



IMPACT OF PARENTING ON CHILD DEVELOPMENT AND COMPARATIVE STUDY OF WORKING AND NON-WORKING WOMEN

Shinde Dhanshri Sharad¹ Daphale Pragati Shrikant² Prof. Rajat Hedav³
Prof. Madhuri Chaudhary⁴

12 Students, Dr. D. Y. Patil Centre for Management & Research, Chikhali, Pune, India

34 Assistant Professor, Department of Master of Computer Applications, Dr. D. Y. Patil Centre for Management & Research, Chikhali, Pune, India

Abstract: Parenting significantly influences children's emotional, cognitive, physical, and social development. This study investigates differences in parenting styles between working and non-working mothers in Pune and explores how these variations relate to children's developmental outcomes. A structured questionnaire was used to collect data from 49 mothers, representing diverse educational and socioeconomic backgrounds. Statistical analysis using the Chi-Square (χ^2) test examined relationships between parenting style, time spent with children, and coping strategies. The findings reveal that while authoritative parenting is common among both groups, working and non-working mothers differ in time management and stress-coping methods. Working mothers, despite limited time, often engage in more structured interactions, while non-working mothers provide continuous emotional support. The study concludes that effective parenting depends more on emotional involvement than employment status.

Keywords - Parenting Styles, Child Development, Working Mothers, Non-Working Mothers, Chi-Square Test, Pune.

I. INTRODUCTION

Parenting forms the foundation of a child's early learning environment, shaping values, behaviour, and social identity. As the primary educators in a child's life, parents influence emotional stability, cognitive growth, and social adaptability. With the rise of dual-income households and increased female workforce participation, modern families have experienced a shift in traditional parenting roles. Working mothers manage both responsibilities—professional commitments and caregiving—while non-working mothers dedicate more time to direct supervision and emotional nurturing.

Pune, a growing metropolitan city with diverse demographics, provides a relevant context for studying parenting dynamics. The age group of 6–12 years is particularly important, as children develop emotional control, cognitive maturity, and social understanding during this stage. Parenting styles—commonly categorized as authoritative, authoritarian, permissive, and neglectful—play a significant role in shaping these outcomes.

This research aims to compare parenting styles among working and non-working mothers in Pune and analyse the impact of time availability and coping mechanisms on child development. The insights gained can assist educators, counsellors, and policymakers in designing programs that support mothers in balancing work and family life.

II. LITERATURE REVIEW

- **Bronfenbrenner (1979)** The first years of life are especially critical as children are dependent on caregivers for survival, affection, and learning, emphasizing that the family environment is the most immediate ecological system shaping child development. Within families, mothers—whether working or non-working—hold a particularly influential role.
- **According to the World Bank (2020)** With globalization and changing gender roles, women's participation in the workforce has increased worldwide and female labor force participation has grown steadily, leading to new patterns of parenting. This transformation has sparked debates about how working and non-working mothers influence child development differently.
- **Baumrind's Parenting Styles Theory (1966)** Authoritative – warm but firm; linked with positive developmental outcomes. Authoritarian – strict, controlling; often leads to obedience but lower self-esteem. Permissive – indulgent, few rules; can lead to lack of discipline. Neglectful – uninvolved; associated with negative emotional and academic outcomes.
- **Erikson's Psychosocial Development Theory (1950)** Erikson explained child growth in stages of psychosocial development, emphasizing trust, autonomy, initiative, and identity formation. A mother's availability, emotional support, and guidance help children develop trust and confidence.
- **Bronfenbrenner's Ecological Systems Theory (1979)** This theory emphasizes that a child's development depends on multiple systems: family, school, community, and society. Working mothers may connect children with wider support systems (daycare, extended family), whereas non-working mothers may focus on direct home-based nurturing.

III. OBJECTIVES OF THE STUDY

The main aim of this research is to compare the parenting styles and developmental outcomes of children raised by working and non-working mothers in Pune. The study seeks to explore emotional, cognitive, and behavioural aspects of child development in relation to parental involvement and work-life balance.

Specific Objectives

1. To analyse the parenting styles commonly adopted by working and non-working mothers.
2. To assess the time and attention working mothers versus non-working mothers give to their children.
3. To identify coping mechanisms and support systems adopted by mothers to balance parenting responsibilities.

IV. RESEARCH METHODOLOGY

4.1 Research Design

The present study follows a comparative descriptive research design to analyse the differences between working and non-working mothers in terms of parenting style and its effect on child development. Quantitative methods were employed using structured questionnaires to collect factual and perceptual data.

4.2 Population of the Study

The population of this study consists of mothers residing in Pune city, Maharashtra, who have at least one child aged between 6 to 12 years. Pune was chosen as the study area due to its diverse demographic structure and balance between traditional and modern family values.

4.3 Sample and Sampling Method

A sample of 49 mothers was selected for the study using the stratified random sampling method, ensuring equal representation of working (25) and non-working (24) mothers. The respondents were selected from different residential areas of Pune, including urban and semi-urban zones, to maintain diversity in education and income levels.

