

Multiple Roles at Conflict: Reflections from Life Career Families in Western Odisha, India

Shreyasi Bhattacharya¹ & Rashmi Pramanik²

ABSTRACT: *Role conflict of employed women in life career families has become an inevitable subject for discussion in the context of recent globalization. Women's liberation movements in the last centuries expanded the opportunities for qualified women in India to enter in to the workforce for personal satisfaction and supplemental income in family. In this changed social milieu women who once occupied only familial roles are now entering into the labor force taking up different professional roles. Thus playing several roles simultaneously with inadequate time and energy often creates conflicts in the role performance of these working women. Data were collected by interview, observation and focus-group discussion methods from 40 women working in different government and non-government sectors in Sambalpur city of Western Odisha. Against this backdrop, the present study makes an humble attempt to explore how the multiplicities of familial and professional roles are creating conflicts among these working women in the life career families. The study discusses how these women are trying to balance their domestic and professional roles.*

Key Words: *Role conflict, Familial Role, Professional Role, Life Career Families, Adjustment Pattern*

I. INTRODUCTION

Women globally belonging to any class or creed have progressed and reached a new paradigm. With the increasing number of women getting into employment in India, there have been explicit changes observed with regard to the conventional norms regarding the position and status assigned to them in the family and in society. They have established their freedom, self autonomy, personal growth, are better able to express themselves and are also striving hard to achieve their objectives. These new roles are additional to the traditional roles and responsibilities of bearing and rearing children and management of domestic and household chores as well. In the Life career families, where both husband and wife are earning, a different situation emerges. Women have to balance identity, power and status with family roles and responsibilities often in conflict and psychological distancing from the spouse resulting in tension, stress and strain. There is a clash between the domestic roles and the job roles for both working couples. The increasing participation of them in paid employment outside home restructured their traditional roles and gave rise to a new category known as **career women**. These women have now entered in the outside world leaving behind the age old tradition of domestic confinement. Along with the educational and career opportunities they are getting new avenues to express and assert themselves.

In Indian context, traditional society used to prevent women from entering into the public domain and always gave them a subordinate position in compare to their male counterparts. But such traditional picture of woman is very different than what is today. Women have played a key role in the rapid economic and social development in our country and worldwide since last four decades which has brought about immense changes in their status, role and outlook. The more they are getting opportunities to build up a bright career, the more they are getting interested in making positive contributions to the society. Today many of them are stepping outside to work, breaking the traditional notion of remaining within the four walls of the houses where once they used to spend their entire life only playing the role of daughter, sister, wife, daughter in law and mother.

In life career families, where women are putting their economic contributions in the families, the fruit of gender justice and equality have also been acknowledged. Thus with the increased workforce participation of women, explicit changes have also been observed with regard to the conventional norms regarding their status and position assigned to them in their families and society at large. In spite of this fact, at various times throughout history working women are always seen as immoral and unfeminine objects of pity. They are often accused as negligent mothers. Since now it is seen that frequently women employees are not taken seriously by their bosses, male colleagues and society at large (Nieva and Gutek 1981). Having a career always poses

¹ Research Scholar (UGC-SRF), PG Department of Anthropology, Sambalpur University, Jyoti Vihar- 768019, Odisha, Email id: shreyasi.bhattacharya@gmail.com

² Assistant Professor, PG Department of Anthropology, Sambalpur University, Jyoti Vihar- 768019, Odisha, Email id: rashmipramanik@yahoo.co.in

challenges for women due to their familial responsibilities and multiple roles (Valdez and Gutek 1987). Women whether in the past or present, always are expected to perform duties of wife and mother in addition to fulfilling their professional duties. If they somehow put their career interests first, often experience feelings of guilt and selfishness.

