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MARRIED WOMEN WORKING IN NIGHT SHIFT AND ITS IMPACT ON FAMILY RELATIONSHIP**DR. MUNIVENKATAPPA****HEAD****DEPARTMENT OF COMMERCE & MANAGEMENT****SMT.VHD CENTRAL INSTITUTE OF HOME SCIENCE****BANGALORE****DR. LAKHSMIPATHI. C.G****ASSOCIATE PROFESSOR****DEPARTMENT OF SOCIOLOGY****POST GRADUATE STUDIES****BANGALORE UNIVERSITY****DR. SHOBHA. C****ASST. PROFESSOR****DR. S. GOPALARAJU GOVERNMENT FIRST GRADE COLLEGE****ANEKAL****T. NARASIMHAIAH****PRINCIPAL****SMT. DANAMMA CHANNABASAVIAH COLLEGE OF COMMERCE, SCIENCE & MANAGEMENT STUDIES****MULBAGAL****ABSTRACT**

The women's are not just playing the role of house maker but she is also going out like men and works and earns the money. As the women are earning money she has become more independent in financial aspects. In past days the women was only looking the children and home and she does not have any other responsibilities but in today's scenario she will manage the responsibilities of family and work so she is more dynamic and courageous to face the challenges posed by the society. The modern day hectic lifestyle is often blamed for this rise. This is because most people these days are career oriented and couples often don't spend quality time with each other. This communication gap can lead to break ups in no time. Couples should remember that marriage is the coming together of two love filled hearts and it loses its whole meaning when it ends in a divorce. The study says that the working hours are limited to 8 hours and more than that and even most of will not travel for more than 2 hours for their jobs so the employees will not feel more tiredness in the work. Almost all the IT firms will provide the best and safety transport facility to the employees who work in night shift. But most of women employees will not prefer the night shift because the hours are not preferred for working. Most of the employees have taken the counseling this can be avoided if they can avoid the unnecessary stress and maintain the balance mind. The health hazards can be avoided to some extent if the women employees take the proper diet food and rest whenever it is possible.

KEYWORDS

Working hours, Divorce, communication, night shift, employees.

1.1 INTRODUCTION

Behind Every Successful Man there is a Woman"

The above saying go like this as the women will support more to men in past period but know a day the women are building their own career so the women are not supporting men in their career. The women's are not just playing the role of house maker but she is also going out like men and works and earns the money. As the women are earning money she has become more independent in financial aspects. In past days the women was only looking the children and home and she does not have any other responsibilities but in today's scenario she will manage the responsibilities of family and work so she is more dynamic and courageous to face the challenges posed by the society. The today's women will even support financially for her spouse and she will plan the future of the family and try to bring a good standard of living to the family. Long ago the young men and women will get marry and start to live a happy family as men will work and earn money and the women will take of the family. These two people will decide to become parent and lead a married for years together and women will not have any aware of rules and regulation which are there for the well being of the women but today the women will not follow what the husband says but even she will give the suggestions which may become decision so the women are aware of rules and regulation.

As women has started to work first she was working in the day time to earn little money where it will be helpful to the family but in present situation the women has started to work even in night time which is called as night shift . The night shift has started from the software industries and BPO and call centers where they will do the business even outside the country so to enable the services for 24 hours. The women working in night shift will lead to many problems as there will be an imbalance life style because when the individual has to take rest the people will work and at day time they will sleep by this the entire life style will change. When married women work in night shift the women will not be able to maintain the family because when the spouse is at home she will go for work and vice versa so there will be arguments between husband and wife, by this there will be difference of opinion and the quarrel begins. The another problem starts when she has children because mother will not be available for the child in the night and even she will not be able to spend the time with the child and concentrate towards the education of the child. She has to hear the words from the family members like in laws or relatives because the old people will not change for the present scenario as there have not experienced about it.

In today's world the working women has to maintain the work and the family so this two factors are inter related because if there is a satisfaction in the family then only the women can concentrate on the work and automatically it increases the performance of the employee and even if there is no any tension in the work then only the women employee can concentrate in the family so there is a link between work and family. The link between work and family will affect the relationship to a greater extent. The structure of work and work roles has direct effects on family roles and family life.

