

CHAPTER III
METHODOLOGY

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This chapter contains information on the various aspects of the plan of investigation. The problem, the research design and tool for data collection are briefly stated. The conceptual framework, the variables of the study and the model showing the hypothesised relation among the variables in the study are explained. Operational definitions and the procedure followed for the development of the instruments for gathering relevant data are presented. The procedure for the collection of data and the plans for statistical analysis are also described.

The purpose of the study was to gain insight into the extent of stress experienced and level of role fulfilment by career women in dual career families. Research questions were mainly concerned with relationships between the selected dependent and independent variables. Descriptive research design was thought to be the best to facilitate the progress of work smoothly, thereby making research as efficient as possible, yielding maximal information with minimal expenditure of effort, time and money.

The target group for the current study was career women, managers or professionals, with at least three years of experience, and who along with their career assumed the major role of homemaker and mother in dual career families. This group was selected due to the fact that dual career families is a new alternate family form, that information about this group will have the most relevance for dual career family organisations, employment organisations and policy makers.

Of the various techniques for data collection, questionnaire method was adopted to gather relevant data in this investigation. Questionnaires administered personally to groups of individuals have a number of advantages. The researcher administering the instrument has an opportunity to establish rapport, explain the purpose of the study, and

the meaning of items that may not be clear. A questionnaire is used when factual information is desired. In addition, it has the advantages as pointed out by Kothari (1995)

- It is free from the bias of the interviewers as answers are in respondent's own words
- Respondents have adequate time to give well thought out answers.
- Large samples can be made use of and thus the results can be made more dependable and reliable

1.0 CONCEPTUAL FRAMEWORK

An attempt was made to conceptualize the theoretical framework for the present investigation. Dual career families are becoming the norm rather than the exception. Various socio economic factors are responsible for the growing incidence of dual career families. Along with the harsh economic realities of present day life, the general encouragement given to women's education, constitutional directives to promote female literacy, the global women's movement for equal rights and status, and women's own need to be economically independent have further created a socio-cultural climate where it has become possible for women to venture out of the home boundaries and look beyond their traditionally defined roles of housewife and mother. The well being of dual career families is linked with the physiological and psychological well-being of the career women in dual career families, which in turn depends upon many socio-psychological factors that exist in and around the employment and family organisations to which they belong. Career women in dual career families have a long term commitment to paid employment and continue to bear the major responsibility for home making activities. They hold personal values, goals and standards. These serve as base in making decisions. They make decisions, assume roles, interact within family, community and employment organisations and use resources that are available to them. Management, both in the career and family, to a large extent will be determined by the values held and goals sought. Career women's psycho-social subsistence, related to their personal and institutional growth and development, exert pressure on their available energies. When career roles and familial

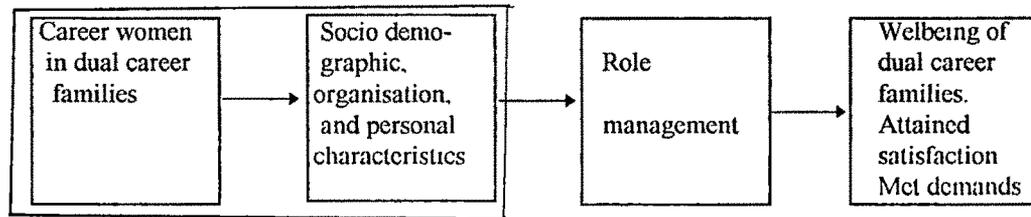
roles are juggled, goal oriented behaviour in one domain is interrupted by demands from another domain. The expenditure of energy in one realm limits the energy they have to devote to activities in another setting. This subjects career women in dual career families to greater vulnerability to career and familial stressors

In addition, the characteristics of employment and family organisations also exert pressure on career women in dual career families. The competing demands of the employment and family organisations are associated with increased strain and stress on career women in dual career families. Role conflicts and the stress of balancing their multiple roles in order to be successful persons make women in dual career families suffer in many ways. Role strain and role overload are identified as primary sources of stress. Role conflict occurs since career women are required to perform diverse social roles that demand incompatible behaviours. Studies (Pearlin and Schooler, 1978; Sekaran, 1985) generally show that these stresses, such as excessive role responsibilities and tension in social relationship, are detrimental to psychological well being. When career and familial role responsibilities are both heavy, the stress of managing multiple roles is the greatest and the psychological benefits the least (Williams et al., 1991).

This complex situation calls for proper management by career women in dual career families of the roles they assume and stress arising due to their multiple roles. The quality of role and stress management by these women is largely determined not only by their demographic, personal and managerial system characteristics inclusive of goals, values and standards, but also by their ability to fulfil the various role expectations upto their satisfaction and the satisfaction of employment and family organisations, to utilize the social support system which are available in respective organisations of which they are integral parts and to cope with stressors to avoid distress

The quality of management exercised would influence the output which could be identified as goals attained, met demands and satisfaction derived amongst other things. In other words role fulfilment and stress experienced. This, in turn, would determine family's and career women's feeling of well being.

FIGURE 2. Theoretical Framework On Career Women's Multiple Role Management And Welbeing



2.0 VARIABLES

The questionnaire was developed to bring forth information pertaining to the variables under study in relation to (i) extent of stress experienced and (ii) perceived levels of role fulfilment in relation to career and familial roles respectively. In the following discussions the rationale for selecting the dependent and independent variables are highlighted

2.1 DEPENDENT VARIABLES

Extent of stress experienced and perceived levels of role fulfilment in relation to career and familial roles respectively were the three dependent variables of the study.

2.1.1 Extent of Stress Experienced (EOSE)

The term stress has been defined by researchers in a variety of ways. It is viewed as an interaction between a person and her/his environment (Cox, 1978); as any circumstance that threatens or is perceived to threaten her/his well being and thus tax her/his adaptive capacities (Cooper and Payne, 1978); as a general term which includes situations that threaten the adaptation of an organism and the physiological and psychological responses of an individual to a threat to her or his integrity (Mirowsky and Rose, 1986). Stress arises when the work environment is perceived as making demands on

an individual which threaten to exceed her/his abilities and resources and are beyond her/his normal adoptive responses (Selye, 1956).

McGrath, (1976) referred occupational stress as individual's mental state aroused by a combination of job situations perceived as presenting the demands which threaten to exceed the employees' capabilities and resources for adequately meeting it, under conditions where she/he expects a situational differential in the costs and rewards from meeting the demands versus not meeting them.

Stress is common in the world of day to day activities. Stress at a minimum level may not be hazardous to individuals. But when individuals experience extreme stress it affects all aspects of human behaviour including the work performance. The traditional stress curve identifies under stress, healthy stress and over stress and their relationship with performance (Fig. 1)

In dual career families, the competing demands of the work place and family are associated with increased strain and stress (Bolger et al 1989; Coverman, 1989). Guclzow et al. (1991) pointed out that for career women marital, parental and professional stress have been associated with role strain and role overload. According to McCubbin and Patterson's (1983) model of the family stress process, work family conflicts can become stressors that pile up, thereby creating stress and affecting one's ability to cope. Previous researches have found that high work-family conflict is linked with increased stress and decreased mental health and psychological well being (Kandel et al 1985; Coverman, 1989; Sears and Galambos, 1992).

From these different views, it is clear that the stress faced by the individual affects her/his personality. One of the most important factors of personality is the emotionality or the neuroticism. Neuroticism is the propensity to develop neurosis under stress. The neurotic symptoms that are expressed by a person can help in measuring the extent of stress experienced by that person (Wig and Verma, 1973).

Hence, in the present investigation, EOSE by career women in dual career families was explored through the assessment of neurotic symptoms. EOSE was primarily treated as a dependent variable. However, it was also used as an independent variable in exploring the perceived levels of career and familial role fulfilment by career women in dual career families.

