

**CHAPTER V**  
**SUMMARY AND CONCLUSION**

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#### **1.0 SUMMARY**

This investigation was designed to learn and measure the extent of stress experienced by career women in dual career families and their perceived levels of career and familial role fulfilment. Extent of stress experienced and perceived levels of career and familial role fulfilment were the three dependent variables of the study. The analysis of the measures of these dependent variables centred upon their relationship with selected independent variables of the study.

The neurotic symptoms that are expressed by a person can help in measuring the extent of stress experienced by that person. In the present investigation extent of stress experienced by career women in dual career families was explored through the assessment of neurotic symptoms. Extent of stress experienced was primarily treated as a dependent variable. However, it was also used as an independent variable in exploring its impact on the perceived level of role fulfilment. Career women in dual career families assume roles in employment and family organisations. Hence perceived level of career role fulfilment and perceived level of familial role fulfilment were explored separately. The levels of present career and familial goal attainment in relation to employment and family organisations were used as measures of perceived levels of career and familial role fulfilment respectively. Perceived level of career role fulfilment and perceived level of familial role fulfilment respectively were studied as dependent variables in relation to other selected independent variables of the study.

The concept of dual career families is a fast increasing phenomenon in India since a couple of decades. The pursuit of higher education by women, increases in equal employment opportunities and the tendency of professional women to marry professional

men have each contributed to the increased prevalence of dual career couples and families. Their presence is felt more in the contemporary society. Women who aspire for both career and marriage may face incompatibility of demands between career and familial roles. High demands from one of these roles will limit capacities and capabilities of career women in dual career families to meet the demands of the other role. When the demands put up by various roles exceed their capacities, career women in dual career families experience stress. The roles they are expected to perform generate stressors. In India, not much attention has been focussed on learning how stress arises in the first place. To achieve a reliable understanding of how impact of stressful conditions is mediated, it is necessary to identify and understand how they originate, how stress can be expressed and reflected in the functioning, feelings and behaviour of people. The circumstances of roles with which people have to contend in their daily lives are highly productive of stressors. For women in dual career families both the employment and the family organisation can be sources of stressors. Stressors generate stress. The stress experienced influence their role fulfilment in employment as well as in family organisation and vice versa.

## **1.1 OBJECTIVES OF THE STUDY**

The specific objectives drawn for the present investigation were

- 1.1.1 To measure the extent of stress experienced by career women in dual career families
- 1.1.2 To assess the perceived levels of career and familial role fulfilment by career women in dual career families
- 1.1.3 To develop scales that would appropriately measure
  - 1.1.3.1 Stressors from (a) employment and (b) family organisations
  - 1.1.3.2 Stress coping strategies that would be adopted by selected sample to deal with stress producing situations in (a) employment and (b) family organisations.
  - 1.1.3.3 Social support that would be extended by (a) employment and (b) family organisations

- 1.1.4 To find out the interrelationship that exists between the dependent variables, viz. (i) extent of stress experienced, and (ii) perceived levels of career and familial role fulfilment and selected independent variables.

## **1.2 METHOD OF THE STUDY**

For the present study, stress is referred to as an individual's physical and mental state aroused by a combination of situations perceived as presenting demands which threaten to exceed individual's capabilities and resources for adequately meeting it. Under such conditions an individual develops physical and psychological stress symptoms. The extent of stress experienced by career women in dual career families was measured in terms of neurotic symptoms. PGI-Health Questionnaire N-2 developed by Wig and Verma (1978) was used in the present investigation to measure the extent of stress experienced. Perceived levels of career and familial role fulfilment were measured in terms of perception regarding the level of present goal achievement associated with the roles assumed in respective organisations. A self anchoring scale, commonly known as Cantril ladder of life was used to measure the perceived levels of career and familial role fulfilment. This scale comprised of a ladder of ten rungs. Scores of one through to ten were assigned to each of the rungs from the lowest one to the top most one with a score of "zero" assigned to position at the bottom of the ladder, if no progress was made in relation to role fulfilment.

Two scales, Employment Organisation Stressors Scale (EOSS) and Family Organisation Stressors Scale (FOSS) were developed to assess the perception of career women in dual career families on stressors pertaining to employment and family organisations respectively. Five sources of stressors such as (i) work, (ii) role (iii) personal development, (iv) interpersonal relations and (v) climate in the organisation were identified. Each of these sources of stressors in employment and family organisations were defined identically in relevance to the domains where it was applicable. Standardized EOSS had 76 statements and FOSS had 72 statements. The scores were interpreted such

that the higher the score, the higher the perception of stressors from the selected sources. The sum of scores on EOSS and FOSS respectively formed overall stressors perception score with reference to the respective organisation. The range of scores on EOSS was from 76 to 380 and on FOSS from 72 to 360. Each of these scales comprised of five components, each pertaining to each of the selected sources of stressors. Each source of stressors was considered as an independent variable.

Two separate scales, EOSCS and FOSCS to measure stress coping strategies, which the career women in dual career families adopted to manage stressful situations in employment and family organisations respectively were developed. Statements depicting four different ways of dealing with three situations pertaining to each of the selected sources of stressors were prepared. Out of the four options two reflected control mode (action and cognitive reappraisals) while the remaining reflected escape mode (action and cognitive reappraisals) of coping. The scores were interpreted such that the higher the score, the greater the tendency towards control mode of coping strategy and lesser the tendency towards escape mode of coping and vice versa. The range of scores was from 15 to 75 on both the scales.

Two separate scales SSEO and SSFO to measure the extent of social support, which the career women in dual career families would receive from employment and family organisations were developed. Each scale comprised of 16 statements reflecting either instrumental and expressive social support. A five point continuum was used with 'always', 'frequently', 'sometimes', 'rarely', 'never' for the respondents to choose from. The scores were interpreted such that the higher the score the higher the social support available to the individual from the respective organisations. The range of scores was from 16 to 80.

All the instruments developed were validated prior to their use in the pilot study. After the pilot study the reliability of these instruments were established. All the scales

had commendable degree of reliability. Items in the scales were finalised after item analysis.

The population of the current study formed women who assumed dual roles of home making and career in dual career families, having at least one child and a minimum of three years of experience in the chosen career. The sample for the study were drawn from institutes of higher education, national research organisations, banking institutions, state and central government establishments and industries situated in the twin cities of Hyderabad and Secunderabad, Andhra Pradesh . All career women who satisfied the definition of the population of the present study from these institutes and organisations formed the sample of the study. Multistage purposive sampling technique was adopted to choose the sample. The final sample comprised of 541 career women in dual career families. Questionnaire method was adopted to gather relevant data. In addition to furnishing base-line data and data on scales to measure stress experienced and role fulfilment, the respondents reported on organisation stressors, mode of coping, social support and related aspects.

