

Work family conflict and its impact on child growth among working mothers in select arts and science colleges in Coimbatore

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Abstract

Dual earner families are increasing in the present day were women take an active participation in supporting the men financially along with her traditional role. Employed mothers continue to be more closely associated with caretaking than employed fathers. Employed mothers face a unique bind between their caretaking and employment expectations. In a transitioning society like India, were more young women are becoming the part of the work force, the pressure created due to the technological, structural and demographic changes in the employment coupled with the demand for more multi skilled and flexible knowledge workers, has affected their quality of life, psychological wellbeing and health. This has resulted in a situation where women entering the workforce today are laying emphasis on the importance of work and family: hence there is a need to examine the phenomenon of the work-family conflict of Indian working women. Because of the time constraints women face conflicts in their roles, as care-givers for children and as providers of family income which may conflict with one another, with potentially important implications for the welfare of children. This article examines the extent of work family conflict and its impact on child growth.

Keywords: work, family, conflict, child growth

1. Introduction

Dual earner families are increasing in the present day were women take an active participation in supporting the men financially along with her traditional role. Employed mothers continue to be more closely associated with caretaking than employed fathers. Employed mothers face a unique bind between their caretaking and employment expectations. In a transitioning society like India, were more young women are becoming the part of the work force, the pressure created due to the technological, structural and demographic changes in the employment coupled with the demand for more multi skilled and flexible knowledge workers, has affected their quality of life, psychological wellbeing and health. This has resulted in a situation where women entering the workforce today are laying emphasis on the importance of work and family: hence there is a need to examine the phenomenon of the work-family conflict of Indian working women. Because of the time constraints women face conflicts in their roles, as care-givers for children and as providers of family income which may conflict with one another, with potentially important implications for the welfare of children.

2. Statement of the problem

Women are assigned by custom to be the primary caregivers to infants and children. Activities carried out by women such as breastfeeding, preparing food, seeking preventative and curative medical care are crucial for children's healthy development. Now-a-days, situation are drastically changing, and the economic situation forces women to play important roles as generators of family income, whether in household farms or businesses or as wage employees. Hence, the conflict arises in their work, family and negligence in the child growth

which has been considered to be significant for analysis. This paper reveals the fact that,

- What are professional roles (work) and personal roles (family) played by the women working in select arts and science colleges?
- Due to employment necessity is there any conflict existing in their work and in family.
- Whether the working mothers faces any problems in their child growth due to work?

3. Need for the study

The world is changing constantly. Rigorous competition, internal reorganizations, restructuring of jobs and outsourcing have contributed to the dynamics of organizational work culture. The impact of child growth in the process of career advancement by women in working sector is inevitable and significantly impact due to the financial support brings in the gap of avoidance of the women towards their children. Hence, it is needed to understand the level of sacrifice the child and the mother have to undergo to pave way for their livelihood and the level of work family conflict influencing the respondents work and family relationship has been taken for analysis.

4. Objectives of the study

- To study the demographic factors and multiple roles performed by the working women in select arts and science colleges.
- To examine the opinion of the women towards family work conflict and work family conflict having influence in their family and work.
- To understand the association of the demographics having influence on their child growth

- To suggest measures for policy implications.

5. Hypothesis

H₀: There is no significant relationship between demographics of the respondents and their opinion towards child growth.

6. Methodology

Research methodology is a way to systematically solve the research problem. A research design is a plan, structure and strategy of investigation so conceived as to obtain answers to research questions or problems. The research design here used is descriptive research. The selection of samples from the given population is called sampling. The population estimated taking into consideration the accessibility and researchers individual convenience based on the colleges were stratified and confined to 12 arts and science colleges in Coimbatore District. The faculties and the sample size taken for the study is only married women with children. The objective of the study has been accomplished with the help of primary data collected from 275 faculties 12 arts and science colleges in Coimbatore District.

