

**EFFECT OF BALANCING WORK OBLIGATIONS AND FAMILY  
RESPONSIBILITIES AMONG WORKING WOMEN  
IN JOS METROPOLIS**

**BY**

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(M.ED/EDUC/10971/07-08)**

**A THESIS SUBMITTED TO THE POSTGRADUATE SCHOOL IN PARTIAL  
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## **DEDICATION**

This work is dedicated to God Almighty who helped me through this programme, and to my husband Pastor (Dr) Bigman Barnabas and my children, Beniki and Belicia Bigman for their patience and endurance.

## DECLARATION

I, Barnabas, Esther Singayina declare that this Thesis titled “Effect of Balancing Work Obligation and Family Responsibilities Among Working Women in Jos Metropolis” has been carried out by me in the Home Economics section in the Vocational and Technical Education Department under the supervision of Dr. (Mrs.) S. L. Ajayi and Dr. (Mrs.) E. E. Adamu. The information from the literature have been duly acknowledged in the text references and list of References. There is no part of this Thesis that was previously presented for another diploma or degree at any university.

\_\_\_\_\_  
Name of Student

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## CERTIFICATION

This Thesis Title “Effect of Balancing Work Obligation and Family Responsibilities Among Working Women in Jos Metropolis” written by Barnabas, Esther Singayina meets the regulation governing the award of the degree of Masters of Education in Home Economics in Ahmadu Bello University, Zaria. It is approved for its contributions to knowledge and literary presentation.

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## ABSTRACT

*The main purpose of this study was to investigate balancing work obligation and family responsibilities. Five objectives and five research questions were formulated, with five related Null hypotheses. Also related literatures were reviewed for this study. Descriptive survey research design was adopted. The population for the study was drawn from five working organizations in Jos south, Jos east and Jos north Local Government Areas in Plateau state. The population consisted of six thousand, nine hundred and forty (6,940) working women. Samples for the study was three hundred and fifty (350) women selected using proportional sampling technique. The instrument used for the collection of data was the questionnaire. The data collected were statistically analyzed using Analysis of Variance (ANOVA), standard deviation, t-test, and mean statistics. The null hypotheses were statistically tested at significant level of 0.05. The Null hypotheses one, three and four were tested with analysis of variance (ANOVA) while null hypotheses two and five were tested using paired sample t-test. It was observed that the null Hypotheses one, two and three were rejected, while null hypotheses, four and five were accepted. The results obtained from the study revealed that mothers who failed to balance up their family and work responsibilities faced the problem of losing their family members including husbands and children. The results further revealed that mothers' absence had a great effect in the performance of their home activities, which in turn had effect on their well-being such as stress and related diseases. The results also stated that certain strategies should be adopted to obtain a balance. It was recommended from the findings that, employed mothers should engage in flexible, stress free and timely jobs, and should have a means of mobility, and the use of house helps where necessary. It was also recommended that the government (Ministry of Women Affairs) should enforce the reduction of hours spent at work place by career women to help them perform better at home. .*

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## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background to the Study**

Historically, women have played diverse roles such as house wives, homemakers as well as mother's in-charge of the operations of their homes. In the past, the women's position was restricted to the home and she accepted her place (home) and modeled her life accordingly. (Perimuter and Hall, 1985). Women, by biological constitution have been recognized as mothers and nurtures of children. They plan and cook meals and also take care of the house, thus they occupy a central position in determining the quality of life the house holds and the community (Titilayo, 2000). Traditionally, women were regarded as child bearers whose activities were usually limited to the home. As home makers, their responsibilities prevented their active involvement in work outside the home. This situation makes father (husband) the family chief providers.

However with social challenges of expansion and development, women have deviated from their traditional roles to seek education, occupation and remunerated work to establish some degree of economic security in the home. (Osagie, 1994) The number of women now taking employment outside the home has increased rapidly.

A research study by Diale (2000) revealed that working women were found in the service of industries like nursing, teaching, secretarial works, military, banking and beauty industrial.

In the beginning, women worked in the farms, served their men folks, procreated and slaved for their children and died in the process. Many of those who lived led a life of poverty and illiteracy and were on lookers to the affairs of the community and nation (Hutjes and Feldman, 2001). Traditionally, the society expects that the woman should keep the home and works in the farms and these also affect the education and exposure made available to young girls. According to Onyekachi (1998), the growing number of women receiving college/ university education meant that their set roles differed from that of their mothers and grand mothers. Many women now planned independent careers as ministers of the gospel, photographers and politicians.

A number of studies have identified reasons why women worked. Lucas (1984) identified that women worked to supplement family income, self support and be part of the nation force. Uche (1990) stated that women worked to escape boredom and to satisfy professional goals.

Many women in developing countries including Nigeria engaged in paid work for their family and for the community. Many household businesses

also depended on the labour of women. This paid works by women generated some form of output which contributed to the family's welfare by producing wages and income. Balancing work and family responsibilities therefore, is a challenge for many families today. Keeping these areas in balance will help reduce stress and have a healthy family life, good work relationship, which results to a sense of satisfaction by the home maker (Oklahoma, 2005).

A family is the basic unit of any society, thus the welfare of any nation depends on the quality of each family Giderbrand (1997) , described a family as two or more persons related by birth, marriage who reside in the same household. The family has been referred to as the basic unit of society where individuals receive most of their personal satisfaction and most importantly where the personality of its members is formed (Titilayo, 2000). The family is a group consisting of one or two parents and their children. Family can also be described as a group of closely related people known by a common name and consisting usually a man, his wife and his children. Encyclopedia (2009) saw the family as a group of persons united by the ties of marriage, blood or adoption consisting of a single household interacting with each other in their respective social, position of husband and wife, sons and daughters, brothers and sisters who share create and maintain a common



culture. Cognitive component of the workers input is a fundamental part of managing the home. The cognitive component described the contribution of thinking, using knowledge, seeking and defining goals making plans, paying attention during work and making judgment as work progresses. (Stedle and Bratton in Beckman, 2005). Cognitive component is needed by a home maker to carry out or perform household activities.

Anyakoha and Eluwa (1999) came up with four steps involved in management process which includes: planning, organizing, implementing and evaluation, therefore, when the home maker is stressed, the cognitive component is affected negatively. [www.wikipedia](http://www.wikipedia) (2009) explained, that time as one of the resources available to the family which includes human and materials resource. Temporal components are the time of the workers and how she allocates the activities (Anfani, 1993). Factors affecting temporal components include control of time, timing and time allocation. The home maker should be able to control her time by restricting, limiting and managing it. Other constrain in time management while she work outside work is the freedom she has in household task, this includes flexible, inflexible events and home makers preference.

The inflexible events include the time being, in work place which can affect the time allocated to household activities and children.

Anyakoha and Eluwa (1999), defined fatigue as a reduction of physical, mental work or weariness from labour. All these would stress the home maker. The severity of physical exercise have complete and profound effect on the home maker while trying to balance work and family responsibilities, these physical problems due to fatigue include stress , peptic ulcer, central pile, weariness, insomnia, hypertension and other related diseases. Hornby (2000), defined fatigue as a feeling of being extremely tired usually because of hard work or exercise. In doing work, it is useful to consider the body as made up three major weights which must be supported that is the head, the chest and the pelvic must be balanced during work.

National Centre for Health (1998), and Ministry of Foreign Affairs (2008), said mothers who worked outside the home were often in the difficult position of balancing work and family responsibilities with employment obligation. This balancing act became more challenging for low income women who were often the sole bread winners with primary responsibilities of managing the health of their families equally; difficult when work schedule is fixed and rigid. Dunkan (1995) explained that the work obligation of a woman is diverse; therefore favourable conditions should be provided to ease her work. The home is a place where character is formed; it is a place of refuge, peace, harmony and beauty. Outside the home

are all relationship which are superficial, the manager and the maker of the home is the woman. She is therefore, expected to develop an attractiveness that would draw the husband and her children home, at the close of the days work , but nevertheless, she also involves in other activities outside the home so as to support the family in which have an effect on the home makers physical , cognitive, emotional and temporal wellbeing. (Women Mirror, 2003).

## **1.2 Statement of the Problem**

The researcher with personal experience and interactions with women observed that many home makers have multiple roles such as caring for spouse, children, parent, doing outside work, and yet being over looked by the society. Mothers, who work outside the home, are often in difficult position of balancing family responsibilities with employment obligations. The researcher interacted and discovered that home makers were at the bridge of balancing work and family up-keep. These in turn affected the thinking, paying attentions, making plans, and decision making, which made it impossible for them to manage their time effectively. The researcher during interaction with spouse of working class women observed that men complained bitterly about their spouses jobs which did not give them opportunity to attend to their family responsibilities such as cooking , taking

care of the children and the man who should be cared for. On the long run all these could result into divorces, separation and even unfaithfulness from both the male and the female counterparts. These are serious problem that need to be looked into so that solutions can be provided.

Morrow and Young (1977), opined that a child success in school literacy programmed often depended on the experiences he or she has at home. For example, it has been found by Chase, Michael; and Desai (1991); that boys were more adversely affected by mother's employment than girls. In a research conducted by Emerita and Arbor (1998), it was found that sons and daughters of employed working mothers did well academically but showed social, emotional and character maladjustment. This was due to the fact that educational facilities were provided, but parent–children relationship was lacking.

Schone (1999), reported that women missed an average of seven (7) days in a month for personal or family obligation compared to one (1) day for men. This level of absence affected the perception of women dedication to their jobs which led to women being taken less serious and possible loss of job. As a result of economic hardship, most mothers in Nigeria are employed to make ends meet, therefore creating a vacuum-maternal absence in the family. The pace, at which maternal employment and divorce rate

have increased, however is so rapid that many people failed to recognize its prevalence. The role of mothers is very crucial. Combes (2001), noted from research that enhancing a mother's own capacity can lead to the stimulation and support of child's mental development and pave the way for success in latter learning. Most parents left their homes in search of wealth and education, leaving their children at the mercy of the house helps and siblings.

Duxbury and Higgins (2001), affirmed that women have the same working schedules and working conditions like men, but the family responsibilities which women carried out made it difficult for them to have a balance. Women were then still responsible for looking after the home and family than men did. Therefore, the research was to create awareness to this fact, so that a balance can be attained. The researchers interactions with friends and colleagues in workplace also confirmed that, most employed mothers have shifted their responsibilities of home making, child upbringing and spouse care to the hands of neighbours, house helps, and daycare centres. These are problems to many homes today. All these experiences and incidences moved the researcher to think that maternal involvement in paid employment outside the home brought challenges and problems in family relationship.

### **1.3 Objectives of the Study**

The main objective of the study was to investigate the effect of balancing work obligation and family responsibilities, effect on the home maker and family. While the specific objectives were to:

1. identify different careers of working women embark on and their reasons to work outside the home;
2. examine the effect of mothers' absence on home activities.
3. investigate the extent to which maternal employment has affected married women performance in family relationship;
4. determine the effects of the number of hours spent in home and work place, and home makers well-being; and
5. find out the strategies used by home makers to have a balance between work obligations and family responsibilities.

### **1.4 Research Questions**

The following research questions were answered:

1. What are the different careers women embark on and their reasons to work outside the home?
2. What are the effects of mothers' absence on home activities?
3. To what extent does maternal employment affects women roles in family relationship?
4. To what extent does the number of hours spent, in home and work place, affect the home makers' well-being?

5. What are the strategies that can be used to have a balance between work obligation and family responsibilities?

### **1.5 Null Hypotheses**

The following Null Hypotheses formulated were tested at 0.05 level of significance:

H<sub>01</sub>: There is no significance difference between the career women embark on and their reasons to work outside the homes.

H<sub>02</sub>: There is no significance difference between the effects of mothers' absence from home and the performance of home activities.

H<sub>03</sub>: There is no significance difference between maternal employment and their roles in family relationship.

H<sub>04</sub>: There is no significant difference between number of hours spent in work place and the effects on the well being of home maker.

H<sub>05</sub>: There is no significance difference in the type of strategies used to have balance between work obligation and family responsibilities.

### **1.6 Significance of the Study**

The outcome of the research will serve as an encouragement to the family to see the need to participate and support employed mothers to balance up their responsibilities. Furthermore, employed mothers will use the knowledge of the outcome of this work to plan on how to cope and

manage paid employment outside the homes and still raise children effectively and take care of their husbands.

The findings will help to guide the government (Ministry of Women Affairs), Human Right Organizations, NGOs like Women in Nigeria (WIN), etc. to note the work load a woman has in the home so that a flexible working condition would be given to her. The results of this study could be inculcated in the Beijing declaration.

The result will help teachers and curriculum planners to develop and evaluate intervention designed to guide adolescent girls, and get their minds prepared on the task ahead where if inculcated in the Home Economics classes and sex education can be helpful.

The result of this study will help women (particularly employed mothers), Women Commission, Social Welfare Department, policy makers on family matters to gain insight into the social maladjustment of family when the mothers attention is divided. In addition the result will serve as terms of reference for future research and also bridge the gap created by previous findings.

### **1.7 Basic Assumptions of the Study**

The study was based on the following assumptions that:-



- women in the workforce do not have opportunity to explore while still taking care of family responsibilities
- working housewife will experience stress if time is not managed well in the performance of household tasks
- employment outside the home has empowered mothers to maintain their families
- Families of employed mothers may display some level of social maladjustment behaviour.

### **1.8 Delimitation of the Study**

The study covered “Effect of balancing work Obligations and Family Responsibilities, among Working Women in Jos Metropolis.” The study was delimited to married women in five selected working organizations employed by Federal or State Government, private organizations, self employed, military and paramilitary, medical sector and banking sectors. The study was conducted in Jos metropolis; the rationale behind restricting the population on the selected area were based on the fact that more employed working women were found in urban areas.

## **CHAPTER TWO**

### **REVIEW OF RELATED LITERATURE**

The related literature for this study were reviewed and reported under the following sub-headings:-

- 2.1 Concept of work obligation and family responsibilities
- 2.2 Concept of Home and the home maker
- 2.3 The component of the Home maker in relation to work
- 2.4 changing roles of women
- 2.5 Effect of Mother's absence on family members
- 2.6 How office work affects the health of the woman
- 2.7 Balancing work obligation effect on the family
- 2.8 Balancing work and paid work: Gender base equality
- 2.9 The relationship between government employed and self-employed home makers on home keeping and effectiveness
- 2.10 Strategies to cope with work obligation and family responsibilities
- 2.11 Empirical studies
- 2.12 Summary of Literature Reviewed.