The most significant aspects of work which influence the relationship are

- The amount of time worked and the location of work
- The nature of work schedule

- The geographic mobility associated with work
- Work related travel
- Type of Work

Another most common problem in the lives of the working women is taking divorce. Divorce rates have seen a phenomenal rise in recent times. The modern day hectic lifestyle is often blamed for this rise. This is because most people these days are career oriented and couples often don't spend quality time with each other. This communication gap can lead to break ups in no time. Couples should remember that marriage is the coming together of two love filled hearts and it loses its whole meaning when it ends in a divorce.

1.2 REVIEW OF LITERATURE

The review of the literature is to know the problem of the study and to understand the secondary data collected in the field of study and to find out the new problem statement.

A study was conducted on the relationship between wives employment and husbands well being. The results showed that husbands of employed women reported slightly lower levels of job satisfaction, marital adjustment, and quality of life than husbands of housewives. (Parasuraman, 1989)

The study examined the stress and conflict that results from the difficulties in juggling work and family commitments, for working mothers. He examined the government and corporate responses to helping workers with family responsibilities, in Australia and overseas. In the study he discusses cost benefits for companies of providing family supports to workers: gives examples to show the continuing corporate, bureaucratic and community ambivalence on the interconnections between the worlds of work and family life. (Wolcott, 1990)

The problem discussed here is of the dual career couple and the new family life style that emerges. Study found that the primary difficulty was balancing both career and relationship demands. Two important issues related to this difficulty were (a) the problems encountered by women and the importance of male support for their solutions and (b) the issue of time pressure and time management. (Desjardins, 1994)

Study of family revealed that women were likely to carry the double load of meeting the demands of paid and family work and felt more guilt and conflict over not being a full time parent. The author discusses the stresses and benefits of combining work and family roles and examines legislative and employer responses. The author concludes that combining work and family contributed to overall satisfaction with women who worked part time consistently reporting greater satisfaction with their working environment and their family than men working full time or women not in the workforce. (Wolcott, 1995)

The influence on happiness and satisfaction in marriages were found to be autonomy and relatedness. Autonomy refers to spouses perceptions of the extent to which partners encouraged a sense of independence and individuality for each other. Relatedness in the study referred to spouses perceptions of the amount of closeness that their partners provided. The findings of this study did differ for males and females, specifically in that females found relatedness to be important in determining the standards of their relationship, held by themselves and their husbands, and that no relationship was found between male's views of standards or their interpretation of their wives and relatedness. It was found through this study that autonomy and relatedness were not significantly positively correlated with each other but also with marital adjustment and satisfaction in both males and females. (Rankin, 1997)

1.3 STATEMENT OF THE PROBLEM

The problem in the study deals with the married women who are working in the night shift which influences on the family relationship and even it creates a difference of opinion with the other family members. The other problem of the working women is about their health hazards and balancing their life towards their work and personal life and sleeping hours and about their diet which has to be maintained in their daily life. The married working women are facing a heavy problem in their family relationship as the relationship is breaking down and majority are divorced and there are living alone. The married women who are working in night shift will also influence on their family culture which affects the relationship with the in-laws of the family. The woman has to face many challenges in the society when she is working, the woman has managed time to her work, husband, and children and to handle the responsibilities in the family so the managing abilities of the women plays a vital role in her life. There will be lot of changes in the life of the married women when she starts working out the family, many problems may arise between husband, children, in-laws etc. The women will be under stress, dissatisfaction towards the family, lack in concentration in the work and she will lose the entertainment with her husband and children.

1.4 OBJECTIVES OF THE STUDY

- a) To study the family relationship of married women employee working in night shift.
- b) To know the mental attitude of married women employee who is working in night shift towards the family members.
- c) To know the health hazards faced by the women working in night shift.

1.5 STATISTICAL TOOLS USED FOR ANALYSIS

The percentage method is used for data analysis as it is used for Comparison between two factors.

