who are employed under similar circumstances, in the same organisation frequently come into close interaction with each other. They sustain relations with peers, superiors and subordinates. Besides the formal relations, informal interpersonal interaction may frequently take place in work activity. Formal and informal relations may enhance or impede the attainment of formal organisation goals and personal goals. On the other hand, interpersonal tensions at work place such as conflict with co-workers, lack of cooperation from co-workers and discrimination may act as blockage to make progress in achieving career goals. Career women who perceived relatively more IRS perceived relatively low PLCRF.

PLCRF and PLFRF in relation to EOCSP

Findings of the present investigation revealed significant negative correlation between EOCSP and (i) PLCRF ($r = -0.1986^{**}$) and (ii) PLFRF ($r = -0.1145^{*}$). There existed an inverse relationship between PLCRF and EOCSP and PLFRF and EOCSP. Career women's PLCRF and PLFRF decreased with an increase in their EOCSP and vice versa. In other words career women who experienced relatively lower level of organisation climate stressors in EO perceived higher levels of CRF and FRF.

Career women in DCFs earned a mean score of 5.3 on PLCRF and 5.8 on PLFRF. Low EOCSP scorers revealed a mean PLCRF of 5.92 and a mean PLFRF of 6.14. Career women with low EOCSP score differed significantly on their PLCRF from moderate and high EOCSP scorers. No significant difference was observed between moderate and high EOCSP scorers on their PLCRF. Career women with low EOCSP score differed significantly from moderate EOCSP scorers on their PLFRF. No significant difference on PLFRF was observed between low and high, moderate and high EOCSP scorers on their PLFRF.

EOCSP was positively correlated at 0.01 level of significance with each of the sources of stressors and overall stressors perception in EO and FO respectively. The same was negatively correlated with (i)EOSCS ($r = -0.4074^{**}$) (ii) FOSCS ($r = -0.2725^{**}$) (iii) SSEO ($r = -0.4110^{**}$) and (iv) SSFO ($r = -0.1063^{*}$).

The positive and negative correlations revealed that career women who perceived relatively more stressors due to organisation climate in EO perceived greater stressors from EO and FO and vice versa (Table 48). Similarly career women who perceived relatively more stressors due to organisation climate in EO exhibited greater tendency to adopt escape mode of coping (Table 48). Career women might have perceived stressors in EO when (i) their point of view and/or their presence were ignored or when subjected to subordination, and when not consulted in planning and/or execution of decisions. On the other hand the organisation climate would act as a driving force for greater participation if it made them feel that they were integral part of it. This would result in viewing the organisation climate as a motivating force rather than as a stressor which in turn would enhance their participation in achieving organisation and personal goals to a greater extent. Achievements made in the career might help career women to make progress in their family goals as evidenced in the present study (Table 48). Otherwise adverse organisation climate in EO might have made career women perceive higher levels of WSP (Table) which might have acted as stressors hampering their goal accomplishment in EO. Those career women, who could not make progress in career goals perceived stressors in FO which acted as unfavourable conditions. Hence the pace of progress made in familial goals might have got affected.

PLCRF and PLFRF in relation to EOOSP

EOOSP was found to be negatively correlated with PLCRF ($r = -0.2231^{**}$) and PLFRF ($r = -0.1430^{**}$). Career women's perceived levels of career and familial role fulfilment was inversely related to their perception of overall stressors from EO. Respondents who perceived relatively more overall stressors in EO perceived lower levels of CRF and FRF and vice versa.

Career women's PLCRF and PLFRF decreased with an increase in their EOOSP and vice versa. Respondents with low EOOSP scores differed significantly on their PLCRF and PLFRF respectively from those with moderate and high EOOSP scores. No significant difference was observed between moderate and high EOOSP scorers on their PLCRF and PLFRF respectively.

There existed a significant positive correlation between EOOSP and (i) extent of involvement in household work ($r = +0.1332^{**}$) (ii) EOSE ($r = +0.1278^{*}$) and each of the sources of stressors in EO and FO, and overall stressor perception in FO (Table 49). CW in DCFs who perceived relatively more overall stressors from EO perceived relatively more stressors from each of the sources of stressors not only in EO but also in FO (Table 48). Career women who perceived relatively more overall stressors in EO were found to be involved to a greater extent in household work. With an increase in EOOSP score career women's score on EOSE increased. CW in DCFs who perceived more overall stressors in EO exhibited relatively more stress symptoms and perceived low levels of CRF and FRF (Table 48).

CW in DCFs who assumed multiple role responsibilities perceived relatively more overall stressors from EO. Those who perceived relatively more stressors from each source of stressors in EO exhibited a greater tendency towards escape mode of coping and lesser tendency towards control mode of coping in both the organisations, and expressed relatively more stress symptoms and perceived relatively lower levels of CRF and FRF.

