



The Role Conflict among working Women: A Sociological Study (With reference to Ranikhet, Tehsil)

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Abstract

The present research paper is based on primary and secondary data. The researcher has tried to look at the role conflict among working women towards their work. Women feel pressure towards their work; exploratory research technique has been used to complete the presented study.

Keywords: Role Conflict; Working Women Role Status; Economic Outlook

Introduction

In India today, women have registered their significant presence in various fields, that is, women have been given the status of power and prestige in India. The importance of Indian women has increased even more in contemporary society. While till recently they were under the shadow of patriarchal dominance, today contemporary women of India are emerging as leaders of tomorrow, transcending all social boundaries. They have not only played courageous roles in the society, but have also given a better meaning to their identity as a 'woman', today they are contributing in every field of work and are also becoming self-reliant by earning income and is also providing financial support at the family level [1].

With the advent of economic independence, there is a change in the social outlook and there has also been a change in the prevalent behaviour, norms and value system in the society and at present a change is also being seen in the attitude of

the society towards women working in the formal sector. Catalyst Report 2020 stated in its report that the participation of women in the total labour force in India is 19.9%. According to the Employment Survey 2021 conducted by the government, the participation of men in employment in the organized sector is 70.7% and that of. Efforts are being made to connect women with formal workplaces at the individual level, group level and also at the government level. Women can be seen in diverse roles in home, family and external workplace [2].

Role-Role is a set of ideas associated with one social status, which defines its relationship with another status. Ralph Linton, (1936)-Role is the dynamic aspect of status. Davis -Role is the way in which a person fulfils the needs of his situation.

But even after so many achievements, there is still no change in the previous expectations placed on women in the society. Prof. R. K. Merton said - A person is bound by holding a

specific social status, in which innumerable expectations are emphasized from the people occupying specific positions, due to which it is natural that a situation of role conflict or tension arises. Working women are facing the situation of conflict, to what extent they are properly performing the roles related to home and workplace; they are forced to face the situation of role stress and role conflict. Due to multidimensional situation in front of working women and increase in role expectations related to them, situations of role conflict arise due to inconsistency and mutual opposition, which pushes towards depression, stress, disharmony and mental conflict in working women [3]. Family members expect traditional roles at the domestic level from a working woman, which is the main cause of role conflict. If family members have a cooperative attitude towards the responsibilities of a working woman, then the situation of role conflict in the family can be reduced. While on one hand, due to employment, working women get opportunities for mental satisfaction, self-confidence, personality development and financial independence, on the other hand, due to stress in domestic work, stress in business, double workload, they have to perform the role at double level. To the expectations of the family, pay in the form of negative attitude of the members. In the context of working women, role conflict appears to be at its peak due to new values, beliefs, beliefs and new behaviors and restrictions due to modernization in the society. On one hand, there are old beliefs in the society and prescribed ways of behaving in accordance with it, while on the other hand, the society changing needs and there is also a demand for new behavior to suit the circumstances. A situation of role conflict arises in front of working women due to changing social expectations.

Review of Literature

- Katara A [4]: In his study on the role of working women in empowering them amidst the struggle, he found that if women are working, they themselves benefit and also improve their family life economically. Due to which the worries of men are reduced a little. But men should also participate in the same way as women should partner with men financially. Similarly, men should also participate in every work so that the life of both can become easier.
- Shiva G [5]: Considered the work and family adjustment of 200 working women and the challenges arising from work. From their study, it was concluded that 30.7 percent of the total respondents are able to find enough time for themselves even after working. The main reason for stress at work is the lack of good relations with their superiors. 57.0 percent of the respondents relieve the stress arising from the event by engaging in various recreational activities.
- Naidu K, et al. [6]: In his book Working Woman, he

has discussed the struggles related to women's life like disability, divorce, actions and violence of family members, religious devotion, various types of barriers related to caste, class related differences etc.

- Asmatallah K, et al. [7]: studied the stress and job satisfaction of working nurses of Pakistan. Under which he studied the relationship between family environment, work culture, working time, family conflict and job satisfaction. From the facts obtained, it is concluded that family environment and work environment have a positive impact on the job satisfaction of working women. The level of job satisfaction can be increased by reducing work time related stress, behavioral relationship stress and family support.

Research Objective

- Effect of social status and role interaction of working women at the workplace.
- Effect of economic status and role interrelationship of working women at the workplace.

Area of Study and Research Methodology

In the presented study area, Ranikhet tehsil of Almora district has been selected. There are 9 tehsils under Almora district, out of which the researcher has selected Ranikhet tehsil as per convenience.

Selection of Sample

There are a total of 222 women working in government service in Ranikhet tehsil of Almora district, out of which the researcher has selected 10% women through the proportional sampling method, whose total number is 23. Those respondents have been selected among the selected 23 women.

Research Methodology

The presented study is based on exploratory research technique. Primary and secondary data have been used in the presented paper. Interview schedule has been used to collect facts.

S. No	description	Mean	Role
1	Encouraging	5.7	14
2	Conservative	4	2
3	Neutral	3	7
Total		23	23

Table 1: Social status and role interrelationship.

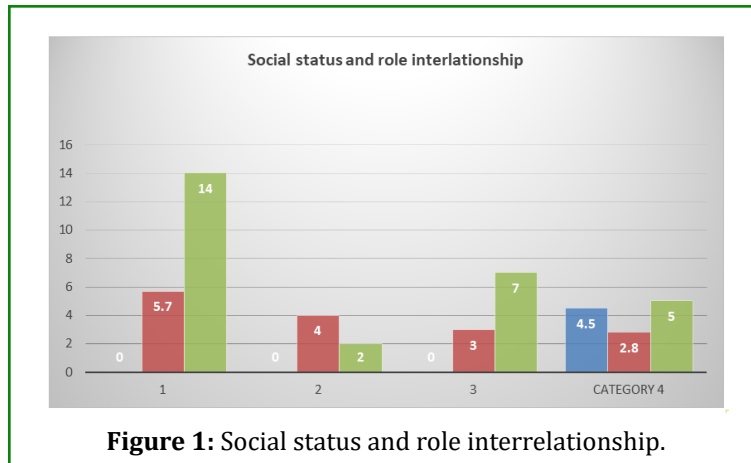


Figure 1: Social status and role interrelationship.