1.6 SAMPLING TECHNIQUES

Random sampling has been used for the purpose of the study so that the sample could be split into different groups based on the convenience of the researcher.

1.7 SAMPLE SIZE

The sample size is 50 respondents selected from the major IT industry where there is a night shift work. The 50 respondents are married women who are working in night shift.

1.8 CONTACT METHOD

In depth interview

1.9 SOURCES OF DATA

PRIMARY DATA: Direct contact with the women employees who are working in the night shift and collecting the information by the employees through questionnaire.

SECONDARY DATA: Through journals, magazines, text books and website.

1.10 LIMITATIONS OF THE STUDY

The research study can never be devoid of biased responses and prejudices of the respondents. The limitations are

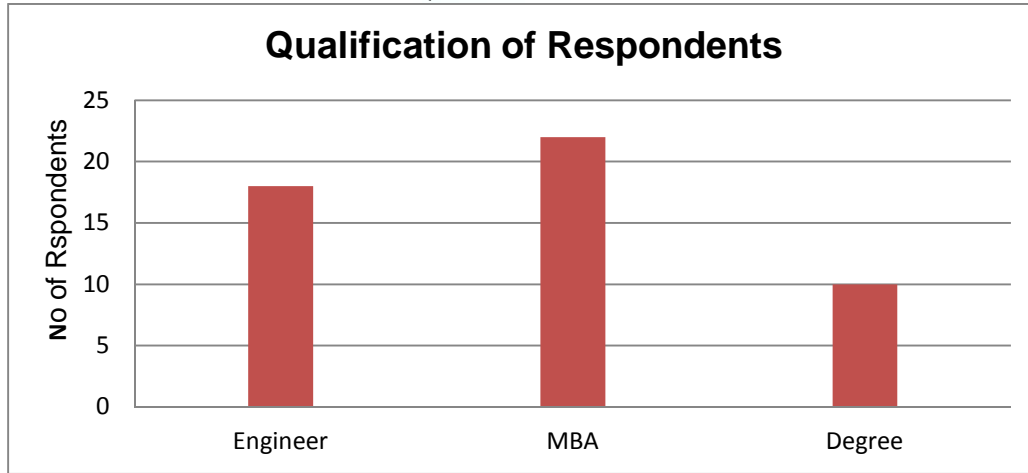
- The research study is limited only to the IT industry.
- The research is bound with the time as there is a change in the industry.

1.11 ANALYSIS OF DATA AND DISCUSSION
 SHOWING THE QUALIFICATION OF THE RESPONDENTS

TABLE 1: QUALIFICATIONS OF RESPONDENTS

Sl. No	Qualification	No of Respondents
1	Engineer	18
2	MBA	22
3	Degree	10
Total		50

GRAPH 1: QUALIFICATION OF RESPONDENTS



Source: Field Survey

The above graph shows the education level of the employees. 22 of them have done MBA, 18 of them are from engineer and 10 of them are degree holders