Expectations from these career women always come from both external and internal sources. Societal pressure often acts as such potential external source to create conflicts between their work and family lives (Gorman & Fritzsche 2002). For the most part, the predominant societal view expects women to provide care for their families and be fully committed to their maternal roles along with taking other familial responsibilities. In addition to that in a patriarchal country like India, women are still expected by their spouses to be responsible for the majority of household management which puts a strain on their time (De Meis & Perkins 1996). Although these employed women work more total hours in comparison to their stay at home counterparts or men, the range of household activities they perform does not decrease anyhow (De Meis & Perkins 1996). Pleck (1977) points out that, fully employed men still do only about one-third of the family work that fully employed women undertake. Even though employment status has a significant effect on family work, gender seems to have a stronger effect. Although women work considerably more hours and experience more overloads at home than men, they are still expected to be responsible for all the household tasks regardless of their employment status. So, the act of balancing work and family is a task which affects women by putting a strain on their time and energy (Hughes & Galinsky 1988). Above all these external and internal expectations, women's perception about their own roles also play into effect how they feel about society's expectations as well as their responsibility for household management and child care (Mederer 1993).

Mahajan (1996) Ramaiha (1969) and Arora (2003) had rightly pointed out the very fact that, modern educated women in India always face conflicting situations regarding their roles, if they decide to pursue a career outside home and try to maintain a traditional pattern of home life side by side. With an utter surprise, the cultural and social realities of our country still force their traditional domestic role but not the role they have to play outside home. So, in a country like India, the work participation for a woman outside her homes is not merely an economic activity as it affects norms regarding her proper sphere, her status and also of her husband, the underlying values of patriarchal family structure, redefined roles of family members, mixing with other men and remaining outside home for longer period of time. While juggling multiple roles in daily lives and keeping balance between two major domains; work and family, conflict situation arise in their lives when one domain begins to interfere with the other. It generally originates from two major aspects of work-family interface factors:

- Time required to perform work and family roles
- Psychological carryover of strain from one role domain to the other

By choosing to combine marriage with career, these career women, often face almost a norm less situation and find it difficult to allocate time and resources between these two major responsibilities.

Work-life conflict occurs when the cumulative demands of work and non-work roles are incompatible in some respect so that participation in one role is made more difficult by participation in the other role (Duxbury and Higgins, 2008). According to Edwards and Rothbard (2000) work-family conflict is a form of work-life conflict in which the role pressures from the work and family domains are mutually incompatible in some respects. Even after working for almost equal and sometime more hours than their husbands, career women still have to complete the domestic duties like managing the households and looking after their children which ultimately leave them exhausted because of their limited physical capacity and energy. In addition, often family tensions, anxiety and guilt emerge in them as they feel owing to their jobs, they are neglecting their children, husbands and homes as well. Even many of them fail to increase their commitments towards their professions as they feel that by doing they will be overstepping their boundaries somehow. There can also be work-to-family conflict, which occurs when experiences at work (such as extensive, irregular, or inflexible work hours; extensive travel, and unsupportive supervisors or organizations) interfere with family life. Although these two types of interference are strongly correlated, research has found that work roles are more likely to interfere with family roles than vice versa (Mokomane, 2009). Thus, while performing diverse social roles that demands incompatible behaviors these career women often experience role conflict in their daily lives. The need of an individual to play several roles with inadequate time and energy generally results in such role conflict. The main source of such conflict among these women is insufficient time to perform all the tasks expected from them, to meet all their obligations and situations become worst when their paid work demands long flexible hours.

Role Conflict: Theoretical Understanding

Theories provide the very 'vehicles' that make it possible to describe, predict, explain, and control socially meaningful outcomes with regards to families and the process of socialization that occurs within them. The study tries to analyze how multiple role expectations generate conflict in the lives of career women. Role

theory explains how important role is in the healthy functioning of any family. Most researchers agree that the establishment of clear roles within a family is directly connected to a family's ability to deal with day-to-day life, unforeseen crises, and the normal changes that occur in families over time. Each role has its own set of expectations associated with it. Along with that, it possesses its own set of behaviours that best fulfill its function. Role expectations include anticipated behaviours associated with a particular role. Violations of expectations for role behaviour can have very powerful evaluations associated with them. The traditional societies fostered the ideal that 'Mothers' are most likely to play the role of nurtures whereas fathers to be the resource providers. These roles provide powerful prescriptions for behaviour and the expectations associated with it. It becomes confusing and stressful for both members of the family dyad when the male and the female each contribute to the economic side of the family through their participation in the labour market. Regardless of the strategies adopted, maintaining both resource-providing and nurturing roles can have consequences in terms of inter-role conflict and role strain.

