

Correlates of Social Status with Role Conflict, Psychological Health and Work-Life Balance among Married Woman Faculty Members

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ABSTRACT

Women in India have adorned eminent positions and status in almost every field of society such as education, corporate, politics etc. The status and position of women have undergone tremendous changes in the last few decades. Due to challenges in education and heavy demands made by society on faculty members, stress is sure to overpower. Social status is a crucial and effective mechanism to reduce role conflict and enhance the psychological health and work-life satisfaction of women. This study was intended explore the problem of married women faculty members, the researcher intended to study the level of Social status, Role conflict, Psychological health and Work-life satisfaction among the married women faculty members working in engineering colleges affiliated to Jawaharlal Nehru Technological University, Hyderabad. The objectives of this study are to measure the level of Social status, Role Conflict, Psychological Health and Work-life satisfaction among the married women faculty members; to find out the relationship between Social status, Role Conflict, Psychological Health and Work-life satisfaction among married women faculty members; to find out the influence of personal variables on Social status, Role Conflict, Psychological Health and Work-life satisfaction among married women faculty members; and to suggest suitable Social work Interventions to enhance the Work-life satisfaction among married women faculty members. A sample size of 302 was taken as the sample size for the current study. This study adopted Simple random sampling method. Correlation was applied to see the significant relationship between the variables such as Social status, Role conflict, Psychological health and Work-life satisfaction. Multiple Regression Analysis was applied to see whether the personal variables predicts the Social status, Role conflict, Psychological health and Work-life satisfaction of married women Faculty members. Social status is believed to reduce the negative effects of role conflict and have a positive impact on psychological health and work-life satisfaction. This study serves as an awareness forum to sensitize the married woman faculty member's problems and to establish family and work supportive programmes which can help the faculty members reduce their role conflict and strengthen their social status sources which would improve their psychological health and work-life satisfaction.

Keywords: Women, Social Status, Work-Life Satisfaction, Role Conflict, Psychological Health.

Introduction

In today's competitive world, women around the world are making a mark in every field and proving themselves to be the best. They are the significant contributors to the growing economy of our nation and are the backbone of any society. Women in India have adorned eminent positions and status in almost every field of society such as education, corporate, politics etc. The status and position of women have undergone tremendous changes in the last few decades. Due to challenges in education and heavy demands made by society on faculty members, stress is sure to overpower. When women with the increase in the number of roles played and with additional responsibility at work, there are numerous chances for conflicts in role performances. Literature shows that for many faculty members, the demands of work and personal lives can lead to conflict between the two roles and decrease overall work-life satisfaction (Nair & Gaither, (1999). In addition, Kossek & Ozeki, (1998) reveals that the dual role and additional responsibilities of married working women may cause various psychological problems leading to poor psychological health and lower satisfaction with life. The above findings show that the role conflict leads to poor psychological health and decrease the work-life satisfaction of working women. Many studies have demonstrated that being integrated into social networks and receiving high levels of social status are important for psychological health and well being particularly for women (Kessler and Mclead, 1995). Also Social status network is believed to ameliorate the negative effects of role conflict on women's psychological health (Cheung, 1995; Dona & Berry, 1994). Thus social status is supposed to have a positive

effect on one's health and well-being (Kaufmann & Beehr, 1989; Sarason, Sarason, & Pierce, 1990). Thus Social status is a crucial and effective mechanism to reduce role conflict and enhance the psychological health and work-life satisfaction of women. Given this and considering the magnitude of the problem of married women faculty members, the researcher intended to study the level of Social status, Role conflict, Psychological health and Work-life satisfaction among the married women faculty members working in engineering colleges affiliated to Jawaharlal Nehru Technological University, Hyderabad.

Role Conflict

According to Pandey and Kumar (1997), role conflict is defined as a state of mind or experience or perception of the role incumbent arising out of the simultaneous occurrence of two or more expectations such that compliance with one would make compliance with the other(s) more difficult or even impossible.

Work family conflicts researchers distinguish between time-based, strain based and behavior based conflict,

- ❖ Time-based conflict - occurs when amount of time needed to satisfy the role requirements of one domain do not allow enough time to meet the role requirements of another domain;
- ❖ Strain based Conflict - occurs when the demands of one role produces illness that interferes with performance in another role; and
- ❖ Behavior based Role conflict - occurs when work roles and family roles require behaviors that are inconsistent with each other.

Role conflict is also likely to occur in simple un-enriched jobs specifically, the following job characteristics are negatively associated with role conflict.

