

# Globalization & the Increasing Inter & Intra Role Conflict in the Indian Women

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## Abstract

Globalization has a wide role to play worldwide. It has left back its footprints at every sphere of life. Not only in India, but the interchange of world views and ideas has resulted in a major transformation of the lifestyle and living standard of people globally. Indian culture is no bar to this transformation process. Our deep rooted traditions and customs have loosened up their hold with the emergence of globalization. India has a rich cultural background and pride of its culture is famous throughout the world. Globalization has not only inculcated the westernization in India, but conversely the Indian culture has also spread its impact globally. Culture and traditions of any geographic region hold a special significance with respect to its uniqueness and that is the differentiating factor for a population within a geographic boundary from the other. This uniqueness has been disturbed to the varying degrees in lieu of globalization. Such an impact is very much pronounced when they hit a developing country like India.

Generally, globalization is discussed and interpreted positively saying that the process of globalization brings about social and economic equality amongst the nations, but in the context of the Indian social system, it can definitely be interpreted differently. Though good at the international level, but it has started threatening the long established social norms. Globalization is being seen as a bringer of inter and intra role conflict to the women in India who, under the impact of changing circumstances, are likely to have a change in their own life through education, modernity, awareness to her rights as a citizen of India and as a world citizen, financial independence, individualism, joint-management of the home affairs, working in the private and the public sector.

The paper is a theoretical study of the impact of the globalization on the Indian women, and of the inter and intra role conflict they have as a result of being a part of the process of globalization

**Keywords:** Globalization, Process, Inter Role Conflict, Intra Role Conflict, Family System, Norms and Values, Traditions and Customs of India, Grip of Globalization.

## Introduction

The term 'Globalization' is itself self-explanatory. It is an international platform for maintaining evenness in the living mode of the people all over the world. Globalization is the resultant of the interchange of worldly views, opinions and the various aspects of the culture everywhere around the world. This is the means for providing the international arena for intermingling of people from different sectors, culture and dialects and learns to move and approach socially without hurting and affecting each others' prestige.

Globalization initiated with the masses travelling to other geographic areas for exploration, then with the interest of travel and enjoying the personal space, then came the era of searching employment opportunities anywhere on the globe to win the contest of 'survival of the fittest'. With every advancement of human approach, the globalization started on rooting its footprints at every place. In today's era the various means of telecommunication, social media, and most importantly the Internet has a big role to play in the spread of globalization. Globalization has both positive and negative impacts throughout the globe. Right from the environmental challenges from the climatic influence, the air, water soil pollution etc., to the cyber crime; globalization has a huge contribution to all the ill-effects of scientific advancements. May it be business, trade, and work exposure or the economic and financial status of the country, no field is left behind the reach of globalization in the world to engrip.

The culture of any country does not only portray the region and language of the region, but it starts with the mindset and mentality of the

residing citizens. Indian culture is quite rich with respect to its heritage and resources, and more importantly due to the welcoming approach of its citizens. India is bouquet of flowers varying religion, dialect, edibles, tradition, custom, music, art and architecture etc, bundled into a single unit of patriotism and unity. The common factor within all these diversities is the Indian mindset of welcoming, greeting, celebrating in a united way with immense affection and togetherness. This is the rich essence of the Indian culture that has attracted many foreigners to stay back in India and mingle into its eternal fragrance. When we analyse this rich culture with the globalization point of view, we can find many punch holes of westernization and mixing of other traits and cultures into our beautifully woven blanket. Let us closely analyse the impacts of globalization on Indian culture.

Let us start with the key attraction of Indian joint family culture. The joint families have become a strange surprise to the Indians especially to those residing in the metropolitan cities in the small flat culture with the nuclear families blooming up like mushrooms in the rain. We have lost the patience to get adjusted into the joint family, imbibing the values of the elders and getting the young ones brought up under the shadow of their grandparents. Children have started treating grandparents like guests or visitors, and such an upbringing is one of the main reasons of increasing old age homes, as those children consider their own parents as burden in their state of adulthood. Similarly, marriages have also lost their values. It is very much evident from the increasing number of divorce cases and the extra-marital affairs reported every now and then. Marriage used to be considered as bonding of the souls which will be linked even after the death; but today marriage is like a professional bond or a so-called commitment to share life without compromising their self-interests. The ego factor into the Indian youth is again a product of globalization.