Merton (1968: 368) further proposes that, where a status entails more than one relationship we use the term "role set" instead of role. His "role set" theory begins with the concept that each social system involves not only a single associated role but an array of roles.

According to Nadel (1957: 20) a role is a category of personal behavioural attributes distinguished by norms. He also pointed out that roles mark the distribution of activities and of socially recognized characteristic among the members of society.

In Kahn et al (1964) model, role conflict is explained as the simultaneous occurrence of two or more sets of pressures in such a way that compliance with one would make compliance with other difficult.

Whether subjective or objective, role conflict generally tends to have adverse consequences for the focal person resulting into tension and anxiety in him/her. Whatever may be the nature of conflict, the consequence is always unhappiness and suffering. It is not only the focal person but everyone directly or indirectly associated with the focal person affected with the conflict, the consequences of which are always harmful.

Objectives

Against this backdrop, the present study makes an humble attempt to:

- Find out the various reasons or sources of conflict among the career women
- Understand the different types of adjustment and coping mechanisms they adopt both at family level and working sectors.

II. METHODOLOGY

The research design used in the present study is purely qualitative one as the feeling of conflict, strain and maladjustment are subjective and of abstract qualities. A total number of 40 career women were identified from three different professions through purposive sampling method. The respondents were between 30 to 40 years of age, each having one or two children between the age group of three and nine years. They were from both nuclear and extended families. The sample respondents belong to Odia community and are Hindus by religion. All of them hail from High Income Group and their husbands are in white collar jobs. Interview was taken and open-ended questions were asked for a deeper understanding. In some cases, their voices are recorded. Respondents for this study were identified from Schools, Banking sectors and Railway services because of the high concentration of career women in these occupational sectors.

Major Findings

Role Conflict: The Sources

The greatest problem of the career women emerges from the divergent demands, which their families and professions made on them. The ambiguity and uncertainty of the roles in their dual-career families, together with the complexity of modern life and exaggerated emphasis on individuality and made it difficult for them to adjust to their marital obligations. The major sources of role conflict which are found among the sample respondents while making this study can be broadly classified into seven categories which are:

- ✓ Ambiguous Nature of Role
- ✓ Conflicting Expectations
- ✓ Insufficient Time
- ✓ Attitude of Husband Towards Wife's Employment
- ✓ Attitude of Other Family Members
- ✓ Parenting

When the sample respondents were asked to identify the major sources of conflict in their lives, 17.5% among them are found to have ambiguous nature of role as a major source of conflict whereas 12.5% are experience conflict for conflicting expectations. 22.5% whereas experience conflict for insufficient time. 20% of

the sample respondents view the attitude of their husband as a major source of conflict in their life whereas 10% consider attitude of other family members for it. 17.5% of the sample respondents find parenting as the major source of conflict in their lives.

Ambiguous Nature of Role:

The problems of employed women always emerge from the divergent demands which family and profession make on them. The ambiguities of the assigned roles in life career families, especially in a traditional social setting create more problems in adjustment for them. Moreover, in a patriarchal society like India, still parent-in-laws and other relatives living in the extended families always show reluctance in showing much sympathy with the new role of the working daughter-in-laws and keep their demands and expectations from them unchanged. Life career families are still in its traditional phase in a small town like Sambalpur where the tradition is not adhered to any rigidity and the modern is not yet settled. In such a perplexing situation, a vacuum is always created. In the absence of clear prescribed roles one is found to be most likely unmindful of one's duties while at the same time becomes unduly conscious of other's obligations. As a result of which role conflict is created.