## **2.1 Concept of Work and Work Obligation**

Work, work and work, since inception of man, man has been working. Hornby (1998), defined work as the causing of motion against a resisting force. The amount of work is proportional to, and is measured by, the product of the force into amount of motion along the direction of the force. Fowler (1995) defined work as the application of mental or physical effort to a purpose so as to produce or form by labour to bring forth by exertion to accomplish, to originate, and to effect. Abdur (1994), in his write up suggested that, responsibilities of a home maker in the family is diverse and being responsible for taking care of her entire household, though it may be possible to hire a person to help with cooking and the cleaning of the house, a relative may even be available to help, However, if nothing like that is available, tension may be inevitable, since the husband's responsibility majorly is that of providing the family needs, the husband then feels that he should not be expected to work in the home which include cooking, cleaning and taking care of the children.

### **2.1.1 Concept of Family and Family Responsibilities**

The family is the backbone of every society without which the society cannot exist and there will be no development of any sort. The family is the first contact and has a vital role to play in ensuring that the right attitudes,

values, norms and knowledge are properly inculcated into the members so as to contribute positively to the overall development of the society, (Encyclopaedia, 2009). Anyakoha and Eluwa (1997), described family as two or more persons related by birth, marriage or adoption who stay in the same household. Akpan (2003), viewed the family as it exist in their specific environment, also, Encyclopedia (2007), saw family as a group of persons united by the ties of marriage, blood, or adoption consisting a single household interacting with each other in their respective social position of husband and wife (fathers and mothers) sons and daughters, brothers and sisters who share, create and maintain a common culture.

Nations report (1992), on family matters confirmed that there is no single view of the family nor can there be a universal acceptable definition. This is because much diverse types of family groups have existed which have displayed pronounced variation in their structure. In addition, new and divergent family forms are constantly evolving, so also are perceptions of the functional roles. Ononuju (1998), defined the term family as a unit of marriage, birth, or adoption, having in most case a common abode till children are launched into the society for independent living. However, the term family has wider circle of members in Africa than in Europe and North

America. In addition, in African society, the term family includes parents, children, grand parents, uncles, aunts, brothers and sisters.

According to Arnold (1993), family responsibilities are one of the most difficult challenges to a home maker. These includes keeping the house clean, neat and free from possible hazards to children, raising of children, food preparation, taking care of the man (husband) and making sure everything as related to family wellbeing is in good condition. The family has been described as the most fundamental primary group of which human societies are made (Smith and Zopt, 1996), This coherence is owed to a chain of relational ties which are usually biological social and economic in nature. Family is referred to in terms of individual who constitutes it and the nature of relationship between them. According to Nortman (1993), the biological ties in the family arose primarily from blood relationship between the member's example parents and children

## **2.2 Concept of Home and the Home Maker**

The home is a place where one lives, the fixed residence of a family or household. This is also seen as a dwelling house, where family members collectively stay together. Mirror (2003), defined the home as a place of refuge, peace, harmony and beauty where character is formed. The home is a place where love is nourished and where it is best expressed in caring and

praying. Outside the home, all relationships can be said to be superficial. The home is a place not only of strong affections but of entire yieldedness. According to Mirror (2003), the maker of the home is a woman, she is an axis upon which the home rotates and she should provide the necessary warmth and stability that will enable the individuals in the family blossom.

www.wikipedia (2009), said a home making is a man or woman that chooses to stay at home instead of having a career outside the home, so they can run their household, and raise a family. The home maker often sacrifices personal and economic career gains to stay at home with the children. They want to spend quality time, be there to raise and love them, run the household and feel that a job outside the home would not allow this luxury. According to Arnold (1993), Home making is probably one of the most difficult, challenging and demanding roles. There is but it is also one of the most rewarding. They must be independent enough to make important decisions on their own and have an endless amount of patience, energy and love. They are often exhausted as there is no such thing as a regular break and deal with siblings, fighting, cleaning up spills and messes, frustration from trying to keep everything running smoothly and anxiety over a sick child.

However, Lapata (1994), said that home maker is with the task of watching children, play games and doing other household activities. The home maker's activities continue twenty four hours a day all year long. Along with caring for the children, they are responsible for any problems around the home such as plumbing and electrical and hiring someone to fix them. A home maker cleans, does the laundry, grocery shops, balances the budget, makes meals, drives children to school and feels blessed to have the chance to stay at home with the children.

### **2.3.1 Fatigue as it Relates to Activities in the Home and Work Place**

Battered women have a high incidence of stress and stress-related illnesses such as post-traumatic stress syndrome, panic attacks, depression, sleeping and eating disturbances, elevated blood pressure (**domestic violence against women and girls-** UNICEF Innocenti Research Centre, June 2000). Studies conducted in countries around the world demonstrate that people can actually work themselves to death. Factors such as workplace stress and long hours contribute to the risk of death from overwork. In this article from *Scientific American Presents*, Harvey B. Simon, a professor at Harvard Medical School, explores recent findings about the dangers of working too hard and suggests ways of developing healthier work habits.

Can Work Kill? (By Harvey B. Simon), according to Sigmund Freud, a man's mission in life is 'to work and to love.' In this modern world, an excess of—or, at least, unprotected—love can be hazardous indeed. But what of work? Can a man literally work himself to death?

The Japanese think so; in fact, *karoshi*, or 'death from overwork,' is a recognized diagnosis that qualifies survivors of its victims to receive employee compensation payments. A 1998 survey of 526 Japanese men, aged 30 to 69 years, supported the idea that long working hours can be hazardous to a man's health. The subjects of the study included men who had been hospitalized with a heart attack as well as healthy men of similar ages and occupations. The results were striking: men from both groups who put in more than 11 hours of work on an average day were 2.4 times more likely to have a heart attack than were men who worked 'just' seven to nine hours a day. What accounts for the increased risk of heart attack among Japanese men who worked very long hours?

Mental stress is a logical explanation, but in this study psychological factors, as measured by what the researchers called the 'burnout index,' did not completely account for the trend. Nor did established risk factors. High blood pressure, high cholesterol levels, smoking, diabetes and obesity were linked to heart attack, but even after taking these variables into account, the



number of hours worked itself was still closely related to the risk of heart attack. The Japanese are notorious workaholics, but working conditions in Japan are actually designed to be predictable and to minimize stress among employees.

In general, Western men do not enjoy such advantages, so one wonders just how working too hard affects their health. In 1997 an international team addressed the question by examining the results of over a dozen earlier studies on work and health, which looked at conditions ranging from heart attacks to exhaustion and mental stress. Analysis of the compiled data confirmed a correlation (in both men and women) between hours of work and ill health; the effect was small but consistent and significant.

Both of these studies focused on working hours but not on working conditions. Are such qualitative factors also important? A 1996 study from Sweden explored the possibility. The group of researchers observed more than 12,500 employed men over a 14-year period. The scientists evaluated the psychological and physical demands of each man's job; they also collected information about the age, smoking history, exercise habits, educational level and social class of each individual. When the results were analyzed, two occupational factors emerged as risk factors for death from cardiovascular disease. Men who had low control over the demands of their

jobs were 1.8 times more likely to die from heart disease than men with more control were; men who also experienced a low level of social support from co-workers were 2.6 times more vulnerable to cardiovascular death.

These heart-stopping results do not stand alone. An earlier study of 2,465 Danish bus drivers linked the intensity of traffic on the drivers' routes to a two-fold increase in the risk of death and heart attack; lack of social support compounded the problem. Job strain was implicated as a predictor of mortality in a seven-year study of 500 Swedish men; high demands and low control combined to explain this effect as well. In a related survey, researchers who evaluated 99,029 Italian railway workers found that the combination of high job responsibility and low level of physical work was associated with an increased risk of heart attack.

More research will be needed to verify these observations. Even now, however, there is enough evidence to suggest that job stress may increase a man's risk of dying from heart disease. The combination of high mental demands, low personal control and inadequate social supports is particularly worrisome.

If stress at work kills, how does it happen? Nobody knows for certain. But we do know that mental stress increases blood levels of adrenaline and cortisone, two so-called stress hormones. Psychological stress raises the

blood pressure and heart rate; it can also induce abnormalities in the heart's pumping rhythm, known as arrhythmias. Stress can also activate platelets in the blood, triggering clots that can block diseased coronary arteries. Furthermore, doctors have known for several years that anger in particular can trigger heart attacks and that mental stress tests can predict heart trouble more accurately than exercise stress tests.

Anger is an important component of stress on the job—and according to a recent study, men with the most anger and hostility have the highest risk of heart disease. Since 1961 scientists at Harvard Medical School and the Harvard School of Public Health have been observing 2,280 men as part of the Normative Aging Study. In 1986, 1,305 men (with an average age of 61) completed the psychological test known as the Minnesota Multiphasic Personality Inventory (MMPI-2), which includes a section designed to quantify anger. Each participant received a score that indicated his level of anger and hostility. The men returned for comprehensive medical examinations approximately every seven years, at which time they were checked for heart disease and cardiac risk factors such as smoking, hypertension and high cholesterol. All the men were free of coronary artery disease when the study began, but during seven years of observation, 110 of them developed heart disease. The men with the highest anger scores were at

the greatest risk for developing heart disease. And the risk was substantial: coronary artery disease was diagnosed three times more often in the angriest men than in the men with the least anger.

The link between anger and heart disease was not explained by differences in blood pressure, smoking or other cardiac risk factors; hostility was heartbreaking in its own right. As it turns out, hostility is not so good for the brain, either. In a report published this spring, Susan A. Everson and her colleagues at the University of Michigan School of Public Health reported that hostility increases a patient's risk of stroke. The effect is significant. In a seven-year study of more than 2,000 men, the scientists found that men who showed high levels of anger on standard tests of anger expression were two times more likely to have strokes than were their calm peers. Other factors such as age, smoking, high blood pressure, excessive alcohol consumption, diabetes, obesity and high cholesterol levels did not account for the increased risk.

Men do not have to retire to protect their health. They should, however, certainly eat right, exercise often and avoid smoking to keep their hearts healthy. They should have regular medical care and be sure their blood pressure and cholesterol levels are okay. But they should also seek a work environment that provides a healthy degree of autonomy and control without

sacrificing social supports. At its best, work should be challenging without being stressful; it should also be balanced by a healthy amount of play.

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Fatigue is a feeling of being extremely tired usually because of hard work or exercise. In doing work, it is useful to consider the body as made up of the three major weights which must be supported, that is the head, the chest and the pelvic, which must all be balanced, (Hornby,2000). Effective control of the body weight during work must be put into place and learned so as to balance the body segment above the other and keeping them in line with the pull of gravity (Sterbery and Stedle, 2001). Fatigue is associated with such work as, static work, standing, height of workplace, elbow and surface height etc. [www.wikipedia](http://www.wikipedia) (2009) defines Static work as work done by means of static muscles contractions required to hold the body or any segment of it in a fixed position without contributing directly to the work performance e.g. bathing a baby on a low bath tub, using grinding stone to grind, etc. the head and trunk in one position would cause fatigue.

The internet reported that, fatigue from static work was found to be three to six times greater from lifting the report also continues that fatigue of

standing is called fatigue of erect position. Anyakoha and Eluwa (1999), also looked at fatigue as a reduction of physical, mental, work or weariness from labour which can be caused by long mental by long mental or physical work in an uncomfortable or standing position or working under pressure, doing disliked tasks, carrying out task that requires close attention or extreme alertness, work with emotional stress or low level of motivation. These fatigue by Elizabeth and Eluwa (1999), were further classified into

- a. Physical or physiological fatigue: This is a consequence of exertion when the body is expanding energy
- b. Psychological or mental fatigue: This is caused by disliked of a particular activity which leads to boredom or frustration
- c. Fatigue due to the environment: This is due to lack of oxygen, extreme temperature
- d. Occupational fatigue: The working class mother is been faced with conditions imposed by occupational situations such as poor ventilations, toxic fumed, poor rocking equipment, sitting or standing for a long time etc.

Bowman (2009), suggested that, working class mothers should learn to plan her work at home and in the office so as to minimize fatigue. She should learn the sequence of every task, schedule her work for efficiency,

and ensure that materials, tools and equipment's are in place and use labour saving devices. Other ways of eliminating fatigue includes;

- Arranging work heights such as table, chairs top or ranges to provide comfort
- Providing good lightening
- Using both hands to work
- Alternate task that involves standing, sitting and walking
- Having adequate rest. (Bowman, 2009)

### **2.3.2 The Cognitive Component of the Home Maker in Relation To Her Work**

Cognitive component of the workers input is a fundamental part of managing the home. The cognitive components describe the contribution of thinking using knowledge, setting and defining goals, making plans, paying attention during work and making judgment as work progresses so that the activities of the home can be controlled. (Beekman in Stedle and Bratton, 2005). According to Ovwigho (1991), cognitive components are needed by a home maker to carry out or perform household activities. She needs to have knowledge of certain tools she uses considering the family preferences, goals and habit and the health of each family member. Thinking also makes

the home maker have plans about solution to a problem which would help her in planning her activities

Anyakoha and Eluwa (1999), came up with four steps involved in home management processes which include, planning; organizing, implementing and evaluating all this aspects involve thinking. Anyakoha and Eluwa (1999), said that planning includes identifying family needs such as feeding, shelter, education, health etc. which needs to be placed in order of importance or priorities. In organizing, activities or responsibilities are been shared among family members showing the time for each activities, the activities could be put into action which implemented and then checking how effectively the family resources has been meeting family goals. Sterbery and Ben-zeev (2001), also stated that judgment is required before decision is made. Judgment is also a period of deliberation to make a choice or select among two or more alternatives.

### **2.3.3 The Temporal Component of the Home Maker in Relation to her Work**

Wikipedia (2009), looked at time as one of the resources available to the family which includes human and material resources. According to Anyakoha and Eluwa (1999), human resources are those that exist within people such as energy, time, skills, knowledge, attitude, creativity, etc. and material or non-human resources are those that exist outside people and can



be controlled or owned or used by the family for example tools, money, social facilities, goods etc. Time is often used with their resources such as energy to reach a goal. Temporal component is the time of the workers and how she allocates to activities. The home maker will also be able to determine the exact time when each job will be accomplished (Anfani, 1993). Factors affecting temporal components include control of time, timing and time allocation.

Control of time is restricting or managing something in order to keep within bounds or on a course. Control of time therefore has to do with how time is managed to accomplish household task or the process of planning, organizing, implementing and evaluating with control of time, home makers can utilize their resources effectively so that a balance can be set between work and household task. (Anfani in Kummel, 1993).

