



WORKING WOMEN AFTER MARRIAGE AND MATERNITY (A STUDY WITH REFERENCE TO THE COUNTRY OMAN)

1. Dr. Kamireddy- Chandra Sekhara Reddy. M.B.A, Ph.D.

Faculty, Department of Business, Higher College of Technology,
Muscat-Oman



2. Arshiya Sultana.M.COM, (Ph.D.)

Faculty, Department of Business, Higher College of Technology,
Muscat, Oman.



ABSTRACT

It is well known fact that women's are playing a very crucial role in every human's life, as a mother, mother-in-law, sister, wife, grand mother, friend, well wisher and colleague, they are at every stage of our life. 6 to 7decadesbefore most of the women are not permitted to come out from their homes for their education and jobs. They were be completely engaged with their home and family responsibilities, there was no freedom to women to take their own life decisions, like whom to married, and no of kids e.t.c. only with the earnings of male parent the family has to survive, but those days are gone.

Now women is proved as equal as male, and in some selective jobs/work women's are dominating males, through out the world women's are proved them selves with different positions, we have many examples like women ruled the country's, women won many medal in Olympics in different games, many women entrepreneurs, many women CEO's , many women leaders, and also many women colleagues are working with males. Especially from the last 40 years women are well encouraged for studies, as a result today most of the organizations are filled their vacancies with women manpower, there is some organizations who strongly believe that women are performing better than the males, and women are proved that, there is no particular job which only males can do. They can climb the mountains, they can ride the airplanes and they can travel to space.

Key words: Women, Marriage, Maternity, Family, Responsibility,

Introduction

By birth Women are taking more responsibility towards their family, now-a-days educated women ratio is increasing and taking employment opportunities through out the world. More responsibilities have to be handled by the women after her marriage and maternity. A few decades ago women are not allowed to take education and to go for employment. But slowly the trend was changed, but as a wife as a mother her responsibilities will never changed. In the present research topic the researcher attempted to find the women perception about employment after her marriage and maternity, last generation women perception was completely different to present generation women. In recent days women proved that, they can manage both their family responsibilities and employment responsibilities even after their marriage and maternity. Their partner co-operation is also playing a wide role to reach to the present situation. The male partner is ready to share his spouse responsibilities towards looking after the house, kids, cooking.e.t.c. and also both of they are having a good understanding about the importance and benefits of having the employment for both. But here one thing is very clear that the parents are unable to spend their full time for their kids and kids are also missing their parents a lot. At the same time to lead the quality life in the present scenario, and to avoid financial disturbances, and to meet the present cost of living range most of the younger generation parents felt that, it is required to both the partners to go to job.

Need for the Study:

Even through there are many studies on women education, employment and achievements the present study was taken to find the women perception on employment after her marriage and maternity.

Objective

- To find the women perception towards employment after their marriage and maternity

Methodology

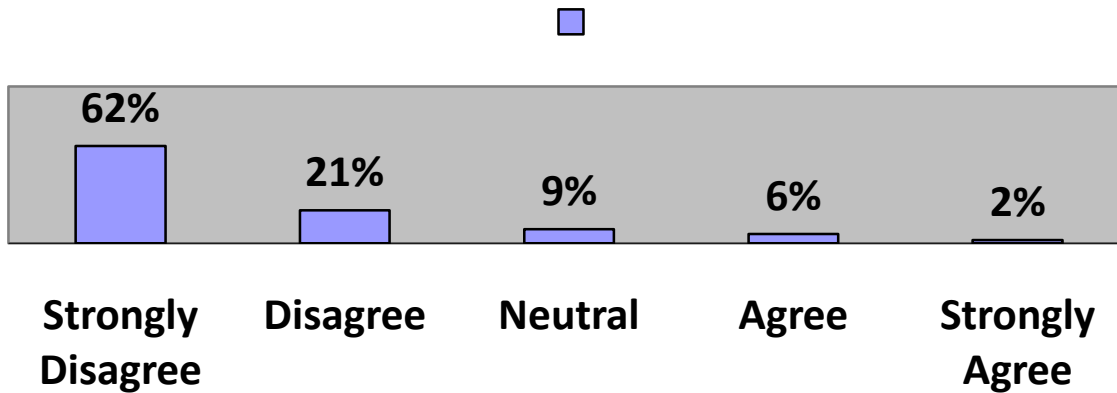
The main intention of this study is to identify the women perception towards employment even after their marriage and maternity for this purpose different women who are working after their marriage and maternity were selected across the city Muscat, a structured questionnaire was prepared and distributed across city Muscat, total participated sample size is 160 selected randomly who are working in different organizations in different positions. Questionnaire was distributed among 160 Women with different nationality (Omani, Philipino, Indian, Pakistani, Egyptian, Bangali, Srilankan) and analyzed their views towards questions raised in the questionnaire with the help of diagrams, statistical tool chi-square testis also used to know the result statistically.