The researcher used the stratified dis-proportionate random sampling method. The pre-decided number of samples has been selected taking into consideration the availability of the faculties during collection of data. For the selection of samples the list was obtained from the select colleges and the faculties were contacted in prior to fix-up an appointment to make sure about the availability of the faculty members during the time of data collection. The objectives framed for the present study formed the basis of the identification of the relevant statistical techniques. Percentage Analysis, Weighted Average, Garrett Ranking and Chi-Square Test are used in this study.

7. Results of analysis

Demographics of the respondents are classified based on their age, educational qualification, experience, designation, monthly income, type of family, size of the family, difference in family status and finally, number of children for the respondents.

Table 1: Demographics of the Respondents

Sl. No.	Demographics	Categories	Respondents (275)	Percentage (100%)
01.	Age	30 and below	88	32.00%
		31 to 40	167	60.73%
		41 to 50	20	7.27%
02.	Educational Qualification	Post Graduate	29	10.55%
		Master of Philosophy	138	50.18%
		Pursuing Doctorate	71	25.82%
		Doctorate	37	13.45%
03.	Experience	Less than 3 years	58	21.09%
		4 to 6 years	84	30.55%
		7 to 9 years	54	19.64%
		Above 9 years	79	28.73%
04.	Designation	Assistant Professor	251	91.27%
		Associate Professor	24	8.73%
05.	Monthly Income	Below 10000	36	13.09%
		Rs.10001 to 15000	103	37.45%
		Rs.15001 to 20000	76	27.64%
		Rs.20001 to 25000	37	13.45%
06.	Type of Family	Above Rs.25000	23	8.36%
		Nuclear	144	52.36%
07.	Size of the Family	Joint	131	47.64%
		Below 4 members	179	65.09%
		5 to 6 members	67	24.36%
08.	Difference if any in the marital status	Above 6 members	29	10.55%
		No difference (Living with Husband)	262	95.27%
		Divorced	10	3.64%
09.	Number of children	Separated	3	1.09%
		One	184	66.91%
		Two	86	31.27%
		More than two	5	1.82%

Source: Primary Data

It is observed from the table (Age) that more than half (60.73%) of the respondents belong to the age between 31 and 40 years, 32% of the respondents belong to the age above 30 and above and the remaining 7.27% of the respondents belong to the age between 41 and 50 years. It is clear that (Education) most (50.18%) of the respondents are qualified with Master of Philosophy, 25.82% of the respondents are pursuing Doctorate, 13.45% of the respondents are Doctorates and the remaining 10.55% of the respondents are Post Graduates. It is understood that (Experience) maximum (30.55%) of the respondents are having 4 to 6 years experience, 28.73% of the respondents are

having above 9 years experience, 21.09% of the respondents are having experience less than 3 years and the remaining 19.64% of the respondents are having experience between 7 and 9 years. It is clear that (Designation) majority (91.27%) of the respondents are working as Assistant professors, 8.73% of the respondents are designated as Associate Professors and the remaining 2.55% of the respondents are professors. It is observed that (Monthly Income) maximum (37.45%) of the respondents are earning between Rs.10001 and 15000 per month, 27.64% of the respondents are 3earning between Rs.15001 and 20000 per month, 13.45% of the respondents

earning between Rs.20001 and 25000, 13.09% of the respondents are earning less than Rs.10000 per month and the remaining 8.36% of the respondents are earning above Rs.25000 per month. It is inferred that (Type of family) more than half (52.36%) of the respondents are from nuclear family and 47.64% of the respondents are from Joint Family. It is evident that (Size of family) most (65.09%) of the respondents indicated that the size of their family is below 4 members, 24.36% of the respondents opined 5 to 6 members and the remaining 10.55% of the respondents stated above 6 members.

It is clear that (Marital Status) majority (95.27%) of the respondents stated that there is no difference in their marital status that they are living with their husband, followed by 3.64% of the respondents opined that they are legally separated (Divorced) and the remaining 1.09% of the respondents indicated that they are mutually separated. It is understood that (Number of children) most (66.91%) of the respondents are having one child, while 31.27% of the respondents are having two children and the remaining 1.82% of the respondents are having more than 2 children.