Gross et al (1980), opined that the home maker should have a good timing of events both at home and work place considering flexible and inflexible event. The inflexible events include the time for being in the working place hours when children are in school. The work at home is a flexible event. Anfani in Grazia (1993), asserted that, time allocated to events at home and other activities should not be overemphasized. The time needed to sleep, personal care, medical care, to take care of children and

leisure time should be put into consideration. The length of time span of 24 hours for a full time housewife and about 14 hours for an employed one should be utilized well. Therefore, the employed woman must strictly manage, control and allocate time to the activities both at home and work place so as to achieve a balance.

#### **2.3.4 The Affective Component of a Home Maker in Relation to her Work**

The affective component concerns the home makers' personal feeling about the activity, her attitude and interests her preferences, and dislikes. These aspects may contribute to the home maker's feelings of working hard or easily. (Voydonoff, 1984). According to Miler (1996), a worker who indicated lack of satisfaction with their work/family balance therefore could have a wide range of issue in mind. A person might have a job with hour to suit their availability to fulfill their dependent care responsibilities but at the same time could be under financial stress because of an inadequate income or lack of community resources to provide care for a child with a disability. A couple could be both in fulltime employment with high income, but perceived that they suffer a lack of balance, because they feel they are not spending enough time with their children or together as such couples get dissatisfaction at work place.

Satisfaction and preferences means different thing to different people at different stage of their lives. A factor that is often ignored in discussions as the emphasis is still very much on addressing the concerns of family with young children that needs to take care of them and yet not satisfy with their job. A report shows that 62% of workers with young children were not satisfied with their jobs and has drastically declined, (Miller, 1996).

#### **2.4 Changing Roles of Women**

In the beginning, women worked in the farms, served their men folks, procreated and slaved for their children and died in the process. Many of those who lived led a life of poverty and illiteracy and were on lookers to the affairs of the community and nation (Hutjes and Fldman, 2001). Traditionally, the society expects that the woman should keep the home and work in the farms and this also affects the education and exposure made available to young girls.

Onyekachi (1998), contended that women some years back, played subservient roles to men particularly in the social, political and economic states. The status of women in Nigeria has undergone a lot of changes, roles are changing within the family; women play active roles in society and wield political influences. Women play different roles not originally thought possible such as accountant, engineers, doctors (Free in-depth report, 2004).

Another changing role of women is the entertaining industry where women are musicians, comedians and dancers. The factors also employ textile industries. In the offices of banks as clerks secretaries and managers. Onyekachi (1998), remarked that the growing number of women receiving college/university education has meant that their set roles differ from that of their mothers and grand-mothers.

Many women now plan independent careers as ministers of the gospel, photographers and politicians. A number of studies have identified reasons why women work. Lucas (1984) identified that women work to supplement family income, self-support and be part of the nation force. Uche (1990), stated that women work to escape boredom and to satisfy professional goals. Domenico (1980), said that educated women work to make use of their education and training to satisfy personal needs, care for their children and support their families at the death of their husbands. Fieldman and Hutjes (2001), noted that women roles in the family and the community are closely interacted, changes in one sphere normally produce changes in the other. With the improving literacy level in the society more girls are greeting educated.

Onyekachi (1998), stated that the gender bias which hitherto frowned at women education are being broken. More women are getting into

professions previously preserved for the men. This meant that more will be spending more time outside the home with the resultant of neglect of their children. This has led to a proliferation of house helps in home where both parents must necessarily go to work. Kalango (2004), said that, due to the long hours spent away from home, parents have a lot of guilt about the little time spent with their children. These women faced divided attention between their job and their families, but in most cases, one of them usually inadvertently suffers. In spite of the problems of women working away from the home, the economic benefits are enormous to the family.

## **2.5 Effect of Mother's Absence on Family Members**

Early intervention in Child's care determined the developmental effectiveness of the child for moral developments of a child intellectual, socially, morally or emotionally, mothers must play active roles. But unfortunately, the deficiencies of parental family income leads to child poverty and economically deprives parents from being able to provide good food, nutrition, housing, healthcare, education and good neighborhoods for children. Therefore, the well-being of children depends entirely on parental economic resource. Kim, Hong and Rowe (2000), demonstrated that, a deficiency of parental income has detrimental impact on children. As a result of economic hardship, most mothers in Nigeria are employed to make ends

meet, therefore creating a vacuum-maternal absence in the family, (Combes, 2001).

The pace, at which maternal employment and divorce rate have increased, however is so rapid that many people failed to recognize its prevalence. The role of mothers is very crucial. Combes (2001), noted from research that enhancing a mother's own capacity can lead to the stimulation and support of child's mental development and pave the way for success in latter learning. Most parents leave the homes in search of wealth and education, leaving their children at the mercy of the house helps and siblings. For example, it has been found by Chase, Michael; and Desai (1991), that boys were more adversely affected by mothers employment than girls. Morrow and Young (1977), opined that a child success in school literacy programmed often depended on the experiences he or she has at home.

Hoffman's (1998), study revealed that full time home makers in the middle class indicated more frequently positive and educational activities with their children than the employed mothers. But in the working class, more frequent, positive and education activities with daughters were reported by the employed mother there was no difference for sons. Furthermore, daughters of employed mothers have higher academic, greater

career success, more non-traditional career choices and greater occupation commitment. For proper socialization of children at home, school and society in general, parents especially mothers have vital role to play. Studies of Hoffman, Emerita, and Arbor (1998), showed some social adjustment differences between children with employed and non-employed mothers but with less consistency.

Daughters of employed mothers have been found to be more independent, particularly in interaction with their peers in school setting and to score higher on socio-emotional adjustment measures. Another finding from Hoffman (1998), showed that sons of employed mothers did well academically but there was a strain in the father-son relationship. The mothers' employment was seen as a sign that the father was an inadequate bread-winner. Hoffman (1998), in his studies showed that more positive assertiveness as related by the teacher, that is, they participated in class discussions, they asked questions when instructions were unclear. They were comfortable in leadership position and they showed less acting-out behavior. They are less shy more independent and had a higher sense of efficiency. Hoffman (1998), studies found out that being affects among lower income children. Similarly, data indicated that employed mothers tend to compensate for their absence in the proportion of direct interaction and in

the amount of time with the child during non-working hours and on week-ends.

## **2.6 How Office Work Affects the Health of the Woman**

Women were seen to be more prone to health hazards associated to work than men. In a write up titled the impact of work on mother's health, explained that, women paid work is associated to increases stress, on one hand and self-esteem on the other (Raksha, 2004). According to Belkin (2003), Physical exercise promotes health while sedentary jobs deteriorate it. Still not a single office clerk has challenged her employer with claims of work-related injury. Over the past years, the Danish national Board of Industrial Injuries registered 75 claims from women who got breast cancer caused by working night shifts. Based on the claims the Board classified breast cancer s occupational disease. It was not ruled out that there was a link between working night shifts and breast cancer and was included in the list of occupational disease.

According to Pasquale (2003), Biorhythm upset associated with working night shifts affects women's endocrine system, triggering the development of hormone-related tumors. In 2001, scientific studies showed how sleeping problems could hamper melatonin production which is



essential for cancer prevention and establish the fact that night work increased the risk of malignant tumors by staggering 60%.

### **2.6.1 The Effect of Work on Breast and Posture**

Sedentary work in the office is immensely bad on female health. According to scientist from the University of South Carolina (2004), regular physical exercise cuts the risk of breast cancer by three times. In this respect, house wives are luckier as laundry cleaning and other household chores work give fitness to them. Steve Blair and ex-president of the American College of Sports and Medicine said that those who sit in front of a computer a whole working day have three times higher cancer mortality risk. Raksha (2003), also said that there is a lot of negative effect of sedentary job on posture. Spending too much time before the computer leads to back discomfort, weaker muscles, nerve jam, spinal curvatures, poor blood circulation and problems in the collar bone which may be as serious as **osteochondrosis**, (the ultimate cause for these conditions is unknown, but the most commonly cited etiologic factors are rapid growth, heredity, trauma (or overuse), anatomic conformation, and dietary imbalances). Women have less developed back muscles and actually most of the other muscle groups than that of men, so the posture deteriorates faster, hurting breast only. When one has appropriate static position of the body like when one lunch

her back or stoop her shoulders, breast muscles which gives support and aesthetic look to the breast get weaker very quickly followed by losing their shape eventually. Other related diseases due to paid work include;

- sleeplessness (Insomnia)
- stress induced Hypertension(HTN)
- obesity due to sedentary work
- stress induced ulcers

### **2.6.2 Balancing Work and Family Health Care**

Majority of mothers with children under 18years of age formed the integral parts of the nation's work force. In Canada, they formed two-third of working mothers with 71% of them working full-time, with 29% working part-time. Hence working mothers often must miss work to care for the sick child. Half of working mothers reported that they missed work when their child was sick, while 39% called on someone, either a family member, friend, or other caregiver to provide that care. Most working mothers do not get paid when they miss work to take care of a sick child (Wyn, 2001). According to Schone (1999), low-income women who have fewest financial resources were likely to loss pay when caring for a sick child.

Two-third of the low income women (family income below 200% of the Federal poverty level and 75% of very poor women) 100% did not get

paid when they missed work to care for a sick child. Two-thirds of part time female employees were not paid when they missed work to care for their children. Uninsured women are also likely to lose pay when missing work to care for a sick child. Suggesting that health insurance is not the only work place benefit they lack. Many working mothers' particularly low-income mothers have major concerns about their consequences of missing work to care for children. Wilding and Baldasser (2009), demonstrated that the issue of balancing work and family remained things for men and women. Despite all the changes, the wholesale entries of women of all ages into the paid work force continue to manage the dual responsibilities of work and family in different ways. It is clear that career prospects and income earning power of women are affected by the fact that women continue to have primary responsibilities for family care and domestic matters.

Time is a valuable resource for all working adults, but for working parents, the constant sense of time urgency (for example, getting home from work before the sitter has to leave, getting into work in time for an early meeting) is an on-going stress because the time demands are often competing (Nelson & Burke, 2002). Yet, despite major changes in the composition of the workforce over the last several decades, especially in the number and percentage of mothers of young children who are working,

including the fact that a majority of mothers with children less than 1 year old work outside the home, there have been few societal attempts to realign the world of work with the realities of contemporary life. The school day is still structured so that it ends hours before most parents return from work, and the summer breaks that were originally designed so that farm children could help with the planting, harvest, and other farm chores (depending on location) were never adjusted for the lives of urban and suburban children, at a time in history when the majority of rural children have never been near a farm.

Most workers believe that work-related stress affects their health (Ettner & Grzywacz, 2001). But research into the relationship between work and health is difficult because there are many confounding variables that limit the extent to which researchers can establish strong causal claims. Most of the research by psychologists who have addressed the linkages between work and health has been built around a model in which stress intervenes between work and health, and it is stress, in varying amounts and types, that determines health outcomes. Work-related stress occurs when the demands of a job 'are incompatible with mental regulation processes, such as information processing, planning, and movement execution' (Greiner, Krause, Ragland, & Fisher, 1998).

There are negative health consequences for workers who experience prolonged and intense levels of stress (Quick, 1998). Stressors activate a complex chain of events in which hormones are released that travel through the bloodstream and affect many different organs (Gazzanizga & Heatherton, 2003; Heffner, Loving, Robles, & Kiecolt-Glaser, 2003). Because the travel of hormones is relatively slow, the effects of stress continue to affect organs much longer than the actual stressor. Both the constant stress associated with daily hassles and more intense stressful events combine to create poorer physical and mental health.

## **2.7 Balancing Work and Family Responsibilities**

Balancing work and family has become a critical problem for many workers across Canada and in other countries. Excessive work load is causing huge problems for increase number of workers trying to achieve a balance. (Statistics Canada, 2000). Duxbury (2001), stated that many studies have shown that employees who worked for supportive managers were usually better able to balance their work and family Obligations. Even when women and men have the same work schedules and working conditions, differences in family responsibilities mean that women might find it difficult to balance work and family. Women are still largely responsible for looking after their homes and families. In Canada, women performed almost two

thirds of the unpaid house hold work including meal preparation, child care etc. (Statistics of Women, 1995). The presence of children has a different impact on the stress levels of women and men: 38% of married mothers who work full time said that they experience serious levels of stress because of time constraints, compared to 20% of women without children. Parental status on the other hand has little effect on stress levels among men. It is therefore no surprise that family or personal obligations are more often a cause of absence from work for women than for men (Dexbury, 2001). Women missed an average of 7 days of work for personal and family obligation, compared to one day for men. (Statistics Canada, 2000).

Balancing work and family needs a global approach. This means involving different levels of government, employers, workers, unions, health, education and social services networks. Care giving at home for example, must be supported by a comprehensive range of accessible, integrated and culturally appropriate services. The aspect of flexibility has to be looked into. A complementary measure should be put into place like pension benefits, paid leave for parental; or family reasons and sick leave, all of which may be less available to employees in typical work. Provost (2001) also stressed that everyone needs to work together to adopt policies and set up initiatives that will help women and men balance their dual

responsibilities. This will benefit everyone by improving both quality of the life and work adapted to the worker. This will ensure that individuals are able to contribute to society not only as workers, but also as family members, as friends and as members of a community.

### **2.7.1 Balancing Work Obligation and Family Responsibilities: Effect on the Family**

The family has been referred to as the basic unit so society where individuals received most of their personal satisfaction and most importantly where the personality of its members is formed (Titilayo, 2000). Within the family set up, sexual relationship, children are natured and educated, food, shelter and clothing are provided. It is the Centre for warm affection for its members which cannot be found elsewhere. According to Maikori (1997), women shoulder the great share of the responsibilities in fulfilling these family goals. Today many women activities without caring whether or not jobs would conflict with their marital duties which they are expected to perform.

Man needs companionship from his wife, but this interrupted by her working outside the home. The man would love his wife to satisfy him all round which is interrupted by office work or not coming back home on time, therefore family needs and the need to take care of the children is hampered. Over 50% of women with infant and toddlers hold jobs outside the home.

These affect the children because the children lacked bonding/attachment as they are left in the hands of nannies/daycare or left in the hands of house helps and sometimes neighbours (Ima- Osagie, 1994). Previous findings by Blustein (1997), and Usman (2009), suggested that raising children and taking care of the home placed some demands on women. Children are also influenced negatively from watching television, having bad peer groups and could be pampered by mothers who feel guilty of not being around with the children often. (Kalango, 2004).

