



## **Working mother work life balance with child**

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### **Abstract**

Working women's role has shifted worldwide due to financial conditions and social needs. This has resulted in a specific situation in which working women are under immense pressure to develop a career as efficient as their male counterparts while maintaining active personal life involvement. The ever-increasing strain at work is taking a toll on the working women leaving them for themselves with less time. Increasing personal front responsibilities with the technological blessings such as advanced cell phones, notepads, etc. that keep work life intertwined with personal life often generate tension on personal and professional fronts in this age of awareness. That affects the physical, emotional and social well-being of the person. Reaching a work-life balance is also a must for working women to have a decent quality of life. This paper is an effort to explore the stiff obstacles that working women face in maintaining a balance between their own commitments and laborious working lives. The moment when women started to enter the workforce in growing numbers in the late 20th century, psychologists and experts in child development challenged the effect of working parents on the overall development of a child. Most families have to rely on both parents financial support, thereby forcing the dual-income family, but balanced social and emotional growth depends more than just the amount of hours spent with children. In this report, we explored the various factors that influence the work-life balance of married working women. The problems the working women face in terms of their kids are quite high. The results also explain that people's work-life balance affects their lives.

**Keywords:** Work-life balance, quality of life, working women, personal life, professional life

### **Introduction**

Women today face a variety of difficulties when deciding if the best solution for their families would be to work out of their home. In the past, society's thought was that mother who works outside their home would not be able to keep up with the children's proper growth. Across previous research it is indicated that there is no risk to a child who has a working mother physically, psychologically or behaviorally. Women around the world have been asking what seems to be a simple question; however, in fact, it is very complex. Then the question is, "Is it easier to stay with the kids at home, or work outside the house?" The answer to this question would not be the same for everyone. Because it's a very personal decision for both mother and family and what's best for the family may not be right for another. Some of the most important things that mothers think about when they look at the workplace for a long time is how that will affect the child. The good news is that quite a few recent studies have helped to answer this difficult, but very personal, question. The number of women in the labor force has risen at increasing levels over the past few decades. Women left the workplace for several different reasons. One explanation for this is the women decided to start good careers because of personal ambitions. People see that at the same time as having a well-rounded and happy family there is a chance to have good careers. Besides having personal career aspirations, other women have been turning to the workplace to financially sustain their families. It may be to bring in additional funds to provide opportunities for enrichment that could improve a child's educational performance that might not be feasible for a single income household. On the other hand, keeping the mother at work may be the way the family will survive by getting food and

services due to the economic difficulties faced by many U.S. people (Opposing Viewpoints). Being financially stable will increase the overall quality of schooling, child care and provide children with a healthy and secure atmosphere to succeed. It is said that getting both parents working can be the best atmosphere in one study, and that children are socially confident and often excel in school. Many reports claim that working women are not as fond of their families as they are of staying at home moms. That is because the professional mother is not physically at home for long periods of time. For years, mothers from both sides of this argument have argued which position is better for children's growth. There has been a small shift in society perception of working mothers in the past few decades. In the past, it was believed that women were better suited for staying at home and taking care of household chores and raising the children. As more and more women join the workplace, having flexible work schedules, re-designing maternity leave and becoming family-oriented to create a work-life balance has become more socially acceptable for workers. In a July 2007 Few Research report, it was found that 60 percent of women surveyed believed that part-time work was the best choice, and women were happy that so many employers provided flexible or part-time work choices. In the same survey, 21 percent of women believed that full-time work was better, and 19 percent of women thought that it was best for their family not to work at all. Working mothers on the other hand seek to combine jobs, parenting and household chores. There are many working women who believe like their parent and partner transition begins after they're done with their work shift, and that their day just begins over again. Working mothers may carry the tension home by accident and this may affect the relationship

between the families. Stress may cause a mother to withdraw from her child and become distant. For several years, people have been telling to do what you know is right, and to make you feel good. Evidence also indicates that there is a way to alleviate stress and that is to make you feel comfortable, whether you sit at home or work. Happiness can also be contagious; people are more likely to be in a good mood around you if you are in a better mood then.

### **Children Bonding Helps Parents**

Several factors, such as parenting styles, parental availability, involvement or lack of siblings, socioeconomic status and the individual personality of the infant, have an impact on the social and emotional development of a child. For normal social and emotional development, one of the most important factors is how deep the connection is between the infant and his parents, beginning from the second that she takes birth. Parental bonding makes a child feel protected, comfortable, pampered, cherished and nurtured. The parent-child relationship, according to HelpGuide.org, is among the best predictors of intellectual, financial, physical and emotional wellbeing.

### **Quality Over Quantity Time**

Compared with quantity, the quality of the time parents spent with their child may be more important. According to a critical study The Committee on Integrating the Science of Early Childhood Development, parents who provide twenty-four hours treatment for their children and seek to obey all traditional parenting rules that still not be able to develop a stable bond with their children. Working parents who make family time a priority and are committed to the growth of their child are just as able to build a healthy relationship with their child as parents who are not working. Creating a safe, stable relationship to your child takes more than a certain amount of time spent together, it takes affection, caring, devotion, attention to the physical needs of your child and a sense of connection with your child.

