

Women's Employment and Household Decision-Making: The Mediating Role of Economic Contribution in Multan Division

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ABSTRACT

Due to women's growing participation in the workforce, Multan Division's sociocultural landscape is undergoing significant change, especially in family structures. This study used a quantitative methodology, gathering information from a representative sample of female educators with a range of experience levels. The main factors were age, educational background, socioeconomic status, length of teaching experience, and family structure (nuclear or joint). Regression analysis and the t-test were used in this study's analysis to compare group means. The results of the regression coefficient show that job demands and family relationship satisfaction are negatively correlated. Regressions and t-tests both show that working women's family relationships are negatively impacted by an increase in workplace responsibilities. The regression indicates that as hours and stress levels rise, the probability of a strong family bond declines.

Keywords: *Women's Teaching Experience, Family Structure, Joint Family, Nuclear Family, Socioeconomic Transformation, Family Dynamics, Women Empowerment, Decision Making Power*

INTRODUCTION

Whether it is used in academic contexts or in everyday speech, the definition of a family is typically a little ambiguous. Based on the roles that families play, sociologists try to differentiate between various family types. The family is one of the earliest social structures in human history. Based on human biological, social, and psychological needs, the family is a social structure that fulfills many functions. The family has a unique system of relationships. A child's introduction to the outside world occurs through the family. Citing Murdock, Chakraborty claims that the family fulfills certain universal functions that are comparable to those of any universal

institution (Chakraborty, 2002).

Men's and women's activities were valued differently. Activities pertaining to the home were considered the wife's domain. Because they were in the public domain, men's roles involved "exchange value work" (Nielson, 1978), whereas women's roles involved "use value work" (Nielson, 1978) because they were in the private domain. Because men's and women's labor was valued differently, tasks were organized in a hierarchical manner. This has been ingrained in both men's and women's minds and maintained by custom and culture, which has acted as a breeding ground for further gender inequality. According to Prabhakara (2013), the internalization of male-female division results in a system where men exercise greater power than women.

In many facets of life, women's roles and status have drastically changed in recent years. Status and role are related to the concepts of position and power. The common belief in women's studies nowadays is that a person's function confers social, political, or cultural authority on them. In other words, status is largely determined by the authority that both men and women have in the social and domestic spheres. These days, a person's status is also determined by social and economic indicators such as wealth, property, and opportunities and skills that lead to better health, better work chances, etc. Depending on their access to or use of these services, a person or group is either awarded or denied power. Many also define power as "the capacity of women to decide on significant life events, even in the face of opposition" (Talwar: 1984) or as the ability to make autonomous decisions about one's own life, including those pertaining to education, employment, marriage, fertility, divorce, remarriage, and other matters, even in the face of opposition.

Family Dynamics in The Working Woman Era

Women have taken on responsibilities outside the home, actively participating in the workforce and strengthening the social and economic fabric of communities around the world as cultural norms change and gender roles are continuously redefined. This upheaval has permanently altered the complex web of family dynamics in addition to the professional scene. It is no longer true to say that a nuclear family has a single provider. Instead, because of dual-career couples, shared obligations, and the pursuit of both personal and professional fulfilment, today's families frequently deal with difficult encounters. As families attempt to reconcile the demands of work and home life, reconsider established roles, and develop new kinds of cooperation, this change has brought both opportunities and challenges. The purpose of this study on family dynamics in the period of working women is to expose the different levels of adaptation and change taking place in families. This study looks at how the presence of working women has changed parenting styles, reshaped spousal relationships, and changed the responsibilities of extended family members. It also aims to determine how these changes have affected broader societal perspectives on work-life balance, gender equality, and pursuing personal goals. As our study develops, it becomes clear that family dynamics are essential to the growth of workplace gender equality. We can gain a better understanding of the broader cultural shifts brought about by the increasing number and influence of women in the workforce by shedding light on these evolving family dynamics. Family conflicts often resulted from role conflict, which hindered healthy interactions amongst family members. U. Bhowon (2013).