## **2.8 Balancing Work and Paid Work: Gender Base Equality**

Life is no longer a matter of being a parent or a worker, but it's both for most parents. The traditional gender based on roles specialization whereby mothers focused on family work while fathers were responsible for generating the income to support the family. While mothers were excused from earning and income, fathers were largely excused from day to day family caring obligations. At the level of ideology, at least mothers are encouraged to participate on the public world of paid work. Both mothers and fathers have largely been expected to add responsibilities and work to their already crowned lives. David (2009), in his studies demonstrated that, simply doing two full time jobs (parenting and waged work) was



extraordinarily difficult for any individual and resulted in considerable stress and can result in degraded parenting and degraded relationships.

David (2009), also said that, the demand for an individual in doing both roles has been shown to be particularly demanding on mothers who despite taking on paid work, continue to do the lion's share of the domestic work. Losoncz and Bortolotto (2009) provided a way of summarizing the different types of experiences of mothers using nationally representative data. They identified six broad ways in which mothers experience the need to manage both work and family lives. They described the range of types including those who manage both roles well through to those who struggle rather unsuccessfully. Their research drew attention to both the variety of experiences and some of the factors tied to these experiences.

As such it provides the basis for further thinking about how those who struggle with the balancing act might be helped to manage better. Thomas and Hildingson's (2009), paper on the domestic division of labour between parents of newborn children provides insight in to the situation in a country that is at the leading edge of policies to promote greater gender equality. It is sobering to learn that despite enlightened paternity leave policy that considerable evidence of gender inequality in relations to domestic work and child care persists despite enlightened policies. It must

be said however that when mothers work full time, Swedish fathers appeared to engage in far more child care and cooking activities that was observed in most other western countries (but still manage to avoid cleaning and washing (Thomas and Hildingson's , 2009).

One way in which families deal with the need to balance work and family responsibilities is to reduce the level of workforce participation. (Baxter, 2009). A small number of families do this by cutting their paid employment and spending more time at home. The normal approach is for mothers either to withdraw from the work force altogether while children are young and then return part time as children grow older.

As said by Baxter (2009), the age of children when mothers begin to re-enter the workforce varies considerably and be influenced by many considerations including financial needs. The role that paid work plays in the mother's life, access to suitable child care arrangements and availability of maternity leave arrangements. Baxter (2009), also investigated factors associated with the timing of a return to work by mothers with very young children. She focused in particular on the role of maternity leave in the timing of a return to paid work. Bowman (2009). Investigated and looked at how the wives entrepreneurs manage their husband's intense involvement to his work while he left the family to his wife. Once this was unproblematic

but in an era where there is a belief in equality, this division of labour can seem incongruous.

But Bowman (2009), demonstrated how husbands and wives reconcile this division of labour with their belief in equality. In the final analysis, they saw the arrangement as fair, not because each partner contributed in the same way but because they both needed the contribution of the other. The mutual interdependence rather than sameness was what enabled these wives to regard the arrangement as equitable. The bulk discussion and research to difficulties in balancing work and family by Bowman (2009), focused on the difficulties faced by women, particularly mothers of dependent children. This is hardly surprising since it is these women whose lives have changed the most as the dual earner family has become the norm. Family responsibilities of women are not only confined to child care or even domestic task. Family responsibilities never ends, they simply change.

Although recent reviews of the literature show that men are performing more child care and home care tasks than ever before, especially when they have wives who are employed outside the home (Barnett & Rivers, 1996). Women are still doing more of the ‘care’ activities—child care, elder care, home cares (US Bureau of Labor Statistics, 2004). Thus, it would seem likely that, on average, women who are employed are more

stressed because they have increased demands at home. Although this is a likely hypothesis, in general, women who are employed have better mental health, including less depression, and better physical health than women who are not employed (Barnett & Rivers, 1996).

The large increase in the number of working mothers, especially among mothers of young children has not changed women's life expectancy, so any doomsday predictions about negative consequences for women whose work have not been supported.

## **2.9 Relationship between Government Employed and Self Employed Working Home Makers on Home Keeping and Effectiveness**

Women by biological constitution have been recognized as mothers and nurtures of children. They plan and cook meals and take care of the house, thus they occupy a central position in determining the quality of life for the household and the community (Titilayo, 2000). Traditionally, women were regarded as child bearer, whose activities are usually limited to the home. As the home maker, their responsibilities prevented their active involvement in work outside the home (Diaghe, 2000). Osagie (1994), explained that with social changes and attendant challenges of expansion and development manifested mainly in the high living standard, the input from the man alone could no longer meet the family demands. Therefore

women have deviated from their traditional roles to seek education, occupation and remunerated work to establish some degree of economic security in the home.

Today, the number of women taking employment outside the home has increased rapidly. Research revealed that working women are found in the service industries working like nursing, teaching, secretarial works, banking military, self-employed and related jobs as cosmetology and beauty industries. Diaghe (2000), stated that the inter role conflict is due to incompatible role expectations where demands on the role make performance of the other more difficult. They are subject to much quilt provoked anxiety that they may be neglecting their children at home. (Sotola, 1999). Women have been accused of abandoning their traditional responsibility and seeking to neglect the family (Barnet, 1994).

Most women who have returned from the day's work torn and tired to a chaotic household and wondered why they ever left the kitchen. They are harassed, over worked and lack time for household chores, therefore are desperately in need of house helps without recognizing that no one can keep a home the way the owner would. To this effect, Blustein (1997), stressed that work and family role are incompatible as participation in one domain conflict and impact on the quality of both work and family. Ima-Osaghe

(1994), also stressed that man need companionship from his wife and this is interrupted by her working outside the home. The man would love to meet his wife ready to attend to him when he returns from office as well as other family members.

Over 50% of mothers with infants and toddlers hold jobs outside the home. These children lack maternal contact as they are left in the hands of nannies/house help or kept in day care though her house hold chores are eased by labour saving device but the electrical appliances will not care for a sick child. Previous findings by Blustein (1994), and Usman (2000), suggested that role overhauled can result in stress and conflict. Also, Barnett (1994), found that the job and family demand faced by women impact on their marital roles performance in the family. Fisher and Gitelson (1993), indicated that role conflict is responsible for substandard performances and a lot of dysfunctional behavioural outcome.

However whether a woman works outside the home is of less importance than the extent to which that behavior violate her own expectations and those of significant. Raising children and taking care of the home place some demands on women. Therefore, any woman who combines her family roles with work outside the home faces role conflict with implication for family role performance. Therefore, to maintain balance

between her home life and job is not an easy process. This requires high commitment, even the economic, psychological and social circumstances result in stress to the women which in turn impact negatively on their marital role performance in the family.

### **2.9.1 The Benefit of Balance**

Work and family roles are both central to the personal identity and life experiences of adults. Educators, employers and society can help individual harmonize those roles in their lives. Supportive educational strategies, employment practices and public policies are those that enhance opportunities for children to develop well. Also expanded opportunities for men to carry out their roles in the family, and increase opportunities for women to participate fully in the labour force and society. (Voydanoff, 1984) included the following among the opportunities:-

- Improved quality of life and mental health
- Greater individual contributions to the well-being of society
- Increase productivity
- A wider pool of competent employees
- Better employee morale and less turnover
- More aware and informed citizens who can exert constructive influence on public and private instruct.

## **2.11 Strategies to Cope With Working Obligation and Family Responsibilities**

Employers who invest in keeping their employees healthy and in providing them the flexibility they need to meet their family obligations should be able to realize savings by reducing health costs, absenteeism, and employee turnover while also having a more committed workforce. When workers are ill, they perform more poorly at work, take more days of sick leave, and drive insurance and other health care costs up. Of course, not every employee who takes sick leave is too ill to work. The decision to miss a day of work is also determined by attitudinal and social factors (Kristensen, 1991). Sometimes, short-term absences may be one way that stressed employees deal with somatic symptoms of stress—the feelings that are associated with burnout (Maslach, 1993). These decisions to ‘call in sick’ are not the same as malingering: the employee may feel vague body aches and the physical symptoms of depression and exhaustion that accompanies prolonged stress.

One way to provide more control to workers is to institute work policies they can use to help them manage their work and family obligations without having to choose between the two. For example, by giving employees some flexibility in their work hours, they can care for family members (e.g. meet with teachers, take a child to the doctor) without missing



time from work. If workers have the option to work reduced hours or can take a family-related leave without losing their job, there should be less worker turnover and other tangible, though frequently overlooked benefits to the employer, such as increased loyalty to one's employer.

There are many possible ways that work-life and family-life can be made more compatible so that workers will experience less stress and the work will not suffer. Often employers balk at the idea of family-friendly work policies because they are concerned with the financial costs of flexibility, or they cannot imagine how a more flexible work environment will be beneficial to their business. By rejecting the idea of worker flexibility because they assume it will increase costs, employers are not considering the cost associated with stressful working conditions.

Juggling work and family have never been easy. In today net speed economy, it seems harder and harder to maintain a balanced lifestyle, while simultaneously achieving career nirvana (Shepherd, 1999). According to Duncan (1995), single parents were forced to choose jobs convenient to their child care situation and working women have a difficult time convincing bosses that they do not deserve to be relegated to the mommy tract. Fortunately, and increasing number of employers are listening carefully to such concerns. Even in field's notoriously grueling schedules, employees are

increasingly demanding and getting flexible hours, creative compensation plans and family friendly perks. (Berry, 1997). Magid (2005), stated out certain strategies to cope with work obligation and family responsibilities as listed below,

**1. Identify your support system**

Who can be counted on to help when help is needed? There is a need of a home and family people who might be willing to help. For example, if daily child care is needed, who can be relied on to provide it, husband, relative, friend, paid baby-sitter, childcare Centre etc. (Magid, 2005).

**2. Realistically evaluate your employment decision**

Do you need to work full time? If finances allow perhaps part-time employment will provide both a personal sense of accomplishment and extra. If you work part time, you will receive health care, retirement and vaccination benefits consider money needed for eating convenience food calculate how much the decision to work will cost the time for family child-care, clothing and dry cleaning full-time or part-time the best solution?

**3. Organize Family Activities**

Set priorities for the family. What tasks are essential for the health and safety of the family members? What tasks are less important at this point in your family's life? How can the family be organized to meet the needs of its

members? What needs to be done daily, what can be done monthly or a specific week-end? Conduct a family meeting to identify the tasks to be done and who will do them. Magid (2005), later said that, let the children volunteer for tasks appropriate for their age. Also, what will be the consequences if they do not do the task? For example, if one task is to prepare their bed before going to school, the child might decide the consequences for not making their bed which would be either to prepare a bed of a brother/sister or parent for the next numbers of days. Be sure the chores are posted where both parents and children can see them.

Perry and Repetti (2000), explained that, children develop self-esteem, competence and responsibilities by helping with household task and family decision making. Knowing that their contribution is expected and appreciated helps all family members feel valuable. Creating structure lessens the chance that one member will be expected to do too much, and feel overwhelmed. Hold weekly family meeting. Give praise for accomplishing task for the week. Re-evaluate chores based on the activities for the coming week. Use chores time as family chores can help them stay to focus and complete the project. Paludi (1995), explained that the home maker should do the following.

**a) Be Realistic;** Are housekeeping standard realistic? Does the kitchen floor really need to be mopped four times a week? Is laundry a daily necessity? Who cooks and shop? How can chores be shared? Do not set expectations that cannot be achieved. This only sets you and your family up for failure. Instead you and your family want to feel successful in managing family and work

**b) Plan ahead for the next day.** Spending time working away from home means that there will be fewer hours to make mornings less stressful.

- Take time on the week-end to plan meals, chores and activities.
- Set out your work items and cloths for the day
- Before bed time, help youngster's organize themselves for school the next day by setting out their clothes and school items.
- Have a morning routine that children can rely on to start the day. If possible, have both parents share in getting through the morning routine.
- To lessen separation anxiety, especially with younger children, tell them who will take them to day care and who will pick them up at the end of the day.
- Take time for breakfast: The children can help set the table for breakfast the evening before.

- Get up early to prevent starting the day in a rush if you are responsible for getting the children ready in the morning get yourself dressed and ready before you wake them.

Perry and Repetiti (2000), stated that, afternoon and evening times can equally be stressful because family members need time to make a transition from work, school, and daycare to family at home. This transition can be easier when;

- you (and your partner) can leave work on time and leave your “work life” at work.
- you use your commute time to shift gears and plan activities for the evening
- children have clear tasks to be done, such as setting the table for dinner, finishing homework, or taking care of pets for a young child, a nap may be helpful.
- clothes are changed so you and your family are dressed for family activities.
- family members have a small snack to hold them until dinner children can help prepare the snack the evening before so they know where to get it when they return home.

- you and your family spend some time reconnecting by sharing a snack or meal and talking about the day's experiences before the tasks of the evening are stated. Even 10 minutes spent with the family sitting together and talking about their day can help to set the tone for the rest of the evening.

Fetsch and Jacobson (1996), explained that individuals should reward themselves because working and keeping a home running smoothly require tremendous efforts and energy and sometimes becomes a grind, not only for adults but for children. Family members can write their favorite things on a chart. These need not be expensive. They can be activities such as the riding of games, favorite foods, or thoughtful snacks or drinks provided at the right moment. If time is a factor, and it usually is, it's possible to limit time in a positive way.

Let's play 15 minutes of a favorite game after dinner. Managing the responsibilities of work and family is one of the most challenging tasks for working parents. Identify priorities, strategies, resources and strength can help establish that necessary balance to reduce stress and keep you and your family physically and emotionally healthy.

## **2.12 Empirical Studies**

The following empirical studies shade more light on this research study. Osia (2005), investigated the impact of working outside the home on female (women) marital role performance in the family in some major towns in Delta state, Nigeria. The objective was to find out using a descriptive survey the impact of working outside on the women marital role performance in the family. A sample of 2000 working women was used, selected by purposive sampling from Aniocha-North Local Government Area in Delta State. Research instrument used for data collection was questionnaire “Titled Working Women and Marital Role Questionnaire” (**WWMRQ**) to elicit information from the respondents. Three null hypotheses were stated with research questions. Data collected were analyzed using percentage mean test at 0-05 level of significance to test the three null hypotheses.

The following results were obtained, 2.50% of working women did not fulfill their marital roles and never prepared meals in advance for the family. 2.00% showed that women performed roles occasionally. Also 2.50% self-employed women took care of their children more than government employed women and performed their companionship role to their husbands occasionally.

