

Organizational Role Stress of the Parents and the Loneliness and Self -Handicapping among their children

Dr Sunil Kumar

Department of Psychology H. P. University, Shimla,
Chandni Behak.

Department of Psychology H. P. University, Shimla.

ABSTRACT

The present endeavour was an attempt to see the organizational role stress of the parents in relation to the loneliness and self-handicapping among their children. Correlation design and t-test was applied to observe the relationship and difference between the children of parents having high and low organizational role stress. The result revealed the significant and positive relationship was found between organizational role stress of the parents and loneliness and self-handicapping among their children. The children of the parents having low organizational role stress outperformed the children of parents having high organizational roles stress in the t-test analysis.

Since 1951, family life and the job environment have both changed dramatically. In the present time, it has become tough to cope with daily stresses at work. With the increase in daily needs, both men and women are working hard together to meet their needs. As a result, both women and men are facing organizational role stress, which directly influences their family life and in turn affecting their child's behavioral development. It's a time when parental monitoring becomes more important but direct supervision is less feasible. Parental monitoring is important for children's behavioral development and low level of parental involvement and control are the risk factor for loneliness, delinquency, drug use and other undesirable behavior problem. Several studies suggest that parents may become less nurturing, responsive or consistent with discipline when preoccupied by the stress of job insecurity or income loss (Conger, Ge, elder, Lorenz, & Simon, 1994; Lempers, Clark-Lempers, & Simon, 1989; Mcloyd, 1990, 1998). Accordingly, such changes may lead to increase in children's emotional distress,

feeling of loneliness, depression, delinquency, antisocial behavior, social isolation, or drug abuse (Conger et al., 1993; Lempers et al., 1989; Mcloyd, 1990).

As media presents, today the crime rate in children is increasing day by day, not even in our society but all over the world. Loneliness and problem of adjustment is more or less responsible for playing vital role in committing such crimes of children, because they are not able to express their true feelings. Therefore, it is meaningful rather urgent to for the parents to spent some time with their children so as to understand their emotional requirements and to have a constant and continuous vigil on their day today activities.

Misra (1986) conducted a study of delinquent which was conducted to ascertain the role of loneliness and development of delinquency. The results showed significant and positive relationship between loneliness and delinquency Douglas et al, (1968) have observed the roles of delinquent behaviour that is contingent upon the breakages of family by divorce as 23% and by death of parents as 12% as inculcating the loneliness in the children. Rokach and Brock (1996) have proposed a five-factor model of the causes of loneliness including categories of personal inadequacies, developmental deficits, unfulfilled intimate relationships, relocation and significant separations and social marginality which leads to child behavior development later on. Cinamon & Gali (2006) examined anticipated levels of 2 types of work-family conflict (WFC) among 358 students from two universities. Finding demonstrated that bi-directionality of the relation between work and family life also exists in anticipated conflicts. Exposure to an egalitarian child care model correlated with lower anticipated level of work interfering with family. Self-efficacy correlated negatively with both types of conflict.

Crounter et al. (2001) indicates that parental work stress has implications for the quality of family interaction and in turn children's and adolescent's adjustment. The effect of parental work stress on children's and adolescent's adjustment appear to be indirect, work stress is linked to parents feeling of overload and strain, which in turn predict lower parent-child acceptance and higher conflict, and in turn related to less positive adjustment of children resulting in loneliness. In the face of high work stress, withdrawing from family involvement may be adaptive in the short run but later on is problematic. The children who are lonely today are predictive of serous adjustment problem in later life (Koot and Verhulst, 1992).

