

Role Conflict And Role Of Overload Among Working Mothers

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Abstract

Life is like riding a bicycle. While riding a bicycle if there is an imbalance and if the rider is unable to control she may fall down. This is true in the case of all working mothers who are struggling with work-life balance issues in their livelihood. Work-life balance is the term used to describe those practices at workplace that acknowledge and aim to support the needs of employees in achieving a balance between the demands of their family and work lives. It is not a new concept. It emphasizes the values, attitude and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves successful work life balance, she has job satisfaction and becomes highly committed. But in certain cases the women is not able to succeed due to incapability in balancing her work and personal life. As a result she withdraws from her work due to simple reasons. The present study focus on the work life balance of working mothers.

Keywords: *Work - life balance, Women, Family, Children and Conflict.*

INTRODUCTION

Work-life balance is an individual employees control over the responsibilities among the work place. Work-life balance is not merely work-family balance. More specifically, it refers to the management of one's professional responsibilities and family responsibilities. One can have work-family balance, but may not have anything left for oneself, for one's community, for one's own personal growth and development. So, it is possible to have work family balance and still need to achieve work-life balance.

STATEMENT OF THE PROBLEM

A person has lot of responsibilities connected with the work, family and self. An individual is likely to experience stress when there is contradictory between his work and the other role has to play in her life. Under stress, an individual fails to take clear-cut decisions, re-evaluate and reassess the priorities in life. Effective time management can be an answer to the resolution of work-life balance. Successful work-life balance can reduce the stress level of an individual, increase the job satisfaction and productivity.

SCOPE OF THE STUDY

Today's married women are dual career couples. These women have a dual commitment to fulfil. They have to be committed to their work and at the same time they have their commitment to their homes, spouses, children, relatives and friends. Their involvement in their work infringes on their personal life and if they also find their personal life affects their work.

OBJECTIVES OF THE STUDY

1. To understand the theoretical concepts of work life balance.
2. To know the various factors that affect the work life balance of working mothers.
3. To analysis the problems faced by the working mother.
4. To understand how to balance their life.

REVIEW OF LITERATURE

1. Vijaya and Hemamalini (2012) explored how role ambiguity, role conflict and work role balance influenced organizational commitment and turnover intention. In the study, only two role stressors were taken into consideration. Role ambiguity and Role conflict. The findings of the study revealed that role ambiguity and role conflict were negatively correlated.
1. Dhanalakshmi(2015)highlighted the relationship between work-family conflict, work satisfaction, sense of coherence and general health among teachers. The results revealed that there was found a significant positive correlation between health and work-family conflict. That is greater the level of work family conflict, greater would be work dissatisfaction and health issues.
2. Bhavani (2014) conducted a research with the purpose of finding out the extentof role conflict experienced by working women and its impact on quality of work life with other related variables like career orientation and job satisfaction. In this study job satisfaction was negatively and significantly correlated with career orientation and role conflict i.e. when married women teachers were more career oriented, their role conflict increased and vice versa; and the construct role conflict was negatively and significantly related to quality of work life i.e. when the married women teachers experienced high role conflict, they had low qualityof work life and vice versa.
3. Meenakshi Sundaram and Panchanathan (2012) in their study “Work life Balance in of Employees “have been focus that the organization is showing more interest in employees life career and work load has been kept reasonableby sharing the duties and responsibilities among the employees. Employees are comfortable at work place and giving an equal importance to both family and work. From this study, it was found that most of the employees are able to their work-life and personal life.
4. Bruck and Spector (2016) interpreted that, work-life balance policies are competitiveness by increasing their ability to attract employees; induce employees to exercise discretionary effort.

RESEARCH METHODOLOGY

The study has made use of both primary and secondary data. The data can be collected from internet sources, articles, newspapers etc.

TOOLS OF DATA COLLECTION

Questionnaire is used for data collection of the study.

SAMPLE DESIGN

From this a sample of 50 working mothers were conveniently selected.