4.4 Data Collection Tool

A structured questionnaire was developed to collect primary data. The questionnaire contained both closed and multiple-choice questions covering areas such as:

Type of parenting style

Time spent with children

Stress and coping mechanisms

Child's emotional and behavioural development

Each question was designed to align with the research objectives and allow statistical comparison between the two groups.

4.5 Data Analysis

The collected data were tabulated, coded, and analysed using descriptive and inferential statistical methods. The Chi-Square (χ^2) test was applied to test the hypotheses and determine whether significant differences existed between the responses of working and non-working mothers.

Additionally, graphical representations (bar charts and pie charts) were used for better visualization of the results.

4.6 Scope of the Study

This research focuses exclusively on mothers in Pune city with children aged 6–12 years. The results are expected to reflect the parenting trends in metropolitan Indian families but may not generalize to rural or smaller town populations.

V. DATA ANALYSIS AND INTERPRETATION

The data collected from 49 respondents (25 working and 24 non-working mothers) were analysed using descriptive statistics and the Chi-Square (χ^2) test to determine whether there were significant differences between the two groups.

Results are presented question-wise below.

5.1 Analysis of Parenting Style

Parenting Style	Working Mothers	Non-Working Mothers	Total
Authoritative	45% (11)	52% (13)	24
Authoritarian	25% (6)	18% (4)	10
Permissive	20% (5)	15% (4)	9
Neglectful	10% (3)	15% (3)	6
Total	25	24	49

Table 1 : parenting style

Expected Frequency (E): 12.25 for each group.

Calculated χ^2 : 46.10

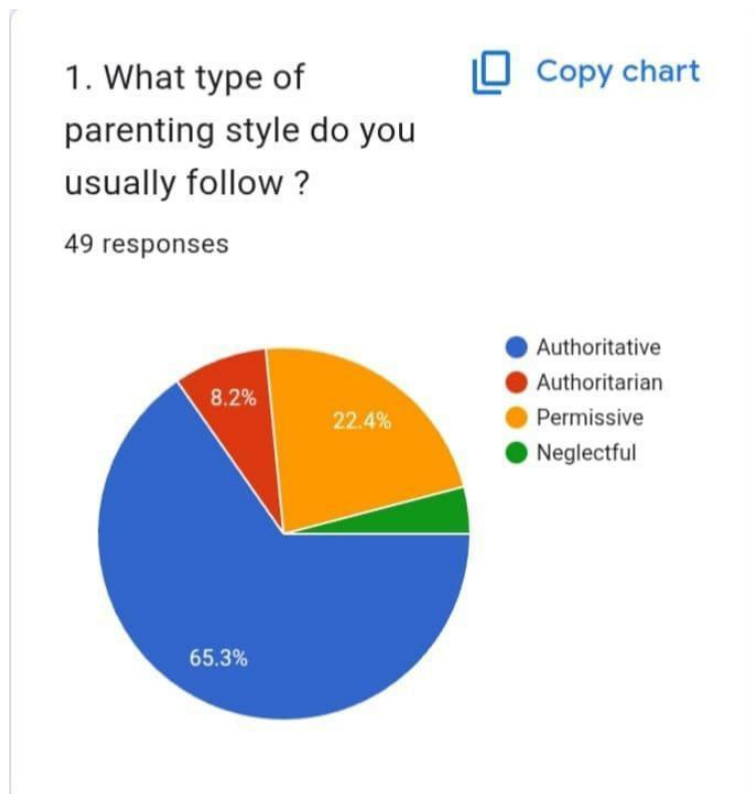
Degrees of Freedom (df): 3

Critical Value (0.05 level): 7.815

Result: $\chi^2 (46.10) > 7.815 \rightarrow$ Reject H_0

Interpretation:

There is a significant difference between the parenting styles of working and non-working mothers. Most mothers prefer the authoritative style, which combines discipline with emotional warmth. Working mothers tend to be more structured and goal-oriented, while non-working mothers show more emotional responsiveness.



Graph 1.pie-chart of parenting style

5.2 Time Spent with Children

Time Spent per Day	Working Mothers	Non-Working Mothers	Total
Less than 1 hour	7	0	7
1–3 hours	8	5	13
3–5 hours	6	7	13
More than 5 hours	4	12	16
Total	25	24	49

Table 2: time spent

Expected Frequency (E): 12.25
 Calculated χ^2 : 4.08
 Degrees of Freedom (df): 3
 Critical Value (0.05 level): 7.815

Result: $\chi^2 (4.08) < 7.815 \rightarrow$ Accept H_0

Interpretation:

There is no significant difference in the time mothers spend with their children.

While non-working mothers naturally have more hours available, working mothers utilize limited time effectively for meaningful interaction and supervision.



