

Inter Role Conflict and its Impact on African Women Working in Restaurants in Asmara (Eritrea)

K. Subasini

*Lecturer, College of Business & Economics, Halhale, Eritrea
E-mail: subabobby@yahoo.com*

Abstract

All over the world, recent years in the past have brought a great change in the life of women, influencing their attitudes, values, inspirations and ways of thinking and behaving for an effective participation in all walks of life. Many low and middle class of urban Women are coming out of the four walls of their homes in search of economic gain as well as fulfillment of their personal hopes and desires. Today, by and large, to their old age role of a wife and a mother, a new role has been added, i.e., the modern role of wage earner or a bread-winner.

This paper presents how the working women facing the role conflict in the family and the work

Objectives of the study:

1. To know whether work-life balance / imbalance have an impact
2. To analyze whether the work-life affects their effectiveness / performance in the family life, caring the children etc.
3. To evaluate whether family expectations / dependency have an impact on the working women.

Keywords: Role Conflict, Family Conflict, Statistically dependent, work-family, incongruent demands

Introduction

Role Conflict and its Significance

Most individuals perform and maintain many different role identities in their every day lives. Whether the role identity is mother, or wife, or professor, there are certain demands and expectations that accompany the role. Most of the more recent research has been on the consequences of role conflict- that is, when the demands of a

particular role make it difficult for the individual to perform or meet the demands of another role. Being subjected to the dual role demands at home and works, which are often antagonistic in nature, the working women is liable to experience role conflict. The wage earning women have thus dual responsibilities, which is not only burdensome but also so incompatible that they cannot be performed properly. Having less time and more incongruent demands of dual roles the working women are experiencing more and more role conflicts in the modern situations.

Role conflict is the term, which is generally used by Sociologists and Social Psychologists to denote the problems, situations that arise due to simultaneous occupancy of two positions by an individual.

Thus, role conflict, role strain or role stress-are all concerned with problems, for the individual, which arise as a result of role incompatibilities. Some times it is analyzed that in a role set both inter-role conflict occurs partly because it is highly impossible that the set of roles will not have expected actions conflicting with those of other individual roles that he/she holds. The limitation of time always produces role conflict among working women to meet both the housework and job work. Thus, the role conflict involves a number of dimensions, which are affected by a host of personality, social, familial, and background variables.

One of the external factors is a set of conflicting role expectations arising out of two or more roles, which she is playing. Another important determinant of role conflict is the 'time constraint'. Due to limitation of time, the individual at times feels pressurized and cannot meet different expectations and obligations attached to different roles. Another internal determinant, i.e., Self-role conflict may be the behavioral discrepancy.

If a wide discrepancy between ideal and actual role performance is experienced by the actor, it causes conflict in her. Role conflicts, and lead to negative impacts on mental and physical health. Studies also found that role conflict, role ambiguity, and time demand were directly and positively related to work-family conflict.

Review of Literature

The growing interest in understanding fully the interface of work and family roles and their antecedents has stimulated the development of a predictive model of work-family conflict. In this paper, it is predicted that the expectations surrounding each of the different roles a person performs can generate interrole conflict. The interrole conflict occurs because it is not possible for the focal person to satisfy all expectations of his or her work and family roles since each role requires time, energy and commitment. This conflict perspective stems from the scarcity hypothesis which assumes that individuals have limited time and energy. The author acknowledges that work and family are the two central spheres in most adults' lives and the interdependence of these two spheres or systems for the dual-career family as proposed by Pleck in his concept of the work-family role system. Another line of research has examined job involvement as an antecedent of work-family conflict. There is a recognition that individuals may be actively participating in one role while simultaneously feeling distracted by thoughts, emotions, or demands that are tied to

another role (Ashforth, Kreiner, & Fugate, 2000). Howard (2008) in summarizing the definitions put forth by prior scholars (Greenhaus & Beutell, 1985; Boyar, Maertz, Pearson, & Keough, 2003) conceptualized work-family conflict as a type of inter-role conflict where both work and family issues exert pressures on an individual, creating a conflict where compliance with some set of pressures (family matters) increases the difficulty of complying with the other set of pressures (work matters).