It is clear from the above table that the mean between social and role interrelationship of working women and role encouraging is 5.7 (14). Where as in conservative thinking the interrelationship is 4(2). Similarly, working women are

3 (7) neutral between social and role interrelationships. This makes it clear that stereotypes regarding role conflict towards work have reduced among women [8].

S. No.	Description	Highly Cooperative	Cooperative	Uncooperative	Sympathetic	Neutral	Total
1	Senior Officer/Principal/Management	6 -13.04	5 -21.73	3 -13.04	6 -26.08	3 -13.04	23
2	Colleague	08(34.78)	06(13.04)	04(17.39)	03(13.04)	02(8.69)	23
3	ministerial staff	07(30.43)	05(21.73)	06(13.04)	04(17.39)	01(4.39)	23

Table 2: Economic status and role interrelationship.

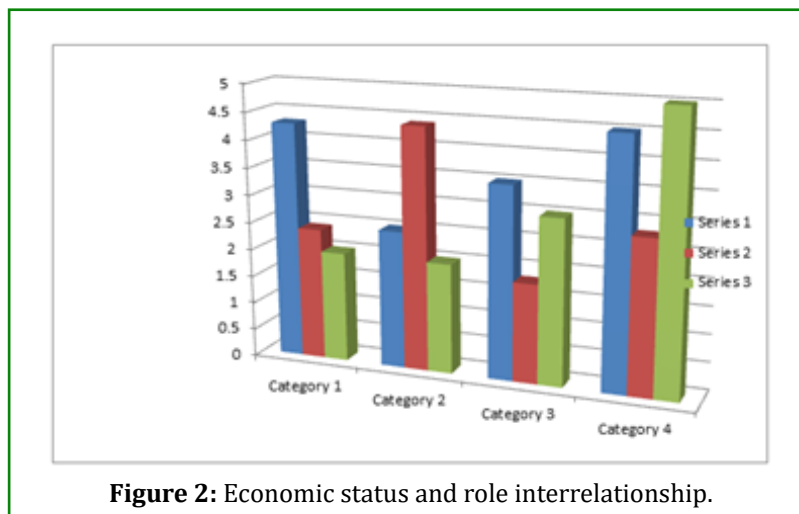


Figure 2: Economic status and role interrelationship.

It is clear from the above table that in the economic and role relationship of working women, senior officers/principals in management are highly cooperative (06) 26.08%, cooperative (05) 22.73%, uncooperative (03) 13.04, sympathetic (06)

26.08. %, Neutral (03) is 13.04%, While the interrelationship among co-workers is highly cooperative (08) 34.78%, cooperative (06) 26.08%, uncooperative (04) 17.39%, sympathetic (03) 13.04%, neutral (02) 8.69%. Similarly,

among the ministerial employees, highly cooperative (07) 30.43%, cooperative (5) 21.73%, uncooperative (6) 26.08%, sympathetic (04) 17.39%, neutral (01) 4.34% are clear from the above table. The least neutrality (06) 26.08 were found in the economic and role relationship of working women [9].

S. NO.	Role	Number	Percentage
1	All three roles are important	7	30.43%
2	The role of working woman is important	5	21.73%
3	Wife's role is important	4	17.39%
4	Mother's role is important	7	30.43%
	Total	23	100%

Table 3: Social and economic interrelationships.

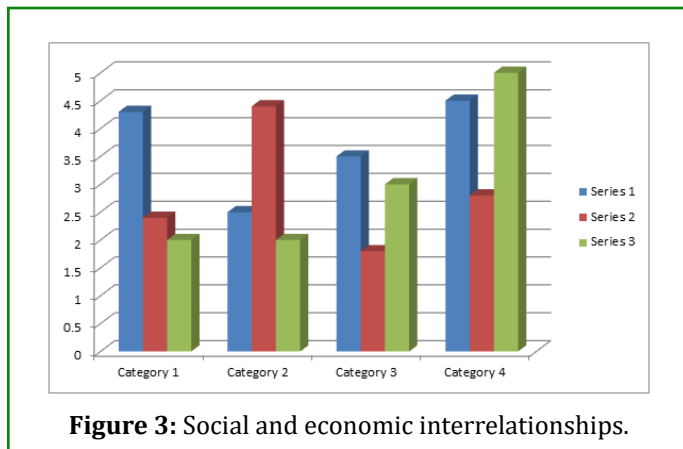


Figure 3: Social and economic interrelationships.

It is clear from the above table that all three roles of working women are equally important in the society. Whose number is 07 (30.43%), similarly the role of working woman is 05 (21.73%), the role of working woman as wife is 04 (17.39%) and similarly the role of mother are 7(30.43%).It is clear from this that the role of wife has been found to be the least, 04 (17.39%) having been found.

Conclusion

The role conflict is a complex and widespread problem among working women, which negatively impacts their mental and physical health. They face gender discrimination and inequality in the workplace, along with the responsibilities

of household work and child care, leaving them struggling to balance work and family. Society and family support, flexible working hours, and child care facilities are important to reduce this conflict. Furthermore, changing traditional notions of gender roles and respecting women according to their rights and capabilities can also reduce this conflict.

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