

A Study of Child Rearing Knowledge and Practices of Non-Teaching Women in Relation to Their Job Satisfaction

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Abstract

The present study highlights the significant relationship of job satisfaction as one of the most important works factors on child rearing knowledge, child rearing practices. Purposive sampling procedure is used in this study to select the individual respondents. The study consists of 250 non-teaching working mothers selected from different departments. Obtained data was analyzed based on the descriptive statistics. The findings revealed that job satisfaction positively related with child rearing knowledge and child rearing practices. The findings also indicates that there is significant relationship between the respondent's job satisfaction and child rearing knowledge, child rearing practices. This study also established that high level of job satisfaction is associated with child rearing knowledge, child rearing practices.

Keywords-*child rearing practices, Job satisfaction, working mother.*

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Introduction

Family plays an important role in the personality development of child. Among the family members the contribution of mother is very important in shaping the personality of their children. The care of children is one of the most important functions of family especially mother. She brings up her children with utmost care & love, because of her natural affection. No one else feels the same concern about the children as the mother. She makes every effort to make her children happy. **(Mahmood Ahmad Khan1 Ph.D Syed Riyaz Ahmad Shah 2015)**. But it has been found that an unprecedented number of women are now entering shift in the traditional role of mother as a “caretaker” to a “bread earner” and it has altered child rearing goals & practices. One could define a working mother as a woman with the ability to combine a career with the added responsibility of raising children. Those women have children and they decided to continue working. Then they must struggle to balance their domestic and professional roles. Many people believe that women can not manage to balance these roles in their families because of the emotional strain. Working women usually have less time to interact with their children.

Although an interaction between mother and children is very important for the development of the children. Previous studies show that the interaction between mother and children in various activities such as playing with children, reading books, singing and other activities are important for social competence, language acquisition, and intellectual development of the children. But the fact that most of cases, working women’s parental style and satisfaction might be challenging especially when it involves combining with their career.

Shalala expressed that the situation of women in the current era is very difficult. They have to face many challenges. They are diverted in more directions. Some women put all their efforts to build their careers but others wait until their children become school ages. Some women have their own choice of employment while others are forced to work.

It is absolutely a very hard decision for a mother to select between working out of the home and staying home with the children. A mother should ask herself about main purpose of her working. She should compare her earning and the needs of children and home. She should know the financial position of her family. She has to decide whether she works for the support of family or she is just found of working and she wants her name and fame. She might have acquired specialized certificated in particular field and she does not want to waste her talent. If such is the case, she should find a suitable job that saves time and energy and provides required financial assistance, name and fame of working mother.

Whether she is working or staying home does not matter if she pays more attention to children, spends quality time with children, shows genuine love for children and builds true relationship with each other.

It is well known that employment has positive effects on the mother (Barnett, 2004). It has been proved through experiments and researches that a major part of children's cognitive, affective and psychomotor growth takes place at an early age below three years. There are many researches which have proved that absence of parents attention at an early age is very harmful. The child of working mothers scores comparatively lower than the child of household mother

It is necessary for a mother to nurture and take care of her children more at early age. She must create a good relationship with her child. The working mother is an institution in her own right, one who combine a successful career giving her financial independence, with an effective motherhood raising a child. It is important to understand that both these job are extremely demanding, and to do justice to each without neglecting the other formidable task. (Wilson 2006)

Need and significance of the study

Mother are the front line child care providers. The mother knows what to expect of a particular child at a given age .she can judge each child whether he/she is normal for specific level of development. The mother can understand the reason of illness at a particular age and need of a particular child. But if the mother are employing and not satisfied with their job due to work load, more time demand etc. which affect the child rearing practices of the women. In this paper, we shall try to clarify the difficulties a working mother may have functioning with such dual responsibility.

In this study we are trying to measure correlation between job satisfaction and child rearing practices of working mother. And trying to find out the solution for working mother how she develops the ability to combine a carrier with the added responsibility of raising a child.

Statement of the problem- A study of child rearing knowledge and practices of non teaching women in relation to their job satisfaction.

Operational definition terms to be used

Blum (1941) Job satisfaction is a combination of psychological and environmental circumstances the cause a person to say I am satisfied with my job”.