Want & Kleitman (2006) studied parental rearing styles and confidence in relation to imposter phenomenon i.e., feeling of loneliness experienced by individual who have achieved some level of success. (Clance & Imes, 1978) self-handicapping tendencies as creation of an impediment to performance as an excuse for possible and found the significant relationship between impostures' and self-handicapping besides a "gap" between assessment of their performance and actual task-related achievement. Most of the researches on loneliness and self-handicapping has focused on adults, only few studies have examined self-handicapping in adolescents or the particular characteristics of family environment that are associated with self-handicapping. conducted a study on adolescents (N=141) and their mothers completed series of questionnaires assessing adolescent self-handicapping, adolescent dysphoria and parenting variable in mother including parenting style (Care and over protection) and parenting stress due to situational variables, parent-child dysfunctional interaction, and behavioral characteristics of the child. Results showed (a) that self-handicapping was positively related to age in girls but not in boys (b) there is a strong relation between dysphoria in both girls and boys, (c) that mother-rated care negatively predicted self-handicapping in girls beyond the effect due to girls dysphoria and (d) maternal care moderated the relationship between self-handicapping and dysphoria in boys. Maternal care and depressive affects in young persons are independently related to self-handicapping behaviour in adolescents. Besides, children's a lack of social connection is directly linked to several anti-social and self-destructive behavior, and hence it urgent to explore and accomplish the much-presented menace at its budding stage to save the future of children from various psychological problems. Therefore, the present research was an attempt to explore the relationship of organizational Role Stress of the parents with the loneliness and self-handicapping among their children with the following objectives and hypothesis:

OBJECTIVES

- To explore the relationship of organizational Role Stress of the mother, father and of both together (parents) with the loneliness among their children.
- To explore the relationship of organizational Role Stress of the mother, father and of both together (parents) with the self-handicapping among their children.

- To see the difference between the parents (mother, father and of both together) having high and low organizational role stress and consequently outcomes in terms of their children.

HYPOTHESES

- The organizational role stress of the mother, father and of both together (parents) would be significantly and positively related with the loneliness among their children (Crounther et al. 2001; Conger et al., 1994; Lempers et al., 1989; Mcloyd, 1990).
- The organizational role stress of the mother, father and of both together (parents) would be significantly and positively related with the self-handicapping among their children (Want & Kleitman, 2006; Greaven, Santor, Thompson & Zurroff, 2004).
- There would be significant difference between the children of parents, having high and low organizational role stress, on the loneliness and self-handicapping among their children.

METHODOLOGY

Design:

In the present study correlation design was used to explore the relationship of organizational role Stress of the parents (mother, father and of both together) with the loneliness and Self-handicapping among their children. Followed by t-test to see the difference between having high and low organizational role stress of their Parents (mother, father and of both together) and consequently outcomes in terms of their children.

PARTICIPANTS

The study comprised of 100 parents in total 50 each in the group of having high and low organizational role Stress of the parents (both Mother and Father) selected on the basis of their high and low scores of both mother and father in their ORS Scale, administered individually to the parents living in Shimla (Urban) and having two children of 13-18 years of age.

TOOL USED

In this present study the following standardized measures i.e., Organization Role Stress scale (Pareek (1981, 1983), Loneliness Scale (Asher et al. (1984) and Self-handicapping

Questionnaire (Jones & Rhodewalt, 1982) were applied on the participants of the study to observe their scores on organizational role stress, loneliness and self-handicapping respectively.

Organizational Role Stress of the parents and Loneliness among their Children:

The Result, in case of parents having high organizational role stress showed the positive and significant correlations of the scores of organizational role stress of mother ($r = .599^{**}$, $p < .01$) father ($r = .428^{**}$, $p < .01$) and of both together ($r = .525^{**}$, $p < .01$), with the loneliness scores of their children (See Table 1).

Table 1
Correlation of children of parent having high Organizational Role Stress

Variable	Mother (ORS)	Father (ORS)	Total (Parents ORS)	Loneliness	Self-handicapping
Mother ORS	1	.212**	.613**	.599**	.679**
Father ORS		1	.665**	.428**	.438**
Total (Both Parental ORS)			1	.525**	.609**
Loneliness				1	.664**
Self-handicapping					1

**Correlation is significant at the 0.01 level.

While the correlation scores with regard to parents having low organizational role stress are also came out to be significant and positive between loneliness of their children and the scores of Mother ($r = .459^*$, $p < .01^*$), Father ($r = .429^{**}$, $p < .01$), and of both together ($r = .453^{**}$, $p < .01$). Thus, indicated the significant and positive correlation of the organizational role stress of the parents with the loneliness among their children. Besides, the result of the t-test also showed (See Table 3) the significant difference between the parents, mother (11.76^{**} , $p < .01$), father (12.04^{**} , $p < .01$) and both together (13.40^{**} , $p < .01$) having high and low organizational role stress and the loneliness of their children (11.01^{**} , $p < .01$)