According to Hoffnung (2004), career-oriented women expect more role sharing than women who are family-oriented. If childcare and other household responsibilities are equally shared between both partners, then the ability to achieve a balance between the two roles is achieved with more ease. Like men, career-oriented women view their careers as equally important as men's. Because motherhood plays such a major social role in many women's lives, women that choose not to have children are perceived negatively. These women are seen as tragic and in a state of suffering (Strickler, as cited in Gillespie, 2003). Furthermore, because of the association between motherhood and femininity, women that choose to be childfree are seen as deviant, unfeminine, unhealthy, psychologically flawed and selfish (Gillespie, 2003).

Rotondo and Kincaid (2008) studied four types of coping with work-family conflict using data collected as part of the National Survey of Midlife Development in the United States. The coping strategies studied include direct action and advice seeking (problem-focused) and positive thinking and cognitive reappraisal (emotion-focused). They found that the relationships between individual coping styles and conflict as well as facilitation were not uniform and varied depending on the source domain.

Women's hostility towards other women was inversely associated with their life satisfaction. That is, women who harbored hostile feelings toward other women were less likely to be satisfied with their own lives. The study suggested that people's perceptions of their life satisfaction are in part due to comparisons that they make between what they have, what they want, what they used to have, and what others have. Thus, hostility toward other women may be a consequence of unfavorable social comparisons. That is, the recognition that another woman is clearly better off may be related to dissatisfaction with one's own life conflict (Fu & Shaffer, 2001).

Currently, the literature suggests that personality play a significant role in whether a woman will judge her life to be satisfying. However, proximal environmental factors (e.g., recent life events) can influence life satisfaction judgments in the short term. Both nature and nurture (i.e., personality and environment) appear to be influential in determining life satisfaction, and to discount one explanation in favor of the other, would not be empirically or theoretically productive. (Beutell 2006.) Chipper field and Havens (2001) conducted a study to examine life satisfaction among individuals who had undergone a transition in marital status and those whose marital status remained stable over 7- year period. Among those individuals whose marital status remained stable over the 7 years, women's life satisfaction declined and men's remained constant. Among those who experienced a transition - in particular, the loss of spouse - a decline in life satisfaction was found for both men and women decline being more predominant for men. In addition, men's life satisfaction increased over the 7 years period if they gained a spouse, where as the same was not true for

women. Generally, these findings imply that the relationship between marital status transitions or stability differs for men and women. In a study of Sousa and Lyubomirsky (2001).

Young (2006) conducted a study to explore the relationship between social support and life satisfaction for people with long-term mental illness. Research sample included 146 subjects, coming from two large residential homes in Hong Kong. Results show that different sources of social support have different effects on individual's life satisfaction. Emotional and instrumental supports from staff and friend have different predictive power and importance on individual's life satisfaction. These findings suggest that strengthening staff and friend's support could improve life satisfaction for people with long-term mental illness.

Facilities such as reliable dependent-care center, including childcare center, and family leave would help junior physicians at this life stage cope with the conflict more effectively, besides the individual coping strategies that they adopt. There is a need to review the ratio between physicians and patients that has a great implication on work-family conflict. The excessive work that junior physicians have to perform has been emphasized by Aminah (2010), Shaufelli et al. (2009) and Lingard et al. (2006). personal resources and social support. Several studies confirmed the positive relationship between personalities, practical and emotional support and well-being (Amatea and Fong, ; Gill and Davidson, 2000; Sharma); life-roles provide sources of identity, and different people gain their identity from different roles. Situational conditions also appear to influence the time spent on a role, and thus its salience. Poole and Langan-Fox, in their studies on professional women, found that it was important to view the roles performed by women within the context of their "life course", indicating that at different stages of a woman's life, different situational factors are influential, which in turn influence the salience of a specific role. All participants indicated that the beliefs and attitudes of society significantly influenced how they perceived the importance of their multiple roles.

Methodology

Family Conflict

Family conflict is an out break of emotional feeling caused by the difference in opinions and unaccepted situations with family members.