One of the respondents Mrs. S narrated her own experience:

"I was brought up in a very highly liberated family. I studied in a convent school at Bhubaneswar, followed by a co-education college and University. Then I got my job in a reputed private bank. My marriage was love marriage. I met my husband at my Bank who was my customer actually. At that time he was posted also in Bhubaneswar. After my marriage both of us took transfer at Sambalpur and I started living with my parent in laws. At that time I came to know that they are very conservative in nature and do not like my liberal attitude. As I work in a private bank, my working hour most of the time gets extended. They always get upset with this and complain my husband. When relatives visit during any occasion they always expect me to be present at home which most of the time become impossible as I work in private sector. To my utter surprise my husband most of the time remains neutral in those situation and misunderstanding continues to be there in my family."

(Mrs. S, age 32 years, Private Bank Employee).

Thus the narration given by Mrs S clearly revealed that, in spite of her upbringing in a city, after her marriage she had to cope up with the rigid and somewhat traditional environment of a small town and also with the conservative mentality of her parents in laws. All these potential factors create ambiguity in the role expectations from her and create conflicts in her life.

Conflicting Expectations:

This is found to be the major source of conflict in the present study. Career women today assume many a different roles beside their role in the domestic front. Simultaneously and satisfactorily they have to play the role of wives, mothers, daughter in laws, sister in laws at one hand and the role of employees and subordinates at the other. No compromise they can make with their familial roles for the addition of professional roles of loyal employees in their lives. They try to do justice with all of them. Expectations from and of these roles are always tends to be contradictory in nature and leads to conflicting situations for their built-in animosity. Conflicts break out always when the egalitarian ideas and attitudes of educated career women get threatened by the culturally determined order of priorities in their lives.

In a nutshell, it can be inferred that the position of women have changed very little in a male dominated society like India and complex set of multiple roles and incompatible expectations related to them produce stress in their daily lives.

One of the respondents Mrs. B narrated like this:

"I belong to nuclear family though after marriage I started living in an extended one. Along with both of my in laws, my sister in law is living with us as still she is unmarried. She is doing her job in a primary school at Sambalpur. I am doing this job of teaching even before my marriage. I am married for 10 years and I am in this job for 12 years. I am continuing this job after marriage for two prime reasons. First, teaching is my passion and second, financial needs in my family. But frankly speaking, I don't get any sort of co operation or help from my parents in laws and sister in law for this. Nobody even bothers how I manage both of my duties at home and school. Moreover they never adjust or compromise in any of their demands. My husband understands everything but keep silent which raises tensions in my life."

(Mrs B, School Teacher, Age 36 years, Teacher in a CBSE School)

Mrs B is experiencing conflicting situations in her life as the role expectations from her are found to be conflicting with each other. Along with managing a responsible position of a teacher she has to fulfill all the

demands of a wife, daughter in law and sister in law. While fulfilling the demands at workplace and home, she is experiencing role conflict.

Insufficient Time:

In the life of a career woman, time always play a crucial role for the prevalence of role conflict. According to Rapoport & Rapoport (1969), when workloads become double and time remains the same, it leads to role conflict. Traditionally Indian women are found to be responsible for most of the household chores. Now though they have entered into the professional world, still bear almost the same responsibility for most of the household chores. Thus they workloads become double in their life which results in to tension, strain and conflicts. Time in the lives of the career women always found to be related to the factors of professions, working hours, assigned responsibilities (both in the families and working sector), presence of any assistance at home (paid or unpaid) and how much they are equipped with any sort of time saving devices. Along with the strain of work at home and job place, lack of domestic help (due to the vanishing joint family system and non-availability of reliable servants) and some time non-accessibility of various time and labour saving devices (due to their high cost) these working women often experience time limitation to perform their home roles and job roles.