- ❖ Feedback
- ❖ Task identity (extent to which a job requires one to complete an entire piece of work)
- ❖ Skill variety (extent to which a job requires one to use a variety of different skills)
- ❖ Role conflict is likely to result from any situation that causes one to simultaneously occupy several roles both within and outside the work spot.
- ❖ Being employed with multiple jobs, having a family and children, being a student can all result in Role conflict when one is unable to maintain a balance in performing many roles.

Consequence of role conflict among married working Women

Role conflict leads to feel uncertain about their ability to effectively satisfy their role requirements. This uncertainty leads to a number of negative consequences. Married working women experience role conflict as a result of performing diverse social roles such as the wife, mother, homemaker and employee that demand incompatible behavior. According to Katz and Khan (1978), the fact that multiple roles operate at the same time should lead to greater role conflict. The role theory postulates that multiple roles can lead to interrole conflict and, in turn to symptoms of strain (Katz and Khan 1978). Kapur (1974) indicated that women who choose to combine marriage with career face almost a situation of normlessness and they hardly know how to apportion time and resources between these two major responsibilities. This makes them experience great conflict, tension and strain.

One of the research studies shows that the sharing of social status was noticed as one of the strategies adopted by women to deal with stress (Banyard and Graham- Bermann, 1993) which may help in reducing the conflict between work and family responsibilities. Thiede and Ganster (1995) also found that the social status, either work or family based effects, balances work and family roles in a positive way because it helps in sharing the thoughts and the problems arising out of work and personal affairs.

Social status

Social status is a multidimensional construct that refers to the psychological and material resources available to individuals through their interpersonal relationships. Social status is thought to have beneficial effects on both psychological and physical health. It is an expansive construct that describes the physical and emotional comfort given to Individuals by their family, friends, and other significant people in their lives (Israel & Schurman, 1990). It can be generally defined as the degree to which a person's basic needs are gratified through interaction with others (Thoits, 1982) Empirical evidence suggests that social status also moderates the relationships between interrole conflict stressors and strain symptoms such that the stress-strain relationship is lower under conditions of high versus low social status (Aryee et al., 1999; Suchet & Barling, 1986).

Structural Support

It measures the extent and interconnectedness of one's social relationship. Typical measures include marital status, the existence of friends and relatives and memberships in groups and religious organizations. The number of family members, coworkers and so on with whom there is a regular social contact is referred as network size. Another measure of structural support is social integration, is a global index of the extent of one's social connection or embeddedness in a social network. Social integration measures marital status, number and frequency of contact with close family /friends, participation in group activities, church/religious affiliation. While structural approach measure provides only an indirect index of resources potentially available from ones interpersonal relationships, the structure of individuals social networks can have important implications for the provisions of support.

Functional Support

Functional support measure assess the availability of psychological and material resources from ones interpersonal relationships. Resources are differentiated in terms of four types of support: Instrupsychological, informational, emotional support and appraisal support.

- ❖ Instrupsychological support: It involves the provision of material aid (financial assistance or help with daily tasks)
- ❖ Informational Support: Provision of relevant information intended to help the individual cope with current difficulties and typically takes the form of advice in dealing problems.
- ❖ Emotional Support: Expressions of empathy, caring, reassurance and trust, provides opportunity for emotional expression and venting.
- ❖ Appraisal support: It involves the provision of information that is useful for self-evaluation purposes: constructive feedback, affirmation and social comparison.

Psychological Health of Married Working Women

The World Health Organization defines psychological health as "a state of well -being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community". Kaplan and Sadock (1993) define psychological health as: a condition of well-being and the feeling in person when can come to terms with society and personal situation and social features are satisfying for him/her. Study conducted by Mukhopadhyay (1997) found that working women play a dual role in family and work place. They experience a sustained stress to cope with both conditions and hence their psychological well being gets affected. Research has indicated that women show higher levels of distress related to multiple role management (Cleary, 1987). Also Kibria et al. (1990) found that employed mothers experienced psychological distress due to the plethora of domestic duties. The jobs taken by women create more conflicting situation due to dual role played by them. This gives birth to anxiety, worry and inability to tolerate the whole burden. Sinha (1997) found that working status of women had significant effect on anxiety. Leger (2004) found that most working women experience depression and generalized anxiety disorder between the age group of 35-55 years. He also found that symptoms of depression and anxiety retard their success in workplace and household lives.