Sample Design

For the purpose of the present study, 200 working women who are working in restaurants and bars in Eretria were selected mostly by adhering to the principles of stratified random sampling. Because of the non homogenous population (census), we used stratified random sampling. It is also used to get reflected the heterogeneous opinions as the said parameters of conflict and job satisfaction. Stratified random sampling is resulted as the basis of Age, Education and Working place.

Sources of Data

The present study heavily depends on primary sources of data which were collected

directly from the respondents by administering a pre designed questionnaire/ schedule and secondary data was collected through reference journals, books, magazines etc.

Techniques of Analysis

The present study proposes to use simple percentages, graphs, frequency distribution, Spearman’s rank correlation coefficient; chi-square statistic and other relevant measures and the same used were used to process, estimate and analyze the data. Chi square used, In order to get the level of significant between two or more Qualitative variables.

$$r = 1 - \frac{6 \sum d^2}{n(n^2 - 1)}$$

Where

r = Spearman’s rank correlation coefficient

d = deviations

n = number of items

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

Where

χ^2 = chi-square statistic

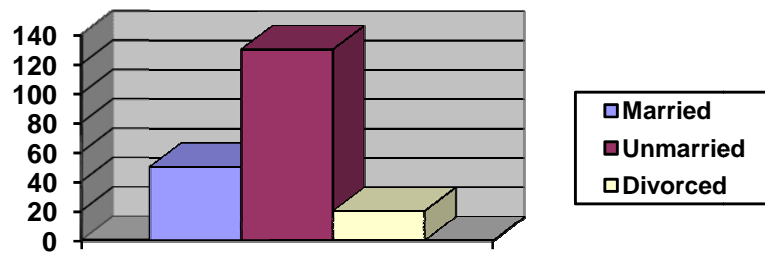
O_i = observed frequencies of the ith class

E_i = expected frequencies of the ith class.

Results and Discussions

Table 1: Distribution of respondents according to Marital status

Marital status	Frequency	Percent	Cumulative Percent
Married	50	25.0	25.0
Unmarried	130	65.0	90.0
Divorced	20	10.0	100.0
Total	200	100.0	

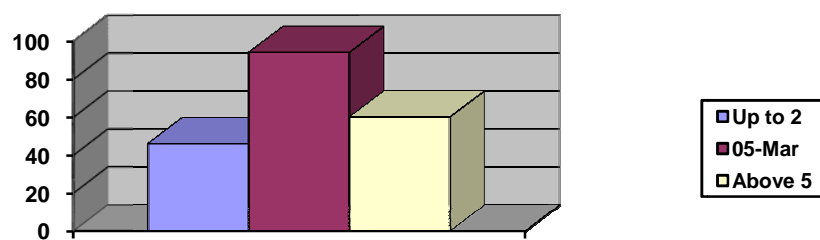


Source: Primary data

Table-1 refers to the distribution of the working women in Eritrea by their marital status. It is observed that 25 percent of working women are found to be married, 65 percent are unmarried and 10 percent are divorced. Thus, majority of the respondents are unmarried.

Table 2: Distribution of respondents according to Size of the family

	Frequency	Percent	Cumulative Percent
Up to 2	46	23.0	23.0
3-5	94	47.0	70.0
Above 5	60	30.0	100.0
Total	200	100.0	

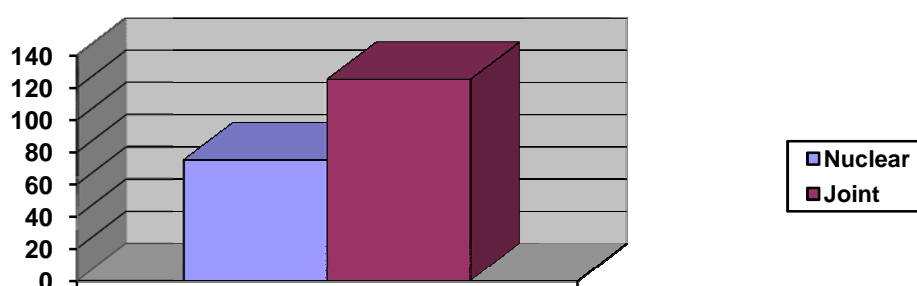


Source: Primary data

Table 2 refers to the distribution of the working women in Eritrea by their size of the family. It is observed that 23 percent of working women are with a family size of up to two family members, followed by 47 percent with 3-5 members and 30 percent respondents with above 5 family members.