### **Adverse Effects**

Many issues can have a detrimental impact on the social and emotional growth of a child and impair its ability to connect with working parents. According to a 2011 "Michigan Family Study" clinical analysis, factors such as non-standard work schedules and financial stress may have a detrimental effect on the social, emotional, and behavioral growth of a infant, resulting in issues such as behavioral problems and poor academic performance. The standard and amount of hours spent in child care settings may also have an effect on growth. A research released in the May / June issue of the "Child Development" newspaper found that teenagers who spent much of their time in childcare settings as young children were more likely to exhibit impulsiveness and risk behaviors than peers who spent less time in childcare.

### **Positive Aspects**

Given the potential negative consequences of having working parents, children can still reap such advantages if they have working parents who take care of their needs responsibly. Children with working parents may view the world as a less threatening place according to Healthy Children.org. Children may feel a sense of pride in realizing

that their parents have jobs. Girls in particular will feel empowered and believe children have more job opportunities if they have a mother who works and involvement in quality daycare or after-school childcare settings has been related to good developmental outcomes in children in areas of cognitive, social and emotional growth.

### **The Impact of Long-Term Maternal Employment**

In terms of behavioral adjustment of middle-class or upper middle-class mothers employed as infants: when children were three months of age, full-time maternal employment began and was correlated with major behavioral problems identified by caregivers at 4½ years of age and first grade teachers; children whose mothers started working part-time before their babies; By the age of three, and at the time of first grade, an increased likelihood of behavioral issues was seen; the way these safe impacts of part-time employment worked was by improved efficiency of the home environment and sensitivity of the mother. With regard to the cognitive disparity in the middle and upper middle class cohorts, the study found that: children of mothers who started working full-time in the first year of that child's life earned modestly lower cognitive scores compared to children of mothers who did not start working on all eight cognitive outcomes examined. Associations at 4½ years of age and initial grade were around the same size as those at 3 years of age; mothers who started working full-time were more likely to have symptoms of depression; poor cognitive scores were not observed in children of mothers who began working part-time during their child's initial year of life. Although these results point to the need to track the impact of full-time maternal employment on children, particularly before they are three months old, some benefits of beginning full-time work have been found in the area of the ability of the mother to be responsive to her infant. Moms who have started working full-time tend to use substitute childcare of higher quality and display higher levels of empathy toward their child. The researchers noted that the higher levels of maternal vulnerability seen in working mothers may have risen as a result of greater financial stability for them.

### **Awareness About Type of Job**

While based on fairly small levels of statistical significance, results from a number of well conducted studies indicate that if parents make a choice early in their child's life (especially within the first three months), they should consider working part-time. The father will seek to be involved in as active as parenting role as possible during this challenging time when there is an alternative. Likewise, if at all possible, grandparents should be more actively welcomed while they are infants and both parents work full-time to take care of their grandchildren. That has an additional advantage because it has been found in studies that actively engaged grandparents serve a vital function as a protective buffer against possible negative parental stress influences. It is important to remember that the potential risks of full-time and part-time jobs are observed mainly in middle and upper middle-class families.

Hence this is the most important recommendation for the part of our society that falls under this group. The discovery that there are periods when full-time mothers are at higher risk of depression should not be taken lightly. Scientists also shown that their mother's depression directly impacts

babies. It has been found that infants with parents with depression or stress have difficulties and issues with self-quieting, lower rates with development, low level of trust and reduced desire to attend. Their impacts appear to be more negative and unpleasant compared to the children of no troubled parents, as typified by an increased likelihood of voicing depression and frustration. Research on the role of persistent stress in parenting are equally important. Powerless parents are more likely to: be hyper-vigilant with their child; concentrate on the negative and the bad side, while ignoring or refusing to recognize positive behaviour; indulge in coercive and punitive parenting; misread supportive child signals as malevolent, and derogate the child in efforts to repair power. This type of parenting style also engenders high rates of resistance and adolescent at-risk behavior. This research body's intimation is that great rates of stress, and particularly depression in stressed-out parents, that have long-term intimations about proper child growth. It needs to be taken into account by the government when giving priority to the need to provide assistance to young parents.

### Conclusion

Ultimately, the effect on children isn't whether or not the mother functions, but how emotionally she's involved in the child's progress. Mums must overcome many of the pressures of life by being diligent in their interactions with the infant. It means that if the mother is under an excess of stress, she may need to take a break, relax and attempt to communicate with a constructive and caring attitude again. One way to help alleviate stress and frustration is to create a family and friends support network that is ready and willing to assist when things get difficult. When a mother is going to work out of the house, make sure you are looking for the best caregiver you can find. It may be a gamble in low-income households, but programs such as United Way also have recommendations and will give you a good guide about how to locate a suitable caregiver. Because there is no concrete indication that damage is being done to children who have working mothers, it depends on whether you return to work or stay home raising the baby. It is a matter which can only be determined by the family. What you think is right is the best thing to do, and what will make you happy! This research was able to quantify working women and found weekly working hours and work-related stress were very significant determinants of the work-life balance of workers along with their employment, age and care responsibilities. In today's busy world, where making time for oneself seems difficult, there is a growing demand from workers for the right to combine work and home life. Health and wellness services will help working women navigate their personal and professional lives, for sure. Yet they alone can't be the solution to unbalance problems. Women's challenges and difficulties are, as is evident from the literature examined, multidimensional; thus, they need further study to help working women manage their work and family lives.

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