Both the genders were kept at a distance, with lot many restrictions and limitations to the approach for ages in our culture. With the emergence of globalization and western culture, youth have started mixing up well with each other. The friendly approach and the socializing feature is worth appreciable. But the total breakout of restrictions have adulterated the Indian mindset, playing up with the physical relationship. This has given birth to new relationships in India like live-in relationships. Also the increased cases of rape and sexual abuse cases are a result of the perverted mind which again the imported values very much alien to our mother culture. We have the incorporated values of treating the guests as God, warm-hearted welcoming, greeting elders with due respect and a celebrating every small festival with great colour of enjoyment and togetherness. Such a wide gathering with full hue and light can hardly be seen today. People have highly restricted themselves in social interaction. The interaction in present generation is highly diplomatic considering the financial status and wealth. We have lost our social values and cheerful blessing of

togetherness. The present generation are more happy celebrating Valentine's Day rather than Holi and Diwali.

Indian food, clothing and languages are varied with respect to different states. The food varies in its taste, but every food has its own nutrient value and every region is specified and rich in its medicinal preparations with the home remedies. Even the clothing varies in different states which is very much particular in maintaining the dignity of woman. The varies cuisines from all over the world though have different flavours to add, still the food ingredients that have inflicted with much popularity are the junk food items which has increased the health disorders in the country. Again the dressing like the suitings for the males are an inappropriate match for the Indian type of climate. The female dresses are again a way of distraction to the perverted minds. Even the Indians are not very much in favour of promoting their mother tongue or our national language. Instead the youth today consider it to be a shameful condition to speak in their national language Hindi. The way the foreign languages are getting prevalent in India like the French, German and Spanish, right from the school level, is the example of how much we provide importance to Indian languages in comparison to the foreign ones.

India was predominantly an agricultural based country. With the advanced globalization and cropping up of MNCs, the farming has lost its prime value in India. Agricultural science has the least focus amongst the youngsters who consider farming as a shameful profession and look down upon the same. Employment through MNCs have lucrative deals attracting the bulk of manpower who are working for the other countries as their customer care representatives. We are losing our health and our status and slowly getting to the age of economic slavery due to these MNCs. This is what the globalization has provided Indians through their emergence.

#### **Globalization & Role Conflict in The Indian Women**

A role conflict is when a person is expected to fulfill the duties of two contradictory positions. There are two types of role conflicts. The first is known as intra-role conflict, which is when there are incompatible components within the same role. The second type is known as inter-role conflict, which is when the expectations from two separate roles clash.

Undoubtedly, despite being quite fruitful and bringer of socio-cultural and economic equality in the world, the process of globalization has horribly shaken the deeply-rooted Indian womanhood. It has brought to them new meanings in life, new challenges, new liabilities and new threats. It will not be an exaggeration to say that with the introduction of the process of globalization, the Indian women are feeling themselves to have been changed at the cost of the loss of the deeply rooted social norms, values, traditions and customs of the past.

She is confused what she should imbibe and what she should give up. She finds herself between

her socio-cultural values and the features of globalization, such as, modernity, co-working with men, earning money and being financially self depend, living for herself first etc. Indeed, she is passing through a horrible inter-role conflict.

At the same time she is a victim to intra-role conflict. Her socio-cultural values do not allow her to cross the threshold of her house for the sake of money while the globally changing scenario is forcing her to cross her long-set limits and join the process of globalization in order to earn more and more.

#### **Review of Literature**

A March 23, 2011 Dilbert cartoon by Scott Adams comments: "We're no longer using the term „work-life balance“ because it implies that life is important. Now we call it „work-life integration“ so it's easier to make you work when you would prefer being with loved ones." This challenge of work load leads to our last point and the last work-family article Linda Stroh and I wrote together: "Working 61 Plus Hours per Week: Why Do Managers Do It?"

Tiwari Surabhi, Agrawal HK & Gupta Neeru (2017). Globalization has led to exploitation of labour. Women, prisoners and child workers are used to work in inhumane conditions.

United Nations Global Study (2015). Women are regarded as bringing significant skills to mediation not only while official Track I processes are happening, but before and after those processes, in some cases enabling the process to take place. Through their roles as intermediaries women can create the conditions whereby talks are possible, for example by negotiating the cessation of hostilities to allow humanitarian access or opening channels for dialogue.

Resolution 2282 (2016). In his December 2016 inauguration speech, the newly elected Secretary General of the United Nations (UN), former Portuguese Prime Minister Antonio Guterres, indicated that one of the priorities of his term in office would be conflict prevention. He emphasised the need to take more creative approaches to prevent the escalation of conflict, including notably a much stronger emphasis on the use of mediation and creative diplomacy. Prevention, it is said, is better than cure, particularly when conflicts such as Syria, Yemen, South Sudan and Israel/Palestine are proving so difficult to 'cure'. The emphasis on mediation marks the culmination of a longer process of review within the UN of the ways it responds to violent conflict. A series of reports evaluating the UN's peacebuilding architecture led to the 2016 adoption of the 'Sustaining Peace Agenda', marking a commitment to increased coherence across the organisation in co-ordinating peacebuilding activities. Singh RDS & Others (2017). Globalization may be good at the world level, but it is not in favour of the the Indian culture. It is a slow spreading risk factor that has covered almost the entire country with its severity. Changed family structure in India is the product of globalization.