According to Goods (1960) the conflict arises due to improper time adjustment is called **conflict of adjustment**. Role conflict related to time also has its relation with the nature of job for these career women as most of the jobs in today's competing world, need extended working hours for the career advancement. And the length of the time required to spend at workplace sometime proves to be an important factor for role conflict. Along with that in a small town non-availability of domestic labours and time saving devices in most of the houses and inadequate number of day care centers for young children takes much of the time of the career women.

One of the respondents Mrs D voiced her experience like this:

“The most severe problem I face in my daily life is time management. Though I am a government employee and my office is hardly 10 minutes distance on my two-wheeler from my home still I am always in a hurry. My mother in law and brother in law live with us. I have a daughter of 7 years who is studying in a convent school. Every day I wake up at 4 am as my daughter have to go for school very early. My mother in law has severe disliking for keeping a cook so, I have to cook every day before getting ready for office. Even when I came home with severe hunger and tiredness I have to listen everyone's problem and also complains about my daughter. At my workplace too I have to hear the taunting of my colleagues as I bind up my work early every day. Every day I wish if the day has 28 hours instead of 24.”

(Mrs. D, Age 33, Railway Employee)

The statement of Mrs. D clearly reveals how insufficient time is creating conflicting situations while performing all her duties simultaneously. Multiples duties at one hand and absence of any external or internal source of assistance and time saving devices at the other, creating difficulty in managing time in her life. Even when she is trying to make compromise with her professional time she is facing negative attitude from her colleagues.

Attitude of Husband towards Employment:

Husband's attitude towards employment in a Life career family, always proves to be an important factor for generating conflict in a career woman's life. A positive attitude on the part of husband can simplify the progress of her career whereas negative can create hindrances in her advancement. According to a study by Kim and Ling (2001), if men provide greater support in terms of household chores and childcare, work-family conflict would not be a major problem for working women. Conflict crop up when an educated working wife with an egalitarian ideas and attitudes feels that if she is sharing the stresses, strains of a professional with her husband and put her almost equal and sometime more contribution in family economy, the husband should ready to share with her duties of a mother and wife but failed to fulfill her expectations due to the patriarchal societal structure. Situation becomes worst when such working couple belong to inconsistent pre-marital socio-cultural backgrounds and with incompatible and uncongenial personality traits.

Working women experience more conflict when she needs and expect help form their husbands but do not get it from them (Kala Rani 1976). Stain is felt more when along with the non-cooperative husband; there is no elderly member's participation in making any help (Arora et. al 1963). So, in spite of the acceptance of dual roles, when these career women get little or no help in carrying out their two-fold duties, role conflict is experienced by them. During this study, 70% of the respondents are found to voice about the negative attitude of their husband towards their employment where as only 30% are found to voice about positive ones.

One of my respondents Mrs. I narrated her own experience like this:

“I am doing this job of school-teacher since last three years. I got married five years ago when I was not doing any job. Even after my marriage, I could not join any job for two years for my husband's conservative attitude

towards women's employment. He thinks that, if a woman has her engagement outside, it obviously will create problem in her household management. But due to some financial problem he ultimately allowed me to do this job. But though I have financial contribution in my family he never does a single household work even when I need his help badly. My parent-in-laws live with us and before them I even can't ask for his help as it hurts his male ego".

(Mrs. I, Age 30 years, Teacher in a Government School)

Here Mrs. I states about negative attitude of her husband towards her employment. Continuous non-cooperation from husband creates hindrances in the career advancement of Mrs. I. It becomes difficult for her to continue her job along with all kind of familial responsibilities.

Attitude of Other Family Members:

Along with the husband, the attitude of other family members towards employment also plays an essential role in generating role-conflict and doing role-adjustment among these career women. Having a professional engagement outside home also needs some degree of support and cooperation from all the family members other than only husband. The type and size of family most of the time play as a contributing factor in creating role-conflict among the working women.