WORK LIFE BALANCE OF WORKING WOMEN’S-AN OVER VIEW

The intensity of work-family conflict on institutional outcome is greater than the family-work conflict. At the same time, the family work conflict affect the productivity. So, both these interferences

are affecting the work and family lives, which is commonly seen in working mothers. Work-life issues or concerns, refer to those aspects of an employee's work or family life that may have an influence on one another. One has to integrate both work and family concerns for the quality life, since work and family are the two important areas in a person's life.

Work life balance is about the interaction between the paid work and other personal activities. Work life balance is not merely allocating equal amount of time to both paid work and personal life but it is the quality of time that one spent for both aspects. **Work to family conflicts** occurs when work related activities spill over or interfere with family responsibilities. These can be originated because of Work overload, Interpersonal conflicts Unsupportive supervisors and co-workers, Inflexible work schedules, Job insecurity, Poor working conditions etc. **Family to work conflicts arises** when family-role responsibilities spill over or impede work activities. These can be originated because of the following reasons. Unsupportive family members, Conflicts among family members, Child care and elder care issues etc.

DATA ANALYSIS AND INTERPRETATIONS

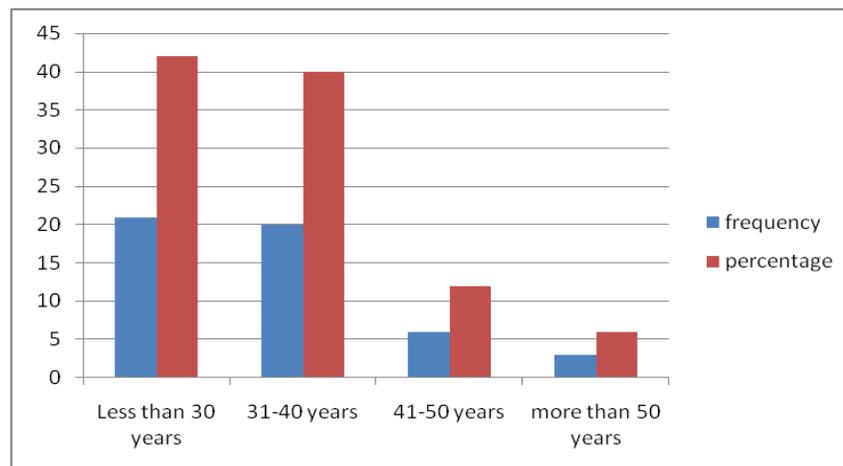
Age Wise Classification of the Respondents

Table No. 1

Sno.	Age	Frequency	Percentage (%)
1	Less than 30 years	21	42
2	31-40 years	20	40
3	41-50 years	6	12
4	More than 50 years	3	6
Total		50	100

Age Wise Classification of the Respondents

Figure No 1



From the above table it can be seen that 42% of the respondents are less than 30 years.40% of the respondents are between 31-40 years.12% of the respondents are between 41-50 years and 6% of the respondents are more than 50 years. This indicates the majority of the respondents are less than 30 years.

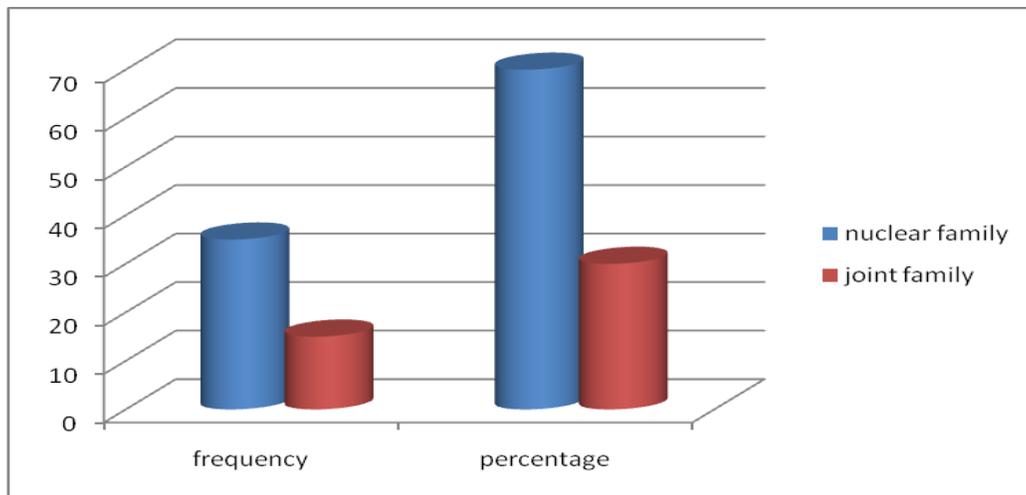
Family Wise Classification of the Respondents

