

# Emerging Role Conflict among Female Faculty Members in Institutes



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*The aim of the paper is to focus on the conflicts in role among working women. The working women are required to perform multiple conflictory roles. The paper highlights the problems a woman has to face due to role conflict. The study is conducted through primary data by survey method among female faculty members and has come up to assess the sources of role conflict with socio-demographic characteristics. The existing study has supported to come up with a descriptive statistics and ranking of sources of role conflicts among working women and their consequences which are a major issue of concern.*

## 1. Introduction

### 1.1 Role Conflict In Women

With changing time women have started to work in every sector. The working women are required to perform multiple tasks and multiple roles which at times conflict with each other. In this way, today's women are playing dual roles - one is to perform duties of a wife or a mother or a daughter and the second is to act as a subordinate at work. A difficult situation arises when the multiple roles starts contradicting with one another. The conflicts arising while performing multiple roles are dependent on the concept of society in which a woman lives and also on her biological functions. While so many conflicting roles are impending together, time and energy acts as a great barrier to overcome such conflicts.

### 1.2 Concept of Role Conflict

Role conflict is defined as the struggle in different roles. Conflicts in roles arises basically due to several reasons but in general, it is the desire to attain success in life and the challenges which acts as a pressure on one's dream and demand which conflict with each other. Personality and inter-personal relations acts as a major factor in determining the effects of role conflict. Role conflicts can take place in different forms – firstly, expectations are divergent and cannot be fulfilled by rejecting any of the options; secondly, in carrying out one's responsibilities, requests received from the senders are incompatible and thirdly, multiple roles often comes together.

### 1.3 Types of Role Conflict

Intra-role conflict	Personal expectations are above than the actual performance
Inter-role conflict	Persons performing many roles often conflict among the roles

### 1.4 Objective of the Study

- To find out the socio- demographic characteristics among female members
- To assess the sources of role conflict among female faculty members
- To assess the consequences of role conflict among female faculty members
- To find out the suggestive measures for coping with role conflict

## 2. Review of Literature

Role conflict is a major issue of concern and has been discussed by scientists, researchers and philosophers.

According to Durham in 1992 conflicts are a result of stress which is a flow of one's emotions and behavior which pressurizes our physical reaction. Research work on conflicts came up with a report in 2000 by Enders who examined working women very carefully and came up with a report that working women face a lot of difficulties to link their work and family properly. Duxbery in 2001 tried to emphasize the barriers of working women and came up with a report that time and energy acts as a great barrier when multiple works participation are involved. Lambert et al in 2002 also came up with a similar result that family life conflict in female teachers leads to job satisfaction. In 2004 Yank and Hawkins caded a comparative study of male and female role conflicts and reported in their study that in contrast to male employees, the female employees are liable to experience more role conflicts. Bryon in 2005 studied about the family and work conflicts and came to a result that work- family conflicts affects each other. Work conflicts influences family relationship and family conflicts have an effect on our performance. A similar kind of research was made in 2006 by Greenhus and Powell who reported that

family responsibilities affect the performance of a woman in job. In 2007 Nadeorn and Metcalf made a detailed study on the causes of work and family conflict. They reported that work family conflict often arises which leads to conflict between family and jobs. In 2009 Ogbogu and Erero reported that stress is the main cause which affects the performance of a person and in 2010 Akintayo reported that since past few years work load has increased tremendously which has resulted in less time spare with family.

Year	Author's Name	Research Work
2010	Akintayo	Since past few years work load has increased tremendously which has resulted in less time spare with family
2009	Ogbogu and Erero	Stress is the main cause which affects the performance of a person
2007	Nadeorn and Metcalf	Work family conflict often arises which leads to conflict between family and jobs
2006	Greenhus and Powell	Family responsibilities affects the performance of a woman in job
2005	Bryon	Work- family conflicts affects each other. Work conflicts influences family relationship and family conflicts have an effect on our performance
2004	Yank and Hawkins	In contrast to male employees, the female employees are liable to experience more role conflicts
2002	Lambert et al	Family life conflict in female teachers leads to job satisfaction
2001	Duxbury et al	Time and energy acts as a great barrier when multiple works participation are involved
2000	Enders	Working women face a lot of difficulties to link their work and family properly.
1992	Durham	Conflicts are a result of stress which is a flow of one's emotions and behavior which pressurizes our physical reaction

### 3. Research Design

The present research work is of descriptive nature and based on primary data. A survey was conducted among 153 university level teachers across located mainly in North Indian States by sending them a standardized questionnaire. Filled-in responses were received from 100 teachers. The research tools applied for analysis were mean, frequency distribution and ranking method. The responses were coded and tabulated and then analyzed across different demographic and general variables (Table 1 & 2).