### **1.3 MAJOR FINDINGS OF THE STUDY**

#### **1.3.1 Personal Characteristics of The Sample**

The age of the career women ranged from 21 to 58 years with a mean age of 39.6 years. The largest distribution of the sample was in the age group of 37 to 44 years. Nearly half of the sample were post graduates. A little less than one fifth were professional degree holders. Negligible proportion of the sample had earned two post graduate degrees like doctorate degree or master of philosophy. Father emerged as the major motivator in the selection of their line of education. The mean personal income of the sample was Rs. 9875 per month. CW in DCFs studied spent major portion of their time in a day on their paid work and least amount of time on their personal care. Career women on an average were working for 17 hours daily. The ratio between work and rest

and sleep, leisure and personal care was 17:7. A compromise was made on leisure time and the time spent on personal care in the context of demands from work and family organisations. Public transport system provided by the city administration was the major means of transport for the largest proportion of the sample. Heavy traffic with its ensuing delays during peak hours was the major transport problem expressed by the sample.

In contrast to 72.83 per cent who reported that they enjoyed the power of control in the family, only 25.88 reported the same with reference to employment organisation. Nearly half of the sample enjoyed power of delegation and participated in decision making in EO whereas nearly three-fourth and slightly more than three-fourth respectively enjoyed the same in FO.

### **1.3.2 Family Characteristics**

More than half of the CW in DCFs under the investigation belonged to nuclear family system. 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 family members and to very large families with more than six family members. The mean family size was found to be 4.3. About Rs. 19,216 was the mean family income per month. Nearly three-fourth of the sample had income between Rs. 12,331 to Rs.26,100. The mean age of the youngest and oldest family member was 10.9 years and 54.1 years respectively. Three-fourth of the sample had the youngest family member below sixteen years of age. A negligible proportion of the sample had very old family members. A little less than half of the career women under study had no school going children in their families. Families with one or two school going children formed slightly more than fifty per cent. Career women in dual career families alone were responsible for more than a half of the household work, though 75.23 per cent engaged paid help, their contribution was only to the order of 19.26 per cent. The mean extent of involvement of the spouse was seen to be greater than those of children and other family members in dual career families

### **1.3.3 Career Related Information**

The largest proportion of CW in DCFs of the study were officers in government establishments, whereas a relatively small proportion of them were in the position of senior technical officers in the industry. More or less equal proportion of them were found pursuing their career as teaching faculty in institutes of higher education, scientists in national research organisations, and as officers in banking institutions. The length of service of CW in DCFs of the study ranged from 3 to 34 years, with a mean of 17 years. Only 11 per cent had very long years of service, i.e., from 27 to 34 years. Nearly three-fourth of them started their career before marriage. Decision to be associated with a particular employment organisation rested with them. Majority of them took up career to have financial security, to enjoy economic liberty, to enhance self image, to accumulate money and to enjoy the status of being a career woman. Only 119 career women covered in the study reported break of service once in their career while 31 had two breaks in their career. Childbirth 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.

### **1.3.4 Organisational Stressors**

Standardized EOSS was used to measure the perception of stressors from different sources in EO. EOWSP of the respondents under investigation ranged from 16 to 62 with a mean score of 41.8. There were none who scored more than 62 scores on this sub scale with a maximum possible score of 80. Nearly 60 per cent revealed relatively higher perception of EOWSP. Career women's EORSP score ranged from 16 to 65 with a mean score of 40.7. Negligible proportion of them scored either less than 24 or more than 57 with a mean score of 38.3. The highest score earned by the subjects was 57 on this sub scale with the possibility of earning a maximum score of 70. Sixty per cent of them revealed relatively higher EOPDSP. The observed scores of career women on EOIRSP ranged from 18 to 63. Those who earned less than 24 scores and more than 57 scores



were negligible. Nearly 57 per cent revealed relatively higher perception of interpersonal relations stressors in EO. EOCSP of the respondents ranged from 16 to 59. There were none who scored more than 59 on this sub scale with a maximum score of 70. The mean score was 37.6. About 64 per cent revealed relatively higher perception of organisation climate stressors in EO. EOOSP score of the career women studied ranged from 93 to 268 with a possible score range of 76 to 380. Negligible proportion of them scored either very low or very high. Sixty three per cent revealed relatively higher EOOSP.

FOSS was developed to measure career women's perception of stressors from five different sources in FO. Observed scores of career women on FOWSP was from 14 to 54 with a mean score of 36. Slightly more than half of them scored relatively high on work stressors in FO. Negligible proportion of them earned either very low score or very high score on this sub scale. Mean FORSP score of CW in DCFs was 37.7. On a possible score range of 15 to 75, career women earned scores ranging from 15 to 60. More than half of them earned relatively higher score on FORSP. The observed scores of the respondents on FOPDSP ranged from 13 to 52 with the possibility of earning a maximum score of 65. One-eighth of them scored very low and a negligible proportion of the sample scored very high. Half of the respondents scored moderately. The scores earned by the sample on FOIRSP ranged from 15 to 65. Those who scored less than 22.5 and more than 52.5 were negligible in proportion. About 57 per cent scored between 37.6 and 52.5. The FOCSP of the respondents ranged from 16 to 59. Career women who scored high and low scores were negligible. The highest proportion of them earned a score between 37.5 and 52.5. FOOSP score ranged from 93 to 263, with a mean of 182.8. One-third of the sample earned scores between 109 and 180, and more than half of the sample earned scores between 181 and 252.

### **1.3.5 Mode of Coping With Stressful Situations in EO and FO**

The EOSCS and FOSCS scales each had fifteen hypothetical situations covering five sources of stressors. The possible score range on both EOSCS and FOSCS scales

was from 15 to 75. The findings revealed that three-fourth of the CW in DCFs studied 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 EO or FO respectively. The proportion of career women who revealed the tendency to follow escape mode of coping with stressful situations was relatively more in the case of EO than FO, even though negligible. One-sixth and nearly one-fourth of the sample exhibited a tendency to follow control mode of coping in EO and FO respectively

#### **1.3.6 Social Support**

SSEO and SSFO scales were intended to measure social support from EO and FO respectively. Respondents earned scores ranging from 16 to 80 on SSEO and SSFO respectively. Negligible proportion of CW in DCFs scored either very low or very high on both the scales. Nearly 50 per cent and 56 per cent of the sample earned scores between 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. However, comparatively greater proportion of the respondents earned a relatively higher score on SSFO.