Table 2: Role of the respondents and assistance sought for their domestic work

Sl. No.	Role and Assistance	Categories	Respondents (275)	Percentage (100%)
01.	Professional Role	Advisor / Tutor	225	81.82%
		Head	34	12.36%
		Dean / Director	4	1.45%
		Others	12	4.36%
02.	Personal Role	Care Giver for in-laws / parents	79	28.73%
		Bread winner / decision maker	60	21.82%
		Employee	59	21.45%
		House Keeper	43	15.64%
03	Assistance for domestic work	Multiple Roles	34	12.36%
		Yes	66	24.00%
		No	209	76.00%

Source: Primary Data

- It is understood that majority (81.82%) of the respondents indicated that their professional role is Advisor / Tutor, 12.36% of the respondents stated that their professional role is Head of the Department, while 4.36% of the respondents opined other roles and the remaining 1.45% of the respondents expressed that their professional role is Dean / Director in their respective department.
- It is understood that maximum (28.73%) of the respondents opined that their personal role is care givers for their in-laws / parents in the family, while 21.82% of the respondents stated bread winners / decision makers in the family, 21.45% of the respondents stated employee, 15.64% of the respondents indicated house keeper and the remaining 12.36% of the respondents stated that they are engaged in multiple role in the family.
- It is clear that majority (76%) of the respondents did not sought assistance for their domestic work and 24% of the respondents sought assistance for their domestic work.

Table 3: Opinion about the respondents multiple roles in their family

Multiple role in their personal role	Number of respondents	Percentage
1.Care Giver for in-laws / parents 2.Bread winner / decision maker	9	26.46
1. Care Giver for in-laws / parents, 2. Bread winner / decision maker, 3. Employee	1	2.94
1.Care Giver for in-laws / parents, 3.Employee	11	32.35
1. Care Giver for in-laws / parents, 3. Employee, 4. House Keeper	5	16.65
1. Care Giver for in-laws / parents, 4. House Keeper	4	11.76
2. Bread winner / decision maker, 3. Employee	2	5.88
2. Bread winner / decision maker, 4.House Keeper	1	2.94
3. Employee., 4. House Keeper	3	8.82
Total	34	100

Source: Primary Data

The above table shows that maximum (32.35%) of the respondents indicated that they are playing multiple roles such as 1.Care Giver for in-laws / parents, 3.Employee, followed by 26.46% of the respondents indicated the roles like 1.Care Giver for in-laws / parents 2.Bread winner / decision maker, 16.65% opined 1. Care Giver for in-laws / parents, 3. Employee, 4. House Keeper, 11.76% of the respondents stated 1. Care Giver for in-laws / parents, 4. House Keeper, 8.82% of the respondents expressed the roles like Employee and House Keeping and few of the respondents stated Bread winner / decision maker and Employee (5.88), Bread winner / decision maker and House Keeper (2.94%) and finally, Care Giver for in-laws / parents, Bread winner / decision maker,3. Employee (2.94).

Table 4: Type of assistance

Type	Number of respondents	Percentage
Cooking	6	9.09%
Washing	49	74.24%
Cleaning	11	16.67%
Total	66	100.00%

Source: Primary Data

Majority (74.24%) of the respondents sought washing type of assistance for their domestic work, 16.67% of the respondents sought cleaning type of assistance and the remaining 9.09% of the respondents sought cooling assistance in their domestic work.