Career women who were a part of two organisations might face work-family conflict. There was a spillover of stressors from one domain to another. Probably they might not have been able to compartmentalise between two major role responsibilities. This could be the reason for their coping style wherein they showed greater tendency towards escape mode and lesser tendency towards control mode of coping. Alternatively escape mode of coping style to pursue their roles in both the organisations might have contributed to their increased perception of stressors from both the organisations, which ultimately led to relatively lower PLCRF and PLFRF.

Stressors from EO not only had an impact on PLCRF, but also had an impact on PLFRF. Favourable conditions in EO would enhance their PLCRF along with PLFRF (Table 48 and 49)

H₀C.16: There exist no relationship between perceived level of role fulfilment and stressors from FO.

FOSS was used to measure the stressors from each of different sources and overall stressors pertaining to FO. The different sources of stressors under study were related to work (FOWSP), role (FORSP), personal development (FOPDSP), interpersonal relationships (FOIRSP), organisation climate (FOCSP) and overall stressors (FOOSP). The findings related to testing of hypothesis H₀C.16 are presented under relevant null sub hypothesis.

H₀C.6.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and stressors from FO.

H₀C.16.1.1: There exists no relationship between PLCRF and family organisation work stressors perception (FOWSP).

Mean FOWSP earned by the respondents was 36.0 (Table) and their mean PLCRF was 5.3 (Table 25). Estimated correlation coefficient between PLCRF and FOWSP showed a negative ($r = -0.1539^{**}$) correlation significant at 0.01 level. A comparison of the mean scores on PLCRF by FOWSP revealed that those with low FOWSP differed significantly at 05 level from those with moderate FOWSP.

Table 74. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Family Organisation Work Stressors Perception

Group	FOWSP	N	Mean
1	Low	95	5.61
2	Moderate	371	5.13
3	High	75	4.93
Mean contrast	Mean Differences	't' Values	Level of significance
1.2	0.48	2.23	.05
1.3	0.68	2.36	.05
2.3	0.20	.88	n s

On the strength of 'r' and 't' values the hypothesis H₀C.16.1.1 was rejected.

H₀C.16.1.2 There exists no relationship between perceived level of career role fulfilment (PLCRF) and family organisation role stressors perception (FORSP).

The mean FORSP score was 37.7 (Table 17). A significant negative correlation ($r = -0.1297^*$) was observed between PLCRF and FORSP. Computed 'F' value was not significant.

Therefore, the null hypothesis H₀C.16.1.2 was partially rejected.

H₀C.16.1.3 There exists no relationship between PLCRF and family organisation personal development stressors perception (FOPDSP)

Respondents' mean FOPDSP score was 32.6 (Table 17). Computed 'r' value ($r = -0.1714^{**}$) revealed a significant negative correlation between PLCRF and FOPDSP. The computed 't' values on the mean PLCRF difference by FOPDSP showed that career

women with low FOPDSP differed significantly at .01 level from those with moderate and high FOPDSP scores on their PLCRF.

Table 75. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Family Organisation Personal Development Stressors Perception

Group	FOPDSP	N	Mean
1	Low	117	5.65
2	Moderate	325	5.10
3	High	99	4.92
Mean contrast	Mean Difference	't' Value	Level of significance
1-2	0.55	2.66	.01
1-3	0.73	2.90	.01
2-3	0.18	.90	n.s

On the strength of above findings the null hypothesis $H_{0C.16.1.3}$ was rejected.

$H_{0C.16.1.4}$: There exists no relationship between PLCRF and family organisation interpersonal relations stressors perception (FOIRSP).

The mean FOIRSP score was 38.5 (Table 17). Computed product moment correlation revealed a significant negative correlation ($r = -0.1541^{**}$) between PLCRF and FOIRSP. A comparison of the mean scores on PLCRF by FOIRSP revealed that career women with low FOIRSP differed significantly from those with high FOIRSP on their PLCRF.

Table 76. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Family Organisation Interpersonal Relations Stressors Perception

Group	FOIRSP	N	Mean
1	Low	108	5.58
2	Moderate	347	5.16
3	High	86	4.88
Mean contrast	Mean difference	't' value	Level of significance
1.2	0.37	1.77	n.s.
1.3	0.65	2.83	.01
2.3	0.28	1.41	n.s.

On the strength of 'r' and 't' values the null hypothesis $H_{0C.16.1.4}$ was rejected

$H_{0C.16.1.5}$: There exists no relationship between PLCRF and family organisation climate stressors perception (FOCSP).

Career women's mean FOCSP score was 37.9 (Table 17). Significant negative correlation ($r = -0.1840^{**}$) was observed between PLCRF and FOCSP. The computed 't' value on the mean PLCRF by FOCSP showed that career women with low FOCSP differed significantly from those with moderate and high FOCSP scores.