#### **1.3.7 Extent of Stress Experienced**

PGI Health Questionnaire N-2 was used to measure the stress experienced by the sample. Majority (89.0 per cent) of the career women earned a score of 14 or less. This finding compares well with that of Wig and Verma (1978). It implies that they were able to cope with multiple responsibilities without undue stress. However, about 11 per cent of the sample showed the tendency for emotional instability as they scored greater than 14. Among the physical stress symptoms, backache was complained by slightly more than one-third followed by headache by a little less than one-third of the respondents. Feeling of tiredness and heaviness in the head were reported by a little less than one-fourth and one-fifth of them respectively. The proportion of the career women who reported many of the

psychological stress symptoms were negligible. A little less than one-fourth of the career women reported wind formation in stomach, poor digestion and heaviness of stomach. Listening to music, seeking company of family, watching TV, taking tea or coffee, taking a nap, maintaining silence and going to temple were some of the most commonly used practices to overcome stress manifestations.

Slightly more career women expressed family as a stimulation for career than career as a stimulation for family. A little more than fifty per cent wished more support from their employment organisation to a low deeper commitment at home. Majority ranked their career and family life as satisfying.

#### **1.3.8 Perceived Levels of Role Fulfillment**

Perceived levels of career and familial role fulfilment (PLCRF and PLFRF, respectively) by career women were measured in terms of their perception regarding the present level of goal achievement in relation to the roles they assumed in employment and family organisations respectively. A negligible proportion of the career women perceived that they had not made a beginning or had totally achieved their career goals. Nearly 62 per cent earned a score between 4 and 6. Approximately one-fourth of the respondents perceived their PLCRF comparatively at a higher level whereas one-eighth perceived the same at a much lower level. The mean PLCRF score was 5.3.

Respondents earned scores on their PLFRF ranging from zero to ten with a mean score of 5.8. About 58 per cent earned a score between 4 and 6 on a ten point scale. A little less than one-fourth of the respondents perceived much higher level of CRF. Comparatively, more career women in dual career families perceived a higher level of FRF than CRF.

### **1.3.9 Perceived Past and Future Goal Attainment Levels**

The perceived past goal attainment position of career goals was observed to be very low in the case of about 43 per cent. The proportion of CW in DCFs who perceived higher level of goal attainment in future was rather more in number. This implies that the career goal attainment initially was rather slow and as time passed, career women in general perceived that they would attain more of their established career goals. Similarly career women who perceived maximum goal attainment of family goals increased with time. The results revealed 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 in each case. This could be accounted for, to some extent, by the greater importance, career women in dual career families placed on familial goals. The rates 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 career women's future rate of goal attainment in relation to career and familial goals was higher than the past rate of goal attainment.

### **1.3.10 Profiles of High and Low Scorers on EOSE**

Career women who scored high on EOSE in contrast to those who scored low were characterised by older career women, relatively higher personal income and with more number of years of service. The extent of involvement in household work by high and low EOSE scorers was the same. Similarly, scores on FOSSCS, PLCRF and PLFRF family size of career women who scored high and low EOSE were comparable. High scorers of EOSE had relatively more family income, older youngest family member and oldest family member, and less number of children in school education.

On the other hand low EOSE scorers were characterised by relatively younger career women, relatively lower personal income, less number of years of service, low

family income, younger youngest and oldest family members and more number of children in school education.

Career women who earned high scores on EOSE perceived more stressors due to work, role, personal development, interpersonal relations, organisation climate and overall stressors in EO as well as in FO. In contrast, low EOSE scores perceived relatively less stressors due to work, role, personal development, interpersonal relations, organisation climate and overall stressors in EO as well as in FO. High scorers on EOSE had relatively low scores on SSEO and SSFO respectively whereas low scorers on EOSE scored relatively high on SSEO and SSFO respectively.

#### **1.3.11 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, relatively higher personal income, more number of years of service and with relatively low extent of involvement in household work. Similarly, career women with high PLCRF scores were characterised by high scores on EOSCS, FOSCS, and PLFRF and relatively low on EOSE. The family size of high and low PLCRF scorers was comparable. High scorers on PLCRF had relatively higher income, older youngest family member and oldest family member, and lesser number of children in school education.

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

Career women who scored high on PLCRF, perceived low stressors due to work, role, personal development, interpersonal relations, organisation climate and overall stressors in EO and FO respectively. On the other hand, low PLCRF scorers perceived relatively more stressors from each of the five source identified 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 lower SSEO and SSFO scores than high PLCRF scorers.

### **1.3.12 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 and 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 and scored comparatively low on EOSE. The family size of high and low PLFRF scorers was the same. High PLFRF scorers had relatively higher family income, older youngest and oldest family members and lesser number of children in school education.

In contrast to high PLFRF scorers, low scorers were characterised by relatively younger career women, lower family income, lesser number of years of service. Low PLFRF scorers earned low scores on EOSCS, FOSCS, PLCRF respectively and high scores on EOSE. CW in DCFs who scored low on PLFRF had relatively lower family income, younger youngest and oldest family members and more number of children in school education.

Career women with high PLFRF scores perceived relatively lesser stressors due to work, role, personal development, interpersonal relations, organisation climate in EO and FO respectively. Their overall stressors perception scores in EO and FO respectively were also low, whereas career women with low PLFRF scores perceived relatively more stressors from all the five sources of stressors and overalls stressors in both EO and FO

respectively. High PLFRF scorers had relatively high SSEO and SSFO scores and low PLFRF scorers had relatively low SSEO and SSFO scores in comparison to each other.

### **1.3.13 EOSE by Career Women in Relation to the Variables Under Study**

No significant correlation was found between career women's EOSE and their age. However, a comparison of the mean scores on EOSE by age showed that the young career women differed significantly at .01 level from the old group. No significant difference was observed between young and middle, and middle and old. There was a progressive increase in the mean EOSE score, when career women moved from young to old categories by age. No significant association was observed between EOSE and personal income of the respondents. Personal income had no influence on EOSE. There existed no significant correlation between EOSE and length of service. However, computed "t" values on the mean scores on EOSE by length of service revealed that career women who had put in short period of service differed significantly at .01 level from the respondents who had put in moderate and long periods of service in their career. Extent of involvement in household work and EOSE by career women were not correlated. EOSE was not influenced by career women's extent of involvement in household work. Stress coping strategies adopted in EO and FO respectively had no influence on EOSE. There existed no significant relation between career women's PLCRF or PLFRF and EOSE. Though no significant relationship existed between EOSE and size of family organisation, career women in medium size families differed significantly at .01 level from those in small size families on their EOSE. Family income, age of the youngest and oldest family member and number of children in school education had no significant association with EOSE.