Limitations of the Survey

- The survey was conducted only in the city Muscat.
- The participant's views may get change periodically based on their experiences.
- All the present study gathered data was belongs to the time period of April-2016 to June-2016.

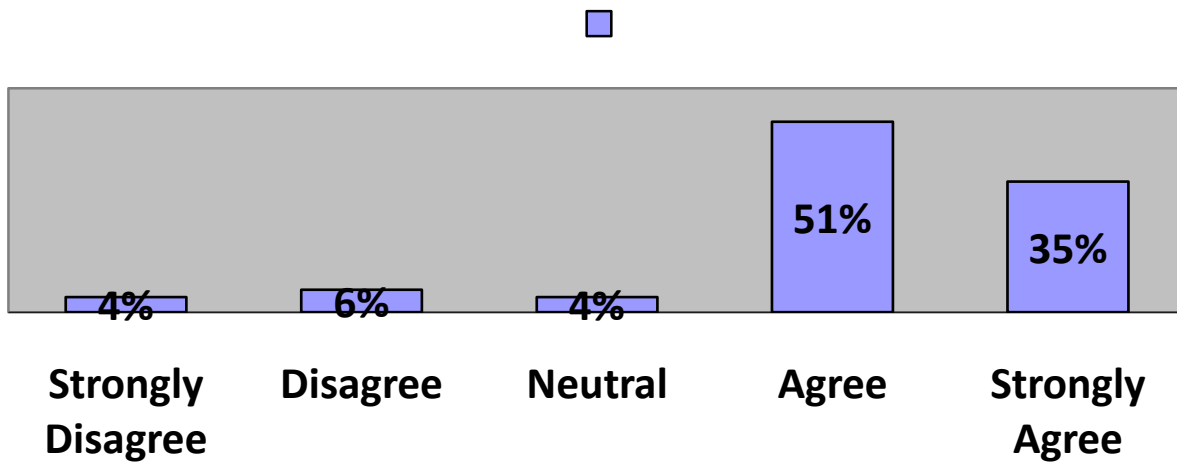
Analysis of surveyed result:

Figure-01 *Because of I am woman; I am unable to continue my job until retirement*



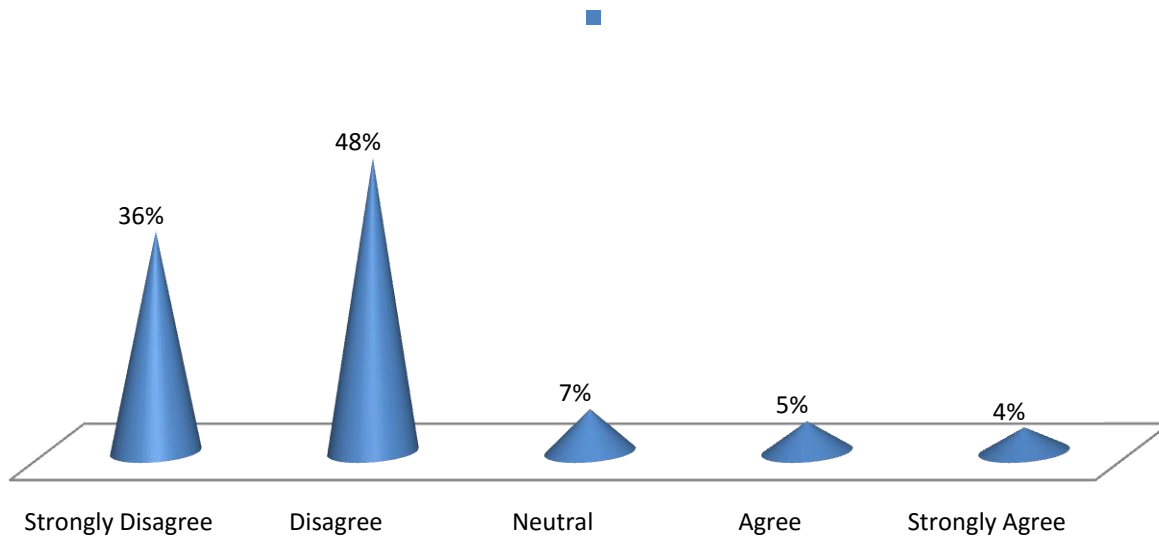
From the above research data it is very clear that, most of the sample 62% was strongly disagreed, 21% disagreed, 9% neutral, 6% agreed and 2% strongly agreed towards the statement of because of I am woman, I am unable to continue my job until my retirement.