One of the respondents Mrs. M voiced her own experience like this:

I am doing my job in Indian Railways even before my marriage. I am married for last 10 years. Both of my parents in laws live with me and my husband. Its not like that, I don't respect them. But, their interference in every decision in my family life sometime creates irritation in me. My mother in law does not have any positive attitude towards my job though she always wants all types of financial contribution from me in family. I never get any help from her in managing my household works though she always ready to criticize about my faults. Elderly people are like roof in a family but sometime it creates problems too".

(Mrs M, Age 33 years, School Teacher)

The experience of Mrs. M pointed out about the unsupportive behavior of her mother in law towards her employment. In spite of putting financial contribution to the family she is experiencing interference, criticism and no help from her regarding the household chores. Such negative attitude is creating conflicting situations in her life.

Parenting:

The assumption of parental role in any family always magnifies some gender-linked expectations. In a patriarchal country like India, still now, mothers are expected to take care of the babies and children where as fathers are only expected to perform the supportive role in parenting. According to Gorman & Fritzsche (2002), in a study that examined the perception of employed and non-employed mothers, mothers who delayed or terminated employment were seen as more dedicated and less selfish than those who chose to work. For such kind of situation, arrival of a child in a dual-career marriage always intensifies conflict situation in the life of the career mother. Huang et al. (2004) found that work-family conflict is positively correlated with the number and ages of dependent children. According to Aycan, Z. (2005), there are some interesting cross-cultural variations between countries. For example, number of children positively correlates with work-family conflict in Australia, Romania, Sweden and highest in US, but negatively correlates in Hong Kong; and in some other countries there is no correlation at all (e.g., Columbia, Portugal, Spain). Role strains increases with the increase in number of children. Moreover, the physical and mental health of the children always plays a key role in producing role conflict in the maternal role of the career women. Hoffman (1963:35) pointed out to the very fact that, number of children obviously proved to be a relevant factor because workload increase with the increase of it.

Mrs R is a government bank employee narrated her experience like this:

"There are actually no elder ones in my family who can look after my children in my absence. Though both of them have schools for almost 6 hours but my concern starts when they come back from there and I have to remain absent or my professional engagement. So, I appointed a *aya* (Maid) to look after them in my absence. But my sons can't tolerate her as she interferes in every work of them and I get tired by listening complains from both of the sides. Some time I really think to quit from my job."

(Mrs R, Age 37 years, Government Bank Employee)

The prime cause of conflict in the life of Mrs R is nothing but her duties as a mother towards her son. Due to her time bound professional engagement outside home though she made an alternative care arrangement for her sons, but could not satisfy them with this. So, somewhere a sense of guilt in her became a potential source of conflict in her life.

Thus, the situations in which career women actually perceives severe role conflicts generate from these potential sources. The study reveals that when an individual's situational stressors within a domain increase,

conflict results as one domain begins to interface with the other. It is also observed that conflict generally originates from two major aspects:

- The time required to perform work and family roles
- The psychological carryover of strain from one role domain to the other which affects the availability and amount of energy for performing the other roles.

Women who choose to combine marriage with career face almost a situation of normlessness and hardly find out how to share out time and resources between these two major responsibilities.

Coping Mechanisms:

According to Bernas and Major, (2000: 176) a working woman can take the initiative in finding a work-family management strategy that is best suited to her needs taking into account her personal disposition. They can cultivate useful resources in an effort to reduce experienced stress and work-family conflict. In particular, supportive home and work environment are directly associated with reduced stress and indirectly linked to diminished work family conflict. In a small town like Sambalpur, career women are found to prefer their families than their work if forced to choose between the two. Role conflicts does not become manifest as long as a woman does not put her career above her duties as daughter in law, wife and mother. The present study reveals the fact that 45% of the sample respondents found it difficult to merge the demands of various roles with one another whereas 30% try to do justice to the diverging claims. A considerably lesser number (25%) find that they succeed without much emotional tension in adapting themselves to both the home role and job role. It however, reflected the complexity of the women's multiple roles and revealed their personal efforts to balance, on daily basis, their profession and family.