The present study is similar to the previous study in the following way: It has a similar research problem, but the present research took place in some selected Local Government Areas in Plateau state. The population of the study included 17,732 and 350 were used as the samples. The differences here between the previous and the present are that the past research used the samples of 200, while the present used 350. Like the past research questionnaire was used as instrument for data collection. Pilot study was carried out at Mangu Local Government Area in Plateau State. Mean, standard deviation and variance percentage will be used to get the opinion of married women, children and married men.

Nwankwo (2005), investigated the changing roles of women in the home implications for the family in Warri, South Local Government Area in Delta state, Nigeria. The objectives were to find out the changing roles of women in Warri south in Delta State, to find out the reasons why women worked outside the home, to identify the problems that women encountered by working outside the home, to determine a balance between working outside the home and house hold task, and to identify improvements strategies to the changing roles of women so as to have a balance. The research design used was a descriptive research design. The sample size comprised of twenty women who worked outside the home, were randomly



selected from the ten areas which comprised Warri south Local Government Area. The total number of women used for the study was two hundred (200).

The instrument used was the questionnaire. The questionnaire was divided into four parts. Percentage and mean were used to analyze the data collected. The findings of the study revealed that, 73% of the respondents got satisfaction from their work, while 90% worked to support the family income. 65% said they worked to escape boredom, while 85% worked to satisfy professional goals. 82% worked outside the home to make use of their personal needs, also 82% said they worked to gain recognition as individual and 70% said they worked to achieve power and status.

Nwankwo (2005), conducted a study on the changing roles of women in the home implications for the family in Warri South in Delta State. The current study investigated balancing work obligation and family responsibilities effects on the home maker in Jos Plateau state. Present study will share similarities with the previous in the sense that, both studies used working class mothers at different sectors, as the subjects. Both studies also used descriptive research design and the data of the present study were analyzed using descriptive statistics, percentages, mean, standard deviation were used for testing the significant differences between variables.

The previous study was carried out in just one Local Government Area in Delta state, but the present study was carried out in three (3) Local Government Areas in Plateau State. It was equally observed that no null hypothesis was formulated for the study, though the simple percentage used to analyze the questionnaire was a good job in the theoretical and empirical studies which have served as source of reference to the current researcher's study.

Udichukwu (2006) conducted a study on the influence of mother's absence on selected activities of children in Onitsha North Local Government Area in Anambra State. The population was made up of 695 teachers 18330 children from 26 schools In the L.G.A. and the sample used were 180 teachers and primary six children. Questionnaire and interview schedule were used for data collection, mean, standard deviation, percentage and content analysis were used for data analysis at 0.05 level of significance

The result showed serious constraint or impediments on child's activities. For parents to be fully involved in their children welfare, especially mothers, there must be proper orientation and literacy campaign on maternal absence and roles in the family for normal child development. The present study is similar to the past study in the following way, they both had research problem, but the present research took place in some selected

Local Government Areas in Plateau State, like the former research, questionnaire and interview were used. The past research did not use null hypothesis whereas, the present research tested five null hypotheses. The past research was analyzed using mean, standard deviation, percentages and content analysis, while the present research used mean, standard deviation and percentages to test the null hypotheses. Pilot study was carried out in Mangu Local Government Area in Plateau state.

Majak (2006), conducted a research on the relationship between maternal employment and child upbringing practice in Plateau State, Nigeria. Five objectives were stated and five research questions raised. Among the objectives were to identify the traditional and modern child-upbringing practices adopted by employed mothers in Plateau State, to examine the influence of material education on child-upbringing practices and to evaluate the relationship between modern child-upbringing practices and the moral behavior of children. Descriptive research design and survey method were adopted for the study. A simple random sampling technique was employed for the choice of six (6) Local Government Areas and the sample size consisted of five hundred (500) subjects drawn from a population of six thousand one hundred and fifty eight (6158) employed mothers by computing 20% of the population of each selected L.G.A. A 66-

items questionnaire designed by the researcher was used to collect the data from the respondents. Five null hypotheses were formulated and tested statistically at 0.05 level of significance.

Among the major findings were, there was no significant relationship between traditional and modern child upbringing practices tested with the paired T-test and the null hypothesis was rejected. ( $p < 0.05$ ).

The current study shared similarities with Majak study in the sense that, past studies used employed working mothers, descriptive research design, and data were analysed using descriptive statistics which included tallies, percentages. All these were used in the present study, but the present study will also made use of mean, variance and standard deviation for testing the significant differences between variables. The previous study used six (6) Local Government Areas in Plateau State, but the present used three (3) Local Government Areas in Jos Plateau State.

Jatau (2007), conducted a research on the relationship between time management and stress in the performance of household tasks among working and non-working wives in Kaduna State, Nigeria. The objectives were to examine how working and non-working housewives managed their time in the performance of household tasks, also to investigate the causes of stress among working and non-working housewives in the performance of

household tasks, to determine the relationship between stress and time management among working and non-working housewives in Kaduna State. The research design used was descriptive research. The sample size comprised of three hundred and ninety-one (391) subjects from the population of three thousand, nine hundred and ten (3910) both working and non-working house wives residing in the seven(7) Local Government Areas in Kaduna State. The instruments used for data collection were a 30-items questionnaire for working wives and 20-items questionnaire for non-working wives.

Data collected were subjected to statistical analysis using the frequencies and percentages. Also T-test was used to determine significance difference between working and non –working house wives in the performance of household tasks. The findings of the study revealed that there was no statistical significant difference between working and non-working housewives in the performance of household tasks ( $p < 0.05$ ) level of significance.

The present study shared similarities with the past study in the sense that the present study used working housewives and used descriptive research design and data of the present study were analysed using descriptive statistics like mean, standard deviation and variance was used for

testing the significant differences between variables. The previous study used seven (7) Local Government Areas in Kaduna State, but the present used three (3) Local Governments in Jos, Plateau State. The researcher observed that no inferential statistics was used to analyse the data only descriptive statistics was used this does not make perfect correlation of the extent of the negative effect of the research.

Jacob (2008), from University of Minnesota in USA conducted a research study on working family and individual factors associated with mothers attaining their preferred work situations, including full-time, part-time work from home and no paid work. Samples were taken from a sub sample of 1,777 mothers from a nationally representative sample. The instrument used was a random digit dialing phone interviews by the University of Connecticut Centre for survey. The finding of the study revealed that, actual work situation, household income, spouse or partners work situation, perception of family financial responsibilities, and race and religion were associated with attaining preferred work situation using logistic regression. ANOVA and chi-square analysis were used for testing the null hypotheses. This stated that 36% of mothers who were in their preferred work situations had better balancing their work and family chores which suggested that mothers should be allowed to carry out the work they

like doing. These also helped women experienced fewer negative emotions give more suggestions to individual and family well being and work family policies.

Jacob (2008) conducted a study on the work family and individual factors associated with mothers attaining their preferred work situations from University of Minnesota in USA. The current study investigated balancing work obligation and family responsibilities effects on the home maker in Jos Plateau State. Present study shared similarities with the past study in the sense that present study used working class mothers as the subject, and used descriptive research design. The data of the present research were analyzed using t-test, ANOVA and mean statistics for testing the significant differences between the variables.

### **2.13 Summary of Related Literature**

This chapter defined work and work obligation, family and family responsibilities, concept of home and the home maker, and what makes a good home and a better working home maker. The literature review explained components that relate to the output of a women's work, these include, cognitive components. Fatigue which has to do with physical activities, temporal components which entails planning time to accomplish a task, time allocated to work, flexible and inflexible work which are all

ingredient for effective balance of work and family. Other components include affective components which is the like and dislike of a particular task. The chapter also discussed the changing roles of women from the traditional role of taking care of the home and raising children to working class role of different careers. These then lead to mother's absenting themselves from home which has a negative effect on the entire family including the husband. The review found out that the health of the home maker is at risk due to sickness related to work place, these includes, breast cancer, insomnia, pile and muscle deformation, among others.

The review explained the act of balancing work and family obligation, which entails so many measures as working part-time, having a nanny to assist. The health care of the family is also put in place and needs to be balanced, the need for gender equality was also reviewed and the suggestion to this is that men should be involved in house hold activities so that a balance could be attained from the review employed and unemployed mothers were seen to perform differently, effectiveness of work was seen in women that are self-employed. From the review, certain strategies to cope with work obligation and family responsibilities were stated which includes identification of support system, evaluation of work done and organizing activities. The related literature on past studies on balancing work obligation



and family responsibilities effect on the home maker and the family were reviewed and compared with the present study in terms of similarities and differences. This made it possible through balancing the reviewed materials with Nigerian situation. From the literature review, the gap' filled is that despite the fact that women has diverse role to perform in the family their spouses or husband should have that in mind so that they can assist them in their family chores of helping to hold the baby, bathing children, cooking, among others.

## **CHAPTER THREE**

### **RESEARCH DESIGN AND METHODOLOGY**

This chapter presents the methodology and procedure used in the study under the following sub-headings;

- 3.1 Research Design
- 3.2 Population for the Study
- 3.3 Sample Size and Sampling Procedure
- 3.4 Instruments for Data Collection
  - 3.4.1 Validity of the Instrument
  - 3.4.2 Pilot Study
  - 3.4.3 Reliability of the Instrument
- 3.5 Procedures for Data Collection
- 3.6 Procedures for Data Analysis

### **3.1 Research Design**

Descriptive survey research design was used with questionnaire to collect the data from the respondents. Ekeh (2003) explained that descriptive survey research design is used to describe an event, situation or phenomenon as it is as at the time of the study. Survey method of research is concerned with generalized statistics resulting when data are obtained from a large number of cases (Ekeh, 2003). Since the study is on balancing work obligation and the family responsibilities, descriptive survey design was therefore considered appropriate for use in this study.

### **3.2 Population for the Study**

The population for this study comprised of all working class females in the three (3) Local Government Areas namely, Jos North, South and East Local Government Areas in Plateau state. The total population of working females were six thousand, nine hundred and forty (6,940) from the five (5) working organizations as shown in the Table 3.1.

**Table 3.1: Populations for the Study**

<b>LGA</b>	<b>WORKING ORGANISATIONS</b>	<b>POPULATION</b>
<b>Jos North</b>	Ministry of Education	847
	Health services	784
	Military/Paramilitary	650
	Banking sector	200
	Self employed	1082
	<b>Total</b>	<b>3563</b>
<b>Jos South</b>		
	Ministry of Education	629
	Health services	280
	Military/Paramilitary	150
	Banking sector	100
	Self employed	858
	<b>Total</b>	<b>2017</b>
<b>Jos East</b>		
	Ministry of Education	350
	Health services	150
	Military/Paramilitary	80
	Banking sector	80
	Self employed	700
	<b>Total</b>	<b>1360</b>
	<b>Grand Total</b>	<b>6940</b>

**Source:**

- Ministry of Education, Planning, Research and Statistics Department Headquarters, Jos (2010).
- Plateau State Ministry of Health Headquarters, Jos (2010).
- Federal Civil Service Commission Plateau State Chapter, Jos (2010).
- Organization of Business Women and Men Plateau, Jos (2010).
- Financial Institutions, Jos (2010).

### **3.3 Sample Size and Sampling Procedure**

Three hundred and fifty (350) respondents were selected as samples for the study. Samples were selected based on the population of each stratum, proportionate sampling technique was used to select samples for the study based on the different population of each working organization which gave every member of the population equal change of being selected or included in the selected samples, therefore, three hundred and fifty (350) females were selected with proportionate sampling technique, based on Krejack and Morgan (1970).

Simple random sampling was also used, using “Hat” drawn method which was adopted in the selection of samples from the target population of six thousand nine hundred and forty (6940) from the five working organizations in the three local governments.

Three hundred and fifty (350) respondents were selected as sample for the study. For the purpose of this study a simple random sampling technique was used. ‘Hat’ drawn method was adopted in the selection of samples from the target population of six thousand nine hundred and forty (6,940) from the five working organizations in the three Local Governments Areas was based on Gay (1981), who recommended that 10% can be selected as samples from the population of thousands.

Proportional sampling technique was used to select the samples for this study based on the different population of each working organization which gave every member of the population equal chance of being selected or included in the selected sample. Therefore, three hundred and fifty (350) females were selected in which proportional sampling technique based was used on the population of each stratum (Miles, 2001).

**TABLE 3.2: Samples Size for the Study**

<b>LGA</b>	<b>WORKING ORGANISATIONS</b>	<b>POPULATION</b>	<b>SAMPLE SIZE</b>	<b>PERCENTAGES %</b>
<b>Jos North</b>	Ministry of Education	847	43	12.2
	Health services	784	39	11.3
	Military/Paramilitary	650	33	9.4
	Banking sector	200	10	2.9
	Self employed	1082	54	15.6
	<b>Total</b>	<b>3563</b>	<b>179</b>	<b>51.4</b>
<b>Jos South</b>	Ministry of Education	629	32	9.1
	Health services	280	14	4.1
	Military/Paramilitary	150	8	2.1
	Banking sector	100	5	1.4
	Self employed	858	43	12.3
	<b>Total</b>	<b>2017</b>	<b>102</b>	<b>29.1</b>
<b>Jos East</b>				
	Ministry of Education	350	18	5
	Health services	150	8	2.1
	Military/Paramilitary	80	4	1.2
	Banking sector	80	4	1.2
	Self employed	700	35	10.1
	<b>Total</b>	<b>1360</b>	<b>69</b>	<b>19.6</b>
<b>Grand Total</b>	<b>6940</b>	<b>350</b>	<b>100</b>	

$$\text{Example } \frac{847}{6940} \times \frac{100}{1} = \frac{12.2}{100} \times 350 = 43 \text{ respondents}$$

$$\frac{784}{6940} \times \frac{100}{1} = \frac{11.3}{100} \times 350 = 39 \text{ respondents}$$

### **3.4 Instrument for Data Collection**

The instrument used for data collection for this study was a self designed questionnaire based on the objectives, research questions and null hypotheses of this study. The questionnaire was divided into two sections 'A' and 'B'. The section 'A' elicited personal data of the subjects such as age, educational qualification, occupations, and others. Section 'B' contained questions designed to elicit information on work obligation, home responsibilities, marital roles, responsibilities to the children, reasons, for working outside the home, and the effect on the home maker and the children. A four-point scale format with no right or wrong answers to any of the statement was used. The researcher requested the respondents to indicate their opinions on the four likert scale where 4=strongly agree, 3=agree, 2=disagree and 1=strongly disagree. There are 35 items in which questions 1-15 were to answer research question one, questions 16-19 were to answer to research question two (2), while questions numbers twenty to twenty seven (20-27), were meant to answer research question three (3) also, questions twenty eight to thirty five (28-35) were to give answer to research

question four (4) and five (5). The questions were close-ended form made up of objective like-questions, and categorical responses.