Figure-02 *Even I am working, I can fulfill my responsibilities with my kids and family members*



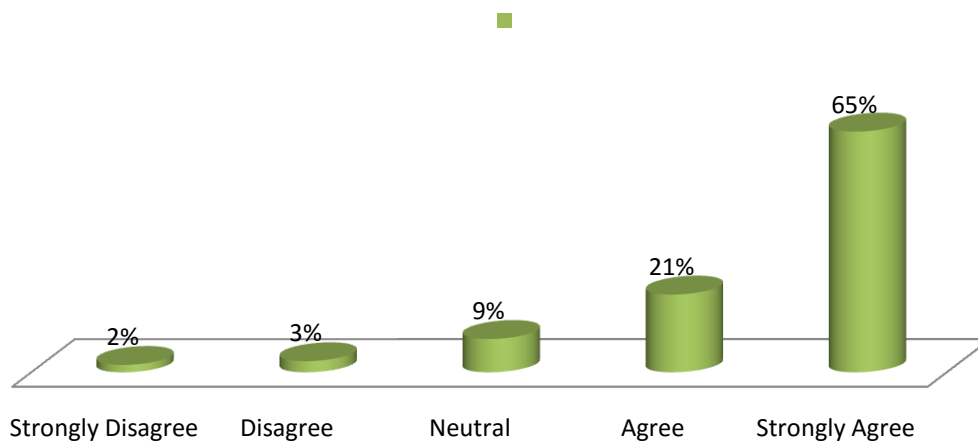
As the above research data shown, 51% are agreed, 35% are strongly agreed, 6% are dis-agreed, 4% are neutral and 4% are strongly disagreed towards the statement of Even I am working, I can fulfill my responsibilities with my kids and family members.

Figure-03 *I am unable to do justification to my family and kids, because of my job responsibilities*



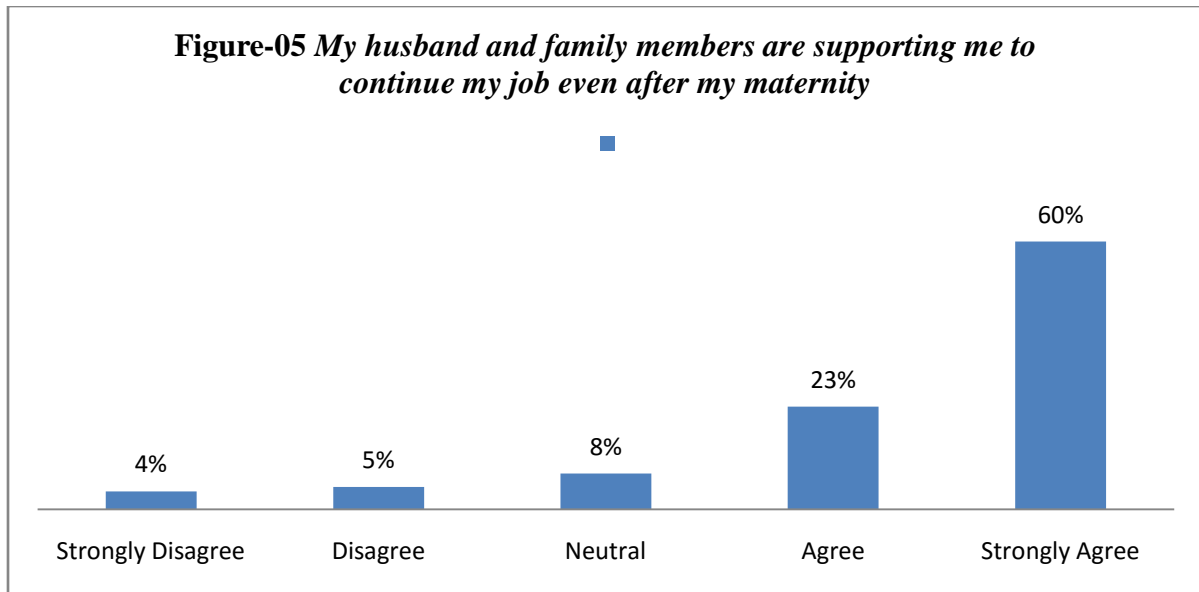
As the above research data shown, 36% are strongly disagreed, 48% are agreed, 7% are neutral, 5% are agreed and 4% are strongly agreed towards the statement of I am unable to do justification to my family and kids, because of my job responsibilities.