Table 5: Family Work Conflict

Family Work Conflict	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Wtd. Score	Rank
The demands of my family interfere with work-related activities	72 (26.18)	95 (34.55)	64 (23.27)	29 (10.55)	15 (5.45)	3.655	1
Things I want to do at work don't get done because of the demands of my family.	30 (10.91)	83 (30.18)	68 (24.73)	67 (24.36)	27 (9.82)	2.615	5
My personal life interferes with my responsibilities at accomplishing daily tasks on time, and working overtime.	58 (21.09)	84 (30.55)	73 (26.55)	49 (17.82)	11 (4.00)	3.469	2
Family-related strain interferes with my ability to perform professional duties.	37 (13.45)	85 (30.91)	81 (29.45)	52 (18.91)	20 (7.27)	3.244	4
I have to procrastinate doing things at work because of family demands	69 (25.09)	66 (24.00)	63 (22.91)	62 (22.55)	15 (5.45)	3.407	3

Source: Primary Data

Note: Figures in parenthesis represent percentage

The above table shows that maximum (34.55%) of the respondents disagree that the demands of their family interfere with their work related activities and 5.45% of the respondents strongly agree. Maximum (30.18%) of the respondents disagree that the things they want to do at work did not get done because of the demands of their family and the least (9.82%) of the respondents strongly agree. Most (30.55%) of the respondents disagree that their personal life interferes with their responsibilities at accomplishing daily tasks on time, and working overtime whereas the least (4%) of the respondents strongly agree to the same. Maximum (30.91%) of the respondents disagree that the family-related strain interferes with their ability to perform professional duties whereas, the least (7.27%) of the respondents strongly agree. It is clear that

25.09% of the respondents strongly disagree that they have to procrastinate doing things at work because of the family demands and least (5.45%) of the respondents strongly agree. It is found that the Family work conflict was highly represented based on the demands of their family interfere in the work related activities (M=3.655), followed by the personal life interfere with the responsibilities at accomplishing daily tasks on time and working overtime, third rank (M=3.407) was the respondents have to procrastinate doing things at work because of family demands, fourth rank (M=3.244) was the family related strain interfering their ability to perform professional duties and finally, the least rank (M=2.615) was towards doing things that they wanted to do at work and not getting done due to the family demands.

Table 6: Work Family Conflict

Work Family Conflict	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Wtd. Score	Rank
The demands of my work interfere with personal life.	72 (26.18)	96 (34.91)	75 (27.27)	26 (9.45)	6 (2.18)	3.735	3
The amount of time my job takes up makes it difficult to fulfill family responsibilities.	83 (30.18)	111 (40.36)	51 (18.55)	22 (8.00)	8 (2.91)	3.869	1
Things I want to do at home do not get done because of my work demands	48 (17.45)	123 (44.73)	71 (25.82)	29 (10.55)	4 (1.45)	3.662	5
Work strain makes it difficult to fulfill family duties	64 (23.27)	112 (40.73)	72 (26.18)	18 (6.55)	9 (3.27)	3.742	2
I have to change my personal plans because of work	52 (18.91)	134 (48.73)	57 (20.73)	26 (9.45)	6 (2.18)	3.727	4
My job makes it difficult to be the kind of spouse	54 (19.64)	102 (37.09)	71 (25.82)	42 (15.27)	6 (2.18)	3.567	6

Source: Primary Data

Note: Figures in parenthesis represent percentage

The above table shows that maximum (34.91%) of the respondents disagree that the demands of their work interfere with their personal life and 2.18% of the respondents strongly agree. Maximum (40.36%) of the respondents disagree that the amount of time their job takes up makes it difficult to fulfill their family responsibilities and 2.91% of the respondents strongly agree. Most (44.73%) of the respondents disagree that the things they want to do at home do not get done because of their work demand and 1.45% of the respondents strongly agree to the same. Maximum (40.73%) of the respondents disagree that their work strain makes it difficult to fulfill their family duties and the least (3.27%) of the respondents strongly agree to the same. Nearly half (48.73%) of the respondents disagree that they have to change their personal plans due to their work commitments and the least (2.18%) of the respondents strongly agree to the same. Maximum (37.09%) of the respondents

disagree that their job makes it difficult to be the kind of spouse expected to be and the least (2.18%) of the respondents strongly agree to the same. Based on the ranking it is inferred that the Work Family Conflict was highly represented (M=3.662) based on the amount of time their job takes up that makes it difficult to fulfill their family responsibilities, followed by the 2nd ranking (M=3.742) towards work strain makes it difficult to fulfill their family duties, 3rd rank (M=3.735) was towards the demand of their work interfering with their personal life, 4th position (M=3.727) was towards that they have to change their personal plans because of their work, 5th position (M=3.662) was towards things that they want to do at home do not got done due to work demands and finally, the least rank (M=3.567) was towards their job making it difficult to be the kind of spouse expected to be.