Table 77. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Family Organisation Climate Stressors Perception

Group	FOCSP	N	Mean
1	Low	107	5.82
2	Moderate	379	5.06
3	High	55	4.87
Mean contrast	Mean Difference	't' value	Level of significance
1.2	0.76	3.90	.01
1.3	0.95	3.22	.01
2.3	0.19	.73	n.s

On the strength of 'r' and 't' values the null hypothesis $H_{0C.16.1.5}$ was rejected.

$H_{0C.16.1.6}$: There exists no relationship between PLCRF and family organisation overall stressors perception (FOOSP).

CW in DCFs earned a mean score of 182.7 on FOOSP (Table 17). Significant negative correlation ($r = -0.1819^{**}$) was observed between PLCRF and FOOSP. A comparison of the mean scores on PLCRF by FOOSP revealed that career women with low FOOSP differed significantly at .01 level from those with moderate and high FOOSP on their PLCRF.

Table 78. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Family Organisation Overall Stressors Perception

Group	FOOSP	N	Mean
1	Low	109	5.76
2	Moderate	396	5.07
3	High	36	4.78
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.69	3.46	.01
1.3	0.98	3.00	.01
2.3	0.29	1.02	n.s

On the strength of 'r' and 't' values the null hypothesis $H_0C.16.1.5$ was rejected.

$H_0C.16.2$: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and stressors from FO.

$H_0C.16.2.1$: There exists no relationship between PLFRF and family organisation work stressors perception (FOWSP).

Mean PLFRF was 5.8 (Table 26). Product moment correlation estimated between PLFRF and FOWSP showed a significant negative correlation ($r = -0.2217^{**}$) A comparison of the mean scores on PLFRF by FOWSP revealed that low, moderate and high FOWSP scorers differed significantly with each other on their PLFRF.

Table 79. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Family Organisation Work Stressors Perception

Group	FOWSP	N	Mean
1	Low	95	6.36
2	Moderate	371	5.60
3	High	75	5.12
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.76	3.17	.01
1.3	1.24	4.08	.01
2.3	0.48	2.07	.05

On the strength of 'r' and 't' values the null hypothesis H_0 C.16.2.1 was rejected.

H_0 C.16.2.2: There exists no relationship between PLFRF and family organisation role stressors perception (FORSP).

Respondents mean FORSP score was 37.7 (Table 17). Computed 'r' value ($r = -0.1594^{**}$) revealed a significant negative correlation between PLFRF and FORSP. The computed 't' values revealed that career women with low FORSP differed significantly from those with moderate scorers on their PLFRF.

Table 80. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Family Organisation Role Stressors Perception

Group	FORSP	N	Mean
1	Low	99	6.32
2	Medium	374	5.46
3	High	68	5.84
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.86	3.79	.01
1.3	0.48	1.62	n.s.
2.3	0.38	1.62	n.s.

On the strength of computed 'r' and 't' values the null hypothesis H₀C.16.2.2 was rejected.

H₀C.16.2.3: There exists no relationship between PLFRF and family organisation personal development stressors perception (FOPDSP).

Computed r value ($r = -0.1948^{**}$) revealed a significant negative correlation between PLFRF and FOPDSP. Computed 't' values revealed that career women with low FOPDSP differed significantly at .01 level from those with moderate and high FOPDSP scorers on their PLFRF.

Table 81. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Family Organisation Personal Development Stressors Perception

Group	FOPDSP	N	Mean
1	Low	117	6.30
2	Medium	325	5.57
3	High	99	5.22
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.73	3.33	.01
1.3	1.08	4.13	.01
2.3	0.35	1.76	n.s.

On the strength of 'r' and 't' values the null hypothesis H₀C.16.2.3 was rejected.

H₀C.16.2.4: There exists no relationship between PLFRF and family organisation interpersonal relations stressors perception (FOIRSP).

The mean FOIRSP score was 32.6 (Table 17). Computed product moment correlation revealed a significant negative correlation ($r = -0.1659^{**}$) between PLFRF and FOIRSP. A comparison of the mean scores on PLFRF by FOIRSP revealed that career women with low FOIRSP differed significantly from those with moderate and high FOIRSP scorers.

Table 82. Difference between Mean Scores on Perceived Level of Familial Role Fulfilment by Career Women's Family Organisation Interpersonal Relations Stressors Perception

Group	FOIRSP	N	Mean
1	Low	108	6.17
2	Medium	374	5.57
3	High	86	5.42
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.60	2.82	.01
1.3	0.75	2.83	.01
2.3	0.15	.72	.475

On the strength of computed 'r' and 't' values the null hypothesis $H_0C.16.2.4$ was rejected.