Figure-04 *My husband and family members are supporting me to continue my job even after my marriage*



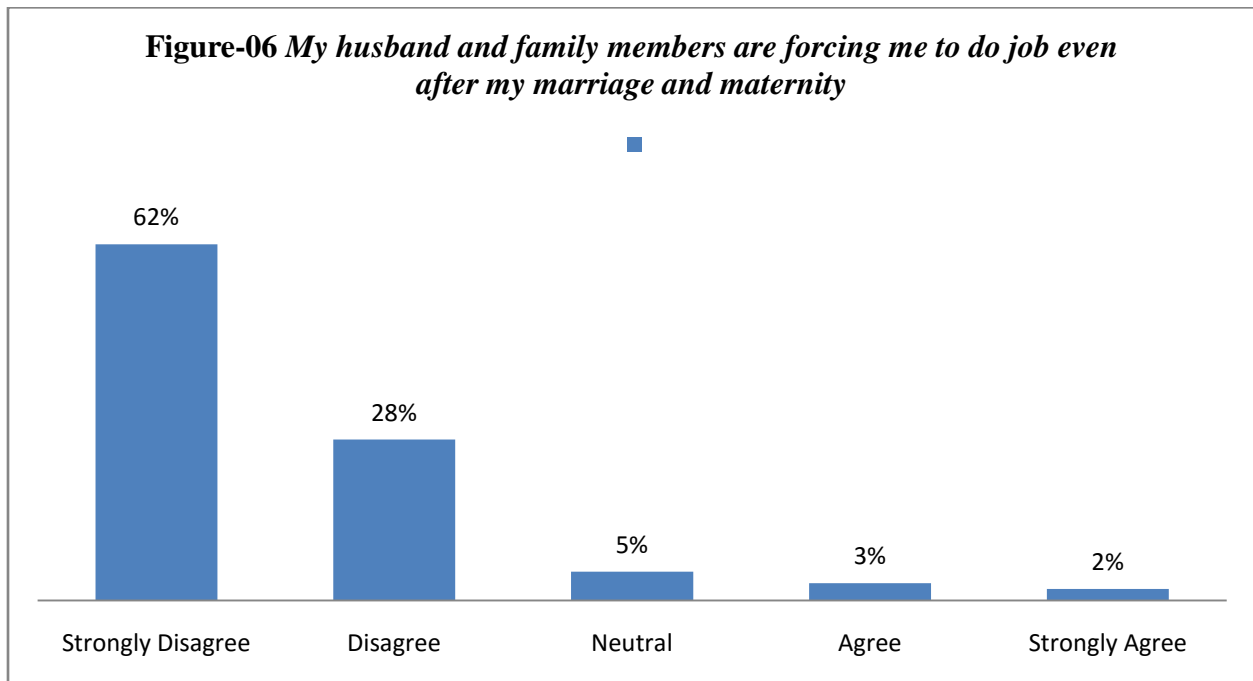
As the above research data shown, 65% are strongly agreed, 21% are agreed, 9% are neutral, 3% are dis-agreed and 2% are strongly disagreed towards the statement of My husband and family members are supporting me to continue my job even after my marriage.

Figure-05 *My husband and family members are supporting me to continue my job even after my maternity*