2.1.2 Perceived Levels of Role Fulfilment in Relation to Career and Familial Roles (PLCRF and PLFRF)

A person's role fulfilment can be viewed with reference to the attainment of goals through efficient functioning (Likert 1958). Any judgement of role effectiveness or fulfilment becomes a commentary on the organisation situation as well as on the people being judged. Organisation determinants like physical and social characteristics of the work and working environment, the nature of work, the design of each task, the quality of supervision, the interpersonal relations, type and nature of organisation and the length of association with the organisation to some extent influence the personal aspirations and goals. The significant personal determinants like age, education, experience for given task, as well as the values and motives govern personal choices, behaviour and aspiration (Rizze et al, 1970).

One of the assumptions of the study was that career women from dual career families do have aspirations regarding their career and familial roles. The highly motivated employees perceived markedly lesser job stress in comparison to low motivated ones (Kahn et al, 1964, Kissel, 1965). Johnson and Stinson (1975) reported that need for achievement moderates the relationship between role stress and job satisfaction. According to Srivastava and Sehgal (1984) employees' need for achievement inversely correlates with almost all the components of occupational stress. Beehr and Bhagat (1985) studied worker productivity and job satisfaction, and related them to job related stressors. The variable, job satisfaction, was studied in relation to role conflict, role

ambiguity (Kahn et al., 1964; Rizzo et al., 1970; Greene and Organ, 1973) and job stress (McGeegail et al., 1987; Bharati et al., 1991).

However, perceived levels of career and familial role fulfilment of career women in dual career families are not much explored. In the present investigation PLCRF and PLFRF were studied as dependent variables in relation to other personal, family and situational variables. The same were treated as independent variables in relation to EOSE by career women in dual career families.

2.2 INDEPENDENT VARIABLES

The impact of independent variables on EOSE, PLCRF and PLFRF were explored. These variables are presented under three heads viz., (i) Personal, (ii) Family, and (iii) Situational variables.

2.2.1 Personal Variables

Personal variables comprised of age, personal income, length of service, extent of involvement in household work and coping strategies.

2.2.1.1 Age

Research on the role of age in predisposing a person to stress is in vague. Interactive view of stress holds that it is the combination of particular individual's age, personality and general ability that results in a stress producing imbalance (Reddy and Ramamurti 1991).

Age is associated with work demands and work satisfaction. Older respondents tend to report more hours in paid work and greater work satisfaction than younger respondents. Older respondents report fewer family demands and interpersonal conflicts.

than their younger counterparts. Furthermore, younger individuals experience interpersonal problems as they adjust to the new sets of social relations introduced by marriage and parenthood (Gina Lai, 1995). Brown and Harris (1978) found that younger respondents reported higher levels of internal conflict. Middle aged person is found to be more prone to stress compared to younger or older people (Jamuna and Ramamurthi, 1984). According to Luolu (1994) age was the only significant correlate among the demographic variables that were tested to study psychological distress and the correlates of depressive symptoms among the home makers. It was seen that age is an important variable in relation to stress experienced. However, the relation between age and EOSE by career women in dual career families in the Indian context was not seen to be explored much.

Fitzsimmons et al. (1972) revealed that goals themselves and priorities as set by individuals and the family differ due to age disparities and the involvement of family members in other systems. Though studies focused on establishing the relation between age, aspirations and goals, the relationship between age and PLCRF and PLFRF of career women in dual career families was still not explored much.

2.2.1.2 Personal Income

Resource theory has suggested that power in a relationship rests on the ability to control important economic resources. Contribution of economic resources influence the decision making power. Married couples are confronting decisions related to work and family, whereby the process of such decision making may affect or reflect the power balance in their relationship (Zvokovic et al., 1994). Power bases refer to those sources of power present during the decision-making process and are generally synonymous with resources (McDonald, 1980). However, these bases of power are not actual power sources, but are conceived of as indicators of power. Therefore, they are never measured directly, but are represented by characteristics of the individuals. Within marital

relationships, to assess each partner's power, an evaluation of their relative economic contribution must be made (Scanzoni, 1982).

In the traditional family system, having more influence and power relative to their wives is likely to be relatively unstressful for husbands, but having less influence and power may be a stressful experience for many wives (Greaves et al., 1995).

Bird and Bird (1984) found that individual income had the greatest influence on sharing in the most time consuming family tasks. Specifically, as wives' income rose they reported increased participation by husbands in meal preparation and cleaning tasks. It has been suggested that equality in resources is a better, more satisfying arrangement, resulting in more satisfied marriages (Scanzoni, 1982). Greaves et al. (1995) revealed that husband's stress is related to disparity of education between husband and wife, while wife's stress is related to disparity of income between wife and husband. Jasmine (1987) reported that job stress was significantly and negatively associated with income.

In dual career families, where the economic contribution of career woman is more or less equal to their spouses, they may exercise equal power at par with their spouses. This might affect EOSE by career women in dual career families.

Personal income of career women in dual career families is a part of family income. Agrawal (1979) reported that the extent of goal attainment was influenced by the income level of the family. Personal income of the career women in dual career families and PLCRF and PLFRF did not receive much attention by the researchers.

Hence, with this background, it was thought that an investigation into relation between personal income of career women in dual career families and EOSE, PLCRF and PLFRF would be a valuable contribution to the field

2.2.1.3 Length of Service

Number of years of service in the employment organisation was considered as length of service Mathur (1992) compared the degree of job and home adjustments of respondents who had been in service for varying length of time. The individual may realise her/his goals in the initial stages of service and in due course they start working towards achieving them. The goal achievement rate thus may depend upon the length of service.

Length of service in relation to EOSE was not found explored much. In the same way length of service and PLCRF and PLFRF were due for attention by researchers. Hence, this variable was included in the present investigation.

2.2.1.4 Extent of Involvement in Household Work

Two key findings in the literature have been that (i) wives perform far more household labour than do their husbands and that (ii) the kinds of household tasks performed by wives and husbands differ. Blair and Lichter's (1991) analysis of the national survey of families and households produced results typical of most studies. They found that women perform an average of 33 hours of household tasks (exclusive of child care) per week compared to men's average of 14 hours. Household labour remains highly segregated by sex; those tasks that have traditionally been thought of as "women's work" namely, cooking, laundry, house cleaning are primarily performed by women.

The bulk of the evidence continues to suggest that working women - dual earners as well as dual career women - still carry primary responsibility for family work (Berardo

et al., 1987). This unequal situation may function as an important mediator in the negative relationship between work-family conflict and mental health.

Though the focus was laid by researchers on learning the work load of homemakers and career women, it seemed that enough focus was not given to understand the extent of involvement in household work by career women in dual career families and its impact on EOSE by them.

Extent of involvement in household work by career women in dual career families, may not only indirectly influence quantity and quality of time spent in employment and family organisation, but also the levels of role fulfilment in both the organisations. It was evident from the available literature that the interrelationship between extent of involvement in household work by career women in dual career families and their PLCRF and PLFRF need to be explored.

2.2.1.5 Coping Strategies

Coping is defined as cognitive and behavioural efforts to master, reduce or tolerate internal and external demands and conflicts among them that tax or exceed the person's resources (Folkman and Lazarus, 1980). Individuals continually develop perceptual and /or behavioural coping strategies to prevent, reduce, divert, avoid or control emotional stress (Folkman 1984; Moos 1984). As stated by Aldwin and Revenson (1987) coping behaviour is a major component in the relationship between the experience of stress and adaptational outcomes such as poor psychological health and physical symptoms. The stressors, strains and coping styles of female professionals from different organisations were explored by Ghadially and Kumar (1987). Srivastava (1991) examined the relationship between employees' role stress and mental health and moderating effect of coping strategies. Erera (1996) brought out the coping mechanisms used by public welfare supervisors to deal with organisation stress. Role conflict and coping strategies among Indian women were explored by Gupta and Murthy (1984). Ahmad et al. (1990) studied

stress and coping strategies among executive technocrats and examined differences in the coping style of male and female technocrats. Kaur and Murthy (1986) studied coping strategies of managerial personnel at different organisational levels in a public sector. Unfortunately, only a little is known about the use and effectiveness of coping strategies among dual income families (Bird et al., 1983)

In the present investigation coping strategies that would be adopted by career women in dual career families to deal with stressful situations in employment organisation and family organisation were explored separately. The aim was to find out effect of coping strategies on EOSE by career women in dual career families and also to bring out the differences, if any, in the mode of coping when dealing with stress producing situations in employment and family organisations.

