

## Home Adjustment of Working & Non Working Women

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**Abstract**

*In this study, we evaluated the Home-adjustment of working & Non- Working women using an independent sample of working conditions (n= 90). Analysis of the data was carried out by employing the statistical method of one-way ANOVA.*

*We further explored that the effect of working conditions is found highly significant at a 0.01 level of confidence.*

**Keywords**

*Home Adjustment, Working Women and Non-Working Women*

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The study of adjustment is motivated by practical problems of numerous scope and significance besides intellectual curiosity about people and their day-to-day problems. The most pressing problem of the present time is maladjustment of both mild and severe nature. Adjustment may be defined as your continuous interaction with yourself, with other people and with your world adjustment is a way of dealing with a situation by which a living organism becomes capable of maintaining a harmonious balance between needs and the circumstances. According to **James C. Coleman**, “Adjustive behavior is that behavior by which the individual attempts to deal with stress and meet his need also efforts to maintain a harmonious relationship with the environment.”

### **Types of Adjustment**

Mainly three are five types of adjustment

- Family (Home) adjustment
- School adjustment
- College adjustment.
- Vocational adjustment
- Marriage adjustment.

### **Meaning and Concept of Family (Home)**

The terms home and family are interchangeably used in most of the cases of academic discipline. The family? What is the family? Does the family consist of one female legally married to one male? Does the family have children, born within wedlock; a husband, employed full-time, serving as the primary provider and ultimate authority; and a wife who is a full-time mother and homemaker? or is the family a single parent, divorced or never married, raising his or her children? Does the family include a wife who is employed full-time and a husband who chooses to be the primary child rearer? Is a childless couple a family? Is the family a cohesive, loving sexually exclusive unit, bound until death do them part? or is the family sometimes less than cohesive, even conflict-ridden and abusive? Do members of the family always live together? Human society is made of groups. Of all the groups human beings have formed, none can be thought more important than the family. It is a group as ancient as man himself. The term “Family” has been defined as a unit made up of two or more people who are related by blood, marriage, or adoption and who live together, form an economic unit and bear and raise children. But we need a working definition”.

Her family is described as an intimate environment in which two or more people;

- Live together in a committed relationship;
- the members see their identity as importantly attached to the group; and
- the group shared close emotional ties and functions.

The family has been described as a “haven in a heartless world” (*Lasch, 1977; 8*). Family is the institution that forms the basis of every other institution on the face of the earth. It is in family that the expectations of society first impinge on the infant forming his habits, setting his standards and defining his roles, thus preparing him for later roles in the community and the society.

### **What is Family Adjustment**

Of all areas of adjustment, none is more important than the family. Much of our existence is spent in two families settings-the family we grew up in and the family we have established or will establish for ourselves. The consequences of family experiences are reflected in every facet of our lives. Family is complex. A single individual is complicated enough and a family is a set of complicated individuals in complicated interaction.

The family are complex and changing. Each family has a life of its own. It is born, it lives and it dies. The membership changes. The information from several studies suggests that there are systematic variations in family interaction over the year's but the evidence is still too scant to warrant conclusions (Yarrow and Yarrow, 1964).

#### ➤ **Family adjustment as Coherence**

One way of defining family adjustment is in terms of physical coherence. Does the family stay together? Does it continue to exist as a physical entity? This is a simple definition, one that states an essential that can be easily and objectively determined. On the other hand, the essential it states is a minimum one and most of us would reserve the term “adjusted” for families who do much more than simply coherence.

#### ➤ **Family adjustment as Happiness**

The second definition of family adjustment is in terms of happiness. Many of us equate adjustment with happiness and we may think of the well-adjusted family as one which is happy or has a general sense of well-being. The limitations of this approach to a definition are inherent in the subjective nature of happiness and in the considerable variation in happiness among family members and in any member from time to time.

#### ➤ **Family adjustment as Task Achievement**

A third definition is in terms of task achievement. There are certain tasks that a family is expected to perform. For example, it is expected to contribute to the support and socialization of its members. By this definition, the well-adjusted family is one that achieves the tasks the society has set for it.

➤ **Family adjustment as problem-solving**

A fourth defining is in terms of problem-solving. Just as every individual struggles to deal with his problems, families attempt to work out solutions to the difficulties which face them. In this framework, the well-adjusted family is not one without problems (such families do not exist). It is one which is able to deal successfully with its problems.

**Objective:** The aim of the present study is to find out the effect of working and non working women on Home adjustment.