Work-life satisfaction of Married Working Women

Work-life satisfaction is one of the most well established indicators of general wellness and, moreover, positive functioning (Suldo, Huebner, Friedrich, & Gilman, 2009). Work-life satisfaction, like job satisfaction, is one of the most frequently studied outcomes of work-family conflict (Kossek & Ozeki, 1999, Allen, Herst, Bruck, & Sutton, 2000). Findings indicate that, the higher the level of work-family conflict, the lower the Please purchase PDF Split-Merge on www.verypdf.com to remove this watermark. Research has shown that, beyond direct relationships between work-family conflict and work-life satisfaction, how people deal with such conflicts is also important. Successful coping with work-family conflict is also associated with higher levels of work-life satisfaction (Beutell & Greenhaus, 1982). The study depicts that women have average level of work-life satisfaction at all age levels. Nair & Caroline (1999), found that the demands of work and personal lives can lead to conflict between the two roles and decrease overall work-life satisfaction of married faculty members.

REVIEW OF LITERATURE

A review of available literature on the various studies relating to the present study variables as well as the relationship between the variables such as Role Conflict, Social status, Psychological Health and Work-life satisfaction are given below.

Role Conflict

Aslam et al. (2011) undertook a study on Work-Family Conflicts showed that there is a weak relationship between work-family conflict, family-work conflict and employee retention among public and private sector employees of Pakistan. Further results revealed that employees were not ready to leave their existing jobs even if there was work-family conflict. Finally the study concluded that both public and private sector employees are neutral regarding these variables. Benni (2011) revealed that as the age, education, length of service, income increased, the level of role conflict decreased. Mahpul and Abdullah (2011) revealed that ethnicity, age and employment were the main factors contributing to the prevalence of work-family conflict. Yasmin and Fayaz Ahamed (2011) analyzed that Quality of Work life was positively correlated with work family conflict which causes much work family conflict. Further, Family Expectation, Work Conflict, Family Conflict, Quality of Family Life and Work-life satisfaction were negatively correlated with work family conflict. Reddy et al. (2010) conducted a study and found that there was no significant difference found between the age, overall work experience and number of children.

Psychological Health

Ravinder et al. (2010) studied the psycho-social problems of women faculty members and revealed that there was no significant difference in psycho-social problems of women faculty members working in schools and colleges. Wang Cai-feng (2010) showed that the sustained commitment has a negative effect on work performance while emotional commitment has a positive effect on work performance. Also Work stress has a positive effect on work performance but psychological health has a negative effect on work performance. Suri (2008) conducted a study and revealed that significant difference in stress and psychological health was observed with respect to both genders from domestic call center. Male employees from both the call centers differed significantly on stress scores. Srivastava (2005) undertook a study indicate that personality types/traits influence the psychological health of primary and secondary faculty member's. Extrovert secondary faculty members enjoy better psychological health as compared to introvert faculty members.

Work-life satisfaction

Bhakshi et al. (2008) proved that a significant difference in the job- satisfaction of government and private college lecturers with government college lecturers having higher job-satisfaction. Government and private college lecturers do not differ significantly on life-satisfaction scores. Jan and Masood (2008) depicts that women have average level of work-life satisfaction at all age levels. It was also found that with an increase in age, the overall work-life satisfaction decreases; whereas, with an increase in personal income, the overall work-life satisfaction increases. Moreover, with an increase in family income, the overall work-life satisfaction of women also increases. Also average level of overall work-life satisfaction is found among illiterate and literate women; whereas high level of overall work-life satisfaction is found among educated women. Saundra et al. (2003) showed that they found no significant difference among the ratings of Work-life satisfaction and Spirituality with respect to age or educational level, the women reported higher levels of religiosity than spirituality, which correlates significantly with work-life satisfaction.

RESEARCH METHODOLOGY

Objectives

- To measure the level of Social status, Role Conflict, Psychological Health and Work-life satisfaction among the married women faculty members.
- To find out the relationship between Social status, Role Conflict, Psychological Health and Work-life satisfaction among married women faculty members.
- To find out the influence of personal variables on Social status, Role Conflict, Psychological Health and Work-life satisfaction among married women faculty members.
- To suggest suitable Social work Interventions to enhance the Work-life satisfaction among married women faculty members.