It is a reasonable assumption that mode of coping adopted by career women in dual career families will have an impact on PLCRF and PLFRF. However, this did not seem to have gained enough attention by the researchers in the past.

Thus, coping strategies was considered as an important variable in relation to EOSE, PLCRF and PLFRF by career women in dual career families and included in the present investigation

2.2.2 Family Variables

Family variables of the study included family size, family income, age of the youngest family member, age of the oldest family member and number of children in school education.

2.2.2.1 Family Size

The number of persons in the family determines its size. Family size will have direct effect on the work load of the homemaker, the availability of material and non material resources. Sultan and Ahmad (1991) examined the perception of stress in relation to family size and urban-rural dimension in 140 post graduate students (80 from urban; 60 from rural background) using the life experience survey (LES). While rural-urban dimension did not influence the stress scores, large family size was associated with stress among subjects coming from rural as well as urban backgrounds.

The size of the family, to some extent, determines standard of living, which plays a key role in goal setting and goal achievement rate of the family. Family size was reported to be related partly to the rate of goal attainment by Paynter (1975). George (1983) hypothesised that in relation to energy related goal attainment, commitment was one of the contributory factors of persistent behaviour. Her study revealed that there was no relationship between size of family and commitment of families to level of living oriented energy goals and conservation oriented energy goals. It was thought that the size of the family to which career women belonged would influence their PLCRF and PLFRF.

Hence, with this background, family size was included as an independent variable with reference to each of the dependent variable in the present investigation.

2.2.2.2 Family Income

Family income per month comprised of money income earned from various sources by all earning members of the family. The level of family income determines the availability of resources for the family.

Fitzsimmons et al. (1972) found that one of the factors that influenced the number of goals identified at each stage of life cycle was current income of the family. Agrawal (1979) reported that the extent of goal attainment was influenced by the income level of the family. George (1983) found negative correlation between family income and families' commitment to energy related goals.

Thus, it was seen that family income is an important variable in relation to availability of resources and perceived level of goal attainment. However, the relationship between family income and EOSE, PLCRF and PLFRF by career women in dual career families were not explored much. Hence, it was thought worthwhile to study this.

2.2.2.3 Age of the Youngest Member in the Family

Previous researches suggest that age of children makes a difference, with mothers of pre-schoolers reporting more role related strain and more spill over between home and work than did mothers of older children. The presence of children, especially children of preschool age, tend to increase various demands on home maker's time (Fox 1980; Gove and Greeken,1997). Hebbs (1955) has suggested that mothers who take care of one or more pre-school children are more likely to become depressed than those with older children.

Epidemiological findings suggest that working class mothers with young children are more vulnerable to mental health problems than (i) their husbands, (ii) working class women without children and (iii) their middle class counterparts (Brown and Harris 1978).

Though a few studies focused on the presence of preschooler in relation to mental health problems of women, age of the youngest family member and EOSE by career women in dual career families was not explored much. Similarly, from the literature survey it was found that PLCRF and PLFRF and its relation with the age of the youngest family

member was not studied much and needs attention of the researchers. With this background, the age of the youngest family member was identified as a variable in the present investigation.

2.2.2.4 Age of The Oldest Member in the Family

Human beings at the two ends of life cycle are dependent on others. The presence of old family member in the family tends to increase demands on homemaker's time and other resources. Career women in dual career families, being a part of employment and family organisations may have limited time to dispose the responsibilities in respective organisations and may feel pulled in all directions.

It was hypothesized that the age of the oldest family member might influence EOSE, PLCRF and PLFRF by career women in dual career families as it was thought appropriate to explore the relationship that exist between age of the oldest family member with these dependent variables

2.2.2.5 Number of children in School Education

Children in school education demand time and attention of their mother in particular. Household chores and child care have been reported to remain time consuming and energy demanding activities for the Chinese (Luolu, 1994). Studies show that the incessant demands of household chores and child care, significantly reduce family satisfaction and increase reports of depressive symptoms (Broman, 1988; Golding, 1990).

The literature searched by the investigator brought out the fact that not much focus was given neither to learn the relationship between the number of children in school education and EOSE by career women in dual career families, nor the relationship between number of children in school education and PLCRF and PLFRF by career women

in dual career families. Therefore, number of children in school education was included as a variable in relation to the dependent variables of the study.

2.2.3 Situational Variables

Situational variables comprised of employment organisation overall stressors and family organisation overall stressors with its respective components, namely, work stressors, role stressors, personal development stressors, interpersonal relations stressors, organisation climate stressors pertaining to employment and family organisations respectively and social support from respective organisations.

2.2.3 1 Organisation Stressors

Sources of stressors in the organisation identified by Cooper and Payne (1978) and Pestonjee (1992), namely, work, role, personal development, interpersonal relations, and organisation climate were used as a base and adopted for the present investigation.

Career women from dual career families form a part of two organisations, i.e. employment organisation and family organisation. The perception of stressors from these two organisations were treated as two separate variables, viz., employment organisation overall stressors (EOOS) and family organisation overall stressors (FOOS).

Most of the stress related studies undertaken in India on career women, attempted to gain insight into the role stress (Surti, 1982; Shenoy, 1987), role conflict (Kapur, 1969), and differences in coping styles (Gupta and Murthy, 1984). Not much attention was focused on learning how stress arose in the first place. To achieve a reliable understanding of how the impact of stressful conditions was mediated, it is necessary to identify and understand how they originated, how stress could be expressed and reflected. The circumstances of roles with which career women in dual career families have to content in daily lives are highly productive of stressors. These stressors can be reflected in

functioning and behaviour. These stressors can motivate or demotivate the subject to fulfil their role obligation thereby influencing their perceived level of role fulfilment in employment as well as in family organisation.

Therefore, employment organisation overall stressors perception (EOOSP) and family organisation over all stressors perception (FOOSP) were included as two separate variables to study its relation with each of the dependent variables, viz., EOSE, PLCRF and PLFRF of career women in dual career families.

2.2.3 2 Work Stressors in the Organisation

A job may comprise of a few or many responsibilities and activities or tasks. Role incumbents experience significantly less role conflict where they find their jobs intrinsically satisfying, high in clarity and low in difficulty (Harigopal, 1995). Work in the organisation can induce stressors when the activities to be performed are either too difficult and complex or repetitive and monotonous. A situation or an operation may lead to boredom if the content is not interesting and monotonous, if it is repeated again and again. Uncomfortable working conditions extract extra energies from the worker. In the same way when work has to be performed keeping in view the set deadlines, and when large amount of work is expected beyond the capacities of the worker, the person is likely to be stressed. Job design and technical problems involved in carrying out the work in the organisation can cause stress and there can be stressors to the person involved in the work. Career women in dual career families bear the responsibility to carrying out work in employment and family organisations simultaneously. The nature of work itself can yield stressors and make the subject either experience stress or not. The stressors attached to the work either facilitate smooth functioning or act as hurdles thereby affecting the role performance by the subject. Not much attention seemed to have been given by researchers to understand the relationship between perception of work stressors in the employment and family organisations (EOWSP and FOWSP) and EOSE, PLCRF and PLFRF respectively. Hence, it was thought appropriate to focus on this aspect.

The five aspects related to stressors intrinsic to work, like (i) boredom (ii) physical working conditions (iii) time pressures and deadlines (iv) exorbitant work demands (v) job design and technical problems were considered to measure the perception of stressors intrinsic to work in the organisation. Employment organisation work stressors perception (EOWSP) and family organisation work stressors perception (FOWSP) were considered separately and treated as two variables.