Table 7: Garrett Rank showing the preference related to support in their family and work management

Attributes	Garrett Score	Garrett Mean	Rank
Support from elders in the family (official)	12873.1	46.8	3
Support from family in Share household works (Personal)	12506.2	45.5	5
More earning member in family reduces the financial stress	15590.3	56.7	2
Allotting time for child and child's education	17123.8	62.3	1
Concentration of Health both family and self	12723.3	46.3	4
Managing & Maintaining good relationship with Partner, Family, Friends, and children.	11674.1	42.5	6

Source: Primary Data

The above table reveals that the rating of the respondents with respect to the preference related to support in the respondents family and work management was highly (M=62.3) rated towards allotting time for child and child's education, the second rank (M=56.7) was achieved towards more earning member in the family reduces the financial stress, 3rd rank (M=46.8) was towards official support from elders in the family, 4th rank (M=46.3) was towards concentration of health both family and self, 5th rank (M=45.5) was the support from family in sharing household works (Personal) and finally, the least rating (M=42.5) was towards managing and maintaining good relationship with partner, family, friends and children.

Table 8: Opinion of the Respondents towards Child Growth

Opinion of the Respondents towards Child Growth	Number of respondents	Percentage
Low (11-39.41)	112	40.73
Moderate (39.42-43.71)	69	25.09
High (43.72- 55)	94	34.18
Total	275	100.00

Source: Primary Data

The above table shows that maximum (40.73%) of the respondents had low level of opinion with the mean score ranges from 11.00 to 39.41 which represents that the respondents had to face low level of problems in their child growth, followed by 25.09% of the respondents had moderate (problems) opinion with the mean ranging between 39.42 and 43.71 and the remaining 34.18% of the respondents had high (problems) opinion with the mean score ranges from 43.72 to 55.00.

Demographics and opinion towards child growth

The relationship between select demographics of the respondents such as age, educational qualification, designation, type of family, difference in marital status, size of the family, experience and monthly income has been compared to find the opinion of the respondents towards child growth.

Hypothesis

H₀: There is no significant relationship between demographics of the respondents and their opinion towards child growth.

Table 9: Relationship between Demographics of the respondents and their opinion towards Child Growth

Demographics	Categories	Perception of the Respondents towards Child Growth			Result of the Chi-Square Test
		Low (112)	Moderate (69)	High (94)	
Age	30 and below	22	33	33	$\chi^2=19.307$ TV=9.488 Df=4 Sig.0.001 Result : Significant
	31 to 40	83	33	51	
	41 to 50	7	3	10	
Educational Qualification	Post Graduate	11	10	8	$\chi^2=3.511$ TV=12.592 Df=6 Sig.0.743 Result : Not Significant
	Master of Philosophy	55	37	46	
	Pursuing Doctorate	29	14	28	
	Doctorate	17	8	12	
Experience	Less than 3 years	24	16	18	$\chi^2=2.124$ TV=12.592 Df=6 Sig.0.908 Result : Not Significant
	4 to 6 years	36	20	28	
	7 to 9 years	21	16	17	
	Above 9 years	31	17	31	
Designation	Assistant Professor	106	65	80	$\chi^2=6.826$ TV=5.991 Df=2 Sig.0.033 Result : Significant
	Associate Professor	6	4	14	
Monthly Income	Below 10000	13	12	11	$\chi^2=4.254$ TV=15.508 Df=8 Sig.0.833 Result : Not Significant
	Rs.10001 to 15000	45	24	34	
	Rs.15001 to 20000	27	21	28	
	Rs.20001 to 25000	15	8	14	
	Above Rs.25000	12	4	7	
Difference in marital status	Living with Husband (No difference)	109	63	90	$\chi^2= 6.658$