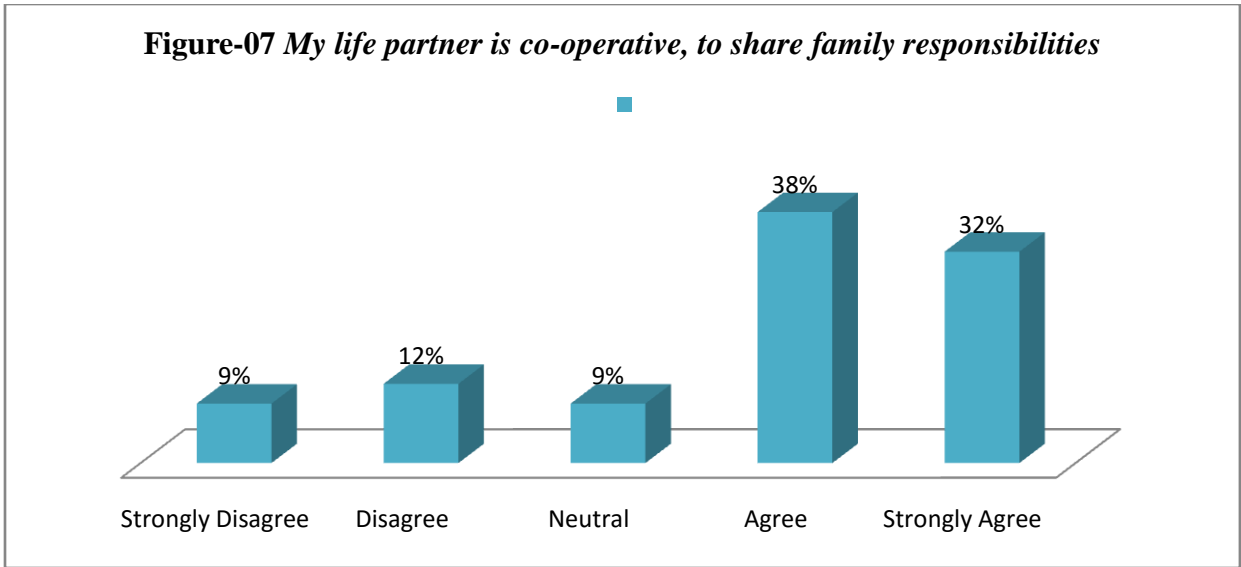


As the above research data shown, 60% are strongly agreed, 23% are agreed, 8% are neutral, 5% are dis-agreed and 4% are strongly disagreed towards the statement of My husband and family members are supporting me to continue my job even after my maternity.

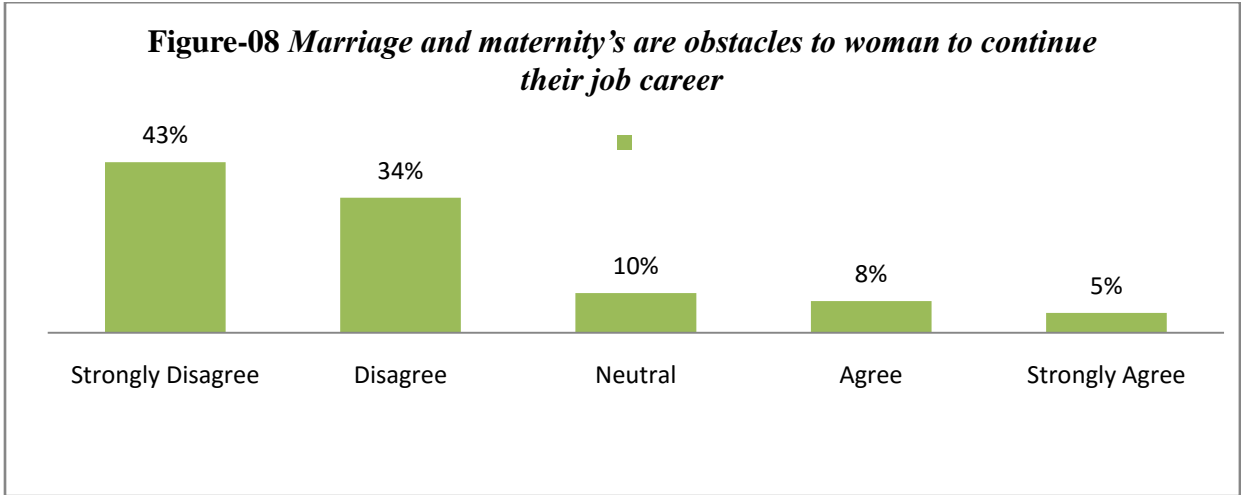
Figure-06 *My husband and family members are forcing me to do job even after my marriage and maternity*



As the above research data shown, 62% are strongly disagreed, 28% are disagreed, 5% are neutral, 3% are agreed and 2% are strongly agreed towards the statement of My husband and family members are forcing me to do job even after my marriage and maternity.

