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The Inter-Role Conflict in the Working Women in Dholpur District in Rajasthan (2016)

Abstract

In the age of globalization, women empowerment and Sanskritization, the modern woman of India finds herself in an absolutely changed situation when alongwith the home management, she has to build up her own career for the sake of her own financial independence, better looking after and bringing up of her children, raising the financial status of the family, and finally for proving her own multi-faceted potential. Though fortunate in terms of education, self-dependence, financial independence, but in all the situations she finds herself divided between her home liabilities that include her liabilities to her husband, children and other family members, and the working liabilities outside home that include her liability to her work, to her officers, to her colleagues. Lurking between these two different type of liabilities, she hardly finds time for herself, and has to suppress herself.

Obviously, the modern Indian woman is passing through hard times despite enjoying the incredible blisses of the modern life. She bound to be a victim to the role-conflict because of her own sense of dedication, devotion and service, and because of the several expectations of the people and situations associated with her.

The research paper is an empirical study of 100 working women in both public sector and private sector in Dholpur district of Rajasthan. The paper focuses several features of the modern woman of Rajasthan, but it especially focuses the inter-role conflict that prevents her from performing her various duties and liabilities properly, and that often creates a situation in which she finds herself confused which of the roles in a situation she should give the first priority and which of the other roles in a situation she should give the second priority.

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Introduction

Women form a major chunk of the society. Their presence, working conditions, aspirations, and problems cannot be ignored. Though development policies and performances have created a positive impact in the position of women, they even now, are facing many problems and difficulties at home and working places. Despite the rosy picture of greater ecological consciousness, the women in the society, face many pre-existing gender inequalities. The ongoing socio-political process of women empowerment is going to change the destiny of the Indian woman whose past reveals that she was always under -estimated and even unestimated just because of her gender. The reflection of the rays of hope of the advocates of this process can be seen in the women's joining all the fields imaginable on the part of man. Now she is not ready to be confined only to the home and family management, but enthusiastically ready to contribute to the development of the nation.The 73rd Amendment provided opportunity to wider representation to women of different socio-economic background and is sensitive to the needs and concerns of the poor.

All the government policies and schemes are meant for the all round development of the women and for the maximum utilization of their potential in the various fields they find fit for. The reservation policy for women is linking the women from all the castes and classes with education and employment; the various job opportunities and the desire of the women to raise the financial status link them up with the jobs in both the private and the public sector. At the same time, their devotion to their family and

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children and their inclination to the social obligations through the various festive occasions at the time of birth, marriage, death etc. keep them in touch them with the social norms. In such a case, the modern woman of India finds herself lurking between her past and her present. The past forces her not to give it up for the sake of blesses of happy married and family life. On the contrary, her present pursues her to develop individualism, join modernity, the world of fashion, the ongoing processes of westernization, globalization and women empowerment in order to be free from the age-long shackles of her image of being merely a producer of children, home manager and helpless dependent on the male members of her family and neighbourhood.

Her pacing with the modern world in order to enjoy a reputable independent society on the one hand, and on the other hand, her deep roots in the age-long traditions that allow her to live for others making most of her sacrifice for the members of her family leave in a state of mind where often and in most of the practical situations of her life, she fails to balance herself, and finally falls a victim to role-conflict. It will not be wrong to say that the modern Indian woman is in an intolerable stress and suffering from various psychological problems. Her problems force her to seek pleasure through various modern means developed against the traditions meant for women, but her 'self' prevents her from going on that track for the sake of the maintenance of her reputable social status. Indeed, under the impact and demand of circumstances, the modern Indian woman is passing through role conflict at every step of life. She is confused about her varied roles and about the priorities.

Objectives of the Study
1. To attempt to realize her new liabilities and responsibilities in the age when through the processes of globalization, westernization, Sanskritization and women empowerment efforts are being made to link the Indian woman up with the world through education, employment etc.
2. To compare the housewives with the working women
3. The working conditions of the working women
4. To be familiar with the new challenges of the working women in the changing social scenario when for the sake of financial stability it is binding on them to work outside
5. To peep into the situations at home and at working place that force the working women of the study area to perform several roles together at a time

Review of Literature
1. Lt Gen Jasbir Lidder (2015) made a shocking generalization in the following words-
   As our world experiences a diverse proliferation in global armed conflict, one paradigm remains constant – women continue to be disproportionately impacted, ranging from death, injury, forced displacement to sexual victimisation.