	Divorced	1	5	4	TV=9.488 Df=4 Sig.0.155 Result : Not Significant
	Separated	2	1	0	
Type of family	Nuclear	72	41	31	$\chi^2=21.920$ TV=5.991 Df=2 Sig.0.000 Result : Significant
	Joint	40	28	63	
	Above 6 members	7	6	16	
Number of children	One	73	47	64	$\chi^2=1.539$ TV=9.488 Df=4 Sig.0.820 Result : Not Significant
	Two	38	20	28	
	More than two	1	2	2	

Source: Computed from Primary Data

Age

It is found that the relationship between age of the respondents and opinion towards child growth based on the chi-square value (19.307, Sig.0.001) is more than the table value (df:4)=9.488 at 5% level is significant, hence the null hypothesis is rejected.

Educational Qualification

The relationship between educational qualification of the respondents and opinion towards child growth based on the chi-square value (3.511, Sig.0.743) is less than the table value (df:6)=12.592 at 5% level is not significant, hence, the null hypothesis is accepted.

Experience

The relationship between experience of the respondents and opinion towards child growth based on the chi-square value (2.124, Sig.0.908) is less than the table value (df:6)=12.592 at 5% level is not significant, hence, the null hypothesis is accepted.

Designation

The relationship between Designation of the respondents and opinion towards child growth based on the chi-square value (6.826, Sig.0.033) is more than the table value (df:2)=5.991 at 5% level is significant, hence, the null hypothesis is rejected.

Monthly Income

The relationship between monthly income of the respondents and opinion towards child growth based on the chi-square value (4.254, Sig.0.833) is less than the table value (df:8)=15.508 at 5% level is not significant, hence, the null hypothesis is accepted.

Difference in Marital Status

The relationship between difference in marital status of the respondents and opinion towards child growth based on the chi-square value (6.658, Sig.0.155) is less than the table value (df:4)=9.488 at 5% level is not significant, hence, the null hypothesis is accepted.

Type of Family

The relationship between type of family of the respondents and opinion towards child growth based on the chi-square value (21.920, Sig.0.000) is more than the table value (df:2)=5.991 at 5% level is significant, hence, the null hypothesis is rejected.

Size of the Family

The relationship between difference in size of the family of the respondents and opinion towards child growth based on the chi-

square value (10.188, Sig.0.037) is more than the table value (df:4)=9.488 at 5% level is significant, hence, the null hypothesis is rejected.

Number of Children

It is found that the relationship between number of children of the respondents and opinion towards child growth based on the chi-square value (1.539, Sig.0.820) is less than the table value (df:4)=9.488 at 5% level is not significant, hence the null hypothesis is accepted.

8. Summary of results

Demographics

- More than half (60.73%) of the respondents belong to the age between 31 and 40 years.
- Most (50.18%) of the respondents are qualified with Master of Philosophy.
- Maximum (30.55%) of the respondents are having 4 to 6 years experience.
- Majority (91.27%) of the respondents are working as Assistant professors.
- Maximum (37.45%) of the respondents are earning between Rs.10001 and 15000 per month.
- More than half (52.36%) of the respondents are from nuclear family.
- Most (65.09%) of the respondents indicated that the size of their family is below 4 members.
- Majority (95.27%) of the respondents stated that there is no difference in their marital status that they are living with their husband.
- Most (66.91%) of the respondents are having one child.

Role of the respondents and assistance sought for their domestic work

- Majority (81.82%) of the respondents indicated that their professional role is Advisor / Tutor.
- Maximum (28.73%) of the respondents opined that their personal role is care givers for their in-laws / parents in the family.
- Majority (76%) of the respondents did not sought assistance for their domestic work.

Multiple roles in their family

Maximum (32.35%) of the respondents indicated that they are playing multiple roles such as 1.Care Giver for in-laws / parents, 3.Employee and least of the respondents stated Bread winner / decision maker and Employee (5.88), Bread winner /

decision maker and House Keeper and finally, Care Giver for in-laws / parents, Bread winner / decision maker,3. Employee (2.94).