#### **Objectives of the Study**

1. To study the ongoing process of globalization in the world

2. To learn about the advantages and disadvantages of the process of globalization
3. To be familiar with the implications of the process of globalization
4. To forelearn about the consequences of the process of globalization
5. To have an idea of the objectives of the process of globalization
6. To explore the impact of globalization on the Indian social system
7. To know how it is being taken by the fundamentalists
8. To learn about the new liabilities and responsibilities brought by the process of globalization
9. To learn about the impact of the process of globalization on the Indian women, and their reaction to it
10. To peep into the intra and inter-role conflicts being faced by the Indian women

#### **Hypothesis**

1. The Indian social system and the rich Indian cultural values impart an adorable status to woman
2. The long-prevailing Indian traditions make it binding on the women to live for her family and children
3. The Indian woman is meant to remain within the walls of her house and to sacrifice her whole life in the service of her husband, children and other family members
4. The worldwide ongoing social process of globalization based on the implication of the socio-cultural and economic equality in the world, has brought a new meaning of life to the Indian woman
5. It is the demand of time for the Indian woman to change herself accordingly and to be financially self-depend
6. The features of globalization are magnetically drawing her towards them
7. The Indian woman finds herself engripped in the web of age-long traditions that force her never to deviate herself from them
8. The scenario of globalization is creating in her a horrible inter and intra role conflict

#### **Research Methodology**

The study is based on the secondary data studied in and collected from the various research journals and internet sites. For the purpose, the researcher went through the reviews made from time to time by the various other researchers available in the journals, theses and on the internet sites. In this way, she had a detailed idea about the various aspects of the process of globalization. While going through it, the special focus was made on the impact of the process of globalization on the Indian women and the inter and intra-role conflict they are passing through while attempting to join the process of globalization. The researcher's foresightedness enabled her to have a peep into the inner working of their minds, and their having both the types of conflict in the various walks of life.

**Findings**

1. The process of globalization has a pivot role to play in the socio-cultural and economic life of the modern Indian woman
2. She finds herself lurking between the traditions and modernity
3. She is ready to join enthusiastically the process of globalization
4. She is aware of the fact that in order to raise her own status, she needs to join the world of education which alone can empower her to take decisions and face the challenges successfully
5. Giving up her traditional image of being bovine housewife meant for sacrifice for the members of her family, she is eager to enjoy a new social image made through education, independence, self-dependence, right to equality and contribution to the world economy
6. She has a horrible intra-role conflict because the globally changing social scenario is forcing her to educate herself, live for herself, enjoy everything that she can, be financially self depend, and thus, to prove her multi-faceted potential in all the walks of life. On the contrary, her socio-cultural values are forcing her to continue to enjoy the same social status as was enjoyed by the woman in all the previous generations
7. As a housewife, wife, mother, sister, daughter, colleague, student, friend and working lady, she is facing a horrible inter-role conflict. She finds herself lurking between several roles each of which is important for her. Just at the same time, she wants to play the role of a mother, housewife, sister, daughter etc. and of a working lady.
8. The process of globalization has shaken the roots of the long-age unique Indian culture
9. The Indian woman is trying to find a middle path which can allow her to enjoy both the Indian culture and globalization
10. The fundamentalists have a changed approach to the process of globalization.

**Conclusion**

To conclude we can call Globalization as a slow spreading risk factor that has covered almost the entire country with its severity. With some positivity of having a generalised knowledge of the culture throughout the world and the happening and incidences globally, still the major negative impacts are quite alarming for our country. Hence, we need to move very cautiously with the globalization process preserving our nation's pride and maintaining our cultural prestige by allowing the women to join it within such limits as do not spoil the blisses of their family life. For the sake of the global thought and knowledge, the Indian woman should join the world of education; for the sake of raising her financial status, she should get some good and respectable job in private and public sector; for the sake of individualism she should join modernity. However, she should not do any such thing for the sake of the global blisses that are against the Indian culture and traditions. In a word, balancing herself, she should manage moderately both her

family liabilities and office liabilities. She should be mentally prepared to overcome the inter and intra role conflict through the peace of mind the seeds of which lie only in the rich culture of India.

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