Table 3: Distribution of respondents according to Type of family

Type of family	Frequency	Percent	Percent
Nuclear	75	37.5	37.5
Joint	125	62.5	100
Total	200	200	



Source: Primary data

Table 3 refers to the distribution of the working women in Eritrea by their type of the family. It is observed that 37.5 percent of the women respondents belonged to nuclear families and 62.5 percent respondents are drawn from joint family system. Thus, majority of the respondents are drawn from joint family system.

Thus, it is concluded that majority of the women respondents are relatively young, equipped with low level of education, all of the respondents belonged to Tire tribe, working in bars, drawn from orthodox religion, mostly unmarried, size of the family is big, of all the married, majority of them got marriage in the age range of above 19 years, subject to normal marriages, and mostly drawn from joint family system.

Table 4: Distribution of respondents according to Family responsibilities.

Family responsibilities	Frequency	Percent	Cumulative Percent
Head of the family	63	31.5	31.5
Only earning member	137	68.5	100.0
Total	200	100.0	

Table 4 refers to the distribution of working women by their determinants of employment with reference to family responsibilities. It is observed that because that being only earning member in the family, 68.5 percent of the women have opted for employment and 31.5 have opted for employment because they heads of the family.

Respondents Family Conflict Profile

Table 5: Distribution of respondents according to Children's care.

Relationship	Frequency	Percent	Cumulative Percent
In-laws	10	5.0	5.0
Relatives	18	9.0	14.0
Neighbors	12	6.0	20.0
Maid	30	15.0	35.0
Not relevant	130	65.0	100.0
Total	200	100.0	

Table 5 refers to the distribution of sample women respondents by their opinion about children's care in the absence of their mother. The maid stands first in the order followed by relatives, neighbors and in-laws to take care of the children in the absence of their mother.

Table 6: Distribution of respondents according to expectations to fulfill most of the family responsibilities.

	Frequency	Percent	Cumulative Percent
No	17	24.29	8.5
Yes	53	75.71	35.0
Not relevant	130	65.0	100.0
Total	200	100.0	

Table 6 refers to the distribution of sample women respondents by their opinion about women is expected to fulfill most of the family responsibilities. Majority of the respondents have opined that woman is expected to fulfill most of the family responsibilities and 24.29 percent of the sample respondents did not subscribe to this view.

Table 7: Distribution of respondents according to Engagement in children's activities.

	Frequency	Percent	Cumulative Percent
No	8	4.0	4.0
Yes	56	40	32.0
Not relevant	136	68.0	100.0
Total	200	100.0	

Table-4.3 refers to the distribution of sample women respondents by their opinion about children force their working mothers to engage in their activities. The maid stands first in the order followed by relatives, neighbors and in-laws to take of the children in the absence of their mother.

Table 8 : Distribution of respondents according to Extra care for family members.

	Frequency	Percent	Cumulative Percent
No	68	34.0	34.0
Yes	129	64.5	98.5
Not relevant	3	1.5	100.0
Total	200	100.0	

Table 8 refers to the distribution of sample women respondents by their opinion about family members expect the services of the working women for their extra care. It is observed that 64.5 percent of the working women have opined that family members expect the services of the working women for their extra care and 34 percent respondents did not endorse the said opinion.

Table 9: Distribution of respondents according to inadequate income.

	Frequency	Percent	Cumulative Percent
No	50	25.0	25.0
Yes	150	75.0	100.0
Total	200	100.0	

Table 9 refers to the distribution of sample women respondents by their opinion about the option of the job. It is observed that 75 percent of the working women have opined that due to inadequate income of their family they are forced to opt for the job and 34 percent respondents did not endorse the said opinion.