Research Design

The research design adopted in this study is descriptive and analytical in nature. This study includes married women faculty members who were residing with their spouse and who were 23 years of age and above. This study excludes married women faculty members, who were separated or divorced and widows and also who were not willing to participate in the study. The sample size for this study was determined by referring to the Krejcie and Morgan's (1970) table for determining sample size. Since the total population of the study is nearer to 2000, a sample size of 322 was taken as the sample size for the current study. This study adopted Simple random sampling method. Individual emails are sent to all the faculty members explaining the purpose of the study and a link for Google drive to participate in the

study by responding to a questionnaire. Out of 674 emails sent 302 completely filled questionnaires which accounts for 15 % of the universe were taken for analysis. The collected data were coded and edited and were analyzed using SPSS and Systat software's. Correlation was applied to see the significant relationship between the variables such as Social status, Role conflict, Psychological health and Work-life satisfaction. Multiple Regression Analysis was applied to see whether the personal variables predicts the Social status, Role conflict, Psychological health and Work-life satisfaction of married women Faculty members.

ANALYSIS AND INTERPRETATION

The interpretation for the personal profile of the respondents is given below:

Table 1: Personal Profile of the Respondents

S.No	Personal Profile		Frequency (N=302)	Percent
1	Age	23-33	164	54.3
		34-44	107	35.4
		45 & above	31	10.3
2	Educational Qualification	PG	27	8.9
		M.Phil	198	65.6
		PhD	77	25.5
3	Designation	Associate Professor	65	21.5
		Assistant Professor	237	78.5
14	Years of Teaching Experience	Less than 5 yrs	119	39.4
		5-10 yrs	95	31.5
		11-15 yrs	51	16.9
		16-20 yrs	15	5.0
		21 yrs and above	22	7.3
17	Hours of work per day	6	94	31.1
		7	134	44.4
		8 and above	74	24.5

Finding related to Correlation between Social status, Role Conflict, Psychological Health and Work-life satisfaction and Hypotheses.

Table 2: Correlation between Social status, Role Conflict, Psychological health and Work-life satisfaction

Variables	Social Support	Role Conflict	Psychological Health	Work-life satisfaction
Social status	1			
Role Conflict	-.356**	1		
Psychological Health	.464**	-.515**	1	
Work-life satisfaction	.512**	-.434**	.718**	1

**Correlation significant at 0.01 level (2-tailed).

To find out the relationship between the dependent variables such as Social status, Role Conflict, Psychological Health and Work-life satisfaction among married women faculty members, Karl Pearson's Correlation test was applied. The results show that Social status is negatively and significantly associated with Role Conflict whereas it is positively and significantly associated with Psychological Health and Work-life satisfaction of the faculty members. Further the results indicate that Role Conflict is negatively and significantly associated with Psychological Health and Work-life satisfaction among the married women faculty members. Also there exists a positive and significant relationship between Psychological Health and Work-life satisfaction among the married women faculty members.

Findings related to Regression (predictor variables and criterion variables) Independent variables and Role Conflict

Table 3: Regression Analysis for Independent variables and Role Conflict

Variables	B	Std. Error	Beta	T value	Sig
Constant	63.969	3.428		18.658	.000
Age	-7.655	1.305	-.297	-5.865	.000
Number of working Hours per day	8.354	1.181	.359	7.075	.000

R	R Square	F value	Sig
.505	.255	51.230	.000

The Regression analysis was applied to create a model to predict the values of the criterion variable (Role Conflict) from the values of the predictor variables such as age and total number of working hours per day. The findings reveal that the number of working hours per day have a significant strong positive relationship with Role conflict whereas age has a significant strong negative relationship with Role conflict among the married women faculty members. The high and significant value of F static confirms the fitness of the model. The R² revealed that the independent variables together accounted for 25.5 % variation in the Role conflict among the married women faculty members.

Findings related to Regression (predictor variables and criterion variables) Independent variables and psychological health

Table 4: Regression Analysis for Independent variables and Psychological Health

Variables	B	Std. Error	Beta	T value	Sig
Constant	121.571	2.612		46.550	.000
Number of working Hours per day	-7.419	1.261	-.322	-5.885	.000

R	R Square	F value	Sig
.322	.103	34.628	.000

Regression analysis was applied to create a model to predict the values of the criterion variable (Psychological health) from the value of the predictor variable such as total number of working hours per day. The findings reveal that the number of working hours per day have a significant strong negative relationship with Psychological Health among the married women faculty members. The high and significant value of F static confirms the fitness of the model. The R² revealed that the independent variables together accounted for 10.3 % variation in the psychological health among the married women faculty members. Findings related to Regression (predictor variables and criterion variables) Independent variables and Work-life satisfaction.

