



ROLE CONFLICT FACTORS AMONG WORKING WOMEN IN THE PRIVATE EDUCATION SECTOR: A SOCIOLOGICAL STUDY CONDUCTED IN THE JAJPUR DISTRICT OF ODISHA

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ABSTRACT

The role conflict that exists among working women in the private school industry is the subject of this research article. The current investigation was carried out in Odisha's Jajpur District. Interviews were utilized to gather data for the stratified random technique of sampling. It draws attention to the role conflict and the different causes of it. Married life, young children, husband-wife conflict, treatment by family and employer, low salaries, and other issues are the main contributing factors. It is made clear that married women with children experience more role conflict than other groups.

Keywords: Working women, role conflict, private education sector Dual role and husband-wife conflict

INTRODUCTION

Throughout history, women and men have played a crucial role in shaping societal structures across the globe. In addition to making up half of the human population, women have a significant impact on the population's growth in the other half. In society, a woman might be a wife, mother, daughter, or sister, among other roles. She provides food, companionship, education, love, and support to those in the community. She gives her all to her duties, doing them with genuine love and affection. They established the groundwork for society as a whole and for the family in particular.

It is widely acknowledged that their major responsibility is to take care of the home. They must remain inside the house's four walls, and it is the man's responsibility to support his family. Throughout history, people have typically considered men to be the primary providers of income. The patriarchal ideals that males have cultivated in society are what confine women to the four walls of the home and support them.

The emancipation of women is one of the notable and significant revolutions that has given many cultures a substantial boost. Her transition from private, exclusive solitude inside the home to public employment outside the home has amounted to something close to a silent revolution globally. She now aspires to participate actively and effectively in all facets of life, and her attitude, values, and ways of feeling and acting have changed. The Industrial Revolution advanced in Europe, contributing to the growth of the female population. However, women's liberation in Indian society seemed a little bit late.

The post-independence socioeconomic shift in Indian society has resulted in several shifts in the status, perspective, worldview, and mindset of Indian women. One of the primary long-lasting effects of the recent social revolution for women has been their legal and political emancipation from their old bound ness through a variety of behaviors and statuses, according to Kapur (1974).The housewife role has now been developed by women into a powerful, mature feminine role.

The United Nations designated 1975 as "International Women's Year," which was later extended into a "Women's Decade," giving impetus to the women's movement for equality and development. In 1980, the Mid Decade U.N. Conference on Women held in Copenhagen brought startling statistics to light during the evaluation of five years of intensive research and investigations on women: "Women own less than one percent of the world's property, perform nearly two-thirds of all working hours, and represent fifty percent of the world population and official labor force." (UNO: 1980), which unequivocally shows that despite their liberation from traditional ethos, women continue to experience twin oppression of sex and class both inside and outside the home. women are also poor in status.

According to Upendra Baxi, "The issue facing Indian women is one of 'survival,' or their physical survival in an ongoing battle against physical aggressiveness. Put simply, India is witnessing a startling daily death toll among its female population. The commonly recognized contexts of fatal aggression on women include dowry murders, custodial deaths, infanticide or deferred female infanticide through sex-based discrimination in nutrition, experimental caesarian section performed on impoverished out-patient department women in public hospitals for intern training, and amniocentesis. The background of physical assault during protests against subalternity—whether social banditry or counter-insurgency and insurgency—is less well-known. Yes, the image is depressing, but so is the current state of Indian society.

Despite these observations and hard facts, it is likely impossible to dispute the fact that processes and factors like urbanization, industrialization, westernization, women's education spreading, women's movements, employment opportunities, social legislation, etc. have ushered in a period of social change that has impacted middle class and educated women in particular. Middle class urban women have now left their homes in search of work, much like their rural counterparts who have long worked in the fields alongside their male relatives. Married women have taken on the customs, duties, and culture of the wage earning group as a result of this.

The achievement of their individual goals and aspirations as well as the letting go of and gain. Gainful employment has disproved the stereotypes of working women. Nowadays, it is generally acceptable for women to work outside the home in degrading roles.

By doing this, married women have given up their customary roles as mothers, wives, and daughters-in-law and taken on the additional duties and responsibilities of wage earners.

SETTING AND METHODS OF THE RESEARCH:

The Japur district of Odisha is the site of the current investigation. In the Kathua district's private education sector, there are significantly more female teachers than male teachers, particularly in primary and middle schools. Only female teachers were taken into consideration for the study's sample in this instance. Below is a comprehensive table that shows the total number of teachers in the private school industry.