Table 2.
Correlation of children of parent having low Organizational Role Stress

Variable	Mother (ORS)	Father (ORS)	Total (Parents ORS)	Loneliness	Self-handicapping
Mother ORS	1	.991**	.990**	.459**	.474**
Father ORS		1	.994**	.429**	.463**
Total (Both Parental ORS)			1	.453**	.494**
Loneliness					.500**
Self-handicapping					

**Correlation is significant at the 0.01 level.

The mean scores of loneliness are on the higher side in case of the children having high organizational role stress of mother, father and both than the children on their counterpart (See Table 3). Thus, revealed the significant and positive relation between the organizational roll stress of the parents and the loneliness of their children i.e., higher the organizational role stress of the parents, higher the loneliness among their children and vice – versa.

Table 5.3

t-test table for Group I and Group II (High ORS x Low ORS group)

Variable	High ORS		Low ORS		t-value for both groups
	Mean	SD	Mean	SD	
Mother ORS	10.40	13.49	61.58	21.92	11.76**
Father ORS	103.88	15.66	56.56	22.95	12.04**
Total (Both Parental ORS)	210.86	24.81	116.64	43.05	13.40**
Loneliness	74.24	10.06	51.22	10.81	11.1**
Self-handicapping	81.22	7.97	58.48	10.28	12.35**

** indicate the Significant Difference at. 01 level.

Rokach and Brock (1996) have proposed a five-factor model of the causes of loneliness including categories of personal inadequacies, developmental deficits, unfulfilled intimate relationships, relocation and significant separations and social marginality which leads to

child behavior development later on. Crouter et al. (2001) indicates that parental work stress has implication for the quality of family interaction and in turn children's and adolescent's adjustment in term of loneliness. The work stress is linked to parents feeling of overload and strain, which in turn predict lower parent-child acceptance and higher conflict, processes that in turn leads to less positive adjustment of children.

The research on the prevalence of behavior problem in pre-school children from the risk factor associated with behavior of the parents was reviewed by Qi and Kaiser (2003) and yielded several findings. Behavior problem were associated with multiple risk factor found in these children live and are related to the parental occupation, socio-economic characteristics and parental stress.

Dobby, Victoria, Caplan & Robert (1995) hypothesized that job stressors that threaten employee's reputation with their supervisors were particularly likely to generate anxiety symptoms that carry over from work to home. As predicted, the high-threat stressors were the most likely to generate home-experienced anxiety and work-experienced anxiety served as a key mediator of behavioral problem among children's and family conflicts. Schmitt-Rodermund (1997) provides an extensive overview of existing research on the effects of parental work on child outcomes. To date, maternal paid work has been viewed as weakening the family's "social capital" (Coleman, 1988) by both reducing the mother's time spent with her children and promoting higher levels of family stress. Indeed, several studies indicated the children poor adjustment and loneliness to their mother's employment (Belsky, 1984; Crouter & Me Hale, 1993).

Hence, based on the above, the result of the present study confirmed the positive and significant relationship between organizational role stress of the parents and the loneliness of their children and confirmed the Hypothesis 1 & 3 i.e., "The organizational role stress of the mother, father and of both together (parents) would be significantly and positively related with the loneliness among their children" and "There would be significant difference between the parents (mother, father and of both together) having high and low organizational role stress and consequently outcomes in terms of their children".

Organizational Role Stress of the parents and Self-handicapping among their Children.