2. Liezelle Kumalo (2014). The same generalization was made in the following words-
   Although the inclusion of women in peacebuilding processes has gained momentum in policy discussions over the last 15 years, the number of women in decision-making positions remains relatively small.
3. Macionis, Gerber, John, Linda (2010) commented on the role conflict as under-
   We experience role conflict when we find ourselves pulled in various directions as we try to respond to the many statuses we hold.
4. Kahn, R.L.; Wolfe D.M.; Quinn R.P.; Snoek J.D.; Rosenthal R.A. (2010). The researchers generalized the beginning of the role conflict in the life of an individual as follows-
   Conflict among the roles begins because of the human desire to reach success, and because of the pressure put on an individual by two imposing and incompatible demands competing against each other. The effects of role conflict, as found through case-studies and nationwide surveys, are related to individual personality characteristics and interpersonal relations.
5. Hynes, K.M.; Liu S. (2012). The researchers defined role conflict in the following words- A commonly noted role conflict is that between work and family. Researchers have noticed a declining fertility rate in developed countries. Some studies suggest that this drop may be because more women are pursuing careers and obtaining educations. The research is trying to show that women who have more trouble balancing their work life and family duties go on to have fewer additional children.
   Dell'Antonia, K.J. (1 March 2012). "Motherlode: Adventures in parenting". The New York Times. Retrieved 20 March 2012.
6. While some people believe that work–family role conflict only occurs for women, a 2008 study by the Families and Work Institute showed that 49% of employed males with families experienced work–family conflict. The study also showed that work flexibility is the number one concern for employed females with families and the number two or three issue for employed men with families. Flexibility in the workplace can be a huge relief to a person struggling to balance their career and home-life. Having that control is something that could change the relationship between work and family life to better be able to manage role conflict, and if more business participated in this action there could be a possible better outcome for all.
7. John Macionis, Gerber, John, Linda (2010). One response to role conflict is deciding that something has to go. More than one politician, for example, has decided not to run for office because of the conflicting demands of a hectic campaign schedule and family life. In other cases, people put off having children in order to stay on the fast track for career success.

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Hypothesis

1. The status of the modern woman in India is all changed through the various ongoing processes
2. Under the impact of the changed social scenario when she has the dual liabilities, that is, the liabilities of home management and the liabilities of her being associated with some work outside her home, she is ready to cross the long-set social and working limits for the sake of raising the financial status of the family
3. As all over the world, in the Dholpur district too, this change is apparent
4. The modern woman in the Dholpur district is ready to change her destiny through education at all levels

Research Methodology

The study is an empirical one conducted on 100 working women in both the private and the public sector in various capacities in the Dholpur district of Rajasthan. For it, both the primary data collected through the schedule with 30 relevant questions covering the various aspects of the working women in the district, and the secondary data collected through the research articles already published in the various national and international journals, books, magazines, newspapers and internet sites were used. The primary data helped the researcher carry out her work in the right direction from the point where the previous researchers left, while the secondary data provided a sufficient feedback required for the study. Personal interview of the randomly selected women was also taken in order to peep into their priorities and bent of mind. In order to make the study scientific, objectivity was maintained; observation was made; and all the other steps of scientific method and social research prescribed and suggested by the social scientists were observed. The steps include the study of the reviews on the theme, selection of the units of information through random sampling method, selection of the schedule technique for the purpose of successful collection of the primary data, collection, classification, analysis, interpretation of the data, and finally, generalization.

Table-1: Percentage of the Girls in Dholpur District Getting Education

Percentage of the Girls	Number of units of Information
0-10	2
10-20	1
20-30	8
30-40	1
40-50	7
50-60	11
60-70	11
70-80	17
80-90	16
90-100	26
Total	100

Table-2: Percentage of Various Types of Women in the Dholpur District

Percentage	Housewives	Working Women	Non-Working Women	Students
0-10	1	54	1	1
10-20	2	23	1	1
20-30	1	11	1	56
30-40	7	6	1	22
40-50	10	1	2	2
50-60	12	1	32	6
60-70	12	1	18	9
70-80	17	1	21	1
80-90	22	1	22	1
90-100	16	1	1	1

Table-3: Working Women in Various Sectors

Percentage	Public Sector	Private Sector
0-10	1	3
10-20	18	3
20-30	2	16
30-40	53	9
40-50	9	31
50-60	11	31
60-70	2	1
70-80	1	2
80-90	1	3
90-100	2	1
Total	100	100

Table-4: Government Departments Where in the Women are Working

Departments	Units Supporting the views
Railways	7
Education	76
Police	11
Medical	4
Others	2
Total	100

Table-5: Private Sector Departments & Fields in Which the Women are Working

Departments and Fields	Units Supporting the views
Education	81
Politics	11
Business and industries	2
Others	6
Total	100

Table-6: Marital Status of the Working Women in Dholpur District

Marital Status	Units of Information supporting the Views
Married	37
Unmarried	44
Widows	13
Divorcees	6
Total	100

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Table-7: Types of Role Conflict in the Working Womenin Dholpur District

Type of Role Conflict	Units Approving the question
Non-Specified	6
Intra-Role Conflict	9
Inter-Role Conflict	22
Both Intra and Inter-Role Conflict	63
Total	100

Table-8: Percentage of Working Women in Stress in Dholpur District

Percentage of the Women in Stress	Units of Information supporting the question
0-20	2
20-40	1
40-60	1
60-80	1
80-100	12
All	83
Total	100

Table-9: Percentage of Married & Unmarried Working Women in Dholpur Distt.