Table 10: Distribution of respondents according to Shortage of time.

	Frequency	Percent	Cumulative Percent
No	56	28.0	28.0
Yes	144	72.0	100.0
Total	200	100.0	

Table 10 refers to the distribution of sample women respondents by their opinion about their problem of shortage of time. It is observed that 72 percent of the working women have opined that they are facing the problem of shortage of time and 28 percent respondents did not endorse the said opinion.

Table 11: Distribution of respondents according to sharing the troubles.

	Frequency	Percent	Cumulative Percent
Family members	100	50.0	50.0
Neighbors	100	50.0	100.0
Total	200	100.0	

Table 11 refers to the distribution of sample women respondents by their opinion about sharing their troubles. It is observed that 50 percent of the working women have opined that they share their problems with family members and 50 percent respondents share their problems with neighbors.

Table 12: Distribution of respondents according to Fault finding by Family members.

	Frequency	Percent	Cumulative Percent
No	126	63.0	63.0
Yes	74	37.0	100.0
Total	200	100.0	

Table 12 refers to the distribution of sample women respondents by their opinion about family members find fault the working women. It is observed that 37 percent of the working women have opined that their family members find fault with them and 63 percent respondents did not endorse the said opinion.

Table 13: Relationship between the age and Children's care.

Age	Children's care					Total
	In-laws	Relatives	Neighbors	Maid	Not relevant	
Up to 25		7		4	88	99
		7.1%		4.0%	88.9%	100.0%
		38.9%		13.3%	67.7%	49.5%
26-35	7	9	8	10	42	76
	9.2%	11.8%	10.5%	13.2%	55.3%	100.0%
	70.0%	50.0%	66.7%	33.3%	32.3%	38.0%
Above 35	3	2	4	16		25
	12.0%	8.0%	16.0%	64.0%		100.0%
	30.0%	11.1%	33.3%	53.3%		12.5%
Total	10	18	12	30	130	200
	5.0%	9.0%	6.0%	15.0%	65.0%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-square= 98.082, df= 8, $\rho < 0.05$, $r = -0.539$ ($\rho < 0.05$)

Table 13 refers to the distribution of the working women by their age and their opinion about the children’s care in the absence of their mother caused due to her employment. The correlation between age of the working women and their opinion about the children’s care in the absence of their mother caused due to her employment is found to be negative and insignificant. The rejection of the null hypothesis with level of significance=0.05 and degree of freedom=8 which implies that the relationship between the age of the working women and their opinion about the children’s care in the absence of their mother caused due to her employment is found to be statistically dependent.

Table 14: Relationship between the Age and fulfillment of most of the family responsibilities

Age	woman is expected to fulfill most of the family responsibilities			Total
	No	Yes	Not relevant	
Up to 25		11	88	99
		11.1%	88.9%	100.0%
		20.8%	67.7%	49.5%
26-35	5	29	42	76
	6.6%	38.2%	55.3%	100.0%
	29.4%	54.7%	32.3%	38.0%
Above 35	12	13		25
	48.0%	52.0%		100.0%
	70.6%	24.5%		12.5%
Total	17	53	130	200
	8.5%	26.5%	65.0%	100.0%
	100.0%	100.0%	100.0%	100.0%

Chi-square= 99.564, df= 4, $\rho < 0.05$, $r = -0.606 (\rho < 0.05)$

Table 14 refers to the distribution of the working women by their age and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities. The correlation between age of the working women and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities is found to be negative and insignificant. The rejection of the null hypothesis with level of significance=0.05 and degree of freedom=4 which implies that the relationship between the age of the working women and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities is found to be statistically dependent.

Table 15: Relationship between the marital status and Determinants of employment.