By using EOSS career women's perception of stressors from work, role, personal development, interpersonal relations, organisation climate and overall stressors in EO was measured. Significant positive correlation ( $r=+0.1895^{**}$ ) between EOSE and EOWSP was observed. Career women with low EOWSP differed significantly at .01 level from those with moderate or high EOWSP on their EOSE. EOSE and respondents' EORSP

were positively correlated ( $r = +0.1275^{**}$ ). A significant difference was observed on mean score of EOSE by respondents with low and moderate EORSP scores. EOPDSP of career women revealed no significant association with EOSE. Similarly EOIRSP and EOCSP also showed no association with EOSE. There existed a significant positive correlation ( $r=+.1278^{**}$ ) between EOOSP and EOSE by CW in DCFs. Career women with low EOOSP differed significantly at .05 level from those with moderate and high EOOSP on their EOSE. Among the five different sources of stressors and overall stressors in EO, work stressors, role stressors and overall stressors had definite relationship with EOSE.

Similarly, FOSS was used to measure the perception of stressors from five different sources of stressors and overall stressors in FO. Significant positive correlation was observed between EOSE and FOWSP ( $r=+.2221^{**}$ ). Career women with low FOWSP differed significantly at .01 level from moderate and high EOWSP scorers. There was a progressive increase in the mean EOSE scores of career women in low to high categories by FOWSP. There existed a significant positive correlation between EOSE and FORSP ( $r=0.2214^{**}$ ). Career women with low FORSP differed significantly at .01 level from those with moderate and high FORSP. Progressive increase in the mean EOSE scores was observed when career women moved from low to high category by FORSP scores. Career women's FOPDSP was directly related to their EOSE ( $r=0.1687^{**}$ ).

Low FOPDSP scorers differed significantly at .01 level from those with moderate and high FOPDSP on their EOSE. The increase in EOSE of career women as they moved from low to moderate and low to high by FOPDSP score was comparable. There existed a direct relation between EOSE and FOIRSP ( $r = -0.1749^{**}$ ). Career women with low FOIRSP differed significantly at .01 level from those with moderate and high FOIRSP. Similarly, FOCSP showed a definite relationship with EOSE. Low FOCSP scorers differed significantly from moderate and high FOCSP scorers. The overall stressors in FO revealed a significant direct relationship with EOSE. Career women with low FOOSP



differed significantly at .01 level on their EOSE from their counterparts with moderate and high FOOSP. There was a progressive increase in career women's mean scores on EOSE with an increase in the FOOSP scores. All the five sources of stressors and overall stressors in FO had an influence on career women's EOSE

Social support from EO had no association with EOSE whereas social support from FO showed a significant negative correlation with EOSE ( $r = -.2721^{**}$ ). Career women with low SSFO differed significantly at .01 level from those with moderate and high SSFO. There was a progressive decrease in the mean EOSE when career women moved from low to high category by SSFO

Among the various factors studied social support from FO was the most influential factor in determining career women's EOSE. FORSP was the next most important factor followed by FOSCS, length of service, EOWSP, EOOSP and FOWSP.

#### **1.3.14 PLCRF and PLFRF of Career Women in Relation to the Variables Under Study**

Age was positively correlated with PLCRF ( $r = +.3388^{**}$ ) and PLFRF ( $r = +.3088^{**}$ ). Each of the groups, namely, young, middle and old differed significantly at .01 level from each other on their PLCRF and PLFRF respectively. There was a steady increase in the mean scores on PLCRF and PLFRF of career women when they moved from young to old category by age. Personal income of the respondents had no significant correlation with either PLCRF or PLFRF. It had no influence on their role fulfilment in career and family. Length of service revealed a significant positive correlation with PLCRF ( $r = 0.3311^{**}$ ) and PLFRF ( $r = 0.2881^{**}$ ). Career women with short, moderate and long periods of service differed significantly from each other at .01 level on their PLCRF and PLFRF respectively. There existed no relationship between extent of involvement in household work and PLCRF and PLFRF respectively. EOSCS was positively correlated with PLCRF ( $r = 0.1371^{**}$ ) and PLFRF ( $r = 0.1499$ ). Career women who scored low EOSCS differed significantly from those who scored high EOSCS on their PLCRF and

PLFRF respectively. There was no significant difference in the mean PLCRF and PLFRF when low and moderate EOSCS scorers were compared. Though there was a progressive increase in the mean PLCRF and PLFRF of career women when they moved from 1 to 3 category by mean EOSCS scores, the mean difference was very small.

Family organisation stress coping strategies showed no significant correlation with PLCRF whereas the same was positively correlated with PLFRF ( $r=0.1152^*$ ). Career women who scored moderate on FOSCS differed significantly at .05 on their PLFRF level from those who scored high FOSCS. No significant difference on PLFRF was found when mean scores of career women with low and moderate FOSCS scores and low and high FOSCS scores were compared. EOSE revealed no significant correlation either with PLCRF and PLFRF respectively of career women. There existed a positive correlation between PLCRF and PLFRF ( $r=0.6137^{**}$ ). Each of the groups, namely low, moderate and high differed significantly at .01 level from each other on their PLCRF as well as on PLFRF. Career women with low PLCRF perceived low PLFRF and vice versa. No significant correlation was observed between size of the family and PLCRF and PLFRF. Career women's family income had a significant relationship with PLCRF and not with PLFRF. Career women who had relatively low family income differed significantly from those who had relatively high family income on their PLCRF. No significant difference was observed when mean PLCRF scores of career women with low and middle family income were compared. Age of the youngest family member revealed a significant positive correlation with PLCRF ( $r=0.3339^{**}$ ) and PLFRF ( $r=0.3327^{**}$ ). 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 on their PLCRF and PLFRF respectively. Age of the oldest family member revealed no significant correlation with PLCRF and PLFRF respectively. A comparison of mean scores on PLCRF and PLFRF respectively 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 differed significantly at .01 level from those who had the oldest family member in the age group of 40-68 and above 69 years of age on their PLCRF and PLFRF respectively. No significant difference on mean PLCRF and PLFRF

was observed when career women with the oldest family member in the age group of 40-68 and above 69 years were compared. Number of children in school education had no influence on career women's PLCRF and PLFRF respectively.