$H_0C.16.2.5$. There exists no relationship between PLFRF and family organisation climate stressors perception (FOCSP).

Significant negative correlation ($r = -0.1880^{**}$) was observed between PLFRF and FOCSP. The computed 't' values on the difference in mean PLFRF scores by FOCSP showed that career women with low FOCSP differed significantly from those with moderate and high FOCSP scorers.

Table 83. Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Family Organisation Climate Stressors Perception

Group	FOCSP	N	Mean
1	Low	107	6.29
2	Medium	379	5.54
3	High	55	5.35
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.75	3.53	.01
1.3	0.94	3.02	.01
2.3	0.19	.72	n.s.

On the strength of 'r' and 't' values the null hypothesis H_0 C.16.2.5 was rejected.

H_0 C.16.2.6: There exists no relationship between PLFRF and family organisation overall stressors perception (FOOSP).

There existed a significant negative correlation ($r = -0.2109^{**}$) between PLFRF and FOOSP. A comparison of the mean scores on PLFRF by FOOSP revealed that career women with low FOOSP differed significantly from those with moderate and high FOOSP scores on their PLFRF.

Table 84 Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Family Organisation Overall Stressors Perception

Group	FOOSP	N	Mean
1	Low	109	6.39
2	Medium	396	5.47
3	High	36	5.61
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.92	4.30	.01
1.3	0.78	2.21	.05
2.3	0.14	0.46	n.s.

On the strength of 'r' and 't' values the null hypothesis H_0 C.16.2.6 was rejected.

PLCRF and PLFRF in relation to FOWSP

Career women's PLCRF and PLFRF respectively decreased with an increase in their FOWSP FOWSP scores and vice versa. Low FOWSP scorers earned a mean PLCRF score of 5.61 and a mean PLFRF score of 6.36. Low FOWSP scorers differed significantly from moderate and high FOWSP scorers on their PLCRF. There was no significant Difference between moderate and high FOWSP scorers on the PLCRF. However, all the three groups namely low, moderate and high by FOWSP scores differed significantly with each other on their PLFRF.

FOWSP was negatively correlated with PLCRF ($r = -0.2217^{**}$) and PLFRF ($r = -0.1539^{**}$). With an increase in the FOWSP of career women there was a decrease in their PLCRF and PLFRF respectively and vice versa. Those who perceived low FOWSP differed significantly from those with moderate and high FOWSP in their PLCRF and PLFRF respectively.

FOWSP showed a significant positive correlation with each of the sources of stressors and overall stressors perception in EO and FO respectively (Table 49). Negative significant correlation was observed between FOWSP and (i) EOSCS ($r = -0.3786^{**}$) (ii) FOSCS ($r = -0.3507^{**}$) (iii) SSEO ($r = -0.2056^{**}$) (iv) SSFO ($r = -0.2449^{**}$) The positive correlations revealed that career women who perceived relatively more work related stressors in FO perceived relatively more stressors from rest of the sources of stressors in FO and from all the sources of stressors in EO With an increase in the FOWSP score respondents' EOSE score recorded an increase ($r = +0.2221^{**}$). Work related stressors in FO induced stress to CW in DCFs. Probably this could be the reason for their low PLCRF and PLFRF. Work related stressors in FO might have made them feel that their work was stressful and not enjoyable and subsequently they could not realise role fulfilment in FO up to their satisfaction The feeling that they were not able to make progress in one

organisation might have made them feel that their roles in both organisations were not complementary to each other but were rather at conflict with each other. Moreover, their perceived levels of relatively lower social support from EO and FO with increasing FOWSP might have resulted in difference and lack of psychological strength which were essential to perceive work demands as challenges. Hence, those who perceived more FOWSP might have resorted to escape mode of coping as evidenced through the negative correlations between FOWSP and EOSCS and FOSCS scores respectively. As a result those with higher FOWSP were low perceivers of CRF and FRF respectively.

PLCRF and PLFRF in relation to FORSP

An increase in FORSP was accompanied with a decrease in PLCRF and PLFRF and vice versa. No significant mean difference was observed on PLCRF between and among low, moderate and high FORSP scorers. On the other hand each of these groups differed significantly with each other on their PLFRF.

