

## CHAPTER-VII

### CONCLUSION

The vast majority of our respondents believed that they have been successful in managing their two roles to their satisfaction. The number of respondents who had resolved the conflict, inherent in the two roles is 75 and they say that conflict can be controlled at the individual level. The conflict arise because the ego or image of the person concerned comes in clash with other personalities. When people expect too much from a mother, wife and daughter-in-law, and when she is not able to fulfill the expectations of all the members conflict arises.

The number of persons in the group under study have shown understanding and adjustment with the new role of working women and have minimised their expectations from mother's role, wife's role and daughter-in-laws role. This has minimised the tension and conflict arising out of dual roles.

The majority of our respondents feel with pride that they have been able to perform both the roles with interest and success in their performance. Some of them do not mix the roles and keep them at a distance. They never discuss about the family matters at the working place, neither they bring their office or school problems to home.

It is revealed from this study that the happiness of the home and the maintenance of the balance between working women's dual roles can be possible only if the key figure in her life, her husband is co-operative and accommodative with her. The low income group of petty traders have shown the better understanding among the husbands and wives.

However, in case of nurses we find that husbands are not much co-operative and some of them even suspect the character of their wives. This is most irritating and these working women are most unhappy in their family life. A teacher complained that her parents-in-laws are not co-operative and raise complaints against her before her husband and other relatives. She is unable to satisfy all of the expectations they make from her. The husband is co-operative and advises her to be silent and mug the things. But it pains her to balance between two different roles and situations.

In case of families where husbands are co-operatives, other members of the family take the cue from him and are co-operative and understanding as far as their attitudes and behaviour towards working mother and daughter-in-law is concerned.

The teachers, nurses and clerks have ample time to attend social and cultural functions. They are treated with respect at such functions. The petty traders are interested in attending religious functions. They are religious and spend on religious performances more money than their counterparts i.e. working women in white collar jobs.

The children of these working women have shown sympathy and they are co-operative to their mothers in her activities. It is revealed more in case of petty traders where such help is necessary. They are used to the absence of their mothers from home for quite sometime daily. They understand that the money earned by their mothers is of much use to their family expenses.

Thus, it is noticed that, the role conflict arises where the husbands are not ready to change their attitudes and are unable to shift to home roles in the process of helping their earning wives. In our study most of the husbands have shown better understanding about the roles of their wives. There are conflicts but they are limited due to the economic need felt by the members of the family.

The present study has been able to highlight some important points in relation to the working women and the role conflict they face.

The employment of women as an employee or business women outside their homes had brought more functions to them. They are expected to perform dual functions; one in the home, the traditional mother and wife's role and another outside the home in labour market, a gainful employment. They are exposed to different types of expectations which may bring conflicting situation. When a working woman fails to balance these two roles she has to face the conflicting situation.

The taking of a job by married women is due to economic necessity, due to the educational qualification she has received and due to the urge for the development of her career.

The performance of the home role by a working woman depends upon the co-operation of her husband and other members of the family including children.

The performance of the job outside family depends upon the working conditions at work place and the attitudes of the employer and local bosses.

The sample under study has shown that most of the working women have been able to bring balance between the two different roles. However, over work and negative attitudes of family members including husband has brought conflicting situation in some cases.