Career women's work stressors perception in EO was negatively correlated with PLCRF ( $r = -0.2115^{**}$ ) and PLFRF ( $r = -0.1377^{**}$ ). Career women with low EOWSP differed significantly at .01 level from those with moderate and high EOWSP on their PLCRF. No significant difference was observed when comparison was made BETWEEN mean PLCRF values of moderate and high EOWSP scorers. Analysis of variance revealed no significant influence of EOWSP on PLFRF. Significant negative correlation was observed between EORSP and PLCRF ( $r = 0.1979^{**}$ ) and PLFRF ( $r = 0.1349^{**}$ ). Career women with low EORSP differed significantly on their PLCRF and PLFRF respectively from those with moderate and high EORSP. No significant difference was observed on PLCRF and PLFRF when moderate and high FORSP scorers were compared. EOPDSP was negatively correlated with PLCRF ( $r = 0.1886^{**}$ ) and PLFRF ( $r = 0.1307$ ). Career women with low EOPDSP differed significantly at .01 level on their PLCRF and PLFRF respectively from those with moderate and high EOPDSP. No significant difference on PLCRF and PLFRF was observed when moderate and high EOPDSP scorers were compared.

EOIRSP showed significant negative correlation with PLCRF ( $r = 0.1352^{**}$ ) and revealed no significant correlation with PLFRF. Career women with low EOIRSP differed significantly on their PLCRF from those with high EOIRSP. No significant difference on PLCRF was observed when low and moderate and high EOIRSP scorers were compared. EOCSP showed significant negative correlation with PLCRF ( $r = 0.1986^{**}$ ) and PLFRF ( $r = 0.1145^{*}$ ). Career women with low EOCSP differed significantly on their PLCRF at .01 from those with moderate and high EOCSP scorers. In case of PLFRF, significant difference was observed between low and moderate EOCSP scorers. EOOSP was negatively correlated (.01 level of significance) with PLCRF ( $r = -0.2231^{**}$ ) and PLFRF

( $r = -0.1430^{**}$ ). Career women with low EOOSP differed significantly on their PLCRF and PLFRF respectively at .01 level from those with moderate and high EOOSP.

Work stressors perception in FO was negatively correlated with PLCRF ( $r = 0.1539^{**}$ ) and PLFRF ( $r = 0.2217^{**}$ ). A comparison of mean scores on PLCRF and PLFRF by FOWSP revealed that those with low FOWSP differed significantly on their PLCRF and PLFRF respectively from those with moderate and high FOWSP. FORSP exhibited a significant negative correlation with PLCRF ( $r = 0.1297^{*}$ ) and PLFRF ( $r = 0.1594^{**}$ ). Career women with low FORSP scores differed significantly on their PLFRF at .01 level from moderate FORSP scorers. There existed a significant negative correlation between FOPDSP and PLCRF ( $r = 0.1714^{**}$ ) and PLFRF ( $r = 0.1948^{*}$ ). Career women with low FOPDSP scores differed significantly on their PLCRF as well as on their PLFRF respectively at .01 level from those with moderate and high FOPDSP. FOIRSP revealed a significant negative correlation with PLCRF ( $r = 0.1541^{**}$ ) and PLFRF ( $r = 0.1659^{**}$ ). Career women with low FOIRSP differed significantly on their PLCRF from those with high FOIRSP score, whereas career women with low FOIRSP differed significantly on their PLFRF from those with moderate and high FOIRSP. Significant negative correlation existed between FOCSP and PLCRF ( $r = 0.1840^{**}$ ) and PLFRF ( $r = 0.1880^{**}$ ). Career women with low FOCSP differed significantly on their PLCRF and PLFRF respectively at .01 level from those with moderate and high FOCSP.

FOOSP was found to have significant negative correlation with PLCRF ( $r = 0.1819^{**}$ ) and PLFRF ( $r = 0.2109^{**}$ ). Career women with low FOOSP differed significantly on their PLCRF and PLFRF respectively with moderate and high FOOSP.

An attempt was made in the present investigation to find out the relation between SSEO and PLCRF and PLFRF respectively and similarly between SSFO and PLCRF and PLFRF respectively. SSEO had significant positive correlation at .0 level ( $r = 0.1385^{**}$ ) with PLCRF and no significant relationship with PLFRF. Similarly, SSFO revealed no

significant association with PLCRF but a positive significant correlation at 0.01 level with PLFRF ( $r = 0.1559^{**}$ ).

Among the various factors studied PLFRF, length of services, EOOSP and FOWSP were found to be the most important factors that influenced PLCRF. On the other hand, PLCRF, age of the youngest family member, FOOSP, EOCSP appeared to be the most important factors that influenced PLFRF.

#### **1.3.15 Influence of Personal and Family Variables on the Dependent Variables**

EOSE: The findings revealed no significant correlation between personal and family variables and EOSE. However, age of the career women and length of service revealed an association with EOSE. Older career women, and career women with longer period of service experienced relatively higher EOSE. Similarly, size of the family was found to be associated with EOSE.

PLCRF : Among the personal variables age, length of service and coping strategies adopted to deal with stressful situations in employment organisation had an influence on career women's PLCRF. Out of five family variables identified for the investigation, only family income and age of the youngest member in the family showed significant correlation with PLCRF.

PLFRF : Age, length of service, stress coping strategies that would be adopted to deal with stressful situation in employment and family organisations respectively had significant correlation with career women's PLFRF. Among the family variables, only age of the youngest member in the family was correlated to PLFRF.

#### **Relationship Between Situational Variables and Dependent Variables**

EOSE : Career women's perception of work, role and overall stressors in employment organisation had significant positive correlation with their EOSE. Whereas, stressors from all five different sources along with overall stressors in family organisation revealed significant positive correlation with career women's EOSE. Social support from