Marital status	Determinants of employment			Total
	Inadequacy of family income to needs to meet the basic needs	To raise the living standards	To have independent income	
Married	27	16	7	50
	54.0%	32.0%	14.0%	100.0%
	24.3%	24.6%	29.2%	25.0%
Unmarried	77	40	13	130
	59.2%	30.8%	10.0%	100.0%
	69.4%	61.5%	54.2%	65.0%
Divorced	7	9	4	20
	35.0%	45.0%	20.0%	100.0%
	6.3%	13.8%	16.7%	10.0%
Total	111	65	24	200
	55.5%	32.5%	12.0%	100.0%
	100.0%	100.0%	100.0%	100.0%

Chi-square= 4.613, df= 4, $\rho > 0.05$, $r = 0.045$ ($\rho > 0.05$)

Table 15 refers to the distribution of the working women by their marital status and their determinants of employment. The correlation between marital status of the working women and their determinants of employment is found to be positive and significant. The acceptance of the null hypothesis with level of significance=0.05 and degree of freedom=4 which implies that the relationship between the marital status of the working women and their determinants of employment is found to be statistically independent.

Table 16: Distribution of respondents according to Satisfied as Spouse.

	Frequency	Percent	Cumulative Percent
No	10	5.0	5.0
Yes	60	30.0	35.0
Not relevant	130	65.0	100.0
Total	200	100.0	

Table 16 refers to the distribution of the working women by their opinion about their satisfaction as spouse by being working women. It is found that majority of the married women are happy and satisfied as spouse even by being working women and a tiny segment of the sample of married women are not satisfied as spouse.

Table 17: Distribution of respondents according to contented family life.

	Frequency	Percent	Cumulative Percent
No	94	47.0	47.0
Yes	106	53.0	100.0
Total	200	100.0	

Table 17 refers to the distribution of the working women by their opinion about their contentment in the family life by being working women. It is found that majority of the working women (53 percent) are happy and leading contented life even by being working women and 47 percent of working women are not contented life.

Table 18: Distribution of respondents according to sufficient time given to family.

	Frequency	Percent	Cumulative Percent
No	91	45.5	45.5
Yes	109	54.5	100.0
Total	200	100.0	

Table 18 refers to the distribution of the working women by their opinion about whether they are giving sufficient time to their family by being working women. It is found that majority of the working women (54.5 percent) are able to give sufficient time to their family even by being working women and 45.5 percent of working women are not able to give sufficient time to their family.

Table 19: Distribution of respondents according to Time to make fun with family members

	Frequency	Percent	Cumulative Percent
No	80	40.0	40.0
Yes	120	60.0	100.0
Total	200	100.0	

Table 19 refers to the distribution of the working women by their opinion about whether they are giving time to make fun with family members by being working women. It is found that majority of the working women (60 percent) are able to give time to make fun with family members by being working women and 40 percent of working women are not able to give time for to make fun with family members.

Table 20: Distribution of respondents according to Time to prepare children to school

	Frequency	Percent	Cumulative Percent
No	23	11.5	11.5
Yes	47	23.5	35.0
Not relevant	130	65.0	100.0
Total	200	100.0	

Table 20 refers to the distribution of the working women by their opinion about whether they find time to prepare children to school by being working women. It is found that majority of the married working women are able to find time to prepare children to school by being working women and a small segment of the married working women are not able to find time to prepare children to school.

Table 21: Distribution of respondents according to Receive children after school hours.

	Frequency	Percent	Cumulative Percent
No	49	24.5	24.5
Yes	21	10.5	35.0
Not relevant	130	65.0	100.0
Total	200	100.0	

Table 21 refers to the distribution of the working women by their opinion about whether they find time to receive children after school hours by being working women. It is found that majority of the married working women are not able to find time to receive children after school hours by is being working women and a small segment of the married working women are able to find time to receive children after school hours.

Major Findings, Conclusions and Suggestions

An attempt is made to present the chapter wise major findings followed by conclusions and suggestions.

1. Inadequate family income has emerged as the most important determinant of their employment as it is endorsed by 55.5 percent of the respondents.
2. Because of being only earning member in the family, 68.5 percent of the women have opted for employment and 31.5 have opted for employment because they were head of the family.
3. The maid stands first in the order followed by relatives, neighbors and in-laws to take care of the children in the absence of their mother.