Percentage	Married Working Women	Single Working Women
0-10	1	1
10-20	1	2
20-30	1	34
30-40	1	11
40-50	10	9
50-60	32	29
60-70	51	11
70-80	1	1
80-90	1	1
90-100	1	1
Total	100	100

Table-10: Percentage of Working Women in Stress in Dholpur District

Percentage of the Women in Stress	Units of Information supporting the question
0-20	2
20-40	1
40-60	1
60-80	1
80-100	12
All	83
Total	100

Table-11: Causes of Stress in the Working Women

Causes of Stress	Units of Information in Favour
Dual Liabilities	69
Working Outside Homes	11
Ill-Treatment at the Office	8
Ill-Treatment at Home	6
Family Tensions	5
Work Tension	1
Total	100

Table-12: Percentage of Working Women Having Role Conflict Dholpur District

Percentage of the Women in Stress	Units of Information supporting the question
None	1
0-20	1
20-40	1
40-60	3
60-80	3
80-100	14
All	77
Total	100

Table-13: Causes of Inter-Role Conflictin Working Womenin Dholpur District

Causes	Units in Approval
The working hours	13
Time of leaving home for the work	11
Attending the unexpected guests	17
Problems of the small children	28
Family obligations	21
Reaching the office on time	10
Total	100

Table-14: Consequences of Role Conflict in the Working Women

Consequences	Units in Approval
Growing Tension	13
Failing to do justice to the varied roles	61
Guilty Consciousness	5
Disturbed Family Life	11
Disturbed Office Life	7
Others	3
Total	100

Key Findings & Suggestions

1. 90- 100% girls of different age groups in the district are getting education through schools, colleges and as non-collegiate students.
2. In the district of Dholpur known for the typical traditional society, only 0-10% women are working women.
3. Of them 30%-40% are working in the government departments, such as, school education department, police department medical department etc., while 40%-60% are working in private sector in various capacities
4. According to 76 units of information, most of the working women in government departments are in the education department working as teachers
5. 81 of the total units of information are of the opinion that most of the working women in the private sector are working as teachers in private schools or colleges
6. In the Dholpur district, the unmarried women are mostly working ones (44 Units)
7. 60%-70% of the selected units of information are married including widows and divorcees with children , while 20%-30% are single or spinsters

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8. All the selected units of information are living in stress

9. There are several causes of the stress, but the most important cause is their dual liabilities, that is, their family obligations and the office obligations (69 Units)

10. All the selected working women face role conflict in every situation.

11. Both the inter-role conflict and the intra-role conflict is there in the life of the working women in the district (63 Units)

12. The inter-role conflict occurs to them when two or more than two roles of almost same importance and priority are there for them to perform, and they fail to decide promptly which of the two or more roles they should keep at the top priority, and which of them should be ignored.

13. The intra-role conflict occurs when just in one situation several people relating to them make different demands, and they fail to decide whom they should prefer and whom they should ignore.

14. The working hours (13 units), the time of leaving home for the work (11 units), attending the unexpected guests (17 units), problems of the small children (28 units), family obligations (21units), reaching the office on time etc. cause inter-role conflict in the working women (10 units).

15. There are several consequences of the working women's having role conflict, but the most approved is their failure to do justice to the varied roles at a time (61 units)

16. Both the family members and the officers of the working women should realize the divided liabilities of the working women, and should allow them to make a balance between the two.

Conclusion

In a word, the working women in the Dholpur district, like the women at other places are facing several psycho-social problems caused by stress, tension and role conflict. They are mentally prepared to fulfill all the obligations judiciously, but the unexpected situations hinder them from doing so. The married working women have developed a system of their work. They perform their home and family liabilities in time not to be late for their work, but often they find themselves engripped by unexpected situations suddenly created by the arrival of guests, demands of the small children, ailing parents-in-law and other social obligations. They equally wish to perform their office and working liabilities, but their caring attitude to their families, devotion to their husband, children and parents create impediments in their path. Such situations create in them inter-role conflict, as a result they fail to work at home in office efficiently. The same is true of the unmarried working women in the district.

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