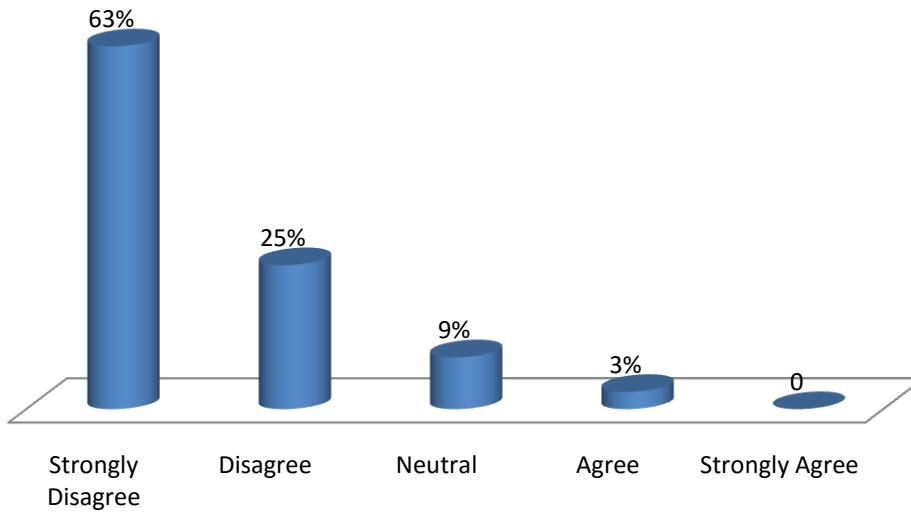


As the above research data shown, 32% are strongly agreed, 38% are agreed, 9% are neutral, 12% are disagreed and 9% are strongly disagreed towards the statement of My life partner is co-operative, to share family responsibilities.



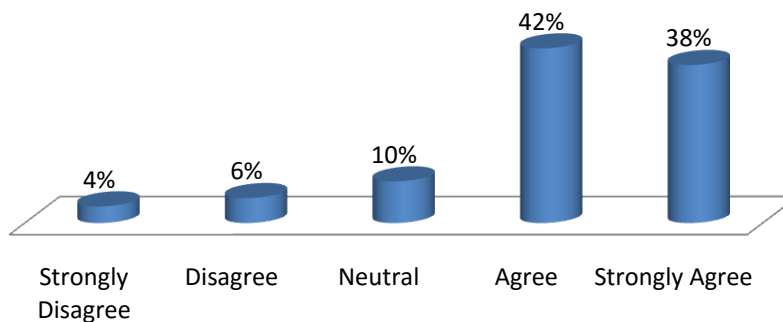
As the above research data shown, 43% are strongly disagreed, 34% are disagreed, 10% are neutral, 8% are agreed and 5% are strongly agreed towards the statement of Marriage and maternity's are obstacles to woman to continue their job career.

Figure-09 *My strong advice to women is, better to stop their job life after their marriage/maternity*



As the above research data shown, 63% are strongly disagreed, 25% are disagreed, 9% are neutral, 3% are agreed towards the statement of My strong advice to women is, better to stop their job life after their marriage/maternity

Figure-10 *My organization is well cooperative to grant me the leaves during the events of my Marriage / Maternity irrespective of busy work schedule*



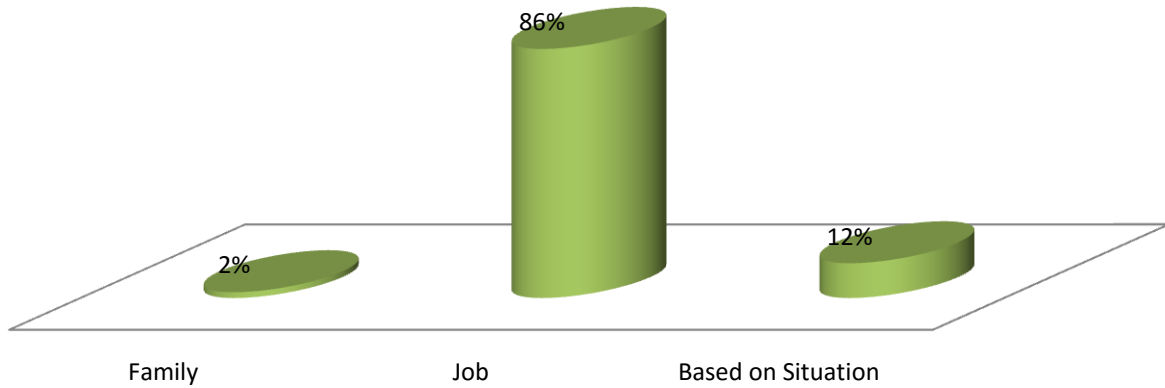
As the above research data shown, 38% are strongly agreed, 42% are agreed, 10% are neutral, 6% are disagreed and 4% are strongly disagreed towards the statement of My organization is well cooperative to grant me the leaves during the events of my Marriage / Maternity irrespective of busy work schedule.

