

CHAPTER V

MAJOR FINDINGS, CONCLUSION AND SUGGESTION

The present study was conducted to determine the role conflict of married working women of Darrang District, Assam. The major findings found from the analysis and interpretation of data regarding role conflict of married working women are mentioned in this chapter. This chapter includes discussion of the findings and the conclusion of the study. The investigator also gives some suggestions to overcome role conflict of married working women. Some suggestions are given for further studies by the investigator in the last part of this chapter.

5.01.1 Findings related to role conflict of married working women in respect of the size of family (Joint vs Nuclear)

1. It is found in the role conflict scale that very low percentage of role conflict of married working women of joint family and nuclear family are 6.3 and 9.1 respectively.
2. It is observed from the role conflict scale that very high role conflict of married working women of Joint and nuclear families are 25% and 20.9% respectively.
3. It is observed from the study that normal range of role conflict of married working women of joint family is 50% and nuclear family it is 45%.
4. The test of significance (X^2 – test) shows that there is no association between the role conflict of married working women and size of family.

5.01.2 Findings related to role conflict of married working women according to place of residence.

1. It is found in the role conflict scale that very low role conflict of married working women of urban and rural areas are 8.7% and 8% respectively.

2. It is observed from the study that very high percentage of role conflict of married working women of urban area is 18.7% and rural area 12.7% respectively.
3. It is observed from the study that normal range of role conflict of married working women of urban area is 46.7% and rural area is 46%.
4. The test of significance (X^2 – test) shows that there is no association between the role conflict of married working women and place of residence.

5.01.3 Findings related to role conflict of married working women according to the nature of job.

1. It is found in the role conflict scale that very low level of role conflict of married working women at medical sector is 10%, office 8% and education 7% respectively.
2. It is observed from the study that very high level of role conflict of married working women at medical sector is 21%, office 25% and education sector 25% respectively.
3. It is observed from the study that normal range of role conflict of married working women of medical profession is 48%, office workers 44% and education sector 47% respectively.
4. The test of significance (X^2 – test) shows that there is no association between the role conflict of married working women and nature of job.

5.01.4 Findings related to role conflict of married working women according to educational qualification

1. It is seen from the study that the percentage of very low level of role conflict of married working women according to their educational qualification are HS 2.3%, Graduate 12.2%, P.G 3.8%, GNM 4.3% and ANM 11.7% respectively.
2. The percentage of very high level of role conflict is HSLC 33.3, HS 27.9, Graduate 21.4, P.G 18.9, GNM 17.4 and ANM 22.1 respectively.

3. It is seen from the study that the percentage of normal range of role conflict of married working women according to their educational qualification are HS 41.9%, Graduate 50%, P.G 45.3%, GNM 43.5% and ANM 49.4% respectively.
4. The test of significance (X^2 – test) shows that there is no association between the role conflict of married working women and educational qualification.

5.01.5 Findings related to role conflict of married working women according to age.

1. It is seen from the study that the percentage of very low level of role conflict of married working women according to their age group 20-29 is 2.1%, 30-39 is 9.3%, 40-49 is 10.9%, 50-59 is 8.1% respectively.
2. The percentage of very high level of role conflict of age group 20-29 is 31.3%, 30-39 is 23.8%, 40-49 is 14.1% and 50-59 is 16.2% respectively..
3. It is seen from the study that the percentage of normal range of role conflict of married working women according to their age group 20-29 is 54.2%, 30-39 is 42.4%, 40-49 is 53.1%, 50-59 is 40.5% respectively.
4. The test of significance (X^2 – test) shows that there is no association between the role conflict of married working women and age.

5.02 Discussions

The investigator wanted to study the role conflict of married working women and its impact on family life of Darrang District. The investigator tried to assess the role conflict of married working women according to type of family, locality, and nature of job, educational qualification and age.

On the basis of the findings from present study the following points can be mentioned.

The objective of the present study was to study the role-conflict of married working women and its impact on family life of Darrang District of Assam. The investigator had collected responses from married working women the level of role-conflict in respect of the size of the family(Joint vs Nuclear), according to place of residence, the type of profession, educational qualification of working women and age, created problem among the working women.

It is revealed from the study that there is difference in the percentage of married working women of joint and nuclear families. It is found that 50% of joint family and 45% women of nuclear family have normal level of role conflict.

It is also observed from the study that 46% of married working women of rural area and 46.7 % working women of urban area have normal level of role-conflict.

It is found from the present study that there is difference in the percentage of the married working women of different profession, viz.48% of medical and 44% of office, 47% of education sectors has normal level of role-conflict.

It is found from the study that there is difference in the percentage of married working women according to their educational qualification. 41.9% of HS, 50% of Graduate, 45.3% of P.G, 43.5% of GNM, 49.4% of ANM have normal level of role-conflict.

It is found from the study that the level of role-conflict according to the age of married working women 54.2% of age group 20-29, 42.2% of age group 30-39, 53.1% of age group 40-49 and 40.5% of age group 50-59 have normal level of role conflict.

It is observed from the study that there is no significant association between the role conflict of married working women and size of family.

However a reference is found in the findings of the thesis of D. Barua (1997) topic “A study of role conflict and its co relation with job satisfaction of secondary school women teachers” that there was significant difference of role conflict of women teacher belonging to joint and nuclear families.

It is found from the study that there is no significant association between the role conflict of married working women and place of residence.

It is observed from the study that there is no significant association between the role conflict of married working women and nature of job.

It is found from the study that there is no significant association between the role conflict of married working women and educational qualification.

It is observed from the study that there is no significant association between the role conflict of married working women and age.