Adebayo (2006) and Rozario et al (2004) found in their empirical study that, those women who strongly accept either their professional or domestic roles have relatively less role conflict than those who fall in between the two. It reveals that the more roles people have, the more possibility there will be for different roles to have conflicting expectations. The readiness to compromise enables them to adapt themselves to the contradictory role demands. But every mother does not have the option of deciding to stay at home. Those who were able to achieve a balance between their domestic and job roles reveal that a clear understanding of the job and home roles, proper time management, drawing clear-cut distinction between the two roles, support of the husband and other members of the family particularly the mother-in-law and also that of colleagues and employers and the presence of various personality traits help working women in bringing out compatibility between the two roles they play. The power of endurance a woman develops from childhood also goes a long way in helping her in adjustment. As it is referred earlier 25% of the sample respondents were also of the opinion that the profession and family can be harmoniously combined with one another.

One of the respondents Mrs. L opined like this:

“In my opinion, we women have the God gifted power to manage many a things simultaneously and successfully. Look at one side I have two sons, my husband and my mother-in-law with me and on the other side I have my job. At both places I can't give my hundred percent. So I prioritize my works and do those accordingly”.

(Mrs. L, Age 39 years, School Teacher)

The statement given by Mrs. L clearly discloses the fact that, she has enough confidence and positive attitude to make a good balance between her dual duties. With a little compromise at two domains, she is ready to make a justified balance between the two. However, on closer observation the result of the present study shows that, these women did not fulfil all the elements of prescribed family roles. Their housewife and mother duties were considerably reduced, if not almost totally given up, because servants and in some cases the mother-in-laws had taken over these duties.

Concluding Remarks

Work-family conflict is an important issue that needs to be resolved due to its negative outcomes such as absenteeism, stress and job dissatisfaction that are detrimental to both employees and the organization. It is evident that as employees experience conflict, they need a supportive working culture which could use proactive measures to promote the work-family balance across employees (R. Zirwatul et al., 2009). Like many the other societies of India, Odia society also strictly confirms to its patriarchal norms for which career women there in life career families are still facing the obvious dilemma of work-family conflict. At one hand, while performing the role of wife, mother and daughter-in-law, whereas they have to conform to the traditional ideal of a hardworking woman and always ready to subjugate their own interests for their family's happiness, at the other hand, in her occupational role they must be result-oriented, independent, persistent and innovative. Thus the domestic role of them always requires a co-operative attitude as against the competitive spirit demanded by their work. Thus conflict between these two polarized roles arises due to opposite types of obligations, attachment

and desires. To pursue their dual role successfully these career women or working homemakers have to work within a strict time schedule and arrange things more systematically which itself needs greater mental and physical alertness. Coupled with their interaction with the outside working world, thus it induces changes in their behavior, perception and life style. They have likely to become more rational, pragmatic and individualistic in their outlook which also make somewhat changes in their work-division, marital relationships and relations with in-laws within the families. The study reveals that employment of career women outside home implies two things; their decreased availability to others and also increased demands placed upon others to enable successful performance of their dual roles. It is also observed during the study that in cases of conflicts between the job and home roles, it is most likely the job roles those get shortened while the wife-mother roles always predominate. Career women must understand the fact that opportunities will not land on their laps, rather they have to create them and if need should fight for them. A woman can be a home maker and a professional at the same time and she should be proud of being both. Empowerment and opportunities, education and encouragement by family members, supportive husbands and in laws can make for a seamless transition to the status where they can command both respect and admiration. Since the problem of role conflicts among the career women are living and dynamic in nature, there is no final and permanent solution to these problems. Though, the people of India have walked a long distance in development, yet patriarchy is not completely impotent. Woman as an employed individual could be able to add new values and elevate her importance in the family due to her earning capacity, choosing a career and power of decision making. Role conflicts, stress and strain among the life career/employed couples affect the career and goals of the wife in more cases than the husband and the same was also found in some male cases. The employed women have decreased their interests in domestic chores because of the job responsibilities and time constraints.

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