The respondents were restricted to a set of possible responses. These were rated using nominal and interval scaling system because values were assigned in nominal, and interval scale. According to Ekeh (2003), the classification permits consistency in scoring and does not give any indication of the superiority, magnitude or preference of one item to the other. Each item is unique and exclusive. Ofo (2005) explained that the data yielded on a checklist are in nominal categories and do not represent points on a continuum. The categorical response could yield interval data.

#### **3.4.1 Validity of Research Instrument**

The questionnaire was validated by the supervisors, three experts in Vocational and Technical Education Department and a Statistical Analyst. A copy of the self constructed questionnaire was given to them for scrutiny, corrections and possible suggestions. Their corrections and suggestions were used to modify the final questions.

#### **3.4.2 Pilot Study**

The pilot study was conducted to determine the ease with which the working female responded to them and determine the internal consistency. A total of twenty (20) copies of questionnaires were administered to working



class females in Mangu Local Government in Plateau State. This was filled under the supervision of the researcher.

It was however observed that questions four (4), of section 'E' and question two (2) of section F were not consistent with the items in the instruction and were adjusted. Question four (4) was modified to receive dichotomous answers.

### **3.4.3 Reliability of the Instrument**

An instrument is only reliable to a degree that it measures accurately and consistently what it is supposed to measure, yielding comparative results when administered a number of times (Akwezuilo and Agu 2003). Data from completed questionnaire from pilot study were subjected to statistical analysis in order to determine the reliability coefficient of the instrument as well as the internal consistency of the item within the instruments. The data obtained from the pilot study were subjected to reliability test using the Statistical Package for the Social Sciences (SPSS). The result of data gave a reliability coefficient of 0.79 and internal consistency coefficient of 0.64. This is in line with the proposition of Mukherjee (1980) that the average value of correlation coefficient must be 0.80. This is also supported by Malim and Birtch (1998) that the value of reliability coefficient lies between zero (0) and one (1). The closer the calculated reliability coefficient is to

zero (0), the less reliable is the instrument and the closer the calculated reliability is to one, the more reliable is the instrument.

### **3.5 Procedure for Data Collection**

The researcher with the help of three (3) trained research assistants administered and retrieved the 350 copies of questionnaire in the three Local Government Areas, (Jos South, North and East) selected for the study. A period of two (2) weeks was given to respondents to complete the questionnaire, after which the researcher and the research assistant went round and collected the filled copies of the questionnaire.

### **3.6 Procedure for Data Analysis**

Data collected were statistically analyzed using descriptive statistics like frequencies, percentages, mean, and standard deviation. The five Null hypotheses involved in the study were tested with inferential statistics at 0.05 level of significance.

Null hypothesis 1: Analysis of Variance (ANOVA) was used, Null hypothesis 2: Paired Sample t-test was used, Null hypothesis 3: Analysis of Variance (ANOVA), was used, Null hypothesis 4: Analysis of Variance, were used, Null hypothesis 5: Paired Sample t-test was used.

## CHAPTER FOUR

### 4.0 DATA PRESENTATION AND ANALYSIS

This chapter contained the statistical analysis of the data collected from married women on the impact of balancing work obligation and family responsibilities among working women in Jos metropolis.

Analysis of data and the interpretation of findings in the study were carried out on the basis of the responses collected from the questionnaires administered to the working housewives. The first set of data were presented in Tables with frequencies and percentages as they concern demographic characteristics of the sample, the second set of data were graphically illustrated and constituted the bulk of the materials used to test the Null hypotheses.

Each of the objectives was addressed by presenting the relevant items in frequencies and percentages. The Null hypotheses were tested in order to provide a valid answer to the research questions. Analyses of each of test was further carried out and conclusion drawn according to the decision rule of 0.05 level of significance. Both descriptive and inferential statistics were used. The findings from the analyzed data were then discussed.

**Table 4.1 Distribution of Respondents by Occupation**

<b>Occupation</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Medical/Paramedical	61	17.4
Banker	19	5.4
Teacher	93	26.6
Military/Paramilitary	45	12.9
Self employed	132	37.7
<b>Total</b>	<b>350</b>	<b>100</b>

The study sampled five different categories of career women as shown in Table 4.1. The five different careers were medical/paramedical, banker, teacher, military/paramilitary and self employed. The Medical/Paramedical category were made of 61 17.7%, the Banker category was 19 5.4%, the Teacher category were 93 26.6%, the Military/Paramilitary category was 45 12.9% while the highest category was the self-employed with 132 representing 37.7% of the respondents.

**Table 4.2 Distribution of Respondents by Employment Status**

<b>Employment status</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Normal working hours full time	200	57
Shift working hours full time	70	20
Normal working hours part time	46	13
Shift Working hours, part time	34	10
<b>Total</b>	<b>350</b>	<b>100</b>

Table 4.2 showed that majority of the sampled career women numbering 200 and representing 57% worked for normal working hours on full-time; while 70 others representing 20% were engaged in shift working hours on full time as against 46 representing 13% that were engaged in normal working hours on part-time basis. The rest 34 of them representing 10% were engaged in shift working hours on part-time basis.

**Table 4.3 Distribution of Respondents by Income per month**

<b>Income per month (In Naira)</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Below ₦10,000	21	6
₦11,000-19,000	43	12
₦20,000-29,000	20	6
₦30,000-39,000	42	12
₦40,000-49,000	49	14
₦50,000-59,000	30	8
₦60,000-69,000	5	2
₦70,000 and above	140	40
<b>Total</b>	<b>350</b>	<b>100</b>

The income level as presented in Table 4.3 revealed that 49 of them representing 14% earned between ₦40,000 - ₦49,000 monthly; while 43 others earned between ₦10,000 – ₦19,000. It was also revealed that 42 others representing 12% earned ₦30,000 – ₦39,000 while 30 others earned

between ₦50,000 - ₦59,000 and 21 others earned below ₦10,000 monthly. Another 20 of them representing 6% earned between ₦20, 000 – ₦29, 000 monthly, while 5 others representing 2% earned between ₦60, 000 - ₦69, 000. Majority of the career women numbering 140 and representing 40% earned from ₦70, 000 and above monthly.

**Table 4.4 Distribution of Respondents by No. of hours spent at working place per day**

No. of hours spent by day	Frequency	Percentage (%)
6	105	30
7	14	4
8	217	62
Above 8 hours	14	4
<b>Total</b>	<b>350</b>	<b>100</b>

Majority of the career women numbering 217 and representing 62% of the respondents spent 8 hours at work, while 105 others representing 30% spent 6 hours at work daily as against 14 others representing 4% that spent 7 hours daily at work. The rest 14 of the respondents representing 4% spent over 8 hours daily at work.

**Table 4.5 Distribution of Respondents by job engaged in per day**

Job engaged in per day	Frequency	Percentage (%)
Engaged in more than one job	45	13
Not engaged in more than one job per day	305	87
<b>Total</b>	<b>350</b>	<b>100</b>

The outcome of the data in Table 4.5 revealed that 45 of the respondents representing 13% were engaged in more than one job, while majority of them numbering 305 and representing 87% were not engaged in more than one job per day.

**Table 4.6 Answering of Research Questions**

**4.6.1** What are the different careers women embark on and their reasons to work outside home?

**4.6.2** Table 4.12 Reasons women work outside home on account of their career.

**Table 4.6 Level of respondents’ views on reasons women work outside their homes on account of their career**

Reasons why women work outside home	Career of women	Response categories				Mean (□)	S.D
		Agree		Disagree			
		F	%	F	%		
Wife work outside home in order to make use of her education professional training	Medical	50	71	20	29	3.3288	1.0175
	Banker	35	50	35	50	2.8000	1.1369
	Teacher	54	77	16	23	3.1571	1.0582
	Military	53	76	17	14	3.3429	1.1406
	Self employed	49	70	21	30	2.9857	0.8763

Wife may work outside home in order to complement the husband's income to supplement the family financial needs	Medical	57	81	13	19	3.6000	0.8235
	Banker	54	77	16	23	3.4429	0.8786
	Teacher	57	81	13	19	3.4143	0.7892
	Military	40	57	30	43	3.0429	1.1476
	Self employed	51	73	19	27	3.1143	0.8083
Wife may work outside home if both wife and husband commonly agree to that ideas	Medical	55	79	15	21	3.4000	0.82357
	Banker	58	83	12	17	3.5571	0.7733
	Teacher	52	74	18	26	3.2571	0.9118
	Military	57	81	13	19	3.3000	0.9683
	Self employed	59	84	11	16	3.3714	0.7454
Wife has equal rights to that of her husband to work outside home	Medical	49	70	21	30	3.1000	1.1312
	Banker	61	87	9	13	3.5857	0.8926
	Teacher	48	69	22	31	3.2571	1.1380
	Military	56	80	14	20	3.4857	0.8804
	Self employed	49	70	21	30	2.9857	1.0834

According to data in Table 4.6, the highest mean response of medical/paramedical women of 3, 6000 shared that 57 of representing 81% believed that the wife may worked outside home in order to complement husband's income to support the family's financial needs.



The banker career women highest mean response of 3.5857 shared that 61 of them representing 87% said reason why wife may work outside home is that wife has equal right to that of her husband to work outside the home.

On the other hand teacher respondents highest mean response of 3.4143 of which 57 of them representing 81% believed that reason why women may work outside home in order to support the family's financial needs and complement husbands income.

The Military/Paramilitary career women response on why women should work outside home is that women have equal rights to that of husband to work outside home as this attracts their highest mean response of 3.4857 as details further revealed that 56 of them representing 80% agreed and only 14 (20%) of them disagreed with this response.

The self-employed career women highest mean response of 3.3714 and details showed that 59 (84%) agreed and only 11 (16%) disagreed, that is; women may work outside their homes if both wife and husband commonly agreed to that idea.

**Research Question 2:** What are the effects of mothers absence on home activities?

**Table 4.7 Level of Response of mother's absence from home activities**

S/No	Extent of response of mothers absence on home activities	Response Categories				Mean ( $\bar{x}$ )	S. D
		Agree		Disagree			
		F	%	F	%		
1.	It is advisable for wife to fulfill their sexual roles to their husbands	343	98	7	2	3.2657	0.5029
2.	Communication is very vital to any stable wife-husband relationship at home	343	98	7	2	3.2429	0.4857
3.	Decision making is a role of both husband and wife	342	98	8	2	3.1829	0.4423
4.	Sexual obligation from wife to husband should be considered more important than even meal preparation	321	92	29	8	3.0486	0.5303
5.	How regular do you spend time with your children	<b>OFTEN</b>		<b>SOMETIMES</b>		2.8314	0.5841
		<b>F</b>	<b>%</b>	<b>F</b>	<b>%</b>		
		270	77	80	23		
6.	How often do you have conversation and story telling with your children	184	53	166	47	2.4829	0.6966
7.	How often do mothers monitor their children's home work	180	51	170	49	2.4771	0.6363
8.	How often do you involve your children in family decision making	188	54	162	46	2.4343	0.8257

Data in Table 4.7 showed the responses on the answer to the extent to which absence of mother on home activities.

The responses from the Table 4.7 revealed that, majority of the respondents numbering 343 representing 98% with the highest mean response of 3.2657 were of the opinion that wife should fulfill their sexual roles to their husbands, while the same number of the respondents with the second highest mean response of 3.2429 were of the view that communication was very vital to any stable husband – wife relationship at home. In other words their answers to the greatest effect of women absence on home activities/relationship was sexual problem and communication between husbands – wife problem.

**Research Question 3:** To what extent does maternal employment affect women performance in family relationship?

**Table 4.8 Level of Response on the extent to which maternal employment affects women performance in family relationship**

S/No	How maternal employment on women performance in family responsibility	Career of women	Response Categories		Mean ( $\bar{x}$ )	S.D
			Often F %	Sometimes F %		
1.	How regular do you spend time with your children	Medical	56 80	14 20	2.8000	.4028
		Banker	40 57	30 43	2.4857	.6527
		Teacher	60 86	10 14	3.0000	.0000
		Military	69 98	1 2	3.3714	.5690
		Self-employment	35 60	35 50	2.5036	.5036
2.	How often do mothers monitor their children's homework	Medical	7 10	63 90	2.1000	.3021
		Banker	6 9	64 91	1.8143	.5721
		Teacher	28 40	42 60	2.4000	.4934
		Military	69 98	1 2	3.0714	.3927
		Self employment	70 100	- -	3.000	.0000
3.	How often do you have conversation and storytelling with your children	Medical	7 10	63 90	2.0000	.4504
		Banker	- -	70 100	1.7143	.4550
		Teacher	59 85	11 15	2.9286	.4911
		Military	69 98	1 2	2.0714	.3927
		Self-employment	49 70	21 30	2.7000	.4615

4.	How often do you involve your children in family decision making	Medical	7 10	63 90	1.9000	.5424
		Banker	7 10	63 90	1.6000	.6681
		Teacher	62 89	8 11	2.9867	.4660
		Military	63 90	7 10	2.9857	.7707
		Self-employment	49 70	21 30	2.7000	.4615

The Medical/Paramedical respondents highest mean response of 2.8000 on the possible effects of maternal employment on performance of family relationship is the regularity to which one spend time with the children as agreed to by 56 representing 80% of this class of career women.

The Banker also believed that the greatest effect of maternal employment on performance of family relationship was the regularity to which one spent time with family and children as this attracted the banker career respondents' highest mean response of 2.4857 and details showing that 40 of them representing 57% agreed on this and the rest 30 representing 43% disagreed.

In the same vein, the teacher career women respondents also believed that the highest effect of maternal employment on performance of family relationship was on the regularity to which one spent time with the children

as this answer has their highest mean response of 3.000 as 60 of them representing 86% agreed and only 10 of them representing 14% disagreed on this item.

The Military career women also had the same answer as the above on the greatest effect of career employment on performance of family relationship as this had the highest response of 3.3714 and details revealing that 69 often representing 98% agreed to this answer.

However, the Self-employment career women on the other hand believed that the greatest effect of maternal employment on performance of family relationship was on how often mothers monitor their children's home work as this answer attracted their highest mean response of 3.000 and details showing that all the 70 of them representing 100% agreed to this answer.