Table 1: Total Number of private teachers in Jajpur 2015-16.

Type of Institution	No. Of Institutions	Total No. of Female Teachers	Total No. of Male Teachers	Total
Colleges	15	131	111	242
Higher Secondary Schools	46	538	336	874
High Schools	72	452	339	791
Middle Schools	121	624	219	843
Primary Schools	108	388	48	436
Total	362	2133	1053	3186

For Sampling, stratified random methoc is used as there were different types of categories of educational institutions in the district Kathua. In this study 20 samples each from all types of institutions were selected. The details of sample are shown in table below.

Table 2: Details of Sample

Type of Institution	No. of Samples
Colleges	20
Higher Secondary Schools	20
High Schools	20
Middle Schools	20
Primary Schools	20
Total	100

The respondents were interviewed in order to gather data. Schedules for interviews were used in this case. The Statistical Hand Book of Planning and Development Department and other secondary sources were utilized to gather data on the overall number of private educational institutions, the total number of teachers, and the number of female teachers.

ROLE CONFLICT FACTORS:

The emotions of strain or conflict are arbitrary and subjective. Therefore, quantifying something so qualitative, i.e., using a numerical index, is too challenging. Because the value judgments used in the production of this numerical index may rely on the researchers' subjective perceptions of themselves as members of a specific society and cultural milieu, or a portion of it, they may not be scientific. Here is a quick summary of the several role conflict factors:

Baby New Borns and Infants: The youngest child or newborns can be very difficult for working moms to manage both their professional and domestic responsibilities, which can eventually lead to conflict between them. Role conflict arises when mothers, who are expected to devote a great deal of time and attention to their newborns, are unable to do so because of their work obligations. Every married mother with young children in the current study reported experiencing this role conflict.

Number of children: Having children in the family can also lead to role conflict for working women because they must care for the kids and other family members while also carrying out their professional responsibilities outside the home. This can lead to a particular kind of role conflict.

Number of working hours: Working long hours away from home has several negative effects on working women, including stress, exhaustion, and dull and obnoxious conduct. This extended workday causes a significant imbalance in her household responsibilities, which in turn fuels family strife and role conflicts among working women in the private education industry.

Husband-wife conflict and expectations of familial roles: The primary question in developing nations like India is whether or not a woman should work outside the home, particularly if she is married and has children. As a result, wife's employment is not valued in the societal or family context. There is little division of labor at home, and expectations for a working woman's familial role are comparable to those of a non-working woman. There should be greater husband-wife conflict in this scenario because working roles are more demanding than family responsibilities. (Aghajani, 1988) Role conflict results from the woman having to fulfill both her professional and family responsibilities.

Handling by the in-laws (family): After marriage, in-laws frequently do not encourage their daughter-in-law to work outside the home. If she does, she must also handle domestic responsibilities concurrently, which makes for an extremely stressful situation.

Handled by the Boss: The manager frequently acts in an extremely uncivil, disruptive, and exploitative manner toward their staff. Female instructors experience role conflict since they are unable to carry out their official responsibilities and their familial roles effectively as a result of Boss's abuse of them.

Low Salary: The majority of private educational institutions in Kathua provide their staff members extremely small compensation. Female instructors cannot financially sustain their families on their own because of their poor pay. As a result, they are unable to adequately attend to their familial responsibilities or provide for the family on their own. The pay for teachers at different levels is displayed in the following table.

Table 3: Salaries of female teachers in different types of institutions:

Type of Institution	Salary (INR)
Colleges	15000
Higher Secondary Schools	7000
High Schools	6000
Middle Schools	5000
Primary Schools	3000

Distance from home: A lot of the respondents must make the 4–10 km daily commute from their residences to their places of employment. This distance takes time, which limits their ability to perform their dual roles.

EDUCATION:

Women with higher qualifications experience greater conflict than those with lower qualifications. According to this study, a woman with greater qualifications finds it difficult to adjust to domestic duties, whereas a woman with less education finds it easier to do so. The other family members are unable to communicate with each other as a result of the woman's greater qualifications.

CONCLUSION

In conclusion, it can be said that working women in the private school sector clearly experience role conflict. Additionally, it was shown that married women have greater role conflict in the workplace than single women do since married women are supposed to be more responsible than single women. Married women additionally have responsibilities to their husbands, kids, and other family members. Being a working woman and having to raise children is a difficult job in and of itself, which leads to increased role conflict and anguish among them. In addition to that, a significant contributing element to role conflict among working women is the uncooperativeness of the spouse.

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