2.2.3.3 Role Stressors in the Organisation

Roles represent the channel through which information, influence, affect, in short, interpersonal behaviour inducing task performance and goal attainment (Kraisonswasdi, 1989).

The role conflicts that occur in an organisation are intersender, intrasender and personal role conflicts (Harigopal, 1995). Intersender role conflict arises as a result of the role expectation of one role sender conflicting with the expectations of one or more role senders, intrasender role control arises when the focal person receives incompatible or internally contradictory expectations from a member of the role set. When the expectations of a superior, colleague or subordinate conflict with the focal person's own job expectations, personal role conflict is experienced. Role can be a source of stress when there is ambiguity about job responsibility and limits of authority, role set members have conflicting expectations about the way in which a role should be performed, or there is incongruence between one's role and self concept. Thus, role in terms of its normative, interpersonal and self congruence aspect can give rise to stress.

A few attempts were made to bring out the organisation role stress experienced by employees in different organisations (Pareek, 1983; Srivastava and Sinha, 1983; Harigopal, 1995). The investigator thought that perception of stressors by career women in dual career families due to their role in the employment and family organisations and its

relation with EOSE and PLCRF and PLFRF respectively need an in depth focus. Hence, this variable was included in the present study. The features related to role like (i) self role distance (ii) role isolation (iii) role ambiguity (iv) role expectations conflict (v) resource inadequacy (vi) personal inadequacy (vii) role erosion and (viii) inter role distance were considered to measure perception of role stressors in the organisation. Employment organisation role stressors perception (EORSP) and family organisation role stressors perception (FORSP) were considered separately and treated as two separate variables.

2.2.3.4 Personal Development Stressors

The opportunities for personal development in the organisation can act as stimulants and enable the career women in dual career families perform their roles without experiencing stress. They also motivate them to work hard to achieve their goals. It was observed that not enough of focus was given by researchers to understand the perception of personal development stressors in the organisation and its relation to EOSE, PLCRF and PLFRF of career women in dual career families.

Major clusters of potential stressors identified to measure personal development stressors in the employment organisation were (i) over promotion (ii) under promotion (iii) role stagnation, (iv) job security (v) ambitions (vi) success and (vii) gender discrimination. On the other hand, major clusters of potential stressors identified to measure perception of personal development stressors in family organisation were (i) recognition of contributions with reference to respective roles played by homemaker as daughter-in-law, wife and mother (ii) role stagnation (iii) security (iv) ambitions (v) success and (vi) gender discrimination. Employment organisation personal development stressors perception (EOPDSP) and family organisation personal development stressors perception (FOPDSP) were considered separately and treated as two variables.

2.2.3.5 Interpersonal Relations Relations Stressors

Role does not exist by itself as it consists of activities which are related to the activities of other people. Hence every role has a set of complementary role relationships which includes her/his immediate superior(s), colleagues and subordinates in the employment organisation, and her/his in-laws, husband, wife and children in family organisation. These positions are directly related. One's role performance requires coordination with other departments. The kind of relationship the role incumbent has with members in the organisation determines the level of interpersonal relations stressors she/he experiences. The career women in dual career families by virtue of their association with employment as well as family organisation need to maintain interpersonal relations with other members in the respective organisations. Enough research attention was not given to understand the stressors, the career women in dual career families perceived due to interpersonal relations in the organisation and its effect on their EOSE, PLCRF and PLFRF respectively. Hence, in the present investigation an attempt was made to measure employment organisation inter personal relations stressors perception (EOIRSP) and family organisation interpersonal relations stressors perception (FOIRSP). These were treated as two independent variables to find out their relation with dependent variables of the study.

Relationship with (i) boss/in-laws (ii) peers/husband (iii)subordinates/ children were the three parallel aspects included under this stressor component with reference to respective organisations.

2.2.3.6 Organisation Climate in Stressors

A fifth potential source of organisation stressors is simply "being in the organisation" and the threat to an individual's freedom, autonomy and identity this poses

The climate that persists in the organisation can be potential source of stressors. The freedom given to plan the work, weightage given to the views and opinions, participation in decision making, sense of belonging, free and fair communication and sympathetic approach towards personal problems are some of the aspects which make up the climate in the organisation. The kind of climate that prevails in the organisation determines the level of satisfaction one can get being a part of that organisation.

Organisation Climate as a source of stressors and its relation with EOSE, PLCRF and PLFRF by career women in dual career families was not focused much in the previous researches. Hence, the investigator made an attempt to gain insight into this area in the present investigation. Employment organisation climate stressors perception (EOCSP) and family organisation climate stressors perceptions (FOCSP) were considered separately and treated as two independent variables.

2.2.3.7 Social Support From Organisation

Social support is a social "fund" from which people may draw when handling stressors. Support in the employment organisation can be broadly defined as the availability of help from supervisors, co-workers and subordinates in times of need. Support in the family organisation usually refers to the functions performed for the individual by significant others. It seems reasonable that the correlation between stress and strain should be stronger when social support is low than when it is high. But research findings on this topic have inconsistent findings. Some researchers have found evidence for buffering effects (Abdel-Halim, 1982; Etzion and Pines, 1986) and others

evidence for buffering effects (Abdel-Halim, 1982; Etzion and Pines,1986) and others have not (Fisher, 1985; Ganster et al., 1986). Furthermore, Kantman and Bechr (1988) found that social support actually strengthened the positive relationship between stress and strain contradicting most theories and models of job stress and social support.

Evidence for the role of husband in mediating stress experienced by their wives was found in the literature on social support, where the existence of a supportive social network had been associated with lower levels of stress (Cobb, 1976).

Ray and Miller (1994) examined whether various sources of support are differentially effective in reducing stress and burn out. One important finding was the counter intuitive effect of social support on emotional exhaustion in which high levels of support were associated with high levels of emotional exhaustion. This was seen both in the main effect for family support and for the interaction effect involving co-worker support. Aneshensel and Stone (1982) noted that developing and maintaining supportive ties are inherently stressful, requiring a large expenditure of time and energy. In addition, if the talk is negatively balanced a "contagion effect" (Cobb, 1976) or "reverse buffering" (Beehr, 1985) may occur. The necessity of adjusting family members' work schedules (Staines et al., 1978) may provide an additional stressor that can increase levels of emotional exhaustion.

Researchers have tried to identify the factors that function as a buffer against stress. According to the literature, a person's vulnerability to illnesses caused by stress is affected by certain personality attributes and by the availability of social support. These and other moderating variables are commonly referred to as stress-buffering resources because they are presumed to protect people from the harmful outcomes of stress

In the present study the researcher tried to ascertain whether such variables as (i) social support from employment organisation (SSEO) and (ii) social support from family

organisation (SSFO) have any effect on EOSE, PLCRF and PLFRF by career women from dual career families