FIGURE:14 Relation of Personal and Family Variables with EOSE, PLCRF and PLFRF

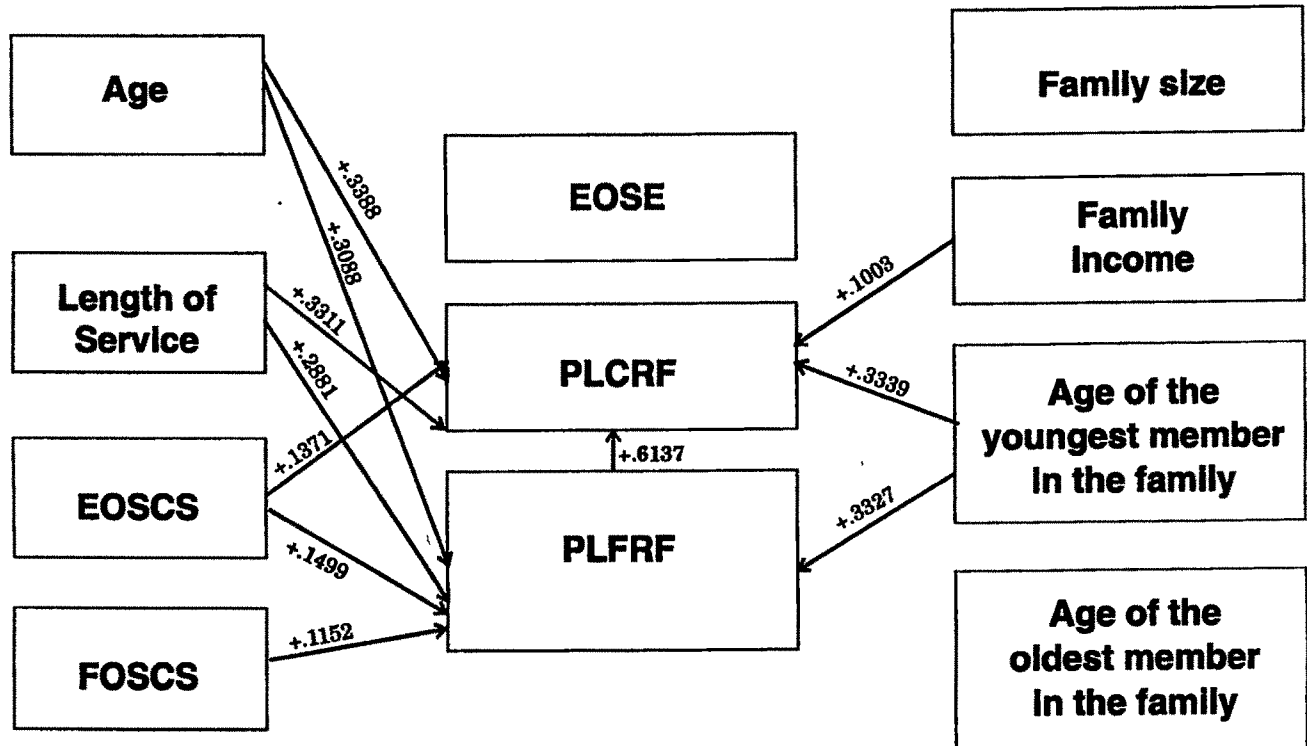
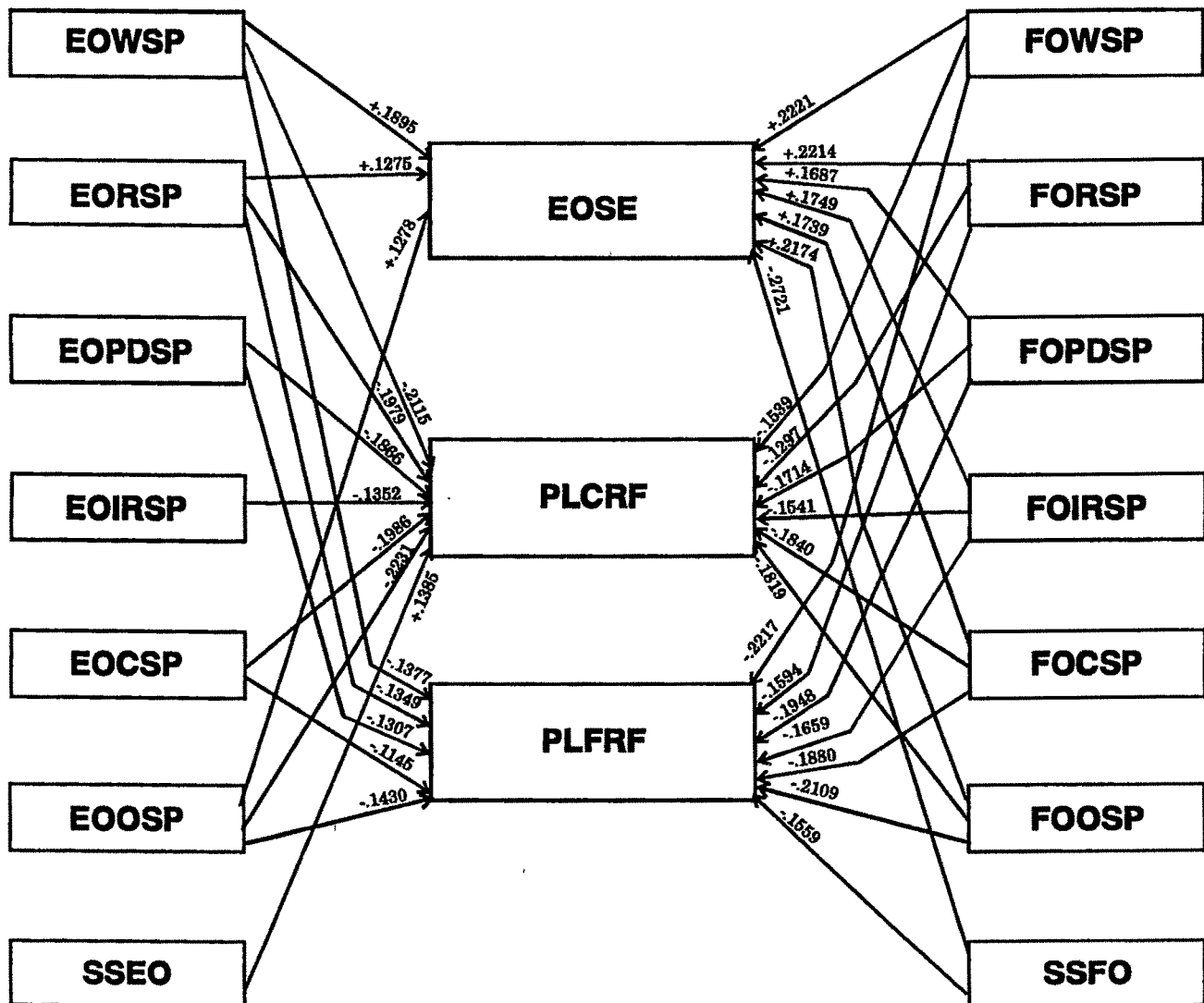


FIGURE: 15 Relation of Situational Variables with EOSE, PLCRF and PLFRF



employment organisation showed no significant relationship with EOSE, whereas social support from family organisation revealed a significant correlation with EOSE.