Table No. 2

Sno.	Type of family	Frequency	Percentage (%)
1	Nuclear family	35	70
2	Joint family	15	30
Total		50	100

Family Wise Classification of the Respondents

Figure No2



From the above table shows that 70% of the respondents are nuclear family and 30% of the respondents are joint family. This represents majority of the respondents are nuclear family.

Level of workload wise classification of the Respondents

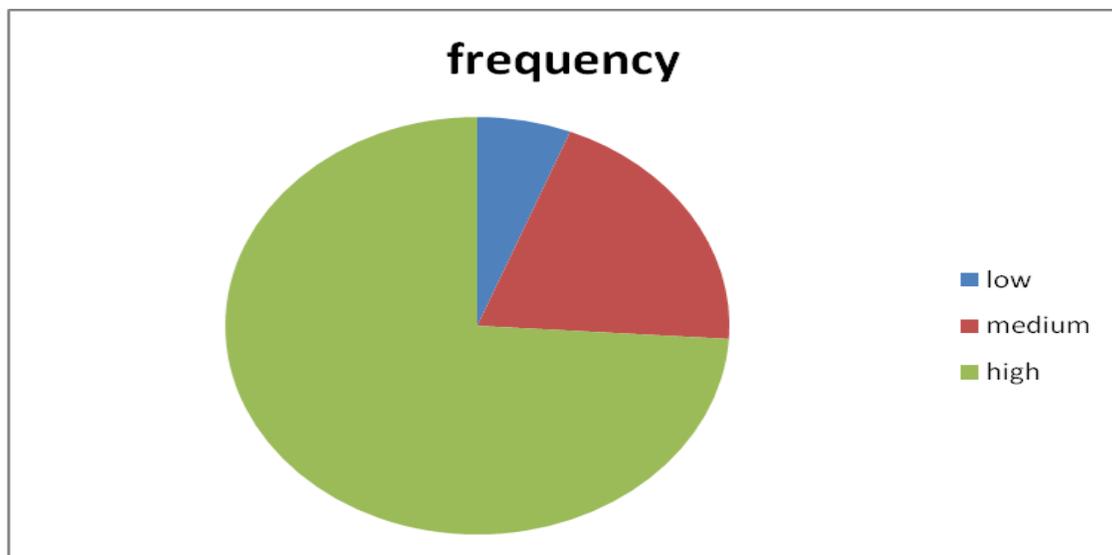
Table No. 3

Sno.	Level of work load	Frequency	Percentage (%)
1	Low	3	6
2	Medium	10	20
3	High	37	74

Total	50	100
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Level of workload wise classification of the Respondents

Figure No.3



From the above table it can be seen that 3% of the respondents have low level of workload.20% of the respondents have medium level of workload.74% of the respondents have high level of workload. This indicate that majority of the respondents have high level of workload.