FORSP showed a significant negative correlation with PLCRF ($r = -0.1594^{**}$) and PLFRF ($r = -0.1297^{**}$). When the career women's perception of stressors due to their role in FO increased their perceived levels of CRF and FRS decreased and vice versa (Table 49). FORSP showed a significant positive correlation with (i) extent of involvement in household work ($r = +0.1478^{**}$) (ii) EOSE ($r = +0.2214^{**}$) and with each source of stressors and overall stressors perception in EO and FO respectively (Table 49). Moreover, There existed significant negative correlation between FORSP and (i) EOSCS ($r = -0.3788^{**}$) (ii) FOSCS ($r = -0.3507^{**}$) (iii) SSEO ($r = -0.1923^{**}$) (iv) SSFO ($r = -0.2274^{**}$)

It is obvious from these correlations that with an increase in career women's perception of stressors in FO, there was an increase in the perception of stressors from each source of stressors and over all stressors in both EO and FO. Career women who perceived relatively more role stressors in FO had greater extent of involvement in household work. The greater extent of involvement in household work might have increased the chances of role overload, role conflict and role dissatisfaction which in turn

might have contributed to their higher perception of role stressors in FO. When career women perceived role demands and role obligations as stressors they might have developed a feeling of dislike or dissatisfaction towards their multiple roles. This might have made them feel taxed and discontented with any item or object, living or non-living with which they came in contact in the process of executing their work. The cumulative effect of stressors might have strained them physically and psychologically. The stress they experienced might have come in between their role performance in the two domains. Probably this could be the reason for their low PLCRF and PLFRF expressed by CW in DCFs who had higher FORSP.

PLCRF and PLFRF in relation to FOPDSP

The mean PLCRF and PLFRF scores of CW in DCFs were 5.3 and 5.8 respectively. Low FOPDSP scorer revealed a mean PLCRF scores of 5.65 and a mean PLFRF score of 6.30. As career women's FOPDSP scores increased their PLCRF and PLFRF scores decreased. Low FOPDSP scorers differed significantly from moderate and higher FOPDSP scorers on their PLCRF and PLFRF respectively. No significant mean difference on PLCRF and PLFRF was observed between moderate and higher FOPDSP scorers.

FOPDSP revealed a significant negative correlation with PLCRF ($r = -0.1714^{**}$) and PLFRF ($r = -0.1948^{**}$). In other words, as career women perceived relatively more stressors due to their personal development in FO their PLCRF and PLFRF decreased. On the other hand, career women who perceived relatively low personal development stressors in FO perceived relatively higher levels of CRF and FRF.

FOPDSP was found to have significant positive correlation with (i) Extent of involvement in household work ($r = +0.1147^{**}$) (ii) EOWSP ($r = +0.5070^{**}$) and each source of stressors and overall stressors in EO and FO respectively (Table 49). It also had negative correlation with (i) EOSCS ($r = +0.3949^{**}$) (ii) FOSCS ($r = -0.3640^{**}$) (iii) SSEO ($r = -0.2064^{**}$) (iv) SSFO ($r = -0.1679^{**}$)

Career women might have perceived stressors due to their personal development in FO when they had a feeling that they were not able to prove themselves in their role, when their contributions for family were not given due recognition, when no appreciation and feed back on their role performance was given, or when they were taken for granted ignoring their personal feelings. The feelings of in-laws, husband or children that they were being deprived of care and attention might have created an unpleasant atmosphere in the family. When career women had to accept these situations as they were by virtue of their status in the hierarchy of authority in the family, might inculcated a feeling of lack of personal control. This might have led to their perception that they were not able to act on and affect their environment. The environment on which they had little control or no control obviously might have generated stressors, leaving them with little or no enthusiasm to work for their role fulfilment. Thus greater perception of personal development stressors in FO might have resulted in lower levels of CRF and FRF.

PLCRF and PLFRF in Relation to FOIRSP

The findings revealed a significant negative correlation between FOIRSP and (i) PLCRF ($r = -0.1541^{**}$) (ii) PLFRF ($r = -0.1659^{**}$). As career women's perception of stressors due to interpersonal relations in FO increased their PLCRF and PLFRF decreased. Career women who perceived relatively low IRS perceived higher levels of CRF and FRF.

Career women in DCFs who belonged to low group by FOIRSP score differed significantly from those who belonged to high group by FOIRSP score on their PLCRF. No significant mean difference was observed on PLCRF between low and moderate and moderate and high FOIRSP scorers. Similarly, CW in DCFs who belonged to low group by FOIRSP score differed significantly from those who belonged to moderate and high FOIRSP score group on their PLFRF. No significant mean difference on PLFRF was observed between moderate and high FOIRSP scorers.

FOIRSP was positively correlated with (i) extent of involvement in household work ($r = +0.1137^*$) and each source of stressors and overall stressors perception in EO and FO respectively. On the other hand FOIRSP of CW in DCFs was negatively correlated with (i) EOSCS ($r = -0.3540^{**}$) (ii) FOSCS ($r = -0.3348^{**}$) (iii) Number of children in school education ($r = -0.1125^*$) (iv) SSEO ($r = -0.2286^{**}$) (v) SSFO ($r = -0.2467^{**}$) respectively (Table 49).