**Table 1** Demographic Variables

Demographic Variable	Frequency	Percentage (%)	
Age	20-30	22	22
	30-40	35	35
	40-50	28	28
	50-60	15	15
Qualification	P.G.	04	04
	Ph.D.	96	96
Monthly Income (Rs.)	30,000-35,000	17	17
	35,000-40,000	36	36
	>40,000	47	47
Designation	Professor	17	17
	Associate professor	36	36
	Assistant professor	47	47
No. of children	0-1	21	21
	2-3	77	77
	>3	02	02
Family type	Joint	40	40
	Nuclear	60	60
No. of family members	0-3	19	19
	4-6	50	50
	>6	31	31
Work experience (years)	0	01	01
	0-5	34	34
	6-10	10	10
	>10	55	55
Marital status	Married	88	88
	Unmarried	12	12

Table 2 General Variables

General Variable		Frequency	Percent
Length of married life (years)	0	12	12
	0-5	20	20
	6-10	17	17
	>10	51	51
Husbands attitude	Unmarried	12	12
	Good	80	80
	Average	08	08
Colleague's attitude	Good	83	83
	Average	16	16
	Poor	01	01
General health	Good	82	82
	Average	18	18
Childcare arrangement at home	Unmarried	12	12
	Yes	38	38
	No	50	50
Availability of domestic help	Yes	92	92
	No	08	08
Use of labour saving device	Yes	86	86
	No	14	14
Distance between work place and residence (km)	0-5	59	59
	6-10	40	40
	>10	01	01

#### 4. Results and Discussion

Several questions in the form of statements were given to the faculty members to respond in the form of rank as per their importance in life. The analysis was done on the basis of maximum scores as shown in Table 3. The table reveals that difference in the background of spouses is the main cause of role conflict. Several demands enforced by the family members diverge from one another which act as a major problem for employed women. The mean score of differences in the background of spouses was found to be 7.50, meaning that their background is the biggest reason of role conflict. This may be attributed to their different work schedules, difference in thinking process, instability, inherent mindset, anxiety, etc. Due to their different backgrounds, they may not be able to spend time with each other. When they do not share their feelings, they feel stressed and it becomes the reason of role conflict. It is the second big reason of role conflict. The employees spend their most of the time in the offices and when their boss does not support them, they feel stress. The stress further converts into the role conflict. The mean score of Attitude of colleagues scored 6.96. It is the third big reason of role conflict. If the colleagues may not support, the person feels lonely and negative feelings arise in their mind. Incompatible personality traits of spouses are the fourth big reason of role conflict with a mean score of 6.74.

Table 3 Descriptive Statistics of Sources of Role Conflict

	N	Sum	Mean	Rank
1. Work overload & expectations	100	473.00	4.7300	11
2. Husband's attitude & cooperation	100	486.00	4.8600	10
3. Attitude of family member	100	507.00	5.0700	9
4. Ambiguity and uncertainty of the two roles	100	544.00	5.4400	8
5. Primacy of family and job roles	100	570.00	5.7000	7
6. Time budgeting	100	573.00	5.7300	6
7. Inadequate and inappropriate role sharing in family	100	601.00	6.0100	5
8. Incompatible personality traits of spouses	100	674.00	6.7400	4
9. Attitude of colleagues	100	696.00	6.9600	3
10. Attitude of boss	100	700.00	7.0000	2
11. Differences in the backgrounds of spouses	100	750.00	7.5000	1

Employed women facing problems in playing two roles see the consequences in their marital life as well as academic work. A balance between family and our work is the problem of concern for today's women which is affecting both men as well as men. A Questionnaire set of 10 factors were provided to the faculty members and were told to rank them. Table 4 shows that weakened bonds is the common problem among working women. The mean value of Weakened relationship is 7.00. It shows that role conflict weakened the bonds between the spouses. They may not share their experiences and feeling with one another. They became unknown to one another. The mean value of marital conflict is 6.66. The role conflict creates problems between husband & wife. These problems turned into marital conflict. After some time the marital conflict become the reason of divorce. The mean value of psychological disorders is 6.12. Although women try to play the numerous roles yet the two most common problems which working women face are depression and irritation. The women often feel that they are ignoring their family responsibilities or job duties. When the two roles comes together most of the women feel stressed and strained. Although in some cases a woman and a man working for equal hours yet a woman has to be the manager of the house which often leads to exhaustion. This also has an adverse impact in their professional lives. The mean value of loss of self esteem is 5.84. It indicates that the females feel themselves inferior to them. They feel ignored to them in the family as well as in the office.