Table 1 also so showed the significant and positive correlations (mother, father and of both together respectively ($r = .679^{**}$, $p < .01$; $r = .438^{**}$, $p < .01$ and $r = -.609^{**}$, $p > .01$) between the parents having organizational role stress and the self-handicapping among their children. While the correlations in case of parents {mother ($r = .474^{**}$, $p < .01$), father ($r = .463^{**}$, $p < .01$) and of both together ($r = .494^{**}$, $p < .01$)} having low organizational role stress are also significant and positive between the loneliness of their children (See Table 2). Besides, the result of the t-test showed (See Table 3) the significant difference between the parents, mother, father and both together respectively (11.76^{**} , $p < .01$, 12.04^{**} , $p < .01$, 13.40^{**} , $p < .01$) and having high and low organizational role stress and the self-handicapping among their children (12.35^{**} , $p < .01$) and the mean scores of self-handicapping are on the higher side in case of the children having high organizational role stress of mother, father and both than the children on their counterpart (See Table 3). Hence the outcomes of the present study has revealed the significant and positive relationship between organizational role stress of the parents and self-handicapping among their children i.e., Higher the Organizational role stress of the parents, higher the self-handicapping among their children.

Thompson & Zuroff (2004) conducted a study on adolescents assessing adolescent self-handicapping, adolescent dysphoria and parenting variable in mother including parenting style (Care and over protection) and parenting stress. Results showed that there is a strong relation between dysphoria in both girls and boys, that mother-rated care negatively predicted self-handicapping in girls beyond the effect due to girl's dysphoria and maternal care moderated the relationship between self-handicapping and dysphoria in boys. Maternal care and depressive affects in young persons are independently related to self-handicapping behavior in adolescents. Want & Kleitman (2006) studied parental rearing styles and confidence in relation to imposter phenomenon found the significant relationship between impostures' and self-handicapping and showed a "gap" between assessment of their performance and actual task-related achievement. Nakazawa, Tanaka, Nakazawa (1994) studied the effect father absence in term of job-related transfer and work stress on their children's socio-emotional development in with children of father whose job relocation was accompanied with their families. The results of the study shows that father functional absence seemed to result in negative effect on sex role development, personality-social

development (aggression), moral development delinquency) and intellectual development (school performance). Margaret (2006) examined the relationship between work and family variables and children's internalizing and externalizing behavior examined in 132 dual-earner couple of pre-school age children. Mother and father number of working hours predict externalizing symptom in children behavior. Nasruddin and Johari (2009) examined the impact of mother's works conditions (irregular work hours, high job demand, job insecurity, work overload, work stress etc.) on parenting styles, children behaviors and self-efficacy (school achievement). This study deployed 400 mothers (200 = Malaysian, 200 = Chinese) who work full time and 400 primary school children a sample of study. Results of this study indicate that mother work conditions significantly correlated with children behaviors and school achievement of their children.

In modern life style, everyone is running race. The parents are so occupied in their own lives and work that they do not have time to share the feeling of their children and their development needs, they satisfy their children's need through materialistic approach but they do not have any time to fulfill their emotional needs and due to lack of time for their children. This in fact resulting into feeling of loneliness and self-handicapping among their children. Self-handicapping and loneliness create/produce so many negative emotions in children life emptiness, embarrassment, disappointment, depression, boredom, anger, anxiety, bitterness, fear, fanaticism, frustration, guilt, hate, humiliation, horror, jealousy, panic, rejection, self-pity, social isolation and suffering and this consequence further leads into so many self-distractive behaviour in term of suicide, drug abuse, alcoholism, robbery etc. The observed recent crime rate clearly shows that the children are indulging in crime irrespective of their family background and socio-economic status. Today, children are cutting-off from our society and their number is increasing day-by-day in the society of criminals. For that one of the surest reasons is parent care and attention. Today parents are so much busy in earning money to provide healthy environment and fulfill their child needs. For that they are not giving proper care and time to their child. It is a higher time to raise this issue among children to overcome loneliness and self-handicapping and to overcome organizational role Stress among parents to balance the lives of parents and their children. So that future of child can be saved. There is a need to develop strategy and suggestion to overcome loneliness & self-handicapping in children and to overcome parental stress which

is one of the factors interfering in development of child behavior, which infect need attention.