Career women's perception of role stressors decreased with an increase in the number of children in school education. Career women who had more school going children in the family experienced relatively less interpersonal relations stressors and perceived higher levels of CRF and FRF. Career women might face stressors due to interpersonal relations in FO. Marital adjustments, inter role conflict between husband and wife, mother and children, in-laws and daughter-in-laws might have created strained interpersonal relations at home, where role demands had to be fulfilled with a feeling of detachment. Power struggle in the family might have led to lack of contentment. Moreover, role demands and duties might have been perceived as stressors when there was a lack of cordial relations with family members, when faced with little or no freedom to express their feelings, or when family members were not approachable and dependable. Strains in interpersonal relations at home might develop a feeling in them that they were not given due recognition and they were not wanted. They were denied power of control and decision making. This kind of atmosphere in their immediate environment might have made them carry on multiple role responsibilities without experiencing the joy of handling multiple roles. The kind of interpersonal relations at home might have had an adverse effect on all spheres of life and on their aspirations and enthusiasm to work for their career and familial role fulfilment as evidenced by findings (Table 49). Career women who had more number of children in school education perceived relatively low interpersonal relationship stressors. The children in the family might have acted as buffers on whom career women could exercise power of control. This might have resulted in their low FOIRSP and higher PLCRF and PLFRF.

PLCRF and PLFRF in relation to FOCSP

Negative significant correlation revealed that career women's PLCRF and PLFRF decreased with an increase in their FOCSP. Career women with low FOCSP scores differed significantly on their mean PLCRF and PLFRF respectively from those with moderate and high FOCSP scores. No significant mean difference on PLCRF and PLFRF respectively was observed between moderate and high FOCSP scorers.

FOCSP negatively correlated with PLCRF ($r = -0.1840$) and PLFRF ($r = -0.1880^{**}$). Career women who perceived relatively more stressors due to organisation climate in FO perceived relatively low levels of CRF and FRF. Stressors due to organisation climate in FO blocked the progress they made in the two organisations.

FOCSP was positively correlated with (i) extent of involvement in household work ($r = +0.1099^{*}$) (ii) EOSE ($r = +0.1739^{**}$) and each source of stressors and overall stressors perception in EO and FO respectively (Table 49). FOCSP showed significant negative correlation with (i) EOSCS ($r = -0.4183^{**}$) (ii) FOSCS ($r = -0.3860^{**}$) (iii) SSEO ($r = -0.2506^{**}$) (iv) SSFO ($r = -0.2118^{**}$) respectively (Table 49). Career women who perceived more stressors due to organisation climate in FO perceived stressors in EO and FO and perceived relatively low levels of CRF and FRF respectively. When the climate in the family organisation had not facilitated smooth functioning of familial roles, the same feeling might have been carried on to work place. Career women who were perceiving relatively more FOCSP were involving to a greater extent in household work. Probably when the involvement was much higher, the realisation that in the prevalent organisation climate in their families, weightage to their views and sympathy towards their personal problems received little attention, might have increased. When the involvement was high, the probability of feeling depressed due to lack of control over resources and inability to meet with expectations might also increase. Probably, this could be the reason why career women who involved to a greater extent in household work perceived relatively more organisation climate stressors in FO

Lack of control over family resources, as well as their own personal resources, anti feminist view, patriarchal approach and authoritarianism in the family might put a curb on goal oriented behaviour. The adverse conditions in the family organisation climate might have resulted in higher FOCSP which ultimately led to low PLCRF and PLFRF.

PLCRF and PLFRF in relation to FOOSP

There existed a significant negative correlation between FOOSP and (i) PLCRF ($r = -0.1819^{**}$) (ii) PLFRF ($r = -0.2109^{**}$). With an increase in FOOSP of career women, there was a decrease in their PLCRF and PLFRF. Career women who perceived relatively more overall stressors in FO perceived relatively low levels of CRF and FRF

An increase in FOOSP was accompanied with a decrease in PLCRF and PLFRF of CW in DCFs as evidenced through significant negative relationship CW with low FOOSP score revealed a mean PLCRF score of 5.76 and a mean PLFRF score of 6.40 which was higher than those of moderate and high FOOSP scorers respectively. No significant mean difference was observed between moderate and high FOOSP scorers on their PLCRF and PLFRF respectively.

FOOSP was negatively correlated with (i) EOSCS ($r = -0.4414^{**}$) (ii) FOSCS ($r = -0.4126^{**}$) SSEO ($r = -0.2486^{**}$) SSFO ($r = -0.2496^{**}$) respectively (Table 49) and positively correlated with each source of stressors and overall stressors perception in EO and FO. Highly significant correlations between different sources of stressors in EO and FO respectively revealed strong relationship between them. The perception of competence in managing demands would enable the individual to enjoy demands and meet them without perceiving them as stressors. However, perception of competency would depend on circumstances. Career women who might have felt that they would have little control on stressful situations might have felt helpless and diffident the competency due to which they might have experienced stressors. Hence, slow progress towards goal attainment have resulted. Ultimately as a result they perceived low levels of CRF and FRF.