SHOWS THE WORK EXPERIENCE OF THE RESPONDENTS

TABLE 2: WORK EXPERIENCES OF RESPONDENTS

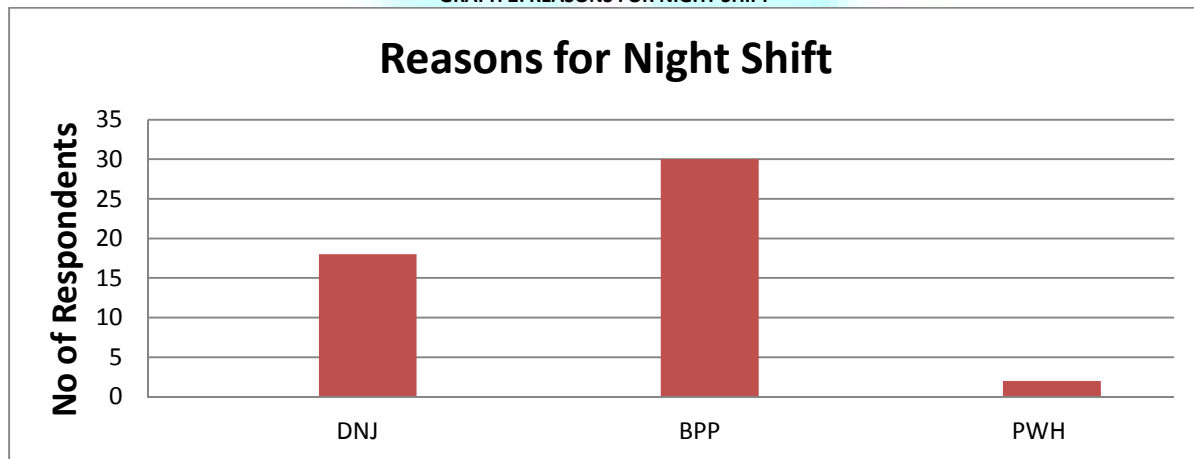
Sl. No	Work Experience	No of Respondents
1	1 – 3	10
2	4 – 6	20
3	7 - 10	20
Total		50

The above graph shows the work experience of the employees. 25 of them have 4-6 years of experience, 20 of them have 7- 10 years of experience and finally 5 of them have 1 – 3 years of experience.

1.12 ANALYSIS

DNJ = Demand by Nature of Job, BPP = Better Pay Package, PWH = Prefer Working those Hours

GRAPH 2: REASONS FOR NIGHT SHIFT



Source: Field Survey

The above graph shows the major reason for the night shift work, so 30 of them work for the reason of better pay package , 20 of them work because of nature of the job and remaining 5 of them have a reason of prefer working hours .