4. Majority of the respondents have opined that woman is expected to fulfill most of the family responsibilities and 24.29 percent of the sample respondents did not subscribe to this view.
5. Of all the married women, majority of the women have opined that they are engaged in children's activities and a small segment of them did not endorse this view.
6. 64.5 percent of the working women have opined that family members expect the services of the working women for their extra care and 34 percent respondents did not endorse the said opinion.
7. 75 percent of the working women have opined that due to inadequate income of their family they are forced to opt for the job and 34 percent respondents did not endorse the said opinion.
8. 72 percent of the working women have opined that they are facing the problem of shortage of time and 28 percent respondents did not endorse the said opinion.
9. 50 percent of the working women have opined that they share their problems with family members and 50 percent respondents share their problems with neighbors.
10. 37 percent of the working women have opined that their family members find fault with them and 63 percent respondents did not endorse the said opinion.
11. The relationship between the age of the working women and their opinion about the children's care in the absence of their mother caused due to her employment is found to be statistically dependent.
12. The relationship between the age of the working women and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities is found to be statistically dependent.
13. The relationship between the age of the working women and their opinion about the attitude of their children with regard to children force their working mothers to attend their engagements and activities is found to be statistically dependent.
14. The relationship between the age of the working women and their opinion about the attitude of their children with regard to family members expect the working women to take extra care of them is found to be statistically independent.
15. The relationship between the age of the working women and their opinion about inadequate income due to which forced them to opt for the job is found to be statistically independent.
16. The relationship between the age of the working women and their opinion about their problem of shortage of time to attend their family works is found to be statistically independent.
17. The relationship between the age of the working women and their opinion about with whom do they share their troubles is found to be statistically independent.
18. The relationship between the age of the working women and their opinion

- about the attitude of family members finding fault with them is found to be statistically dependent.
19. The relationship between the education of the working women and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities is found to be statistically independent.
 20. The relationship between the education of the working women and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities is found to be statistically independent.
 21. The relationship between the education of the working women and their opinion about the attitude of their children with regard to children force their working mothers to attend their engagements and activities is found to be statistically dependent.
 22. The relationship between the education of the working women and their opinion about the attitude of their children with regard to family members expect the working women to take extra care of them is found to be statistically independent.
 23. The relationship between the education of the working women and their opinion about inadequate income due to which forced them to opt for the job is found to be statistically independent.
 24. The relationship between the education of the working women and their opinion about their problem of shortage of time to attend their family works is found to be statistically independent.
 25. The relationship between the education of the working women and their opinion about with whom do they share their troubles is found to be statistically independent.
 26. The relationship between the education of the working women and their opinion about the attitude of family members finding fault with them is found to be statistically independent.
 27. The relationship between the marital status of the working women and their determinants of employment is found to be statistically independent.
 28. The relationship between the marital status of the working women and their opinion about the children's care in the absence of their mother caused due to her employment is found to be statistically dependent.
 29. The relationship between the marital status of the working women and their opinion about the attitude of their family members with regard to woman is expected to fulfill most of the family responsibilities is found to be statistically dependent.
 30. The relationship between the marital status of the working women and their opinion about the attitude of their children with regard to children force their working mothers to attend their engagements and activities is found to be statistically dependent.
 31. The relationship between the marital status of the working women and their opinion about the attitude of their children with regard to family members

- expect the working women to take extra care of them is found to be statistically dependent.
32. The relationship between the marital status of the working women and their opinion about their inadequate income due to which forced them to opt for the job is found to be statistically independent.
 33. The relationship between the marital status of the working women and their opinion about their problem of shortage of time to attend their family works is found to be statistically independent.
 34. The relationship between the marital status of the working women and their opinion about with whom do they share their troubles is found to be statistically independent.
 35. The relationship between the marital status of the working women and their opinion about the attitude of family members finding fault with them is found to be statistically dependent.

Suggestions

On the basis of the major findings of the present study and the personal experience that is gained, the following suggestions are made to better the conditions of the women who are working in bars, restaurants and hotels etc. They include

Family counseling centers must be established to give necessary psychological support to reduce the quotient of role conflicts of various types for the working women.

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