11. I am continuing my job even after my marriage and maternity because of

Some of causes as answered by the sample,

To have a meaning to my education and knowledge	To upgrade my knowledge and skills
To continue individuality	To be role model to my kids
To support family	My full time presence at my home is not required
To utilize the opportunity	It is difficult to survive within my husband salary
To provide quality life to my kids and family members	I am strengthen enough to continue my job even after my maternity
It is required to survive in my family life	My job plays crucial role in my family life
Marriage / maternity is not an obstacle to job	Instead of doing something else, continuing the same is more easy
Not to waste the human power	I don't want to be an additional burden to my husband
To support to country economy	I am more responsible after my marriage and maternity
I don't like to be idle at home	To meet my family increased expenses

Figure-12 *If it is badly required I am ready to leave my responsibilities of (Family / Job)*



As the above research data shown, 86% of the women are ready to leave their job responsibilities instead of family responsibilities, if it is badly required. Where as 12% of women answered they will take the decision as per the situation, by considering the seriousness of the problem, health condition, other family members support to take care of the problem, financial position of the family e.t.c.

Statistical result

Chi-Square Test-1

Chi-Square test has been done to identify the association in between the views of the employees who answered statements of

Statement-1 My husband and family members are supporting me to continue my job even after my **marriage**(majority of the sample size [65%] strongly agreed)

Statement-2 My husband and family members are supporting me to continue my job even after my **maternity** (majority of the sample size [60%] strongly agreed)

The surveyed data for the above two statements is as follows,

Statement & options		My husband and family members are supporting me to continue my job even after my maternity					
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
My husband and family members are supporting me to continue my job even after my marriage	Strongly Disagree	2	1	-	-	-	3 (2%)
	Disagree	1	1	1	1	1	5 (3%)
	Neutral	1	1	4	3	5	14 (9%)
	Agree	-	2	4	15	13	34 (21%)
	Strongly Agree	2	3	4	18	77	104 (65%)
Total		6 (4%)	8 (5%)	13 (8%)	37 (23%)	96 (60%)	160 (100%)

χ^2 Calculations
Two-way Contingency Table

	Chi-Square Calculation					
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Strongly Disagree	2 <i>0.11</i> (31.67)	1 <i>0.15</i> (4.82)	0 <i>0.24</i> (0.24)	0 <i>0.69</i> (0.69)	0 <i>1.80</i> (1.80)	3
Disagree	1 <i>0.19</i> (3.52)	1 <i>0.25</i> (2.25)	1 <i>0.41</i> (0.87)	1 <i>1.16</i> (0.02)	1 <i>3.00</i> (1.33)	5
Neutral	1 <i>0.53</i> (0.43)	1 <i>0.70</i> (0.13)	4 <i>1.14</i> (7.20)	3 <i>3.24</i> (0.02)	5 <i>8.40</i> (1.38)	14
Agree	0 <i>1.27</i> (1.27)	2 <i>1.70</i> (0.05)	4 <i>2.76</i> (0.55)	15 <i>7.86</i> (6.48)	13 <i>20.40</i> (2.68)	34
Strongly Agree	2 <i>3.90</i> (0.93)	3 <i>5.20</i> (0.93)	4 <i>8.45</i> (2.34)	18 <i>24.05</i> (1.52)	77 <i>62.40</i> (3.42)	104
	6	8	13	37	96	160

$\chi^2 = 76.554$, $df = 16$, $\chi^2/df = 4.78$, $P(\chi^2 > 76.554) = 0.0000$

As the above result table shows the value of Chi Square is 76.554, which is > to table value 26.30 at 0.05 significance level. So it is concluded that there is an association between the two statements, which means majority of the sample who are supporting statement-1 are also supporting statement-2.

Chi-Square Test-2

Chi-Square test has been done to identify the association in between the views of the employees who answered statements of

Statement-1 My husband and family members are forcing me to do job even after my marriage and maternity (majority of the sample size [62%] strongly disagreed)

Statement-2 My life partner is co-operative, to share family responsibilities (majority of the sample size [38%] agreed)

The surveyed data for the above two statements is as follows,

Statement & options		My life partner is co-operative, to share family responsibilities					
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
My husband and family members are forcing me to do job even after my marriage and maternity	Strongly Disagree	10	12	11	26	40	99 (62%)
	Disagree	1	2	-	35	7	45 (28%)
	Neutral	-	2	2	1	3	8 (5%)
	Agree	1	2	1	-	1	5 (3%)
	Strongly Agree	2	1	-	-	-	3 (2%)
Total		14 (9%)	19 (12%)	14 (9%)	62 (38%)	51 (32%)	160 (100%)