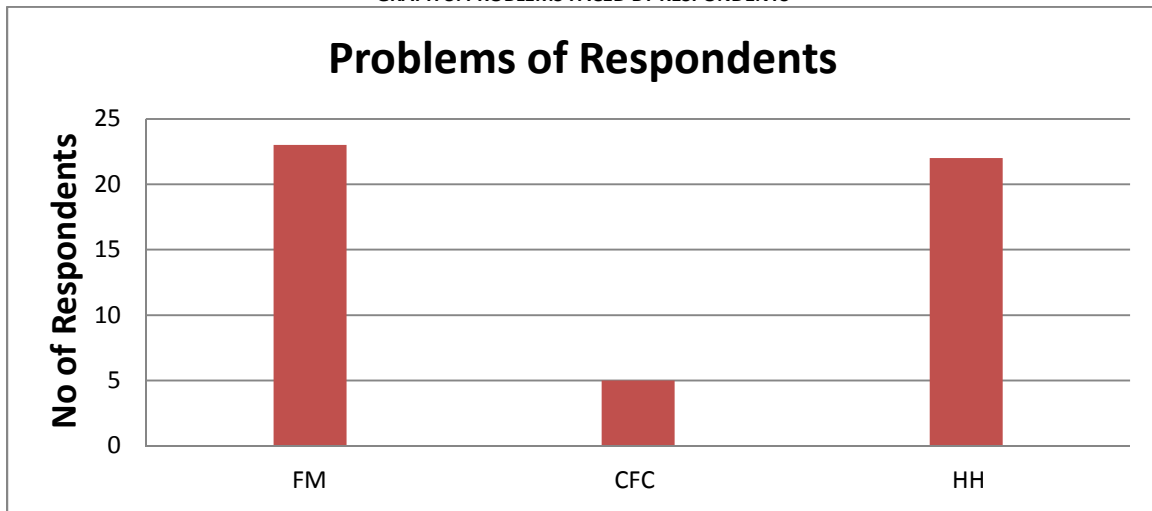
THE PROBLEMS FACED BY THE EMPLOYEE DUE TO NIGHT SHIFT WORK

TABLE 3: PROBLEMS FACED BY RESPONDENTS

Problems Faced	No of Respondents
FM	23
CFC	05
HH	22

FM = Family Maintenance, CFC = Caring For Child, HH = Health Hazards

GRAPH 3: PROBLEMS FACED BY RESPONDENTS



Source: Field Survey

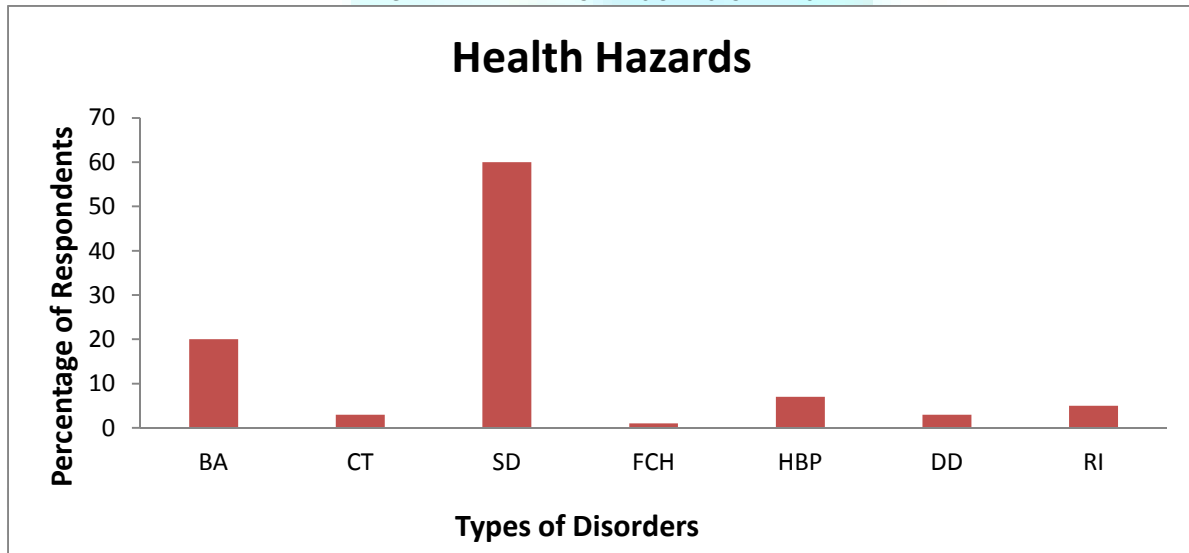
The above graph shows the problems faced by the respondents. 23 of them will face the problem of family maintenance, 22 of them face the health problem and 5 of them face the problem of caring the children. The family maintenance and health hazards are almost same this shows that most of them will face both the problems.

THE HEALTH PROBLEMS FACED BY THE WOMEN WHO WORK IN NIGHT SHIFT WORKING

TABLE 4: HEALTH PROBLEMS OF RESPONDENTS

Health Problems	Percentage of Respondents
Backache	20%
Continual Tiredness	03%
Sleeping Difficulties	60%
Frequent cold and fever	01%
High Blood Pressure	07%
Digestive Disorder	03%
Respiratory Illness	05%

GRAPH 4: HEALTH PROBLEMS OF RESPONDENTS



Sources: Field Survey

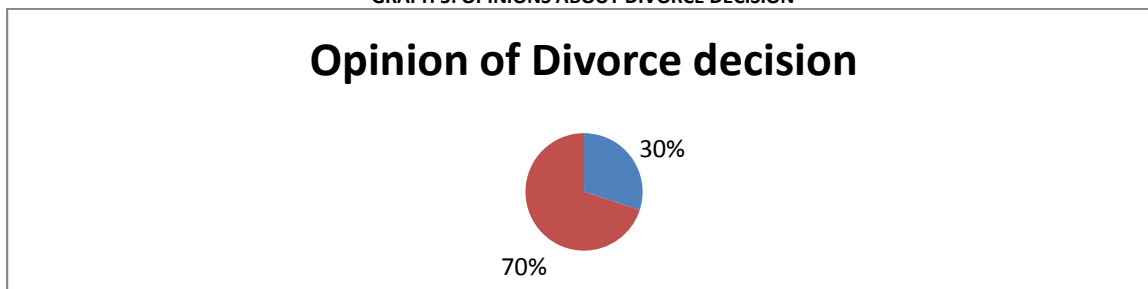
The above graph states the disorders of the women who is working in night shift. The major disorder is 60% of sleeping difficulties, 20% of backache, 7% of high blood pressure, 3% of continual tridness and digestive disorder, 5% of respiratory illness and 1% of frequent cold and fever.