Type of assistance

Majority (74.24%) of the respondents sought washing type of assistance for their domestic work, 16.67% of the respondents sought cleaning type of assistance and the remaining 9.09% of the respondents sought cooling assistance in their domestic work.

Family work conflict

- Maximum (34.55%) of the respondents disagree that the demands of their family interfere with their work related activities
- Maximum (30.18%) of the respondents disagree that the things they want to do at work did not get done because of the demands of their family
- Most (30.55%) of the respondents disagree that their personal life interferes with their responsibilities at accomplishing daily tasks on time
- Maximum (30.91%) of the respondents disagree that the family-related strain interferes with their ability to perform professional duties
- 25.09% of the respondents strongly disagree that they have to procrastinate doing things at work because of the family demands

Even though, most of the respondents represented disagree and strongly disagree categories there are few respondents opined their difference of opinion that has been measured using weighted average and the ranking of the respondents towards Family work conflict was highly rated based on the demands of their family interference in the work related activities and the least rating was towards doing things that they wanted to do at work and not getting done due to the family demands.

Work Family Conflict

- It is clear that maximum (34.91%) of the respondents disagree that the demands of their work interfere with their personal life
- Maximum (40.36%) of the respondents disagree that the amount of time their job takes up makes it difficult to fulfill their family responsibilities
- Most (44.73%) of the respondents disagree that the things they want to do at home do not get done because of their work demand
- Maximum (40.73%) of the respondents disagree that their work strain makes it difficult to fulfill their family duties
- Nearly half (48.73%) of the respondents disagree that they have to change their personal plans due to their work commitments
- Maximum (37.09%) of the respondents disagree that their job makes it difficult to be the kind of spouse expected to be

Even though, most of the respondents represented disagree and strongly disagree categories there are few respondents opined their difference of opinion that has been measured using weighted average and the ranking of the respondents towards Work Family Conflict was highly rated based on the amount of time their job takes up that makes it difficult to fulfill their family responsibilities and the least rating was towards their job making it difficult to be the kind of spouse expected to be.

Preference related to support in their family and work management

To sum-up, it is clear that the preference related to support in the respondents family and work management was highly rated towards allotting time for child and child's education and the least rating was towards managing and maintaining good relationship with partner, family, friends and children.

Demographics and opinion towards child growth

It is understood that there is no significant relationship between the select demographics such as Educational Qualification, Experience, Monthly Income, Difference in Marital Status and finally, number of children compared with the opinion of the respondents towards child growth and the null hypothesis is accepted. Whereas, there is significant relationship with the select demographics such as Age, Designation, Type of Family and finally, Size of the Family compared with the opinion of the respondents towards child growth and the null hypothesis is rejected.

9. Suggestions

Many of the respondents felt that they had no time to spend with their children due to the conflict existing in the work and family. Stress, personal commitments and delayed work nature have significant impact in the life of the women working in the select arts and science colleges. Time management practice and providing more leisure time considering women need to perform multiple roles will help the working women to relieve from their mental stress and also can avoid work and family conflicts.

Problems arise due to the representation in multi-role that has significant deterioration in the working women mental and physical conditions. Necessary support from the management of the institutions and support from the family will help the women become more productive that will help the growth of the institutions and also the children of the working women to achieve greater heights.

10. Conclusion

The present day of globalised era, a woman has to work longer and harder, they are finding it ever more difficult to achieve a much desired work-life balance, however, this equilibrium is achieved only among few people based on the support system in the family and the type of assistance and support provided by the managements of the institutions. The study reveals that even though there is difference of opinion with regards to managing the conflicts in family and work, maximum of the working women had opined positively that they were comfortable in managing the situations. Whereas, few of the working women had revealed their concern with regards to severe stress faced due to performing of multiple roles. The study concludes that the necessary assistance and support for working women will help the institution to make them more productive and support from the family will help to avoid family and work conflict and achieve proper growth of their children.

11. References

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