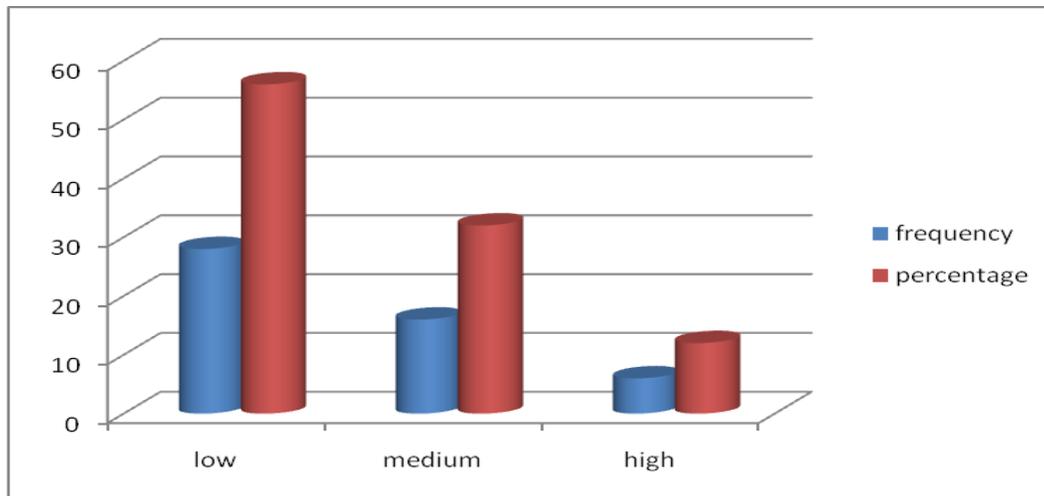
Level of role Conflict wise Classification of the Respondents

Table No. 4

Sno.	Level of role Conflict	Frequency	Percentage (%)
1	Low	28	56
2	Medium	16	32
3	High	6	12
Total		50	100

Level of role Conflict wise Classification of the Respondents

Figure No. 4



From the above table it can be seen that 56% of the respondents have low level of role conflict, 32% of the respondents have medium level of role conflict, 12% of the respondents have high level of role conflict. This indicate that majority of the respondents have low level of role conflict. They manage the situations.

EFFECTS OF WORK LIFE IMBALANCE

The increase in demand from work culture and family leads to work family conflict which leads to work life imbalance. Increased in working hours is having an important effect on the lifestyle of a huge number of employees, which damages their health and mental well-being. Work life imbalance and unstable life style leads to many stress related illness such as poor health, obesity, high blood pressure, heart disease, alcohol and drug abuse and dysfunctional relationships. The inability to balance the conflicts from work and family are connected to

- Reduced work performance
- Increased absenteeism
- Lower commitment
- Poor morale
- Exhaustion
- Depression
- Substance addiction

- Mental and physical fatigue etc.,
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IMPORTANCE OF WORK-LIFE BALANCE

- The work life balance helps the employees in improving relationships with family and friends.
- The employees will enjoy better physical and mental health by managing their work life properly.
- Through proper work life balance employees can get more leisure time for themselves and thus they can upgrade their knowledge.
- A diverse and talented workforce can be attracted thorough flexible working hours which is the main technique of work life balance.
- There will be increase in the productivity as employees are more fit both physically and mentally because of proper work life balance.
- The labour turnover ratio will be less if the organization provides work life balance schemes.
- The organization can attain good image in the mind of its competitors.
- There are more chances of growth and expansion because of work life balance

Here are a few ways to achieve a work-life balance

- **Take advantage of “me time”** need to make sure to take the time to reset and recharge, whether that’s going to the gym or allowing yourself a binge-session of favorite show.
- **Learn to say “no.”** Saying no can seem impossible, especially at work. Trust me, I know. But if you agree to attend every event, take on every project, or manage every co-worker, you’ll find yourself with no time left. And the worst type of betrayal is the kind you do to yourself. It’s okay to say no to things that stress you out, as long as it’s warranted.
- **Create boundaries.** Don’t take the laptop to bed with you, or answer your boss’ calls at the dinner table. Just because you’re physically accessible all the time doesn’t mean you have to be. Set boundaries with your employer so you both understand you’re availability.

CONCLUSION

Work-life balance should not be understood as scheduling equal number of hours for each of one’s work and personal activities. A positive work-life balance involves achievement and enjoyment. A good working definition of work-life balance may be meaningful if daily achievement and enjoyment in each of the four quadrants of life-work, family, friends, and self are attained. With the abundance of technology in our lives, it can be nearly impossible to unplug, and that much easier to just shoot off one more email, or take that call from your boss. But remember, the more your work life filters into your personal life, the more you’re losing that balance that’s so important to your health and happiness.

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