TO KNOW THE OPINION OF THE MARRIED WOMEN EMPLOYEE WORKING IN NIGHT SHIFT ABOUT THE DIVORCE DECISION

TABLE 5: OPINIONS ABOUT DIVORCE DECISION

Opinion	No of Respondents
Good	15
Bad	35

GRAPH 5: OPINIONS ABOUT DIVORCE DECISION



Source: Field Survey

The above graph will give opinion of the married women employees about the divorce. 30% of them will say that the decision is good but 70% of them will say the divorce decision is a bad decision.

H0: The night shift work will affect the family relationship of married women employees.

H1: The night shift work will not affect the family relationship of married women employees.

TABLE 6

Ratings	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly disagree
No of Respondents	4	11	9	8	18

Source: Field Survey

$$X_2 = \frac{(O - E)^2}{E}$$

$$X_2 = (1.6) + (0.1) + (0.1) + (0.4) + (1.6)$$

$$X_2 = 3.8$$

$$\text{Degree of Freedom} = (v-1) = (5-1) = 4$$

$$\text{At 5\% level of significance} = X_{2, 0.05} = 9.49$$

The X_2 calculated at 5% significance is less than table value so the null hypothesis is accepted and alternative hypothesis is rejected.

1.13 FINDINGS OF THE STUDY

This research has studied about the effects of night shift on the families of the married working women. This study is conducted in the IT industry and below are the findings of the study

- The married women working in the night shift are of middle age ranging from 25- 30 years and most of them are having 4 years of marriage experience.
- The study says that the working hours are limited to 8 hours and more than that and even most of will not travel for more than 2 hours for their jobs so the employees will not feel more tiredness in the work.
- Almost all the IT firms will provide the best and safety transport facility to the employees who work in night shift. But most of women employees will not prefer the night shift because the hours are not preferred for working.
- The most of the IT firms will not provided the crèche for the children so the married women will face the problem of looking after the children.
- Most of the married women employees are living in the joint family and even they prefer joint family because they feel that the responsibilities are shared and eve someone will be there to take of children and it will be safe.

1.14 RECOMMENDATIONS OF THE STUDY

These recommendations are made in the light of the findings of the study. These recommendations can be applied in the IT firms to get better performance from the employees and if employees understand the recommendations then there can manage the family relationships in a better way.

- The married women employees can prefer the night shift only if their can plan well in advance about the commitments of the family and even the work.
- Most of the employees have taken the counseling this can be avoided if they can avoid the unnecessary stress and maintain the balance mind.
- The health hazards can be avoided to some extent if the women employees take the proper diet food and rest whenever it is possible.
- The 30% of the women employees agree with the divorce decision by giving the reason of their ego will be hurt if someone speaks about them. This should be avoided because if you are in ego status then it is not possible to achieve anything so we have to build a nature of harmony and adjustment.
- The IT firms have to provide the crèche because 15% of women employees are leaving in the nuclear family so there cannot concentrate on the work if the child is not secured.

1.15 CONCLUSION

After doing the study I can conclude that the married women employees who are working in the night shift face many problems from family, society and even health problem. The night shift has affected a lot in maintaining the family relationship. The night shift employees face severe health problems which will destroy the capability of the individual to work. I have observed that the most of the couples are going for divorce decision because of lack of mutual understanding between them. The couples are even avoiding children because nobody will be there to take care.

I can tell that there is no safety for women an employee working in night shift so the married women employees has to get more safety while there are working in night shift and the law should provide full support to the women employees when there are in problem. The women's has to get more support from the society and family members to work and to become more dynamic in the society.

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