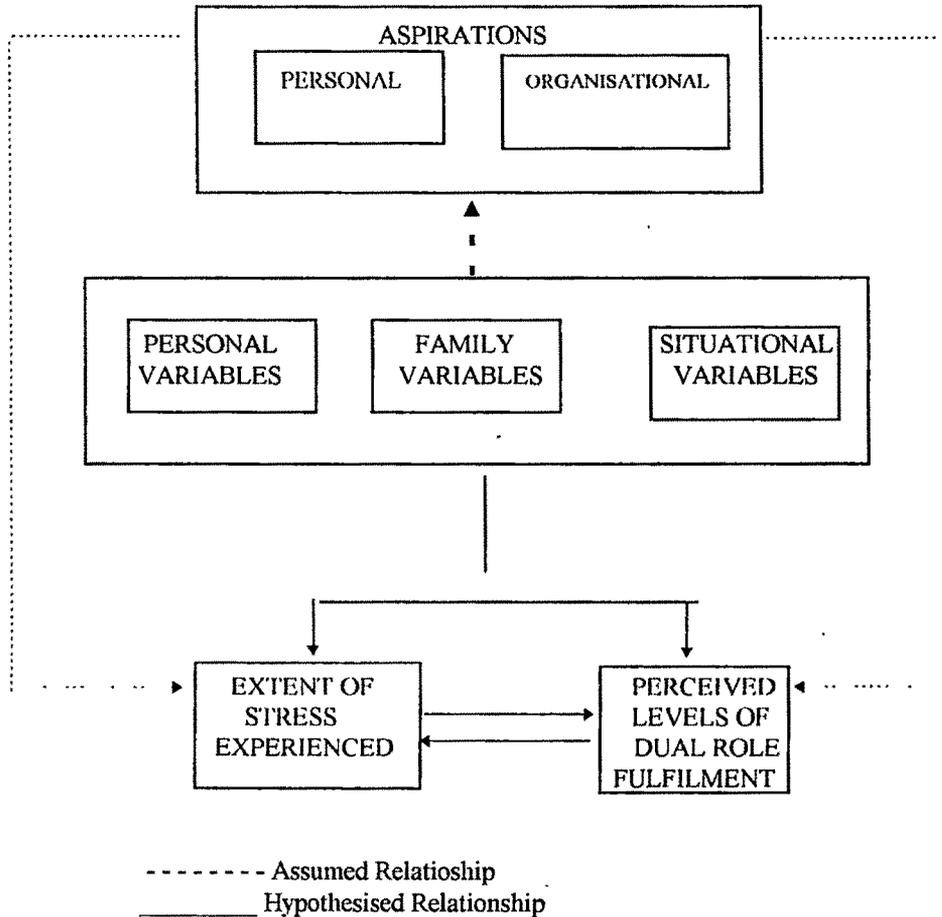
3.0 A MODEL SHOWING HYPOTHESISED RELATION AMONG VARIABLES IN THE INVESTIGATION

The study is based on the assumption that the career women in dual career families do have personal and organisation aspirations. They exert their available energies in working towards the achievement of those aspirations. Due to limited energies at their disposal they are subjected to experience stress.

Career women in dual career families are expected to fulfil their multiple role obligations by virtue of their associations with both employment and family organisation. It was hypothesised that the extent of stress these women experienced and the perceived levels of career and familial role fulfilment by them depended upon their personal, family and situational variables. The personal variables included age, personal income, length of service, involvement in household work and coping strategies, while family variables under investigation were family size, income, age of the youngest and the oldest family member and number of children in school education.. The situational variables identified were stressors and social support from respective organisations to which they belonged. Further, it was hypothesised that there existed a reciprocal relationship between extent of stress experienced and perceived levels of role fulfilment in both the domains, namely, employment and family organisations

Thus, while extent of stress experienced and perceived levels of career and familial role fulfilment, were treated as dependent variables on the one hand, each of these formed independent variables for the other in analysis of inter relationship between and among each of the dependent variables, viz. EOSE, PLCRF and PLFRF, and the respective independent variables selected for the study

FIG.3 : MODEL SHOWING THE HYPOTHESISED RELATION AMONG THE VARIABLES IN THE INVESTIGATION



4.0 OPERATIONAL DEFINITIONS

Operational definitions define concepts in terms of operations or processes. "An operational definition assigns meaning to a construct or a variable by specifying the activities or operations" necessary to measure it. Alternatively an operational definition is a specification of the activities of the researcher in measuring a variable or in manipulating it. It is a sort of manual of instructions to the investigator. In short, it defines or gives meaning to a variable by spelling out what the investigator must do to measure it (Kerlinger,1995).

It is important to define all unusual terms that could be misinterpreted. These definitions help to establish the frame of reference with which the researcher approaches the problem (Best and Kahn, 1992)

The operational definitions thus made for the present investigation are given below.

4.1 **Stress** refers to individual's mental state aroused by a combination of situations perceived as presenting the demands which threaten to exceed the individual's capabilities and resources for adequately meeting it, under conditions where individual expects a situational differential in the costs and rewards from meeting the demands versus not meeting it (Mc Granth 1976).

4.2 **Stressors** refer to ordinary demands of daily life that put pressure on a person to cope, adapt or take action.

4.3 **Extent of Stress Experienced (EOSE)** is measured in terms of neurotic symptoms expressed by the individual.

4.4 **Dual Career Families** are those families where the couples place primary importance on the development and progression of two careers, as well as on the development and maintenance of a marriage and family life (Rapoport and Rapoport 1986).

4.5 **Career Women in Dual Career Families** refer to married women who along with the primary responsibilities of family attend to career which require high degree of personal commitment and generate excessive demands on personal time and energy. Career women in dual career families, the subjects for the present investigation, are referred to as career women as well henceforth in the text.

4.6 **Role** refers to a pattern which can be regarded as the consistent behaviour of a single type of actor.

4.7 **Career Roles** are the roles expected of career women by virtue of being an employee engaged by an employer institution.

4.8 **Familial Roles** are the roles expected of women by virtue of being a member of a family.

4.9 **Function** refers to a set of task to be performed by a person by virtue of their role.

4.10 **Task** refers to a set of activities to be performed in a given position by virtue of the role and functions thereon.

4.11 **Short Range Goals** are those to be accomplished within the near future , say, in a few hours or days.

4.12 **Intermediate Goals** are those which may take several months or a year or two to reach.

4.13 **Long Range Goals** are those which are set for the more distant future and are more abstract. It may take several years to accomplish them.

4.14 **Goal Complex** refers to the cluster of short range, intermediate and long range goals held by an individual

4.15 **Perceived Level of Role Fulfilment** refers to the level of goal attainment with a time reference and was measured in terms of goal achievement over the past three years as perceived at present with reference to the role in the employment and family organisations by career women in dual career families.

4.16 **Self Role Distance** refers to the conflict of one's values and self-concepts with the requirements of the organisation role in question.

4.17 **Role Isolation** refers to the lack of linkages of one's role with other roles in the organisation under study

4.18 **Role Ambiguity** refers to the lack of clarity about expectations of others from the role or lack of feedback on how performance is regarded by others in the organisation under study

4.19 **Role Expectation Conflict** refers to conflicting demands made on the role by different people in the organisation under investigation.

4.20 **Resource Inadequacy** refers to the non-availability of resources needed for effective role performance in the context under study.

4.21 **Personal Inadequacy** refers to the non-availability of personal resources needed for effective role performance

4.22 **Role Erosion** refers to a feeling that some important functions role occupant would like to perform have been given to some other roles or a feeling that there is not much challenge in the functions given to the role.

4.23 **Inter Role Distance** refers to the conflict between the roles under investigation.

4.24 **Role Stagnation** refers to lack of opportunities for learning and growth in the process of fulfilling the respective roles in the organisations under study.

4.25 **Role Involvement** is conceptualised as a person's psychological response to her current role in the organisations under study, and the degree to which she identifies psychologically with the role and the importance of the role to her self image and self concept.

4.26 **Coping** refers to the effort to master conditions of harm, threat or challenge when a routine or automatic response is not readily available. It may be either control or escape coping strategy.

4.26.1 **Control Coping Strategy** refers to those strategies that consist of both action and cognitive reappraisals that are proactive, i.e., take charge in tone.

4.26.2 **Escape Coping Strategy** refers to those strategies that consist of both action and cognitive reappraisals that suggest the escapist or avoidance mode.

4.27 **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.

4.27.1 **Instrumental Social Support** refers to the availability of practical help, means, machinery and material that facilitate to carry out the work in the organisation

4.27.2 **Expressive Social Support** refers to the availability and use of close confiding relationships that facilitate to carry out the work in the organisation.