**Hypothesis:** There is no significant effect of the working condition of women on home adjustment.

**Material Used:** Sample: In this study, the design is a randomized group design, whose elements have been selected on the basis of randomization. Working and non working women belonging to the different areas were selected. A total of 90 subjects were selected in which 45 working and 45 non working women were used as a subject. (See Table-1)

**Table-1: Showing working conditions of women.**

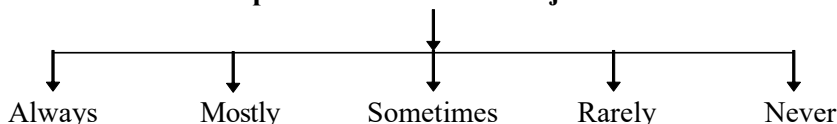
Working Women (A1)	Non-Working Women (A2)
45	45

**Tool Used:** In order to measure the home adjustment of the subjects, the “Home Adjustment Inventory” constructed by myself was administered.

❖ **Main Features of the tool (Home-adjustment)**

For measuring the home adjustment of the subject “Home Adjustment Inventory” presented by Dr. Karuna Anand was administered. This inventory takes into account the home adjustment of the subjects. In this inventory total of 75 items was formulated. In which 28 items are positive and 47 are negative. It has already been seen that many factors are available which affect home adjustment. So the inventory has been divided into five sub-areas such as: Marital adjustment, parent-child relationship, Cohesion, Well-being and Other Factors as In law’s relationship, socioeconomic status, social status, etc. Fifteen statements were selected in each sub-areas. The sum of all areas presents the level of home adjustment. This is a five-point scale. Their points are as follows.

**The five-point scale of home-adjustment**



**Research Design:** One independent variable was selected to measure the home adjustment that is working conditions of women. It contains two levels: working women and non working women.

**Procedure:** Home adjustment inventory was administered on 90 subjects according to the instructions given in its manual. The test was administered in the group situation as well as at the individual level. For the subjects, who were related to the working conditions, the the test was administered at the group situation. On the other hand, when the subjects were non working conditions, the test was administered at individual level. There was no time limit to complete the questionnaire but maximum of 15-20 minutes was taken by each subject.

**Statistical Analysis:** Analysis of the data was carried out by employing the statistical method of one-way ANOVA. The mean and result are given in table-2 and 3.

**Table -2: Intergroup differences in working condition of women**

Working Condition of women (A)					
Working Women (A1)			Non-Working Women (A2)		
N	Total	Mean	N	Total	Mean
45	11156	248.0	45	13278	295.0

### Discussion and interpretation

#### **Effect of Working Condition of Women**

In the present investigation, the factor working condition of women is taken up by using working and non working women. We shall designate this factor as A and two levels by A1 corresponding to the working condition of women and A2 corresponding to the non working (housewives) condition of women. The table of analysis of variance (see table:3) shows that the F ratio (47.2) for the first independent variable clearly reveals that working condition is found significant at a .01 level of confidence ( $F, 1, 84 = 47.2 > .01$ ). This significant F value shows that the working condition of women affects their home adjustment. Thus, the null hypotheses. "That there is no significant effect of the working condition of women on home adjustment", is rejected. It leads us to conclude that the working condition of women is an important factor in home adjustment.

**Table- 3 Summary Table of analysis of Variance**

Source of Variance	SS	df	MS	F-Value	Results
Between Groups	50031.56	1	50031.56	49.44**	Significant
Within Groups (Error)	89042.13	88	1011.84		
Total		89	51043.14		

*\*Significant at 0.05 level of confidence*

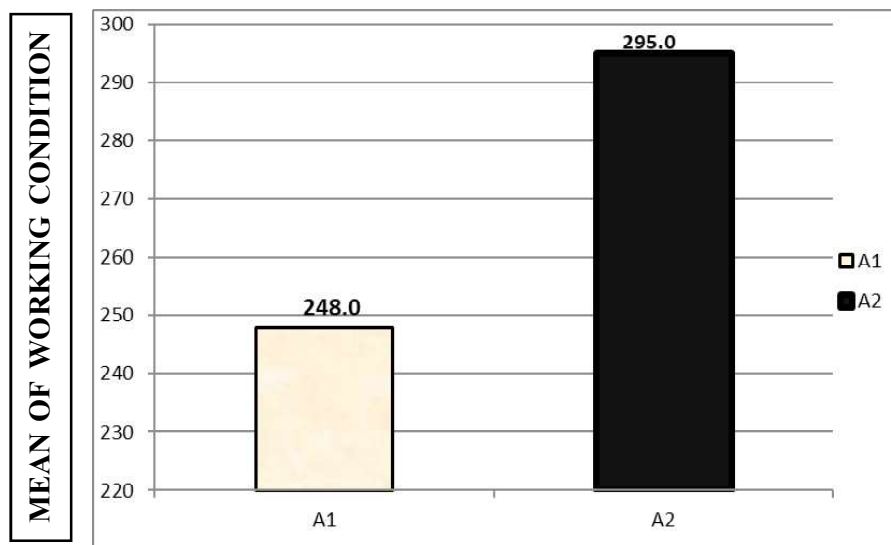
*\*\* Significant at 0.01 level of confidence*