**Research Question 4:** To what extent does the number of hours spent in home and work place affect the home maker's well-being?

**Table 4.9 Response on the extent of number of hours spent at work place on the home maker's well-being**

S/No	Number of hours spent at work on home makers well-being	Response Categories				Mean ( $\bar{x}$ )	S.D ( $\sigma$ )
		Agree		Disagree			
		F	%	F	%		
1.	Women workers are easily exposed to sleeplessness (insomnia)	325	93	25	7	3.1943	0.61683
2.	Working women can easily contact high blood pressure (hypertension)	310	89	40	11	3.0629	0.7878
3.	Working women can easily contact pile (sedentary pile)	308	88	42	12	3.0629	0.7951
4.	Working women easily experience body pain (myalgia), headache (post traumatic stress disorder) depression	285	82	65	18	2.9429	0.7955

Table 4.9 showed the number of hours spent at home and at work place on home makers well-being. Based on the data majority of the respondents numbering 325 93% agreed, while only 25 7% disagreed that women workers easily expose to sleeplessness (insomnia) as a result of the effect of numbers of hours spent in work place; while 25 7% disagree this

answer had the highest mean response of 3.1943 with standard deviation of 0.61683.

They also believed that working women can easily develop high blood pressure (hypertension) as 310 of the respondents representing 89% agreed, while only 40 of them representing 11% disagreed with the second highest mean response of 3.0629 and a standard deviation of 0.7878.

The response that working women can easily contact pile (sedentary) was 308 respondents representing 88%, while 42 respondents disagreed representing 12%, the mean is 3.0629 with a standard deviation of 0.7951.

The respondents numbering 285 (82%) agreed that working women easily experiences body pain (Myalgia), headache (Post Traumatic Stress Disorder) depression, and 65 (18%) disagreed; with the lowest mean of 2.9429 and standard deviation of 0.7955.

**Research Question 5:** What are the strategies that can be used to have a balance between work obligation and family responsibilities?



**Table 4.10 Level of response on the strategies to have a balanced work obligation and family responsibilities**

S/NO	Response to strategies that can be used to have balance between Work, obligation & family responsibilities	Response categories				Mean ( $\bar{x}$ )	S.D ( $\sigma$ )
		Agreed		Disagreed			
		F	%	F	%		
1.	Married women should only be engaged in flexible, stress free & timely jobs	338	97	12	3	3.4400	0.6202
2.	Short distance to work place & mobility can help women cope with work/family responsibilities	340	97	10	3	3.4029	0.5567
3.	Employing house helps or engaging relatives to help with some domestic activities	328	94	22	6	3.4029	0.6603
4.	Married women are meant to stay at home and be involved in domestic work & family responsibilities only	33	9	317	91	1.8488	0.6400

According to the response rated in Table 4.10 the best strategies to be used to have balance between work obligation and family responsibilities is that married women should only be engaged in flexible, stress free and timely jobs this was according to 338 of the respondents representing 97%,

but 12 3% respondents disagreed this gave the highest mean response of 3.4400 and standard deviation of 0.6202.

Equally, short distance to work and mobility can also help women cope with work and family responsibilities as expressed by 340 97% of the respondents while 10 respondents representing 3% disagreed, with the second highest mean response of 3.4029 and standard deviation of 0.6603.

Employing house-helpers or engaging relatives to help with some domestic activities were the opinions of respondents, representing 328 94% agreed while 22 that is 6% disagreed to this strategy, with mean of 3.4029.

And the respondents to married women are meant to stay home and be involved in domestic work and family responsibilities only; 33 9% agreed with the statement and 317 representing 91% disagreed with the statement with score of 1.8488 with standard deviation 0.6400.

## **4.2 Testing of Null hypotheses**

**Null hypothesis one:** There is no significant difference between the career women embark on and the reasons to work outside the homes.

**Table 4.11 (a) Analysis of Variance among the career of women and reasons to work outside the homes.**

	Sum of squares	df	Mean Square	F Calculate	F Critics	Sig
Between groups	107.800	4	28.950	16.480	2.60	0000
Within groups	564.200	345	1.635			
<b>Total</b>	672.000	349				

**Table 4.11(b) Multiple Comparison test between various careers of women reasons they work outside home**

(I) Career	(J) Career	Mean difference (I – J)	Std. Error	Sig
Medical/paramedical	Banker	.1000	.21616	.644
	Teacher	.8000	.21616	.000
	Military/Paramilitary	.0000	.21616	1.000
	Self employed	1.3000	.21616	.000
Banker	Banker	.1000	.21616	.644
	Teacher	.9000	.21616	.000
	Military/Paramilitary	.1000	.21616	.644
	Self employed	1.400	.21616	.000
Teachers	Banker	.8000	.21616	.000
	Teacher	.9000	.21616	.000
	Military/Paramilitary	.8000	.21616	.000
	Self employed	.5000	.21616	.021
Military/Paramilitary	Banker	.0000	.21616	1.000
	Teacher	.10000	.21616	.644
	Military/Paramilitary	.8000	.21616	.000
	Self employed	1.3000	.21616	.000
Self Employed	Banker	1.3000	.21616	.000
	Teacher	1.4000	.21616	.000
	Military/Paramilitary	.5000	.21616	.021
	Self employed	1.300	.21616	.000

Details contained in the ANOVA (Analysis of Variance ) statistics in Table 4.11(a) revealed significant difference among the various career women performed and the reasons to work outside home, this is because the calculated F 16.480 is higher than the critical F 2.60, while the calculated sig. 000 is lower than the level of tolerance 0.05 confirming the existence of significant difference among the women workers in their views on reasons women work outside their homes, on account of their occupation (career). Even the post-hoc multiple comparison test in Table 4.12(b) revealed the level of difference among the women in their responses on reason.

The post-hoc multiple comparison tests showed significant differences between Medical/Paramedical views and Teachers and Self-employed, while significant differences also existed between views of Banker compared with views of Teachers and Self-employed. Teachers also had significant difference on their views compared with other career women.

Therefore the null hypotheses which stated that there is no significant difference among the various women on account of their career in their views on reasons women work outside their homes is hereby rejected.

**Null hypothesis two:** There is no significant difference between mother's absence and the performance of home activities.

**Table 4.12 paired sample t-test statistics on differences between respondent's views on mother's absence at home and the performance of home activities.**

Variables	N	Mean	S.D	DF	T Calculated	T Vertical	Sig. (2- taled)
Mothers absences	350	10.3200	2.3049	349	15.32	1.96	.000
Performance of home activities	350	12.4000	.8957				

The outcome of paired sample t-test statistics on the difference between the views of women in mothers' absence and performance of home activities revealed significant difference between the two variables. This is because the paired sample calculated t 15.32 is higher than the t critical 1.96 at df 349, while the calculated significant (2-tailed). 000 is lower than the level of tolerance .05 confirming the existence of significant difference. Consequently, the null hypothesis which stated that there is no significant difference between the respondents views on mothers absence and the performance of home activities is hereby rejected.

**Null Hypothesis three:** There is no significant difference in maternal employment and women performance in family relationship.

**Table 4.13(a) analysis of variance statistics to test difference among the career employment of women and women performance family relationships**

	<b>Sum of squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F Calculated</b>	<b>F Critical</b>	<b>Sig</b>
Between groups	12.600	4	3.150	4.064	2.60	.003
Within groups	267.400	345	.775			
Total	280.000	349				

**Table 4.13(b) Multiple comparisons test among the various career employment of women on performance of family relationship**

<b>(I) Career</b>	<b>(J) Career</b>	<b>Mean difference (I – J)</b>	<b>Std. Error</b>	<b>Sig</b>
Medical/Para medical	Banker	.5000	.14881	.001
	Teacher	.2000	.14881	.180
	Military	.3000	.14881	.045
	Self employed	.0000	.14881	1.000
Banker	Banker	.5000	.14881	.001
	Teacher	.3000	.14881	.045
	Military	.2000	.14881	.180
	Self employed	.5000	.14881	.001
Teacher	Banker	.2000	.14881	.180
	Teacher	.3000	.14881	.045
	Military	.1000	.14881	.502
	Self employed	.2000	.14881	.180
Military/Para Military	Banker	.3000	.14881	.045
	Teacher	.2000	.14881	.180
	Military	.1000	.14881	.502
	Self employed	.3000	.14881	.045
Self employed	Banker	.0000 .5000	.14881	.1000 .001
	Teacher	.2000	.14881	.180

	Military	.3000	.14881	.045
	Self employed		.14881	

The mean difference is significant at the .05 level

According to the analysis of variance statistics Table 4.13(a) significant difference existed between the women career employment and their views on performance of family relationships as calculated F 4.064 is higher than the F critical 2.60 and the calculated significance .003 is lower than the level of tolerance 0.05 conforming the existence of significant difference among the career employment status of the women and their responses on performance of family relationships

The second Table 4.13(b) on the multiple comparisons of the career employment of women as response performance of women family relationships further revealed the level of differences among the various career women employment status – significant difference exist between medical/paramedical women compared with their response with banker and military/paramilitary. Also significant differences existed between bankers in their response when compared with medical/Paramedical, teachers and self-employed. Also self-employed career women also differed significantly in their responses compared with medical/paramedical, bankers and military/paramilitary.

Therefore the null hypothesis which stated that there is no significant difference in maternal employment and their views on women performance in family relationships is hereby rejected.

**Null hypothesis Four:** The null hypothesis states that there is no significant difference between number of hours spent in work place and the effects on home maker well-being.

**Table 4.14(a) Analysis of variance (ANOVA) statistics to test difference between hours spent at work place and effect on home maker well-being**

	<b>Sum of squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F Calculate</b>	<b>F Critics</b>	<b>Sig</b>
Between groups	4.114	3	1.371	.315	2.60	.814
Within groups	1475.600	339	4.353			
Total	1479.714	342				

**Table 4.14(b) Multiple comparison test among number of hours spent at work and the effects on home makers well-being**

<b>Number of (I) hours spent At work</b>	<b>Number of (J) hours spent at</b>	<b>Mean difference (I-J)</b>	<b>Std. Error</b>	<b>Sig</b>
6 hours	7	.26667	.59361	.654
	Above	.16667	.24936	.504
	12 hours	.2333	.59361	.695
7 hours	6	.26667	.59361	.654
	Above	.4333	.57588	.452
	12 hours	.50000	.78856	.526
8 hours	6	.16667	.24936	.504
	Above	.4333	.57588	.452



	12 hours	.06667	.57588	.908
Above 12 hours	6 hours	.2333	.59361	.695
	7 hours	.5000	.78856	.526
	8 hours	.06667	.57588	.908

Outcome of the analysis of variance statistics in table 4.14(a) above showed that there is no significance difference between number of hours spent in work place and the effects of on the home maker well-being. This is because the calculated ANOVA t of 0.315 is lower than the f critical of 2.60 and the calculated sig. of 0.814 is higher than the 0.05 level of tolerance showing that there is no significant difference among the respondents' views on effect of hours spent at work and home makers' well-being.

Even the second Table 4.14(b) multiple comparison test also revealed that there is no significant difference in the respondents views on effect of numbers of hours spent at work and effect on the home makers well being. It revealed that the effect of staying 6 hours, 7 hours, 8 hours or above 12 hours at work had almost similar effects on the home makers' well-being. Therefore, the Null hypothesis which stated that these is no significant difference between number of hours spent at work place and the effects on home makers well-being is hereby accepted and retained.

**Null Hypothesis Five:** There is no significant difference in the improvement between strategies used to have balance of work obligation and family responsibilities

**Table 4.15. Paired Sample t-test statistics on difference between respondents views on coping strategies used to balance work obligation and family responsibilities**

<b>Variables</b>	<b>N</b>	<b>Mean</b>	<b>S.D</b>	<b>Df</b>	<b>T Calculated</b>	<b>T Critical</b>	<b>Sig (2-tailed)</b>
Strategies used to balance work obligation	350	12.2400	1.42415	349	1.782	1.96	.076
Family responsibilities/or performance	350	12.4000	.89571				

According to the outcome of the paired sample t-test statistics in table 4.15 above there is no significant difference in the respondents views on strategies used to balance work obligation and family performance responsibilities. This is because the calculated t 1.782 is less than the t critical 1.96 and the calculated significant (2-tailed) .076 is greater than the 0.05 level of tolerance confirming that their views on the or level of agreement on the two group of variables is almost the same. In other words, the Null hypothesis which stated that there is no significant difference in the

respondents views on improvement between strategies used to have balance of work obligation and family performance/responsibilities is hereby accepted and retained.

### **4.3 DISCUSSIONS**

The study considered a total of 350 career women employed as Military/Paramilitary, Bankers, Teachers, Medical/Paramedical and Self-employed around Jos Metropolis of Plateau State. Their responses on several issues were analyzed in the last three sections of this chapter and formed the based of the discussions on findings in this section.

The women had different views on the reasons why women may work outside home. In this regard, the banker and the military/paramilitary career women believed that women have as much equal rights as that of the husband in working outside the home. On the other hand the self-employed career women believed that for women to work outside their homes both wife and husband should mutually agree; while on the other hand the Medical/Paramedical and Teacher career women were of the opinion that women worked outside the home in order to support the family financial

needs and complement their husbands' income. From the foregoing it was deduced that the women engaged in force related career such as military believed that they have equal rights to work outside home as that of their husband.

A number of effects were noticed as the effects of mother's absence on home activities. Sexual obligation and communication between husband and wife were the major effects of mother's absence on home activities according to 98% of the sampled respondents. In the light of this, a number of homes have been known to have broken down due to lack of adequate communication on vital issues among couples as a result of effects long continuous absence of woman at home.

In the course of the analysis it was revealed that the type of career engaged in by woman affected their performance in family relationship. The woman employed in the Medical, Banker, Teacher and Military career believed that woman employed and worked outside their homes did not have adequate time to spend with their children at home. The Self-employed career women also had similar views as their class of women said women who worked outside their homes were not able to monitor their children homework often as necessary. From the views of all of the different maternal career women, they lacked time to adequately monitor and cater for all their

children obligations such as monitoring their school progress, character building and others. Further moreover 93% of the total respondents believed women workers were easily exposed to sleeplessness (insomnia) which can lead to high blood pressure (hypertension) all as a result of the number of hours spent in work place which affected these supposedly home makers well being. In some cases these working women can easily contract pile (sedentary pile) and in some instances experiences body pain (malgia) headache (post traumatic stress disorder) and depression.