5.03 Conclusion

Women for many years were confined to the kitchen. They were not allowed to go outside for their studies. Home was the world for them. Now, time has changed. Women demand proper Education not only for themselves but also for the girl child. Women become educated and succeed to achieve high and respectable positions in various working sectors. Women in India participate fully in different areas like Education, sports, science and technology and politics etc. In both villages and cities there has been remarkable increase in the number of working women. Women can do what men can do. But unfortunately the conflict still remains between their obligations towards the members of the family and their duty as workers in the office.

The present study was an attempt to study the role conflict of married working women. A married working woman has to maintain multiple roles in the family as well as to fulfil the requirement of her work place.

It was found in the study that there is no association between the role conflict of married working women of joint and nuclear families. Married working women have the responsibilities to fulfil the needs of family irrespective of joint and nuclear families.

It was seen from the study that there is no association between the role conflict of married working women of rural and urban areas of Darrang District of Assam.

It is observed from the study that there is no association between the role conflict of married working women and nature of job.

It is revealed from the study that there is no association between the role conflict of married working women and educational qualification.

It is found from the study that there is no association between the role conflict of married working women and their age.

5.04 Educational implications of the study

Role conflict is unavoidable in modern life. There could be much reason for this, among which a few are the ongoing changes which occurs in working life which play a particularly important role in one's family life. Many challenges arise in maintaining balance between work and family responsibilities. Most of the married working women suffer from role conflict. Working women should try to handle their problems in performing multiple roles tactfully and searching various options to minimize conflict.

As a wife woman sacrifices her personal pleasure and maintains peace and harmony at home. Woman is the key of inspiration to man. She is the symbol of purity, faithfulness and devotion to her family. Woman contributes to the family income by the work. Woman tries to maintain discipline in the family. Woman is the first teacher of the child. Woman tries her level best to make happy of her family members. So the elder members of the family should support working women to perform their duties smoothly.

A working woman is put forth, every woman must be a worker, contributing to society in a large or small measures. Women have to psychologically prepare themselves to be more effective members of society. Every woman has to the privilege of education must be willing to rub it out of necessary to share with man, the task of shaping society.

5.05 Suggestions

We have so far discuss the various conclusions arrived at in this course of research study. A number of suggestions are given below to overcome the role-conflict of working women.

1. The family members should understand the conflict of married working women and be sympathetic and extends their wholehearted co-operation in making their life happy and fruitful.
2. Any unnecessary criticism should not be made about the married working women for spending lesser time with their family members.

3. Family members should do their best in solving the problems of married working women at least on the domestic forms.
4. Married working women should not be ill-treated, humiliated or insulted by any of their colleagues, or anybody in their work place.
5. The married working women should try to maintain her multiple roles without hesitation.
6. Married working women always try to harmonize the duties of a wife, mother and a career woman.
7. Husband often helps his wife in household activities because a working woman needs the co-operation of her husband the most.
8. Married working women should try to spend quality time with the children and husband from her busy schedule.
9. Men folk toward working women should be reduced because the men folk think that it is duty of woman to perform all the household duties in addition to their workload in the schools, colleges, offices, hospitals etc.
10. The children try to understand the conflict of their mother.
11. If the members of the family are not caring and understanding, and a working woman too who is not responsible then a family life is likely be shattered. Conflict between mother-in-law and daughter-in-law shows a generation gap which has to be minimized.
12. While a working mother going out or seeking her fortune a mother-in-law is compelled to do all household activities so she becomes frustrated and defiant. On such situation a daughter-in-law should handle the mother very tactfully. She should be sympathetic and extends her helping hand. She should contribute in the household expenses.
13. There should be understanding between the different members of the family like sister-in-law and her.
14. The new problem arises when a baby comes. A mother should not entrust all the responsibility to her mother-in-law. She should manage her time in the working place and appoint a mid-wife to look after her baby. Economic condition of mother-in-law also must be considered and she should understand that her daughter-in-law is working for the well being of the whole family;

moreover it is pleasure for a grandmother to have some time with her grandchild.

15. Considering relation between husband and wife, husband should not be dominating, he should be loving and caring, & wife must be the same. Understanding, if wife can earn money for the family then a husband should learn to cook, and both of them should be flexible.
16. When the baby grows up and sent to school a mother should give him/her time. After her day's work she should look after their studies, children should be taken to park or they can enjoy a movie and during holiday they can go out and play in the ground. At the adolescent stage a child should be properly guided. Mother should try to become friend of her son or daughter. In this stage for various reasons a child becomes very aggressive, with love and care a working mother shows him the right path practically without giving him strict advice.
17. Even a hobby can be fulfilled and cultivated if there is a will. Though it is difficult but not impossible.
18. In a joint family a daughter-in-law has multiple roles to play- she is a wife, a mother, a daughter-in-law, Aunt and so on. She has to fulfill every one's demand. She can satisfy their needs to some extent. The rest she should very frankly shows her refusal because she should convince them that these are beyond her capability.
19. When the working woman comes of age the members of the family should co-operate her. Then there will be no conflict.
20. If a women very high aspiration and she fails to fulfilled it then sometimes she has to compromised it.

5.06 Suggestion for further research

On the basis of finding from present study the following points can be considered for further research:

1. Study can be done on role-conflict of working women in rural areas.
2. Comparative study on role-conflict of educated and uneducated working women.

3. Comparative study between working women of joint families and nuclear families.
4. Study can be done on role-conflict of working mothers and its effects on the family.
5. Comparative study of woman between home and work.
6. Study can be done on role-conflict of doctors and its effects on family.
7. Study can be done on role-conflict of female teachers and its impact on their children.
8. Study can be done on the role-conflict of working women and its influence on their married life.
9. Comparative study of educated and uneducated women.
10. Comparative study of role-conflict of working women among different profession.