Locke 1970 “Job satisfaction is a pleasurable or positive emotional state resulting from appraisal one's job the job experience”.

Child rearing practices: The child rearing are those practices which are done to rear a child which include total care of child from basic needs to protect right of children.

Working mother: working mother, as a label, refers to women who are mothers and work outside the home for income in addition to the work they perform at home in raising their children.

Objective of the study

- To find out the relationship between child rearing knowledge ,child rearing practices and job satisfaction of non-teaching women.

Hypothesis

- There is no significant relationship between child rearing knowledge ,child rearing practices and job satisfaction.

Methodology: In the present research normative survey method is used. The word normative survey deals with what exist with present. In normative survey we are concerned with the condition or relationship that exists, practice that prevail, benefits, point of view or attitudes that are held, processes that are going on, influences that being felt and trends that are developing.

- **Variable:** The following variables were included as dependent and independent in the present study.
- **Independent Variable:** job satisfaction
- **Dependent variable:** child rearing knowledge, child rearing practices.

Population: The population of the present study was comprised of the non- teaching mothres in different department of Kanpur mandal (U.P).

Sample: In present study, the adequacy and representativeness of sample 250(125 official clerk, and 125 guzatted officer) is selected from different area of Kanpur mandal. For the selection of the sample purposive sampling was adopted.

Tools to be used-For the present study the following tool is applied for data collection.

- Job satisfaction questionnaire made by Hardev Ojha, National Psychological Corporation Agra Utter Pradesh.
- Child rearing knowledge and practice scales for women with epilepsy made by P.P Saramma and Sanjeev V. Thomas.

Statistical techniques to be used: - Means, Standard Deviation, t-test correlation statistical techniques have been used.

Delimitation of the study: Every study has its own limitation depending upon the instruments selected for data collection time available and sample selected.

The presents study has the following limitations:

- The study is focusing only non-teaching job satisfaction of working mothers.
- The sample was limited to 125 clerks and 125 officer working mothers.
- The sample had been selected from the Kanpur Mandal (U.P).

Table 1.1 shows the correlation between job satisfaction with knowledge and practices regarding child rearing among the non-teaching women.

Parameter	Statistical values				
	Mean	SD	R	t	p
Job Satisfaction	27.42	3.24			
Child Rearing Knowledge	24.47	3.08	+0.104	1.647	>0.05
Child rearing Practices	21.80	2.94	+0.093	1.471	>0.05

Result and Discussion

The above table shows that the calculated t-value of correlation between job satisfaction and child rearing knowledge is 1.647 which is greater than tabulated value at .05 level of significant .As such the calculated ‘t’ value of correlation between job satisfaction and child rearing practices is 1.471.It is also greater than tabular value at .05 level of significant. So the hypothesis “There is no significant relationship between child rearing knowledge ,child rearing practices and job satisfaction”is rejected.

The above table shows that coefficient of correlation between job satisfaction and child rearing knowledge, child rearing practices are +0.104 and +0.093. which is shows that job satisfaction is positively co-related with child rearing knowledge and child rearing practices.

Conclusion

The present study is designed to find the relationship between job satisfaction and child rearing knowledge,child rearing practices. Results shows that the job satisfaction and child rearing knowledge child rearing practices positively correlated. And the relationship is significant at the level of 0.05. It is also revealed that there is significant relationship between job satisfaction and child rearing knowledge ,child rearing practices. The research shows that when mother satisfied with her job her child rearing practices is also good. And her child reared properly. **Elizabet Cooksey 2009** From this research it is understood that women faced several challenges to balances work and family. Both private and public sector has to reframe the policies in order to balances family and life.Thus,maternity and child care leave provisions are essential for every working mother.Counselors should be appointed by Organization for understanding more about problems of Working Women. Administrators need to create a climate where employees do not fear bringing up Her child managers can

provide a supportive environment that permits flexibility in schedules, telecommuting options, personal time off, onsite child care, and other family-focused program. When the job conditions are positive, working mother can give her quality time to her child. **Youngbluntet(1998)** found that employed mother had more positive perceptions and provided more enriching home environments for their children.

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