On the whole, findings of the investigation revealed that career women who perceived relatively more stressors from any one of the sources of stressors in FO perceived relatively more stressors from all the other sources of stressors from FO and EO respectively (Table 49). Irrespective of the source in which stressors were perceived, all stressors had an adverse effect on their PLCRF and PLFRF. Moreover career women who perceived stressors from different sources of stressors in FO were found to exhibit greater tendency to resort to escape mode of coping and lesser tendency to resort to control mode of coping. Probably this in turn might have given rise to a feeling of inability and lack of power to manage stressful situation. This could have resulted in higher perception of stressors in both EO and FO respectively, which might have been accompanied with slow progress towards goal attainment. Subsequently it might have contributed to lower perception of career and familial role fulfilment.

$H_{0C.17}$: There exists no relationship between perceived levels of role fulfilment and social support from employment organization (SSEO).

$H_{0C.17.1}$: There exists no relationship between perceived level of career role fulfilment (PLCRF) and SSEO.

Respondents' mean PLCRF score was 5.3 (Table 25) and their mean SSEO was 45.4 (Table 19). Significant positive correlation was observed between PLCRF and SSEO (Table). Comparison of the mean scores on PLCRF by SSEO revealed that career women who perceived high SSEO differed significantly from those who perceived low and moderate SSEO at .05 level.

Table 85. Differences between Mean Scores on Perceived Level of Career Role Fulfilment by Social Support in Employment Organisation

Group	SSEO	N	Mean
1	Low	85	5.07
2	Medium	372	5.16
3	High	84	5.70
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.03	.16	n.s.
1.3	0.63	2.27	.05
2.3	0.60	2.54	.05

On the strength of 'r' and 't' values the null hypothesis was rejected

H₀C.17.2: There exists no relationship between perceived level of familial role fulfilment (PLFRF) and SSEO.

Computed correlation coefficient revealed no significant relationship between PLFRF and SSEO. The analysis of variance showed that the two variables were independent of each other.

Whereupon, the null hypothesis was accepted.

PLCRF and PLFRF in relation to SSEO.

The present investigation revealed a significant positive correlation between SSEO and PLCRF ($r = +0.1385^{**}$), whereas 'r' and 't' values revealed no significant relationship between SSEO and PLFRF. Career woman who perceived that they would get higher extent of social support from their EO perceived higher level of CRF. Social support from EO had no influence on career women's PLFRF. There existed significant positive

correlation between SSEO and (i) EOSCS ($r = +0.2970^{**}$) (ii) FOSCS ($r = +0.1787^{**}$) and significant negative correlation between SSEO and each source of stressors and overall stressors perception in EO and FO respectively (Table 48). It could be concluded from the correlations that career women in dual career families who perceived higher extent of social support from their EO perceived relatively less stressors due to their work, role, personal development, interpersonal relations, organisation climate in their employment as well as family organisations. The belief that they would get social support might have made them perceive constraints in work situation, role related demands and role obligations, constraints in personal development and interpersonal relations and existing organisation climate as motivators and not as stressors. Social support from EO acted as a buffer. The quality of expressive and instrumental support available from co-workers, superiors and subordinates buffered lack of pleasant and satisfying working conditions, role related stressors, stressors due to organisation climate and so on in both the organisations in which they had to meet role obligations. The buffering effect of social support might have made career women enjoy job responsibilities more and strive better to achieve their goals. Hence those with higher SSEO scores perceived higher level of CRF.

The study revealed that those who earned higher SSEO scores exhibited greater tendency to resort to control mode of coping in EO and FO. The belief that they would get social support might have induced self confidence, or an ability to confront stressful situations and resolve them rather than run away from it. Social support in EO might have given an insight into dealing with stressful situations using control mode of coping which was more constructive and beneficial to progress towards PLCRF.

H₀C.18: There exists no relationship between perceived level of role fulfilment and social support from family organisation (SSFO).

H₀C.18.1: There exists no relationship between perceived level of career role fulfilment (PLCRF) and SSFO.

There existed no significant correlation between PLCRF and SSFO. Computed 'r' values also revealed no significant association between PLCRF and SSFO.

Therefore, the null hypothesis was accepted.

H₀C.18.2: There existed no relationship between perceived level of familial role fulfilment (PLFRF) and SSFO.

CW in DCFs earned a mean SSFO score 59.8 (Table 19). There existed a significant positive correlation between PLFRF and SSFO (Table). The computed 't' values on the difference in mean scores on PLFRF by SSFO showed that career women who perceived low SSFO differed significantly from those who perceived medium and high SSFO on their PLFRF.