5.0 QUESTIONNAIRE

The objectives drawn for the study guided the development of an appropriate self explanatory questionnaire. The first section of the questionnaire was designed to gather background information of the sample. This section comprised of questions related to family background details of career and other related information. The second section of the questionnaire consisted Employment Organisation Stressors Scale (EOSS) and Family Organisation Stressors Scale (FOSS) to measure the perception of stressors from employment and family organisations respectively. The third section of the questionnaire was The PGI-Health Questionnaire N-2 to measure the EOSE. The fourth section of the questionnaire was designed to measure the PLCRF and PLFRF of the sample. The fifth section of the questionnaire consisted of Employment Organisation Stress Coping Strategies (EOSCS) scale and Family Organisation Stress Coping Strategies (FOSCS) scale to elicit the information regarding the coping strategies the career women would adopt to combat stress from employment and family organisations respectively. Questions to gather the information on practices to overcome manifestations of stress were also included in this section. The last section of the questionnaire contained the Social Support Scales (SSEO and SSFO) for employment and family organisation respectively to measure the extent of availability of social support from these organisations.

5.1 DEVELOPMENT OF INSTRUMENTS

For the present investigation scales as described herein were developed:

5.1.1 Employment Organisation Stressors Scale (EOSS) and Family Organisation Stressors Scale (FOSS)

Perceived occupational stress is contingent upon an interaction between the characteristics of the employee and the potential sources of stressors in the work environment.

Assessment of perception of career women in dual career families on stressors pertaining to employment and family organisations required standardized scales to measure quantitatively the same. Sources of stressors in the organisation identified by Cooper and Payne (1978) and Pestonjee (1992) were valuable aids in developing the instruments. Sources of stressors from both the organisations under study, were considered on the same lines. The sources of stressors identified were related to selected aspects, viz., (i) work (ii) role (iii) personal development (iv) interpersonal relations (v) organisation climate in the employment and family organisations respectively.

The stressors scale comprised of statements pertaining to each of the selected sources of stressors thereby having five sub scales. Besides the overall stressors perception, each sub scale was also considered as an independent variable with items that covered various aspects as explained earlier in the text. Respondents were asked to indicate how often they experienced the feelings expressed in the statements in each scale in relation to their roles in respective organisation.

5.1.2 Perceived Levels of Career and Familial Rolefulfilment (PLCRF and PLFRF)

Perceived levels of career and familial role fulfilment (PLCRF and PLFRF) were measured in terms of goal achievement over the past three years as perceived at present with reference to the roles assumed in respective organisations.

In order to have a common measure a standard list of goals usually held by career women in dual career families was essential. To evolve the common list of goals, a preliminary study was conducted. Appropriate questions (Appendix I) were prepared to elicit information regarding short term, intermediate and long term career and familial goals held by career women in dual career families. Career and familial goals included personal and institutional goals held by career women pertaining to their growth and development in their own individual capacities in the roles they had to fulfil and that of an institution to which they belonged. Various goals with reference to the roles in employment and family organisations formed role goal complexes, career women pursued

A self-anchoring scale (Cantril, 1969), commonly known as Cantril Ladder of Life, was used to measure PLCRF and PLFRF. Using the same scale, George (1983) studied energy related goal attainment of families. Respondents were asked to place themselves on the appropriate rung in the 10-point self anchoring scale according to their levels of career and familial role fulfilment over the past three years, as perceived at present. Moreover, they were also to indicate the level of goal attainment three years ago and three years hence from the present. The former reflected past level of goal attainment while the latter reflected future level of goal attainment with reference to the respective organisations about which they were reporting.

5.1.3 Employment Organisation Stress Coping Strategies (EOSCS) Scale and Family Organisation Stress Coping Strategies(FOSCS) Scale

Coping behaviour is a major component in the relationship between the experience of stress and adaptational outcomes, such as poor psychological health and physical symptoms. Coping strategies consist of behavioural and/or cognitive attempts to manage specific situational demands, which are appraised as taxing or exceeding one's ability to adapt (Lazarus and Folkman, 1984)

By using projective technique two separate coping strategies scales were developed to measure the stress coping strategies adopted by career women in dual career families, to deal with stress producing situations in the employment and family organisations

Coping strategies considered for the study were (i) control mode of coping strategy consisting of action or cognitive reappraisals, that are proactive, i.e. take charge in tone and (ii) escape mode of coping strategy consisting of action or cognitive reappraisals that suggest the escapist, avoidance mode.

Three hypothetical situations pertaining to each of the five different sources of stressors under investigation with reference to employment organisation and family organisation were created. Under each of the three situations, four different ways of dealing with the situation were given as options from which to select the most appropriate one. Out of four options two options reflected control mode of coping (action and cognitive reappraisal) and the other two reflected escape mode of coping (action and cognitive reappraisal).

The respondents were asked to indicate the particular course of action, they would follow and how often they would do the same, if they were in the given particular situation. Control mode of coping reflected the tendency to face the stressful situation and resolve it and hence was considered as a more desirable coping strategy whereas, escape mode of coping reflected the tendency to run away from stressful situation by avoiding it and hence was considered as a less desirable coping strategy. In other words, the former reflected the ability of the person under stress to keep the stressors under control while the latter reflected an inability or handicap to do so and hence escape route to check stress. From management perspective control mode is more favourable than escape mode in coping with stress

5.1.4 Social Support Employment Organisations (SSEO) Scale and Social Support Family Organisation (SSFO) scale

The extent of social support received was one of the variables hypothesised to have an impact on the extent of stress experienced and perceived levels of role fulfilment by career women in dual career families.

For the present investigation Likert's method of summated rating was used to develop two social support scales. SSEO and SSFO scales were developed to measure the extent of social support the career women in dual career families would get from their employment and family organisations respectively to facilitate them to administer their dual role responsibilities in an affective manner.

The statements on each of the social support scale centred around two types of social support viz , instrumental social support and expressive social support available from employment and family organisations respectively Instrumental and expressive support from superiors, co-workers and subordinates were considered to develop the SSEO. On the same lines instrumental and expressive support from in-laws, husband and children were considered to develop the SSFO. The respondents were asked to indicate the extent of social support, they would get from their respective organisations by responding to the items in the scale

5.2 ITEM COLLECTION

The content of all the scales comprised of statements called items. The statements were developed on the basis of literature surveyed, the suggestions of research guide and the original ideas of investigator. The following criteria were born in mind while editing the statements.

- (i) The statements should be brief, clear and straight forward.
- (ii) The statements should be as simple as possible.

- (iii) The statement should reflect either a favourable perception or unfavourable perception
- (iv) No statement should have double negatives or other confusing expressions.
- (v) Double paralleled statements should be avoided.
- (vi) The statements should be worded such that the modal reaction to some is more toward one end of the scale and to others more in the middle or toward the other end.

After careful editing the two stressors scales - EOSS and FOSS - comprised of ninety-six items each respectively. Each stress coping strategies scale had fifteen situations and under each situation, four ways of dealing with the situation were supplied from amongst which to respond to the appropriate strategy that would be adopted in the given situation. Thus, altogether sixty items were prepared for each scale. The scales to measure social support from employment and family organisation (SSEO and SSFO) had sixteen items each.

5.3 CONTENT VALIDITY OF THE SCALES

The carefully edited items were then submitted to a panel of fifteen judges who were experts from the Faculty of Home Science, Faculty of Social Work, Faculty of Education and Psychology, Faculty of Sociology, M.S. University of Baroda and local medical practitioners. The judges were requested to indicate the

- (i) clarity of each statement,
- (ii) fitness of the statement in the specified category
- (iii) in case of EOSS and FOSS whether the statement expressed presence or absence of elements which act as source of stressors.
- (iv) in case of EOSS and FOSS whether the statement reflects control mode of coping or escape mode of coping

The responses of fifteen judges were coded and tabulated. The screening of the item was done on the basis of the following criteria :

- (i) Any item reported as clear by all was to be included in the final scale.
- (ii) Those items on which eighty per cent or more of the judges showed agreement regarding the fitness of the statement in a particular category were to be included in the final stressors scales.
- (iii) Those items on which eighty per cent or more of the judges agreed on its reflection of source of stressors or no source of stressor were to be included in the final scale.