PLCRF : Career women's perception of stressors from five different sources along with overall stressors in employment organisation, as well as from family organisation revealed significant negative correlation with their PLCRF. Social support from employment organisation showed significant correlation with PLCRF and social support from family organisation had no relation with PLCRF.

PLFRF : Stressors from all the sources except stressors from interpersonal relations in employment organisation along with overall stressors in both the organisation revealed significant negative correlation with career women's PLFRF. Social support from employment organisation had no relation with PLFRF, whereas same from family organisation was positively correlated with PLFRF.

## **2.0 CONCLUSIONS**

Women who took up dual responsibilities of career and family faced the prospect of juggling both family and occupational roles. Career women in dual career families assumed the responsibility of the complementary/provider role along with managing the home and its affairs.

Career women in dual career families assuming dual roles of career and homemaking in life were faced with demands on their limited time and energy emanated. These demands from multiple responsibilities were associated with each of the major roles. In addition, the organisations, viz., employment and family, of which they were an integral part became sources of stressors for them. To cope with stressful situations that arose in day to day efforts of dual role execution, they resorted to either escape or control mode of strategy with the predominance of the latter over the former mode in relation to managing stressors in both the domains. The amount of social support facilitated them to carry on dual responsibilities. When pressures from dual roles exceeded career women's



threshold levels, they experienced stress. By and large, career women managed their dual roles without being pushed to the point of exhibiting neurotic symptoms though they experienced stress. Moreover, professionally qualified married career women in majority shouldered dual roles without being subjected to emotional instability which is an outcome of role stress. In other words, by and large, they were able to maintain equilibrium between their career and familial roles.

Career women in dual career families exhibited differential levels of stress. Career women seemed to be subjected to more stress as they advanced in their age. Older career women experienced greater EOSE than their younger counterparts. EOSE and personal income of the respondents were independent of each other. Though there was no definite direct relationship between EOSE and length of service, career women with long period of service experienced relatively greater EOSE than career women with short and moderate periods of service. Extent of involvement in household work by the respondents was found having no influence on their EOSE.

Similarly, coping strategies followed to deal with stressful situations either in EO or FO respectively had no significant influence on EOSE. Moreover, PLCRF and PLFRF had shown no impact on EOSE. Career women in medium size families experienced relatively greater EOSE than their counterparts in small and large families. Family income, age of the youngest and the oldest family member and number of children in school education had no impact on career women's EOSE. As work stressors, role stressor perception in EO increased EOSE too increased whereas stressors perception due to personal development, interpersonal relations, and organisation climate in EO had no impact on career women's EOSE. On the other hand, career women who perceived relatively more overall stressors in EO experienced relatively greater EOS. In other words an increase in EOOSP was accompanied with an increase in EOSE by CW in DCFs.

Career women who perceived relatively more stressors from their work in FO (FOWSP) experienced relatively greater extent of stress. FOWSP was directly

proportional to EOSE. Similarly FORSP, FOPDSP, FOIRSP, FOCSP and FOOSP showed definite direct relationship with EOSE. In other words, career women who perceived more role stressors, personal development stressors, interpersonal relations stressors, organisation climate stressors and overall stressors in FO experienced relatively greater EOSE. Thus, stressors perception in FO had an impact on EOSE irrespective of their source. ✓ Whereas as work, role and overall stressors in EO had an influence on EOSE. More sources of stressors in FO rather than in EO were contributory towards CW's EOSE.

Social support in EO had no influence on career women's EOSE where as social support in FO had an inverse relation with EOSE. Career women who perceived that they would get relatively more social support from FO showed relatively low EOSE.

A hierarchial order in the factors studied in relation to their influence on career women's EOSE was found to exist. Social support from FO, FORSP, FOSCS, length of service, EOWSP, EOOSP, FOWSP emerged out as the major predictors of EOSE.

Career women held distinctive goals pertaining to their career and familial domains. They worked towards reaching their goals. The attainment of goals in part or in total at a given point of time culminated in their role fulfilment. By and large, career women exhibited moderate levels of role fulfilment in relation to both the major roles of presumably equal significance in their lives. They maintained their dual roles complementing each other and at equilibrium in majority of the cases.

Old career women perceived the highest level of CRF and FRF than those in young or middle age groups. Career women's PLCRF and PLFRF each had no relationship with their personal income. There existed a definite direct relationship between length of service and PLCRF and PLFRF respectively. Career women with long years of service perceived relatively higher levels of CRF and FRF than their counterparts with relatively less number of years of service. The extent of involvement in household

work by career women showed no impact on their PLCRF and PLFRF respectively. Career women who displayed the tendency to resort to control mode of coping to a greater extent perceived higher levels of CRF and FRF respectively than those who exhibited lower tendency to use control mode of coping. Mode of coping adopted by career women in dual career families in FO had no influence on their PLCRF, whereas the same had an influence on their PLFRF. Career women who showed a greater tendency towards control mode of coping in dealing with stressful situations in FO perceived relatively higher level of PLFRF. EOSE experienced by career women had no impact on PLCRF and PLFRF respectively.

Career women who perceived relatively higher levels of PLCRF perceived higher levels of PLFRF as well and vice versa. Size of the family had no influence on career women's PLCRF and PLFRF respectively. Career women's family income had an influence on PLCRF but not on PLFRF. Those with relatively more family income perceived relatively higher level of CRF. With an increase in the age of the youngest family member, career women's PLCRF and PLFRF respectively recorded an increase. Career women who had the youngest family member above 18 years of age perceived higher levels of CRF and FRF respectively than those who had the youngest family member in the age groups of 0 to 3 years and 4 to 18 years respectively. Those who had the oldest family member in the age group of 40 to 68 perceived relatively higher levels of CRF and FRF than their counterparts who had the oldest family member in the age group of 23 to 39 or above 69 years.

Career women's PLCRF and PLFRF had an inverse relationship with their EOWSP. Career women who perceived relatively more work stressors in EO perceived lower levels of CRF and FRF respectively and vice versa. Similarly, an inverse relationship existed between EORSP and PLCRF and PLFRF respectively. Career women who perceived relatively more role stressors in EO perceived relatively lower levels of CRF and FRF respectively and vice versa. In a similar manner, EOPDSP too revealed an inverse relationship with PLCRF and PLFRF respectively. As career women's

EOPDSP increased, their CRF and FRF respectively declined and vice versa. Interpersonal relations stressors in EO influenced PLCRF though it had no effect on PLFRF. Career women who perceived relatively more EOIRS, perceived relatively lower levels of CRF and vice versa. Career women's PLCRF and PLFRF each decreased with an increase in their EOCSP. A lower level of EOCSP of career women was accompanied by higher levels of CRF and FRF respectively. Career women's PLCRF and PLFRF respectively were inversely related to their EOOSP. Respondents who perceived relatively more overall stressors in EO perceived lower levels of CRF and FRF respectively and vice versa.