**Table 4** Descriptive Statistics of Consequences of Role Conflict

	N	Sum	Mean	Rank
1. Stress & strain	100	411.00	4.1100	10
2. Anxiety and guilt	100	472.00	4.7200	9
3. Family tension	100	491.00	4.9100	8
4. Reduced performance	100	507.00	5.0700	7
5. Reduced job satisfaction	100	520.00	5.2000	6
6. Reduced work commitment	100	528.00	5.2800	5
7. Loss of self-esteem	100	584.00	5.8400	4
8. Physical disorders	100	612.00	6.1200	3
9. Marital conflict	100	666.00	6.6600	2
10. Weakened bonds	100	700.00	7.0000	1

Questionnaire having ten factors were given to the respondents for ranking. The mean value of launching of governments schemes is 6.19. It shows that the government has to launch schemes for the welfare of the women employees and to help them to reduce the role conflict. Most women argue to the fact that female employees are provided with arrangements in their profession by the government. The mean value of increasing self employment is 6.14. The govt. has to introduce schemes for the self employment of the women in the society. These schemes are very necessary for women empowerment. It helps them to increase their self esteem. Limiting the family size is the third important suggestive measure. Its mean value is 6.05. If the family size is small, they can easily create balance between their family responsibilities and job responsibilities.

**Table 5** Descriptive Statistics of Suggestive Measure of Role Conflict

	N	Sum	Mean	Rank
1. Encouraging flexible work system	100	467.00	4.6700	10
2. Educating women about their rights	100	483.00	4.8300	9
3. Changing gender based division of labour	100	502.00	5.0200	8
4. Delinking issues & drawing boundaries	100	526.00	5.2600	7
5. Favorable attitude of peers & supervisors	100	528.00	5.2800	6
6. Favorable attitude of husband and in-laws	100	545.00	5.4500	5
7. Changing the secondary status of women	100	603.00	6.0300	4
8. Limiting the family size	100	605.00	6.0500	3
9. Increasing self-employment	100	614.00	6.1400	2
10. Launching of government schemes	100	619.00	6.1900	1

Changing the secondary status of women also play a significant role in reducing the role conflict. The husband and the other family members have to give adequate importance to the females. Child care facilities is a fundamental action in dealing with the problems. The secondary status of women must be improved.. The colleagues of the female employees have to provide proper help and coordination. The men value of changing the secondary status of women is 6.03. It will also help them. The mean value of favorable attitude of husband & in-laws is 5.45. It also helps the females from overcoming the role

conflict. If the in-laws may not support their daughter-in-laws, they feel stress and mental pressure so the favorable attitude of husband and in-laws is very necessary.

## 5. Conclusion

Women face a dual role all over the world. This dual role leads to work family conflicts. There are several expectations from her both in the family as well as in her profession. The two expectations demand two different women in a single woman. For pursuing her roles successfully, she has to work with a strict routine having greater physical and mental ability to deal with critical situations in time. In conflicts between job and family, the role of family dominates over the role of job. However there are some women who give priority to their jobs to maintain their strong commitments to job and to maintain their economic conditions.

On the basis of respondent's views:

Difference in the background of spouses is the most important source of role conflict. Its mean value is highest that is 7.5. Attitude of boss is second important source of role conflict. Its mean value is 7.0. Attitude of the colleagues is the third important source of role conflict. Its mean value is 6.96. Incompatibly personality traits of spouse are the fourth important source of role conflict. Its mean value is 6.74. Inadequate and inappropriate role sharing is the fifth important source of role conflict among females. Its mean value is 6.01. Time budgeting is the sixth important source of role conflict. Its mean value is 5.73. Primacy of family and Career is the seventh important source of role conflict. Its mean value is 5.70. Ambiguity and Uncertainty is the eighth important source of role conflict. Its mean value is 5.44. Attitude of family members is the ninth important source of role conflict. Its mean value is 5.07. Husband's attitude & cooperation is the tenth important source of role conflict. Its mean value is 4.86. Work overload & expectations is the eleventh important source of role conflict. Its mean value is 4.73. Weakened bonds are the first important consequence of role conflict. Its mean value is 7.00. Marital conflict is the second important consequence of role conflict. Its mean value is 6.66. Physical disorders are the third important consequence of role conflict. Its mean value is 6.12. Loss of self esteem is the fourth important consequence of role conflict. Its mean value is 5.84. Reduced of work commitment is the fifth important consequence of role conflict. Its mean value is 5.28. Reduced of job satisfaction is sixth important consequence of role conflict. Its mean value is 5.20. Reduced performance is the seventh important consequence of role conflict. Its mean value is 5.07. Family tension is the eighth important consequence of role conflict. Its mean value is 4.91. Anxiety and guilt is the ninth important consequence of role conflict. Its mean value is 4.72. Stress & Strain is the tenth important outcome of role conflict. Its mean value is 4.11

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