In order to know, which working condition has maximum and which has minimum scores in home adjustment, means are calculated for these two types of working conditions.

The main effect of A represents a comparison between the means for working women A1 and non working women A2. These two means can be seen in the following table:

The lowest mean value of home adjustment is related to working conditions (A1) that is 248.0 in comparison to non working women (A2) that is 295.0. It means that non working women have better home adjustment in comparison to working women. This trend of showing different home adjustment scores of different groups can also be seen in Bar Diagram:1

**Bar Diagram: 1 Showing Mean of Working Condition of Women**



Kapur (1970) reported that, “ the problem of working women shows that the Indian family is losing its authoritarian controls as a result of urbanization, education and employment of women.” There are some studies that show that there is a correlation between the working condition of women and Home adjustment.

Burris, Beurlly H (1991) studied employed mothers: The impact of class and marital status on the prioritizing of family and work. The result indicated that were more likely to concentrate on work than work on the family, due to structural disadvantages such as inadequate child care and inflexible jobs.

Chaudhary & Aparajita (1999) examined the features of the families with employed and young children in India. The effect of working mothers on marital relation, child care and their own health were studied. Results indicate as for husband attitudes towards their wife’s employment. It was revealed that only 55% of the husbands approved their wives working as a full-time workers. However, 38% of selected employed mothers stated that they were not happy with their work outside the home and felt quality of neglecting children and family, 74% of the mother expressed their dissatisfaction over the lack of alternative child care facilities available.

Another study which also shows the negative effect of working conditions on family satisfaction. Boles, James.S. Howard, W.Gary & Donofrio, Healter Howard (2000), have tried that an investigation into the interpersonal relationships of work-family conflict, family-work conflict and work satisfaction. Results indicated that work-family conflict is significantly related to family satisfaction.

Further researches in the area of work and family have predominantly focused on the negative side of the work-family interface (i.e., work-family conflict) that affects their home adjustment. (Boyar & Mosley, 2007; Edward & Rothbard, 2000; Frone, 2003; Frone, Russel, & Copper, 1992a, 1992b; Steenbergen, Ellimers, & Mooijaart, 2007). That is when demands in one Domain (i.e., work or family ) limit one’s ability to complete required duties in another life domain (i.e., work or family) (Goode, 1960; Greenhaus & Beuteel, 1985; Khan, Wolfe, Quinn, Snoek & Rosenthal, 1964). Extensive theoretical and empirical research has demonstrated that work-family conflict often results in negative consequences for both the individual (Allen, Herst, Bruck & Sutton, 2000; Bruck, Allen & Spector, 2002; Carlson & Lamar, 2000; Kossek & Ozeki, 1998; McEwen & Barling, 1994; Netemeyer, Boles & McMurrian; O’Driscoll, Brough & Kalliath, 2004; Parasuraman, Greenhaus & Greenrose, 1992; Stove, Chiu & Freenhaus, 2002). And for the organization (Frone, Yardely & Markel, 1997; Steembergen et.al.,2007). Recently consistent with the rise in the positive psychology, a more contemporary view of the work-family interface in developing on that is not limited to work-family conflict (Grzywacz & Marks, 2000) allowed the

examination of the work and family issues beyond the conflict that family and work domain can enhance or enrich one another (i.e., work-family facilitation).

On the contrary, other studies revealed that working condition does not affect home adjustment. Singh, Agyajeet & Bawa, S.K. (1996) examined the adjustment problems of working women and compared them with the adjustment problems of non working women a sample of 200 women (150 working & 50 non working) was used. Results revealed that working women have a better adjustment at home than non working. The study of Elloy, David F & Flynn. W. Randolph (1998) shows that there is no problem with home adjustment in single-income and dual-income families.

On the basis of summary table (see Table no. 3) it can be concluded that the effect of working conditions is found highly significant at a 0.01 level of confidence. So the null hypothesis is rejected.

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