REFERENCES

- Asher, S. R., Hymel, S., & Renshaw, P. D. (1984). Loneliness in children. *Child Development*, 55, 1456-1464.
- Belsky, J. (1984). The Determinants of Parenting: A Process Model. *Child Development*, 55, 83-96.
- Cinamon, R. G. (2006). Anticipated work-family conflict: Effects of gender, self-efficacy, and family background. *Career Development Quarterly*, 54, 202-215.
- Clance, P. R., & Imes, S. A. (1978). The imposter phenomenon in high achieving women: Dynamics and therapeutic intervention. *Psychotherapy: Theory, Research & Practice*, 15(3), 241-247. <https://doi.org/10.1037/h0086006>
- Conger, R. D., Ge, X., Elder, G. H., Jr., Lorenz, F. O., & Simons, R. L. (1994). Economic stress, coercive family process, and developmental problems in adolescents. *Child Development*, 65, 541-561.
- Conger, R. D., Conger, K. J., Elder, G. H., Lorenz, F. O., Simons, R. L., & Whitbeck, L. B. (1993). Family economic stress and adjustment of early adolescent girls. *Developmental Psychology*, 29, 206-219.
- Crouter AC, Bumpus MF, Head MR, McHale SM. (2001). Implications of overwork and overload for the quality of men's family relationships. *Journal of Marriage and Family*. 2001; 63:404-416.
- Dobby, Victoria, J.; And Caplan; Robert. (1995). Organizational Stress as Threat to Reputation. Effect on Anxiety at Work and at Home. *Journal of Academy Management*, 38, 1105-1123.
- Greaven, S.H., Thompson R., Santor, D. and Zuroff, D. (2000): Adolescent Self handicapping, Depressive Affect, and Maternal Parenting Styles. In: *Journal of Youth and Adolescence* 29 (2000) No. 6, p. 631-648.
- Jones, E. E., & Rhodewalt, F. (1982). The Self-handicapping Scale. Salt Lake City, UT: Department of Psychology, University of Utah.
- Koot, H. M., & Verhulst, F. C. (1992). Prediction of children's referral to mental health and special education services from earlier adjustment. *Child Psychology & Psychiatry & Allied Disciplines*, 33(4), 717-729. <https://doi.org/10.1111/j.1469-7610.1992.tb00907.x>
- Lempers, J. D., Clark-Lempers, D., & Simons, R. L. (1989). Economic hardship, parenting, and distress in adolescence. *Child Development*, 60, 25-39.
- Margraret, S. H. and Michelle, L. K. (2006). Fathers' and Mothers' Work and Family Issues as Related to Internalizing and Externalizing Behaviour of Children Attending Day Care. *Journal of Family Issues*, February 1. <https://doi.org/10.1177/0192513X05280992>
- McLoyd, V. C. (1990). The impact of economic hardship on black families and children: Psychological distress, parenting, and socioemotional development. *Child Development*, 61, 311-346.
- McLoyd, V. C. (1998). Socioeconomic disadvantage and child development. *American Psychologist*, 3, 185-204.
- Nasruddin, Y. and Johari, T. (2009). Mothers At Work: What Happen To Children? *International Review of Business Research Papers*, Vol. 5 No. 3 April 2009 Pp. 179-188.
- Nakazawa, J., Nakazawa, S., & Tanaka, Y. (1992). Effect of father's "Transfer" on children's psychological problem. *International Journal of Psychology*, 27, 492.
- Pareek, U. (1983). The 1983 Annual for facilitators, trainers and consultants. *Pfeiffer & company: London*.
- Qi, S.H. Kaiser, A.P. (2003). Behaviour Problems of Preschool Children From Low-Income Families: Review of the Literature. *Topics in Early Childhood Special Education (TECSE)*, Sage Journal, October 1, <https://doi.org/10.1177/106342690300230040201>
- Rokach, A. & Brock, H. (1996). The causes of loneliness. *Psychology: A Journal of Human Behaviour*, 33(3), 1-11.
- Schmitt-Rodermud. (1997). Parents' jobs and children's lives. *International Journal of Behavioural Development*, 21, 636-638.
- Thompson, R., & Zuroff, C. (2004). The Levels of Self-criticism Scale: Comparative self-criticism and internalized self-criticism. *Personality and Individual Differences*, 36(2), 419-430.
- Want, J., & Kleitman, S. (2006). Imposter phenomenon and self-handicapping: Links with parenting styles and self-confidence. *Personality and Individual Differences*, 40(5), 961-971. <http://doi.org/10.1016/j.paid.2005.10.005>