Table 86.Differences between Mean Scores on Perceived Level of Familial Role Fulfilment by Social Support in Family Organisation

Group	SSFO	N	Mean
1	Low	87	5.14
2	Medium	374	5.68
3	High	80	6.18
Mean contrast	Mean Difference	't' Value	Level of significance
1.2	0.54	2.49	.05
1.3	1.04	3.29	.01
2.3	0.50	1.90	n.s.

On the strength of 'r' and 't' values the null hypothesis was rejected.

PLCRF and PLFRF in relation to SSFO

The present investigation revealed no significant relation between SSFO and PLCRF. Though SSFO had no impact on PLCRF of CW in DCFs, it had a positive

relationship with PLFRF. ($r = +0.1559^{**}$). The study also revealed significant positive correlation between SSFO and (i) EOSCS ($r = +0.1222^{*}$) and (ii) FOSCS ($r = +0.1235^{*}$) respectively (Table 48). Significant negative correlation existed between SSFO and EOSE and each source of stressors and overall stressors perception in EO and FO respectively (Table 48). Thus CW in DCFs who perceived higher extent of social support from their family organisation perceived relatively lower level of stressors in EO and FO respectively. Having someone to talk to who was supportive and understanding might have created a sense of support which might have enabled the career women handle the role demands efficiently. The negative correlation between SSFO and EOSE revealed the buffering effect of social support. The support that existed from and among family members might have made CW in DCFs handle the multiple role responsibilities without experiencing distress.

It was evident from the results that CW in DCFs who perceived greater extent of SSFO exhibited greater tendency to resort to control mode of coping (Table 49). The belief that there was a shock absorbing family system that could be relied upon to seek support might have enabled career women to function effectively using control mode of coping with stressful situations. Hence, they exhibited higher PLFRF.

8.4 FINDINGS IN RELATION TO HYPOTHESIS D

To test the hypothesis D, which states that there exists a difference in the influence exerted by the selected personal, family and situational variables on role fulfilment in terms of career and familial roles by career women in dual career families, null hypotheses as stated below were formulated.

H_{0D} : There exists no difference in the influence exerted by the selected personal, family and situational variations on role fulfilment

$H_{0D.1}$: There exists no difference in the influence exerted by the selected personal, family and situational variables on perceived level of career role fulfilment (PLCRF).

Stepwise regression analysis was computed to test the above hypothesis. The findings presented in Table showed the order of the variables by their influence on PLCRF. PLFRF, length of service, EOOSP, FOWSP emerged as significant variables while the rest of the variables were seen to be not significant in the presence of the former set of variables in influencing career women's PLCRF. On the strength of these observations it was concluded that there existed a difference in the influence exerted by the variables on PLCRF.

Table 87 F-To-Enter and the Variables Entered in the Regression Equation in Step-wise Multiple Regression Analysis Conducted in Relation to Perceived Level of Career Role Fulfilment

Step Number	Variables Entered	F-to enter
1	PLFRF	325.63217
2	Length of Service	181.26558
3	EOOSP	132.37469
4	FOWSP	100.93384

H₀D.2: There exists no difference in the influence exerted by the selected personal, family and situational variables on perceived level of familial role fulfilment (PLFRF).

Stepwise regression analysis was computed to find out the difference in the influence exerted by the variables under study on career women's PLFRF. The ordered list of factors (Table 88) reveals the order of the variables by their influence on PLFRF. PLCRF, age of the youngest family member, FOOSP, and EOCSP emerged as significant variables, while the remaining variables were observed to be not significant in the presence of the former set of variables in influencing PLFRF. On the basis of these observations it was concluded that there existed a difference in the influence exerted by the variables on PLFRF.

Table 88. F-to-enter and the Variables Entered in the Regression Equation in Step-wise Multiple Regression Aanalysis Conducted in Relation to Perceived Level of Familial Role Fulfilment.

Step number	Variable Entered	F-to-enter
1	PLCRF	325.63217
2	Age of the youngest member in the family	175.61623
3	FOOSP	125.02556
4	EOCSP	96.18656

The null hypothesis $H_{0D.2}$ was rejected.

The major predictors of PLCRF by CW in DCFs seemed to be PLFRF, length of service, EOOSP, and FOWSP. Similarly, the major predictors of PLFRF by CW in DCFs seemed to be PLCRF, age of the youngest member in the family, FOOSP and EOCSP.

There seemed to exist a reciprocal effect between CRF and FRF. It appeared that successful career women in dual career families were able to maintain the two diametrically opposite roles, for e.g., one with monetary reward and the other non remunerative in monetary terms, one with product centred approach and the other with human centred approach, one with a focus on participation of women in national economic stream and the other often referred to as 'hidden' work) in equilibrium. Those who were high achievers/perceivers of CRF were also high achievers/perceivers of FRF and vice versa