Table 5: Regression Analysis for Independent variables and Work-life satisfaction

Variables	B	Std. Error	Beta	T value	Sig
Constant	10.069	1.343		7.498	.000

Years of Teaching Experience	1.286	.621	.116	2.071	.039
Number of working Hours per day	-1.088	.257	-.238	-4.242	.000

R	R Square	F value	Sig
.257	.066	10.575	.000

Regression analysis was applied to create a model to predict the values of the criterion variable (Work-life satisfaction) from the values of the predictor variables such as total years of teaching experience and total number of working hours per day. The findings reveal that the number of years of teaching experience have a significant strong positive relationship with Work-life satisfaction and number of working hours per day have a significant strong negative relationship with work-life satisfaction among the married women faculty members. The high and significant value of F static confirms the fitness of the model. The R² revealed that the independent variables together accounted for 6.66 % variation in the Work-life satisfaction among the married women faculty members.

The Multiple Regression analysis was applied to create a model to predict the values of the criterion variable (Work-life satisfaction) from the values of the predictor variables such as Social status, Role conflict and Psychological health and to test the null hypothesis stating that the Social status, Role conflict and Psychological health do not predict the Work-life satisfaction of the married women faculty members.

Table 6: Multiple Regression Analysis for Social status, Role conflict and Psychological health as Independent variables and Dependent Variable Work-life satisfaction

Variables	B	Std. Error	Beta	T value	Sig
Constant	-4.537	1.429		-3.175	.002
Social status	.052	.011	.219	4.988	.000
Role Conflict	-.865	.258	-.189	-3.351	.001
Psychological Health	.117	.010	.590	12.301	.000

R	R Square	F value	Sig
.747	.559	125.715	.000

The findings of multiple regression analysis reveal that the Social status and Work-life satisfaction have a significant strong positive relationship whereas Role conflict and Work-life satisfaction have a significant strong negative relationship. Further Psychological Health and Work-life satisfaction have a significant strong positive relationship. The high and significant value of F static confirms the fitness of the model. The R² shows that the independent variables together account for 55.9% variation in the Work-life satisfaction among the married women faculty members.

CONCLUSION

Social status is believed to reduce the negative effects of role conflict and have a positive impact on psychological health and work-life satisfaction. This study serves as an awareness forum to sensitize the married woman faculty member's problems and to establish family and work supportive programmes which can help the faculty members reduce their role conflict and strengthen their social status sources which would improve their psychological health and work-life satisfaction.

RECOMMENDATIONS

The results of the study reveal that younger faculty members are experiencing high levels of Role conflict than their counterparts. They also perceive that they receive only moderate level of support from all the three sources of Social status viz. family, friends and significant others. The results further show that the faculty members have moderate level of psychological health and average work-life satisfaction.

Faculty members can spend their quality time with their children, spouse and family members in certain circumstances such as having dinner together, going out for shopping, visiting friends and relatives, short excursions etc. They have to find out the ways to improve self awareness and self knowledge, develop their strengths, talents and improve their potentials and personal grooming. The faculty members should have a healthy diet which makes their mind fresh and healthy. They can also undergo yoga, meditation and regular exercise to keep their minds relaxed and to improve their psychological balance for a better up keep of their bodily health which ultimately enables them to lead a happy and healthy life.

The spouse should understand the working women's problems and should provide them structural and emotional support. Parents and in-laws should support the working women by understanding their problems. The government should take initiatives to establish creches in all the educational institutions to support the working mothers. In all the educational institutions a counselling centre has to be established by the government and a professional social worker has to be employed to address not only the student's problems, but also to work on with the faculty member's psychological health needs. The government should take initiative in creating awareness on women's Role Conflict issues among the public in the form of directing institutions and NGO's to conduct national and international conferences, workshops, debates, researches etc on women's role conflict issues.

The colleges should provide orientation programmes for the new comers regarding the college rules and regulations, effective class room management, handling students' conflict issues etc. Also relaxation in the work timings should be provided for faculty members at their initial stages so that they may adopt themselves to the new environment. To strengthen the communication among the faculty members, the college principals should direct the Heads of the departments to arrange regular staff meetings to find out if any conflicts exist among the staffs and should make alternatives to solve the issues. The colleges should arrange for recreational activities for the faculty members during the working hours without disturbing their leave days or late evenings. This will help them reduce their boredom and pave way for healthy working environment.

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