All the criteria were applied simultaneously. Eighty statements each were chosen for inclusion in the EOSS and FOSS, sixty statements each were chosen for inclusion in the stress coping strategies scale (EOSCS and FOSCS) and sixteen statements each were chosen for inclusion in the social support scales (SSEO and SSFO) (Appendix-II.1)

6.0 PILOT STUDY

Even a small scale pilot study, based on a small number of subjects can help in refining procedures, such as instrument administration and scoring routine, and in trying out analysis techniques (Gay 1987). The investigator carried out a pilot study on a sample of forty career women in dual career families of Hyderabad, who were selected through purposive sampling method. The questionnaires were distributed to the subjects personally by the investigator. The data gathered were checked and edited. The data pertaining to the scales were subjected to statistical verification for establishing the reliability of the instruments and for constructing the final instruments.

6.1 RELIABILITY OF THE INSTRUMENTS

To ascertain the reliability of the instruments the following procedure was adopted.

6.1.1 Scoring the Responses on the Instruments

The response on each of the items of all the scales was quantified by ascribing scores. In relation to EOSS and FOSS scores five through to one were assigned to the responses "Always", "Frequently", "Sometimes", "Rarely," and "Never," respectively to statements which reflected a source of stressor. The scoring pattern was reversed in case of statements which reflected no source of stressor. The scores were interpreted such that the higher the score, the greater was the perception of stressors from each source as well as overall in respective organisations.

With reference to the PGI Health Questionnaire N-2 used to measure the EOSE a tick (✓) mark indicating the presence of feeling of a symptom was given one score and absence was given zero score. The higher the score, the higher the EOSE. With reference to PLCRF and PLFRF scores of 1 through to 10 were assigned to each of the rungs of the ladder for the lowest one to the top most one. If no progress was made, the respondents would place herself at the bottom of the ladder and would earn 'zero' score. The scores were interpreted such that the higher the score the higher was the perceived level of role fulfilment pertaining to the respective organisations.

In relation to EOSS and FOSS control mode of coping was treated as a more desirable strategy and hence a positive one and escape mode of coping was treated as a less desirable strategy, and hence a negative one. Subsequently scores five through to one were assigned to the responses "Always", "Frequently", "Sometimes", "Rarely ", and "Never", respectively in the case of options that reflected control mode of coping. The scoring pattern was reversed in the case of options that reflected escape mode of coping. The scores were interpreted such that the higher the score, the greater the tendency to resort to control mode of coping strategy, and lesser the tendency to resort to escape mode of coping

With reference to SSEO and SSFO scales scores five through to one were assigned to the responses "Always", "Frequently", "Sometimes", "Rarely", and "Never", respectively to all the statements. The higher the score, the greater the extent of social support the career women from dual career families would get from respective organisations as the case may be, to facilitate them to administer dual role responsibilities in an effective manner.

6.1.2 Spilt Half Technique

A common type of internal consistency reliability is referred to as split-half reliability. Since split-half reliability procedures require only one administration of a test, certain sources of errors of measurement are eliminated, such as differences in testing conditions, which can occur in establishing test-retest reliability. Spilt-half reliability is especially appropriate when a test is very long. The procedure followed for determining split-half reliability included (i) administration of the total test to a group. (ii) preparation of the test into two comparable halves, or sub tests and the approach followed was to include all odd items in one half and all even items in the other half, (iii) computation of each subject's score on two halves whereby each subject consequently had two scores, a score for the odd items and a score for the even items and (iv) estimation of the coefficient of correlation of the two sets of scores.

The coefficient of correlation computed using Pearson Product Moment formula served as a measure of reliability. From the self correlation of the half-tests, the reliability of the whole test was estimated using Spearman Brown Prophecy formula which states.

$$r_{rel} = \frac{2r}{1+r}$$

where r_{rel} is the reliability coefficient and r is the correlation coefficient

6.1.3 Reliability of Various Scales

Using the pilot study data, the reliability of the various scales developed and used for the investigation was established.

The details of 'r' value, r_{rel} value, scale length before and after item analysis are presented below.

Sr. No.	Name of the Scale	Scale Length before Item Analysis	'r' Value	r_{rel} Value	Scale Length After Item Analysis
1.0	EOSS	80	.923	.960	76
1.1	EOWSP	16	.687	.800	16
1.2	EORSP	16	.809	.894	16
1.3	EOPDSP	16	.547	.707	14
1.4	EOIRSP	16	.635	.776	16
1.5	EOCSP	16	.592	.744	14
2.0	FOSS	80	.933	.965	72
2.1	FOWSP	16	.849	.918	14
2.2	FORSP	16	.683	.811	15
2.3	FOPDSP	16	.607	.755	13
2.4	FOIRSP	16	.750	.857	15
2.5	FOCS	16	.850	.919	15
3.0	PGI Health Questionnaire N-2	60	.670	.802	60
4.0	EOSCS	60	.498	.665	60
5.0	FOSCS	60	.685	.813	60
6.0	SSEO	16	.786	.880	16
7.0	SSFO	16	.874	.932	16

A standardised scale, namely, PGI Health Questionnaire N-2 (Wig and Verma, 1978) was adopted by the investigator to ascertain manifestation of stress as a measure of the extent of stress experienced. However, reliability coefficient was again established in the present study. The scale had a reliability coefficient of .802.

Further to enhance the reliability, item analysis was carried out with reference to each of the scales except PGI Health Questionnaire N-2. On the basis of the pilot study relevant modifications were made in the questionnaire and the same was finalised.

7.0 DATA COLLECTION PROCEDURE

Career women, managers or professionals, with at least three years of experience, and who along with their career assumed the major role of homemaker and mother in dual career families formed the population for the study.

Multistage purposive sampling technique was employed to select the organisations in the location of study and the selected sites. Thus Andhra Pradesh and twin cities of Hyderabad and Secunderabad in Andhra Pradesh offering opportunities to educated women to pursue a career were chosen in the preliminary stage. Municipal Corporation of Hyderabad has divided the twin cities of Hyderabad and Secunderabad into seven circles. From these circles, four circles, such as I, V, VI and VII were purposively chosen as majority of the employment organisations are located in these circles (Appendix-III).

Initially a list of organisations in the above said areas was prepared. The sample for the study were drawn from institutes of higher education, national research organisations, banking institutes, state and central government establishments and industries situated in the selected areas of twin cities of Hyderabad and Secunderabad, Andhra Pradesh. The investigator personally went to all the purposively selected organisations and made a list of the career women belonging to dual career families as per the criteria drawn for the same. The list comprised of 183 university lecturers, 190 scientists working in national research organisations, 193 bank officers, 322 state and central government officers and 102 senior technical officers working in industry, thereby totalling to 990 career women

The investigator with prior permission from the head of the organisation met the sample at their respective work places. The questionnaire (Appendix-IV) was distributed to all the 990 career women as per the list prepared to ensure receipt of filled in data sheets in sufficient numbers. Brief explanation of the questionnaire was thought to be effective in eliciting information. The investigator followed up on phone and through visits and messages nearly every week, the progress of entering data in the questionnaire by the sample. After continuous and persistent persuasion a total of 541 completed questionnaires were received from 100 university lecturers, 98 scientists, 104 bank officers, 176 state and central government officers and 63 senior technical officers in the industry.

7.1 SOLICITING DATA ON SELECTED INDEPENDENT AND DEPENDENT VARIABLES OF THE STUDY AND RELATED ASPECTS

Detailed information regarding personal characteristics, family characteristics, career related information, apart from the data on the various descriptive rating scales were gathered using precoded questionnaire.

7.1.1 Stressors from Employment Organisation and Family Organisation

Standardized EOSS with 76 statement, FOSS with 72 statements were used to measure the perception of stressors, emanating from five different sources of stressors in employment and family organisations respectively. The scores were interpreted such that the higher the score, the higher the perception of stressors from the selected sources. The range of scores was from 76 to 380 for EOSS and from 72 to 360 for FOSS.