χ^2 Calculations
Two-way Contingency Table

	Chi-Square Calculation					
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Strongly Disagree	10 8.66 (0.21)	12 11.76 (0.01)	11 8.66 (0.63)	26 38.36 (3.98)	40 31.56 (2.26)	99
Disagree	1 3.94 (2.19)	2 5.34 (2.09)	0 3.94 (3.94)	35 17.44 (17.69)	7 14.34 (3.76)	45
Neutral	0 0.70 (0.70)	2 0.95 (1.16)	2 0.70 (2.41)	1 3.10 (1.42)	3 2.55 (0.08)	8
Agree	1 0.44 (0.72)	2 0.59 (3.33)	1 0.44 (0.72)	0 1.94 (1.94)	1 1.59 (0.22)	5
Strongly Agree	2 0.26 (11.50)	1 0.36 (1.16)	0 0.26 (0.26)	0 1.16 (1.16)	0 0.96 (0.96)	3
	14	19	14	62	51	160

$\chi^2 = 64.513$, $df = 16$, $\chi^2/df = 4.03$, $P(\chi^2 > 64.513) = 0.0000$

As the above result table shows the value of Chi Square is 64.513, which is > to table value 26.30 at 0.05 significance level. So it is concluded that there is an association between the two statements, which means majority of the sample who are not supporting statement-1 are supporting statement-2.

Findings

1. Being a woman is not a constraint, to continue their jobs until their retirement.
2. Job responsibilities are not holding the Women to fulfill their kids and family responsibilities.
3. With job responsibilities most of the women could be able to do justify their kids and family responsibilities.
4. Women are supported by their husband and family members to continue her job after the marriage
5. Women are supported by their husband and family members to continue her job after her maternity.
6. Many of the women are not being forced by her husband and family members to continue her job after her marriage and maternity.
7. Many of the male life partners are cooperative to share family responsibilities because of his life partner is working.
8. Marriage and maternity is not an obstacles to women to continue their job career
9. Strong advice from women is not to stop job life after the marriage/maternity
10. Organizations are well cooperative to sanction the leaves to women during the events of Marriage / Maternity irrespective of busy work schedule.
11. Women may leave job responsibilities rather than family responsibilities if it is badly required.

Conclusion

Women don't like to leave their job because of their family responsibilities, more over they are well managing their family responsibilities with their job responsibilities. To continue this scenario co-operation from their partners and family members should be continued for ever. Directly or indirectly all the family members are getting benefited through women employment. And the next generation kids could be able to observe and understood the world of jobs and company's from their childhood on-words. At the same time if couples are giving more priority to job rather than family, their kids will feel that, the baby care center is their first house and their parents house is their guest house. It will show impact on family relations, the relation and affection in between the family members will be spoiled. So the couple has to realize this and should know the boundary limits in between the family responsibility and employment responsibilities. It is always better at-least any one parent should be able to sacrifice their career if the situation demands. It is well known that ultimately we are working for our family members,if you are missing your family members a lot there is no meaning for your earnings. Earnings should be helpful to gain better family relation, but not to spoil the family relation.

Questionnaire

**Please Rate the following questions with the options 1 / 2 / 3 / 4 / 5, which stands for
(1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree**

Sl No	Question	Rating
01	Because of I am woman; I am unable to continue my job until retirement	(1) (2)(3) (4) (5)
02	Even I am working I can fulfill my responsibilities with my kids and family members	(1) (2)(3) (4) (5)
03	I am unable to do justification to my family and kids, because of my job responsibilities	(1) (2)(3) (4) (5)
04	My husband and family members are supporting me to continue my job even after my marriage	(1) (2)(3) (4) (5)
05	My husband and family members are supporting me to continue my job even after my maternity	(1) (2)(3) (4) (5)
06	My husband and family members are forcing me to do job	(1) (2)(3) (4) (5)

	even after my marriage and maternity	
07	My life partner is co-operative, to share family responsibilities	(1) (2)(3) (4) (5)
08	Marriage and maternity's are obstacles to woman to continue their job career	(1) (2)(3) (4) (5)
09	My strong advice to women is, better to stop their job life after their marriage/maternity	(1) (2)(3) (4) (5)
10	My organization is well cooperative to grant me the leaves during the events of my Marriage / Maternity irrespective of busy work schedule	(1) (2)(3) (4) (5)

11. I am continuing my job even after my marriage and maternity because of _____

12. If it is badly required I am ready to leave my responsibilities of (Family / Job) _____

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- (And some more.....)