On how to cope, manage or improve the strategies to balance work obligation and family responsibilities, over 97% of the sampled working class respondents in this study advised and were of the strong opinions that married woman should only be engaged in flexible, stress free and timely jobs. Professions such as teaching that is flexible and have definite time only within morning hours were hereby suggested for this category of working women. More over majority 97% of the respondents were in agreement that women should work in locations of short distances from their homes and should have a form of mobility to preferably private cars to transport them to and fro their short distance to their homes. Few others believed that employing house helps and relatives to help with domestic activities would help to improve family obligation and responsibilities even though this is not

a fool-proof because the children may end up copying negative character from these house helps. Just 9% of the respondents women workers said married women should stay at home and be involved only in domestic work and family responsibility.

Results of the tested research Null hypotheses also showed that significant differences were established between the various groups of career women and their reasons why they worked outside the homes. This is because while career women such as Medical/Paramedical and Teachers worked in order to sustain and support their husbands financial needs, the Military/Paramilitary and the Banker career women felt they worked because women have equal right as that of husband to work outside homes, but the Self-employed women said they worked outside their homes after common and mutual agreement with their husbands to do so.

Results of Null hypothesis two also revealed that significant difference existed between respondent's views on mothers' absence at home and their performance of home activities. Of course, the mothers' absence from home as they were always at place of work for hours and this always affected their performance in the home obligation. For instance they had little or no time left to look after their children's homework or welfare. Sometimes because of their absence from home they were tired and cannot

adequately satisfy their sexual obligation coupled with the fact that there was lack of communication which is very vital in any wife-husband relationship.

However, results of null hypothesis three revealed that significant difference existed among the various groups of career women and their views on the level of performance of family relationships. In other words, professions such as teaching that is flexible, less stressful and timely by women workers attracted higher performance in their family relationships than professions like banker or medical that take longer time and can be in shifts. Such types of professions greatly reduced the women family performance or responsibilities.

The result of null hypothesis four revealed that there was no significant difference in the effect of home makers well being on account of the hours spent at work. They argued that those women who spent 6, 7, 8, or above 8 hours were likely to be exposed to the same effect of well being. These well being they are mostly exposed to include sleeplessness (insomnia), high blood pressure (hypertension), pile (sedentary pile) and body pain (myalgia) and post traumatic stress disorder.

The result of the Null hypothesis five showed that the respondents had similar views on strategies used to balance work obligation and family responsibilities/performance. They were of the views that married working

women should only be engaged in flexible, stress free and timely jobs and should live within short distance with easy mobility to work, or in some cases employ house helps and relatives for domestic work. They believed that these coping strategies if utilized will improve the maternal career women family responsibilities/performance.



## CHAPTER FIVE

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### 5.1 Summary

The main purpose of this study was to investigate the impact of balancing work obligation and family responsibilities among working women in Jos Metropolis.

Five (5) objectives, five (5) research questions and corresponding five (5) null hypotheses were formulated.

A number of relevant and related literatures by different authors were reviewed on the research problem. The design adopted for the study was descriptive survey research design. The population for the study was six thousand, nine hundred and forty (6940). Five working organizations in Jos north, Jos south and Jos east Local Government Areas in Plateau state were involved in the study. The sample size used for the study was three hundred and fifty (350) working class females randomly selected using proportional sampling technique from the five (5) organizations. The instruments for data collection were the use structured questionnaire. The questionnaires were divided into two sections 'A' and 'B'. Section A contained the demographic information of the respondents, while section B contained general questions relating to the research questions. The questionnaire was the close-ended

form (structured) where respondents were restricted to a set of responsible responses.

The data collected were used to answer the research questions, similarly, the five (5) null hypotheses were statistically tested at a significant level of 0.05. Null hypothesis one was tested using analysis of variance (ANOVA), null hypotheses two was tested using paired sample t-test, null hypotheses three and four were also tested using one way analysis of variance (ANOVA), and null hypothesis five was tested using paired sample t-test.

## **5.2 Summary of Major Findings**

The following is the summaries of the major findings of this work

1. All the five groups of women workers felt their employment affected their performance in family relationship as they did not spend enough time with their children.
2. The number of hours spent at work affected the well-being of the home maker because they were easily exposed to sleeplessness, stress related disorder and hypertension.

3. The best strategy to use to balance work obligation and family obligation as expected by over 97% of the respondents was for married women to work in flexible, stress free and timely jobs.
4. Significant difference existed in respondents' views on reasons why women worked outside the home and level of women performance in family relationship on account of their career status.
5. Mothers' absence from home significantly affected their family performance or relationship.

After analyzing the data, the researcher discovered some facts which emerged from the study. The findings are;

81% of women worked outside the home in order to complement husband's income. Whereas 87% revealed that wives have equal rights as that of their husbands who worked outside home. These were presented in Table 4.17.

The findings also revealed that women worked outside their homes to complement the husband's financial needs, and also to make use of their professional training, it was also observed in the study that mothers' absence on the home activities was high and therefore needed a help. Also because of the mothers' engagement in outside work, it was noted that there was usually a communication gap among family members which affected the decision making.

The research also revealed that woman engaging themselves in stressful work and resulted into illness like insomnia, hypertension, malgia (body pain) Based on these there were strategies stated in the research so as to balance the outside work and home responsibilities by women, these strategies included having a flexible and stress free jobs, a mobility incase of distance. In the case of home responsibilities it was observed that most women employed house helps and relatives to help in the domestic activities.

### **5.3 Conclusion**

Based on the finding of this study the following conclusions were made:-

Children of mothers who spent time in work places showed deviant behaviors and they became dependent early in age. Also women with infants and toddlers who worked outside the home affected the children who lacked bonding and attachment as they were left in the hands of nannies/daycare or sometimes house help.

The working women husbands did not help them in home activities resulting in boredom, stress and illness.

The number of women taking employment outside the home had increased rapidly and they worked in various positions in the civil services.

Maternal employment is a source of economic empowerment to mothers, which also enhances their family standard. Though, the women deferred on account of their career categories and reasons why they work and their level of family performances (responsibilities at home) therefore, the number of hours spent at work place affects home responsibilities as well as their well-being. Irrespective of the number of hours spent at work, combining work and family responsibilities and work obligation affects career women and their families where children's having left in the hands of nannies, day care centres, lacks mother child relationship (bonding) and the elder children becomes dependent early in age.

It could be concluded from the results that irrespective of the different careers respondents the women had similar views of the coping strategies to cope with the balance of work and family responsibilities which includes women engaging inflexible stress, free jobs, part-time jobs and short distances to work place or an availability of mobility. These all is done by women to assist the man because the input from the man alone could no longer meet the family demands.

#### **5.4 Recommendations**

Based on the findings of this study, the following recommendations are made;

- The ministry of women affairs from the National level down to the local level should organize workshops, seminars or talks on the dangers of working and neglecting the family especially growing children.
- Couples should commonly and mutually agree before women embark on work to maintain peace and understanding in the family.
- Husband should be encouraged to participate on home responsibilities so as to reduce the check, stress related disorders by women and also to help in child up bringing.
- Women should engage themselves in timely stress-free and flexible work such as teaching profession, part-time jobs and business to allow them to have more time to spend with their family.
- Women who work outside the homes should have a source of mobility so as to ease their transportation problems which will assist them to do their house tasks easily.
- There should be regular medical checkups for career women to test their blood pressure, post traumatic stress disorder, stress ulcers so as to prevent them from re-occurring and also control the disease from worsening incase a symptom is noted.

- Career women should engage trusted and reliable house help preferably relatives to help in some of the family responsibilities.

### **5.5 Implication to Home Management.**

Knowledge gain from this study will be of immense importance to employed mothers, curriculum planners, sociologists specializing in the family matters. It was observed that mothers' involvement in paid employment outside the home had positive effect by enhancing the families' income for the support of children's needs. The study also identifies the different careers of women and also revealed the differences that exist between the different careers, which however had both positive and negative bearings on the family members. Also revealed by the results that mothers' absence affects home activities, depending on the number of hours spent in work place which affects the well-being of the employed mother.

The results of this study recommended some strategies that can be used by employed mothers to balance up their work obligation and family responsibilities, these includes, stress free, and flexible jobs, short distances to work place, and availability of mobility or sometimes getting of house helps. The information from this work will also widen the knowledge of career women on how best they can handle the work and family matters.

Based on the findings it was recommended that because working mother work so long ,it affect family relationship in that children being left in the hands of nannies and house helps develop an undesirable behavior ,the finding also revealed that some mother who want to retain their jobs go into an unwanted agreement with their boss which at times makes them unfaithful .Working women are found out to have some stress related disorder which if not treated can get worse ,adolescent of working mothers develop Juvenal deliquesces due to lack of monitoring by parent. The government policy on women working hours should be reduced so as to enable them meet their family needs finally, This study will equally enrich homes economic literature and provide guidance to home management expect on how to organize seminars and workshop and to educate women on the technique that could be adopted in meeting the need of the children husband, work place and herself.

### **5.6 Suggestions for further study**

Based on the findings and conclusion of this research, the following are recommended for further study

1. In-depth study of the influence of work on women and their family members.
2. The impact of work related stress disorder on the home maker.



3. The Effect of mothers' absence on the family members.
4. The relationship between government employed and self employed women on home keeping and effectiveness.

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## **APPENDIX I**

### **QUESTIONNAIRE FOR THE WORKING CLASS WOMEN**

Home Economic Section,  
Department of Vocational and  
Technical Education,  
Faculty of Education,  
A.B.U Zaria

Dear Respondents,

#### **REQUEST TO FILL QUESTIONNAIRE**

I am a postgraduate student of Home Economics in the Department of Vocational and Technical Education, Ahmadu Bello University, Zaria.

I am presently carrying out a research study on “The impact of balancing work obligation and family responsibilities of working women in Jos metropolis”.

Kindly help to complete the questionnaires as your sincere responses will aid this research a great deal. This is purely for academic purpose and the data collected will be used only for the purpose of the research. Your identity and confidentially will not be disclosed. Please be as accurate as possible to enable the researcher get valid information.

Thank you for your cooperation

Yours faithfully,

**Barnabas, Esther Singayina**

**SECTION A: Socio Demographic Information**

**Instruction: Please Tick (√) Where Appropriate**

1. Age (in years)
  - a. 25-29 ( )
  - b. 30-34 ( )
  - c. 35-39 ( )
  - d. 40-49 ( )
  - e. 50 and above ( )
  
2. Marital status
  - a. Single ( )
  - b. Married ( )
  - c. Divorced / separated ( )
  - d. Widows ( )
  
3. Highest Educational qualification
  - a. Primary education ( )
  - b. Adult education ( )
  - c. Secondary / grade II education ( )
  - d. NCE/ OND ( )
  - e. Degree ( )
  - f. Nursing ( )
  - g. Others (specify) .....

4. Occupation
- a. Medical/Para medical ( )
  - b. Banker ( )
  - c. Teacher ( )
  - d. Military/paramilitary ( )
  - e. Self employed ( )
  - f. Others (specify).....
5. Employment status
- a. normal working hours full time ( )
  - b. shift working hours full time ( )
  - c. normal working hours part time ( )
  - d. shift working hours part time ( )
6. Your income per month (on Naira)
- a. Below ₦ 10,000.00 ( )
  - b. 20,000 – 19,000.00 ( )
  - c. 30,000.00 -39,000.00 ( )
  - d. 40,000.00 – 49,000.00 ( )
  - e. 50,000.00 – 59, 000.000 ( )
  - f. 70, 000.00 and above ( )

7. Number of children between 0-18 years
- a. 1 ( )
  - b. 2 ( )
  - c. 3 ( )
  - d. 4 ( )
  - e. 10 and above ( )
8. When did you start work outside yours home?
- a. Before first child ( )
  - b. After the first child ( )
9. Where are you working now?
- a. Within your LGA of residence ( )
  - b. Outside your LGA of residence ( )
10. Indicate number of hours spent at work place per day
- a. 6 ( )
  - b. 7 ( )
  - c. 8 ( )
  - d. 12 ( )
  - e. Above 12 ( )
11. Are you engaged in more than one job per day?
- a. Engaged ( )
  - b. Not engaged ( )

S/N	Section 'B': Reasons why married women work	Strongly agree	Agree	Disagree	Strongly disagree
12)	Wife work outside home in order to make use of her educational professional training.				
13)	Wife may work outside home in order to complement the husband's income to support the family financial need.				
14)	Wife may work outside home if both wife and husband commonly agree to that idea.				
15)	Wife has equal right to that of her husband to work outside home.				
	<b>Section 'C': Home responsibilities</b>	<b>S/A</b>	<b>A</b>	<b>D</b>	<b>S/D</b>
16)	It is advisable for women to wash for the family.				
17)	It is advisable for women to prepare meals in advance.				
18)	It is nice for women to carry out their house duties before leaving home.				
19)	My husband appreciates my involvement in home activities.				
	<b>Section 'D': Mothers relationship with children</b>	<b>Daily</b>	<b>Occasionally</b>	<b>At weekends</b>	<b>Rarely</b>
20)	How regular do you spend time with your children?				
21)	How often do mothers monitor their children's home work?				
22)	How often do you have conversation and story telling with your children?				
23)	How often do you involve your children in family decision making?				
	<b>Section 'E': Wife-husband relationship at home</b>	<b>S/A</b>	<b>A</b>	<b>D</b>	<b>S/D</b>

24)	It advisable for wife to fulfill their sexual roles to their husbands.				
25)	Communication is very vital to any stable wife-husband relationship at home.				
26)	Decision making is a role of both husband and wife.				
27)	Sexual obligation from wife is least important to meal preparation.				
	<b>Section ‘F’: Possible illness of women workers</b>	<b>S/A</b>	<b>A</b>	<b>D</b>	<b>S/D</b>
28)	Working women can easily contact high blood pressure (hypertension).				
29)	Working women can easily contact pile (sedentary pile).				
30)	Working women easily experience body pain (malgia), headache, (stress related), depression.				
31)	Women workers are easily exposed to sleeplessness (Insomnia).				
	<b>Section ‘G’: Measures/strategies to cope with work and family responsibilities.</b>	<b>S/A</b>	<b>A</b>	<b>D</b>	<b>S/D</b>
32)	Married women should only be engaged in flexible, stress free and timely jobs.				
33)	Employing house helps or engaging relatives to help with some domestic activities.				
34)	Short distance to work place and mobility can help women cope with work/family responsibilities.				
35)	Married women are meant to stay home and be involved in domestic work and family responsibilities only.				