7.1.2 Extent of Stress Experienced (EOSE)

The PGI Health Questionnaire N-2 constructed by Wig and Verma (1978) was adopted to measure the EOSE by career women in dual career families. PGI Health

Questionnaire N-2 consisted of 60 items divided into two scales, namely, N and L scales. N-scale consisted items from 1 to 50 and L scale consisted of items from 51 to 60

The range of scores on N-scale was 1 to 50 on L-scale it was 1 to 10. A high N score meant the greater probability of the person being emotionally unstable and under stress and likely to have a breakdown under stressful situation. A high L-score projected that the person was lying.

Higher the L-score higher the N-score, higher the non-dependability of response. Lower the L-score higher the N-score, higher the dependability of response. Lower the L-score, lower the N-score, higher the dependability of the response.

7.1.3 Perceived Levels of Career and Familial Role Fulfilment (PLCRF and PLFRF)

Perceived levels of career and familial role fulfilment were measured using a self anchoring scale (Cantril Ladder of Life) in terms of perceived levels of career and familial goal achievement, respectively over a period of past three years prior to the time of the present study. The range in scores for level of familial and career role fulfilment was from 0 to 10. Levels of goal achievement in the past i.e. three years ago and future, i.e. three years hence were also assessed in a similar manner.

7.1.4 Coping Strategies

Standardized EOSCS and FOSCS were used to ascertain the respondents mode of coping with stressful situations in the two organisations respectively. Each scale consisted of 15 situations as described earlier. The scores were interpreted such that the higher the score, the greater tendency to resort to control mode of coping strategy. The range of scores was from 15 to 75 on both the scales.

7.1.5 Social Support

Extent of social support that career woman would receive from employment organisation and family organisation were measured using SSEO and SSFO scales, respectively. The SSEO and SSFO consisted of 16 items each. The range of scores possible in each scale was from 16 to 80. The higher the score the higher the extent of social support that would be available to the individual from the respective organisation.

8.0 ANALYSIS OF DATA

8.1 CATEGORISATION OF THE DATA FOR THE PURPOSE OF ANALYSIS

The following variables were categorised by taking mean and standard deviation into consideration. Thus, mean minus SD or less ($\leq \bar{X} - \sigma$) formed the low group, greater than mean minus SD to less than mean plus SD ($\bar{X} - \sigma$ to $\bar{X} + \sigma$) formed the moderate group, middle/medium and mean minus SD or more ($\bar{X} + \sigma$ or more) formed the high group, as the case may be.

- | | | |
|-----|---|---|
| 1. | Extent of Stress Experienced (EOSE) | i) Low ≤ 2.26
ii) Moderate 2.27 to 13.13
iii) High ≥ 13.14 |
| 2. | Perceived level of career role fulfilment | i) Low ≤ 1.8
ii) Moderate 1.9 to 8.78
iii) High ≥ 8.79 |
| 3. | Perceived level of familial role fulfilment (PLFRF) | i) Low ≤ 2.1
ii) Moderate 2.2 to 9.4
iii) High ≥ 9.5 |
| 4.0 | Personal Variables | |
| 4.1 | Age of the home maker (Yrs.) | i) Younger ≤ 31.56
ii) Middle 31.57 to 47.63
iii) Older ≥ 47.64 |

- 4.2. Personal income (Rs.)
- i) Low \leq Rs.7105
 - ii) Medium Rs.7106-Rs.13,643
 - iii) High \geq Rs.12,644
- 4.3. Length of Service (Yrs.)
- i) Short \leq 8.44
 - ii) Medium 8.45 to 25.56
 - iii) Long $>$ 25.56
- 4.4. Extent of involvement in household work
- i) Low \leq 35.71 %
 - ii) Medium 35.72 to 73.07%
 - iii) High \geq 73.08%
- 4.5. Employment organisation coping strategy (EOSCS)
- i) Low \leq 38.71
 - ii) Moderate 38.72 to 53.08
 - iii) High \geq 53.09
- 4.6. Family organisaiton coping strategy (FOSCS)
- i) Low $<$ 41.54
 - ii) Moderate 41.55 to 55.65
 - iii) High \geq 55.66
- 5.0. Family Variables
- 5.1. Family Size
- i) Small \leq 3
 - ii) Medium 4 to 5
 - iii) Large \geq 5
- 5.2. Family income per month (Rs.)
- i) Low \leq Rs.12,331.64
 - ii) Medium Rs.12,331.65 to Rs.26,100.35
 - iii) High \geq Rs.26,100.36
- 5.3. Age of the youngest family member (Yrs.)
- i) Young \leq 3.25
 - ii) Middle 3.26 to 18.54
 - iii) Old \geq 18.55
- 5.4. Age of the oldest family member (Yrs.)
- i) Young \leq 39.21
 - ii) Middle 39.22 to 68.98
 - iii) Old \geq 68.99

5.6	Number of children in school education	i) Less ≤ 1 ii) Medium 1 iii) More ≥ 2
6.0	Situational Variables	
6.1	Employment organisation overall stressors perception (EOOSP)	i) Low ≤ 163.82 ii) Medium 163.83 to 234.79 iii) High ≥ 234.80
6.1.1	Employment organisation work stressors perception (EOWSP)	i) Low ≤ 33.55 ii) Medium 33.56 to 50.04 iii) High ≥ 50.05
6.1.2	Employment organisation role stressors perception (EORSP)	i) Low ≤ 31.07 ii) Medium 31.08 to 50.32 iii) High ≥ 50.33
6.1.3	Employment organisation personal development stressors perception (EOPDSP)	i) Low ≤ 30.44 ii) Medium 30.45 to 46.15 iii) High ≥ 46.16
6.1.4	Employment organisation interpersonal relations stressors perception (EOIRSP)	i) Low ≤ 32.36 ii) Medium 32.37 to 49.63 iii) High ≥ 49.64
6.1.5	Employment organisation climate stressors perception (EOCSP)	i) Low ≤ 29.38 ii) Medium 29.39 to 45.61 iii) High ≥ 45.62
6.2	Family organisation overall stressors perception (FOOSP)	i) Low ≤ 143.11 ii) Medium 143.11 to 222.28 iii) High ≥ 222.29

6.2.1	Family organisation work stressors perception (FOWSP)	i) Low ≤ 28.36 ii) Medium 28.37 to 43.63 iii) High ≥ 43.64
6.2.2.	Family organisation role stressors perception	i) Low ≤ 28.83 ii) Medium 28.84 to 46.56 iii) High ≥ 46.57
6.2.3	Family organisation personal development stressors perception (FOPDSP)	i) Low ≤ 23.35 ii) Medium 23.36 to 41.84 iii) High ≥ 41.85
6.2.4	Family Organisation interpersonal relations stressors perception (FOIRSP)	i) Low ≤ 29.09 ii) Medium 29.10 to 47.90 iii) High ≥ 47.91
6.2.5	Family organisation climate stressors perception (FOCSP)	i) Low ≤ 27.89 ii) Medium 27.90 to 47.90 iii) High ≥ 47.91
7.0	Social Support Employment Organisation (SSEO)	i) Low ≤ 34.79 ii) Medium 34.80 to 56.00 iii) High ≥ 56.01
8.0	Social Support Family Organisation (SSFO)	i) Low ≤ 48.37 ii) Medium 48.38 to 71.22 iii) High ≥ 71.23

8.2 STATISTICAL ANALYSIS OF THE DATA

- i) Frequencies, percentages and means were computed in relation to the data collected.
- ii) Product moment correlations were computed using data from all the respondents for the continuous variables under study.

- iii) Analysis of variance were computed for all the variables. Wherever significant 'F' values were found 't' tests were carried out.
- iv) Stepwise regression analysis was applied to assess the order in the influence of independent variables on each of the dependent variables.

The level of significance required for judging the association between the variables under study was .05 level of probability.