Career women who perceived relatively more work stressors in FO perceived lower levels of CRF and FRF respectively and vice versa. Career women who perceived relatively more role stressors in FO perceived relatively lower levels of CRF and FRF respectively. Similarly, FOPDSP, FOIRSP, FOCSP and FOOSP each increased, both PLCRF and PLFRF respectively decreased. All the stressors in FO irrespective of their source had an adverse impact on both PLCRF and PLFRF respectively. Career women who perceived more stressors from any one source of stressors or overall stressors in FO perceived relatively lower PLCRF and PLFRF respectively. Stressors in FO thus had a direct adverse impact on role fulfilment of career women in EO as well as FO.

Though SSEO had an impact on PLCRF, it had none on PLFRF. Higher extent of social support in EO facilitated higher level of PLCRF. Similarly, SSFO had no impact on PLCRF though it exerted an influence on PLFRF. Higher extent of social support in FO helped career women to perceive higher level of FRF but not CRF.

A hierarchical order in the factors studied in relation to their influence on PLCRF and PLFRF respectively was found to exist. PLFRF, length of service, EOOSP and FOWSP emerged as the major predictors of PLCRF, while PLCRF, age of the youngest member in the family, FOOSP and EOCSP were seen to be the major predictors of PLFRF.

Summing up, it could be said that the career women who perceived higher career role fulfilment, perceived higher familial role fulfilment too and vice versa.

### **3.0 IMPLICATIONS OF THE STUDY**

Dual career family system is a recent phenomenon in the Indian social and economic context. The trend reveals that the pattern is going to exist for years to come. Career women in dual career families who voluntarily or otherwise choose to combine dual roles, might be ambitious and work for excellence. In the process, pressures and stressors due to multiple roles may act on their health and on their performance. The stress thereby arising out of these stressors plays a vital role in their participation, effectiveness and efficiency in role performance in both the organisations.

The findings of the investigation revealed how stress arose, what kind of stressors were perceived by career women in dual career families in both the organisations, what was the impact of these stressors on their health and role fulfilment. These findings can be seen in relation to its implication for managing stress and its reflection in role fulfilment in two domains. These findings can be of use in chalking out action programmes to orient employment and family organisations to create an environment to facilitate career women to function efficiently, and career women to build up capabilities, and potentials to cope with multiple responsibilities.

Moreover, these findings can also be used as guidelines to plan strategies and policies at the national, state or organisation level for enhancing participation of educated women in dual roles related to career and home making at minimal stress and maximal role fulfilment.

### **3.1 FUTURE RESEARCH**

I. Standardised scales developed for the present investigation, viz., employment organisation stressors scale (EOSS), family organisation stressors scale (FOSS), employment organisation stress coping strategies scale (EOSCS) family organisation stress coping strategies scale (FOSCS), social support employment organisation (SSEO), social support family organisation (SSFO) scales can be used to study

- i) Stressors faced by employees in different employment organisations
- ii) Comparison of stressors in public and private employment organisations
- iii) Comparison of stressors faced in EO by women and men, disabled women and men married career women with pre-school children and older children, and unmarried career women, women who adopted control mode of coping and escape mode of coping
- iv) Stressors faced by career women in joint families or single parent families.
- vi) Similar type of study can be undertaken to understand stress experienced and role fulfilment by men in DCFs.

II. Comparative studies can be undertaken in a similar manner for various stratified samples of career women in dual career families in the Indian context by personal demographic, geographic, ethnic or personality traits.

III. Trans-continental studies can be undertaken to understand and compare EOSE and CRF and FRF of CW in DCFs.

IV. Similar studies can be undertaken on single career women, single parent career women, career women in joint families.

V. Similar studies would be fruitful to understand facilitators and constraints that affect stress and role fulfilment of working women in organised and unorganised sectors, government and private undertakings.

The findings of such researches would be of immense value in chalking out policies and strategies at national, state and local levels to enable working/career women execute their roles successfully.

### **3.2 ACTION PROGRAMMES**

The findings of the investigation revealed that career women in dual career families perceived stressors intrinsic to work, role, personal development, interpersonal relationships, organisation climate in their employment and family organisations. Career women who perceived relatively more stressors in EO and FO developed physical and psychological stress symptoms and they perceived relatively low level of career and familial role fulfilment. Career women who resorted to control mode of coping to a great extent perceived relatively low stressors and high career and familial role fulfilment. Similarly social support decreased the perception of stressors and increased role fulfilment. This implies the need for changes in policies, structure and functioning of employment and family organisations in particular, and state and national policies in general. In order to enable career women function efficiently, action programmes can be launched to

- 1) Sensitize employment and family organisation regarding possible sources of stressors that could bring down the performance level of its employees.
- 2) Orient decision makers in employment and family organisation to the need for appraisal and improvements in the respective organisations to minimise stressors and maximise productivity.
- 3) Sensitize and orient career women in dual career families to various stressors and its impact on stress experienced and role fulfilment by them.
- 4) Enable the introduction of the concept of quality circles, in employment and family situations to maximal role fulfilment at minimal stress levels in a conducive environment.

- 5) Train career women in various stress coping strategies to enable them to adopt the most relevant ones with reference to stressful situations in their respective EO and FO.
- 6) Orient both the organisations, namely, EO and FO to facilitate creation of adequate social support system in the respective milieus in which career women function to take care of the ebbs and flows in role performance.
- 7) Sensitize policy makers on the importance of organisational support system in employment organisation to enhance the efficiency of career women in particular and increase the productivity of organisations and nation at large.
- 8) Provide a meeting forum for key decision makers in employment and family organisations, planners and policy makers from government and career women wherein strategy and policy frameworks can be evolved through deliberations conferring around issues that enhance stress and diminish role fulfilment to ensure maximal role fulfilment with minimal stress.
- 9) Formulate an interdisciplinary and transdisciplinary task force to develop education materials for ready reference by EO, FO, career women and any 'body' interested in promotion of career women and their well being.

The Home Management specialists in specific and all institutions concerned with career women's well being and productivity in general ought to take initiative in chalking out relevant action programmes as per their sphere of interest to further the role fulfilment of career women in dual career families at minimal stress levels.