

Assessment of the Guilt Complex of Working Women Regarding Child Care and Measures Adopted by Working Women to Resolve it, in Selected Establishment

LAISHANGBAM BIJAYALAKSHMI DEVI

*Associate Professor PG Dept., MKSSS Smt. Bakul Tambat Institute of Nursing Education, Karvenagar, Pune - 411052, Maharashtra.

Abstract

Recent development in the world required contribution from both genders. Various surveys

indicate the rise of number in working women and their contribution in various works. With these new trends, working women have to juggle various roles like being wife, mother, co-worker or being head of the organization. Some women successfully balance the various roles, some women find it difficult and may have stress. The author took a keen interest on this aspect and conducted a study on assessing the guilt complex of working women regarding child care and measures adopted by them to resolve it. In this study, 100 samples of working mothers from various professional and nonprofessional fields were selected. The result showed significant guilt score that may lead to psychopathology.

Keywords: Guilt complex; Working women; Child care; Measures adopted by working women.

Introduction

In today's world, with the increasing demands of life, women are in front of the arena working hand in hand with their male partner to earn their living. According to the Center for Women's Business Research, the

number of majority-women-owned businesses in the US grew at twice the rate for all firms between 1997 and 2002, jumping 14% to reach 6.2 million. Last year, women-owned businesses accounted for 28% of all privately owned firms in the US, and employed 9.2 million people. [1-4]

When guilt becomes excessive or irrational, it can lead to great distress, distorted relationships and psychopathology. Further, guilt can be problematic when it becomes exaggerated and inhibiting, when it is generalized, or when it is repeatedly linked to shame. [5-7] The individual may try to somehow acknowledge and rectify the transgression. This can be done by inhibiting the behaviour, putting herself down, punishing herself, or trying to even the score by putting others ahead of herself. The individual may also try confessing, atoning, apologizing, or performing some sort of reparation. [7,8] Keeping this in mind, a study was conducted to assess the guilt complex of working women regarding child care and measures adopted by working women to resolve it, in selected establishment of Pune City.

Research Methodology

This quantitative explorative type of non-experimental design was used to achieve the objectives of the study. 100 working women

Corresponding author: Mrs. Laishangbam Bijayalakshmi Devi, PG Dept., MKSSS Smt., Bakul Tambat Institute of Nursing Education, Karvenagar, Pune - 411052, Maharashtra.

E-mail: esmaralda_grey@yahoo.co.in

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from selected establishment of Pune city were selected through non-probability convenient sampling technique. 16 experts determined the content validity of the tool. For generating necessary data a self-structured guilt assessment questionnaire was developed which consisted of 6 sections, with 5 point Likert's Scale. The questionnaire was confined to the areas of psycho-social aspects of working women, assessment of guilt of the working women regarding child care and assessment of measures adopted by them to resolved it. Total number of questionnaires were 69, including the questions on demographic data.

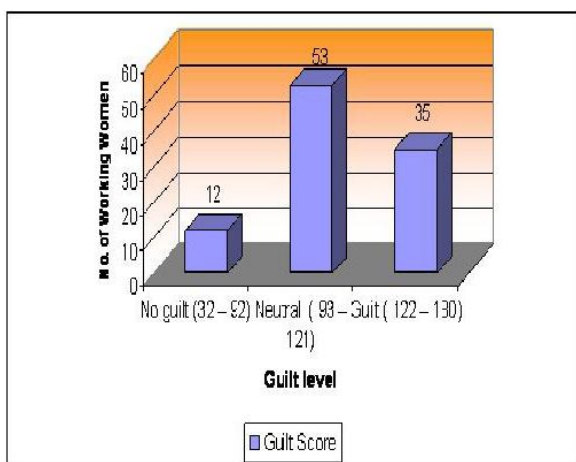
Those who scored between 32-92 on he guilt assesment questionnaire were interpreted as having no guilt . Score from 93-121 meant neutral and score of 122-180 meant having guilt (Figure I).

The reliability of the questionnaire was established by Test Retest Method. For the given study, questionnaire was filled from 20 respondents at two different time points (with gap of 4 days). The reliability was 0.98 which can be considered as high reliability. The study was conducted after taking appropriate permission from authority and written consent from the participants.

Results

The finding on the demographic data in table

Figure I: Frequency of Working Women by their level of Guilt Regarding Child Care



I show that 38% of subjects were from 25 to 30 years of age and 32% were from 30-35years of age. 42% were graduates and 33% of subjects were postgraduate. 73% of subject were professionals and 10% of them were skilled labourers. Not one of them works for part time job. It also indicated that 48% of the subjects worked for 6 to 8 hours every day and 40% of them worked for 8 hours to 10 hours in a day and their spouses' working hours were from 8-10 hours (40%) followed by 10-12 hours (26%). The findings also showed that the income per month in rupees for working women was less as, 37% of the subject had income of about 2000 - 6000, 29% had Rs. 10000 - 15000 income and 19% of them had above 15000 rupees per month incom. The findings also indicated that majority of the subjects (62%) were from nuclear family which may indicate lack of social support for the child rearing when the

mother is working and indirectly suggest for proneness to guilt complex in the mothers due to lack for trust worthy person at home for child care. 49% of the subjects spent 1-3 hours per day with their children, 36% spent 3-6 hours per day, and 4% spend less than an hour with their children.

The data showed that 12% of subjects (working women) had no guilt complex regarding child care when they were working outside. 35% of subjects had guilt complex (score of 122 - 180), whereas 53% of the subjects fell within normal range of guilt complex. It showed that, 35 % of working women who fell in the guilt score range indicated a need for some form of counseling or family support to prevent from further psychopathology in future.

working women wanted to spend their time with their children once they reached home were 45%. showed that majority (74%) of working women choose to pamper their children, by cooking favorite food, gestures like cuddling, hugging, kissing their child, or buying toys or games or go for walking or shopping.

Using chi-square test ,it was found that guilt complex of working women regarding child care had no significant relationship with

**Table I: Frequency and Percentage of Samples by their Demographic Description
n = 100**

S. No.	Characteristics	Frequency (N= 100)	Percentage (N= 100)
1.	Working women's age (in years):		
	-20-25	12	12
	-25-30	38	38
	-30-35	32	32
	-35-40	11	12
2.	Working women's education status:		
	-Below 10 th standard	02	02
	-10 th - 12 th standard	09	09
	-Undergraduate	03	03
	-Graduate	42	42
3.	Working women's occupation:		
	-Skilled laborer	10	10
	-Unskilled laborer	05	05
	-Professional	73	73
	-Unprofessional	12	12
4.	Working women's hours of work per day:		
	-Below 6 hours	01	01
	-6-8 hours	48	48
	-8-10 hours	40	40
	-10-12 hours	10	10
5.	Working women's income per month:		
	-Below 2000	03	03
	-2000- 6000	37	37
	-6000-10,000	12	12
	-10,000 - 15,000	29	29
	-More than 15,000	19	19

age, occupation of mother, working hours per day, monthly income, number & age of children.

However, significant association was found between guilt complex of working mothers regarding child care and education of the mothers, type of family, time spent by working mothers with their children and type of family member who helped the mother in child care.

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