Graph 2 : pie-chart of time spend Table

5.3 Coping Mechanisms for Stress

Coping Method	Working Mothers	Non-Working Mothers	Total
Meditation / Yoga	6	3	9
Talking with Family / Friends	11	13	24
Entertainment / Hobbies	6	8	14
Do Nothing	2	0	2
Total	25	24	49

Table 3: Coping Mechanism

Expected Frequency (E): 12.25

Calculated χ^2 : 19.01

Degrees of Freedom (df): 3

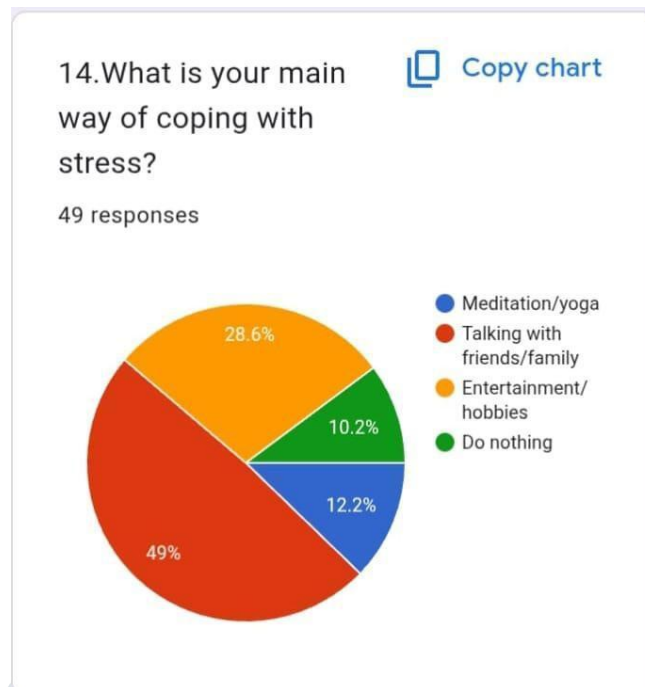
Critical Value (0.05 level): 7.815

Result: $\chi^2 (19.01) > 7.815 \rightarrow$ Reject H_0

Interpretation:

There is a significant difference in coping mechanisms between working and non-working mothers.

Working mothers primarily rely on talking with family/friends or recreation to manage stress, while non-working mothers depend more on emotional support from their immediate environment.



Graph 3: pie-chart of coping mechanism

Result:

The results highlight that while working mothers face time constraints, they still maintain a balanced, authoritative parenting style. Non-working mothers invest more time in direct care and emotional bonding, which positively affects their child's emotional stability. Coping strategies also vary significantly — working mothers rely on external social support, whereas non-working mothers depend on family-based coping.

Overall, both groups demonstrate a strong commitment to their children's well-being, indicating that effective parenting depends more on quality of engagement than the mother's employment status.

VI. FINDINGS OF STUDY

Based on the data analysis and Chi-Square tests conducted, the following key findings emerged:

1. Parenting Style:

The most common style among both working and non-working mothers is authoritative parenting, indicating a balanced approach that encourages independence while maintaining discipline. However, working mothers show slightly higher tendencies toward structured, time-managed parenting compared to non-working mothers.

Time Spent with Children:
There is no significant difference between working and non-working mothers in the total time spent with children.

While non-working mothers have more hours available, working mothers utilize limited time for focused, quality interaction.

2. Coping Mechanisms:

A significant difference exists between the two groups.

Working mothers tend to rely on social interactions and hobbies for stress relief, whereas non-working mothers depend more on emotional support and relaxation activities.

3. Child Development Outcomes:

Children of non-working mothers show slightly better emotional and physical development, while children of working mothers demonstrate superior social adaptability and independence.

This indicates that both environments contribute uniquely to a child's holistic growth.

4. Overall Observation:

Parenting effectiveness depends not on employment status, but on emotional involvement, consistency, and the parent's attitude toward the child's development.

VII. CONCLUSION

This study emphasizes that both working and non-working mothers play meaningful roles in their children's development. Working mothers, despite time limitations, engage in purposeful interactions, whereas non-working mothers provide consistent emotional support. The findings show that parenting effectiveness is shaped not by employment status but by the quality of communication, emotional investment, and coping strategies. Supporting mothers in balancing work and family responsibilities is essential for promoting healthy child development.

VIII. REFERENCES

- [1] Baumrind, D. (1966). Effects of Authoritative Parental Control on Child Behaviour. *Child Development*, 37(4), 887–907.
- [2] Maccoby, E. E., & Martin, J. A. (1983). Socialization in the context of the family: Parent-child interaction. *Handbook of Child Psychology*, Vol. 4.
- [3] Singh, R. (2017). Working Mothers and Parenting in Urban India. *Indian Journal of Psychology*, 92(3), 210–223.
- [4] Mehta, P. (2020). Parenting Styles and Emotional Development. *International Journal of Social Science Studies*, 8(6), 44–53.
- [5] Deshmukh, V. (2021). Parenting Practices and Child Behavior in Urban Maharashtra. *Journal of Social Research*, 12(2), 55–70.
- [6] Pandey, A., & Joshi, S. (2020). Coping Strategies of Working Women in Dual Role Conflicts. *International Journal of Human Development*, 6(4), 33–42.
- [7] Gupta, N., & Kapoor, R. (2019). Comparative Study of Parenting Styles among Working and Non-Working Mothers. *Indian Journal of Behavioural Science*, 15(1), 65–74