Employment of Women As a Socioeconomic Factor Influencing Evolving Family Values

The primary factor changing women's position in any culture is their involvement in economic-generating activities. Thanks to increasing economic opportunities, women today have a specific place in society, particularly when it comes to their interactions with men. The rapid improvements in technology have created a need for people with new skill sets and higher levels of education and training. Due to their financial independence, women are now less likely to obey and accept the opinions of elders. Women are becoming more conscious of their rights and know how to exercise them as more of them join the labour. Women who leave the home to pursue jobs sometimes find it difficult to juggle their two obligations, which has a detrimental impact on their relationships with their family because they can't spend enough time with them. Arguments between spouses or family members might occasionally result from this. Women have to juggle their dual roles as carers and members of the workforce, which causes role conflict and restricts their capacity to complete all of their responsibilities. Most working women would like to be made. Women continue to handle the majority of household work, while men are restricted to their traditional responsibilities, even though roles within the family are changing.. (Ahmad & Masood, 2011)

REVIEW OF LITERATURE

A study on the impact of work-family role conflict on job and life happiness among three significant professionals—doctors, engineers, and university instructors—was proposed by Priyanka et al. (2022). A survey was conducted in-person with sixty doctors, sixty engineers, and sixty university teachers from various public and private institutions in Bangladesh. was employed to collect primary data for the study through in-person interviews. Public and private universities in Bangladesh provided the university faculty data, while public and private hospitals provided the data on doctors and engineers. The results indicate that university instructors had higher levels of work-family conflict and familywork satisfaction than doctors and engineers, although engineers had higher levels of WFC on life fulfilment. The study also showed that WFC, FWC, work satisfaction, life contentment, and religious affiliation were significantly ($p < 0.05$) impacted by control variables such gender identity, reported number of children, marital status, and education level. WFC and FWC had more of an impact on career and personal satisfaction for university teachers than for doctors and engineers. Furthermore, the current study showed that gender, institution type, marital status, education, and number of children had a substantial ($p < 0.05$) impact on the job and life satisfaction of doctors, engineers, and university faculty members. In comparison to engineers and doctors, university faculty members reported greater WFC on job satisfaction and FWC on job and life contentment, according to a thorough analysis. On the other hand, engineers had higher WFC when it comes to life satisfaction.

Rao et al. (2008) investigated changes in work-family conflict among women who fall into the two primary demographic groups: number of children and marital status. A sample of 123 teachers from a respectable university was chosen. Their results

showed that married women had more role conflict than single or single women. Work interfered with family time for women without children and those with one child. Work interfered with family time for women who had one or two children. Additionally, behavioural differences among moms with two or more children were linked to work-family conflict. All things considered, work-family conflict was more common among married female teachers.

Esson (2004) used a sample of 181 high school teachers in Jamaica to examine the effects of a broad model of work-family conflict. Self-reported survey instruments were used to collect most of the data. The statistical technique used to analyse the data was the t-test. The study's findings showed a significant relationship between work-family conflict and sex and stress at work. Workload, as measured by the number of classes taught, was significantly connected with work-family conflict. A higher workload is linked to work-family conflict. Nevertheless, there was no significant correlation found between workload and any of the other characteristics investigated in this study. These findings, which are based on a complicated network of direct and indirect connections, collectively demonstrate that work-family conflict has detrimental consequences on work, non-work and stress. According to the results, trying to stop or prevent an early-chain consequence may help mitigate the effects of work-family conflict. These and other effects are examined, and suggestions for additional research are made. The significant predictive relationship between life satisfaction and job satisfaction not only supports the spillover hypothesis but also verifies the findings of Hart (1999) and Carlson and Karmar (2000).

A research on the factors influencing perceived work-family balance was suggested by Reid Keene and Quadagno (2004). Reid Keene and Quadagno's study focused on the relationship between job attributes, family characteristics, and work-family spillover to perceptions of work-family balance. This study uses data from the 1996 General Social Survey and the 1992 National Study of the Changing Workforce. The study found that work demands, such as weekly hours worked and work-related stress in the home, were the most important predictors of emotional imbalance for both men and women. It also demonstrated that when work quality was reduced because of family responsibilities, there was decreased likelihood of perceived balance. However, both men and women experienced balance in gendered ways. Men reported feeling less balanced due to work when they didn't have time for themselves, while women reported feeling more balanced when they put their families first. The preliminary research indicates that the more demands people have at work, the less likely they are to feel balanced. Individuals who work long hours or whose work commitments conflict with their family life may feel that they are unable to maintain harmony in their lives. It is really challenging for folks to skip family gatherings because of work commitments. If the current study had only used the GSS, this would have been the main conclusion. A simple measure of labour demands, such "occupation" or "work hours," was found to be an unreliable determinant of balance. Most of the analysis supports the gender difference paradigm. Gender differences were observed in the dissection, with males working longer hours and women doing more household chores and spending more time with kids. Women not only respond to conflicting demands in different ways than men do, but they also understand these needs differently. Finally, the results show that although both men and women make more

adjustments at home to fulfil job needs than at work due to family duties, they nevertheless interpret these intrusions in "gendered" ways.

THEORATICAL FRAMEWORK

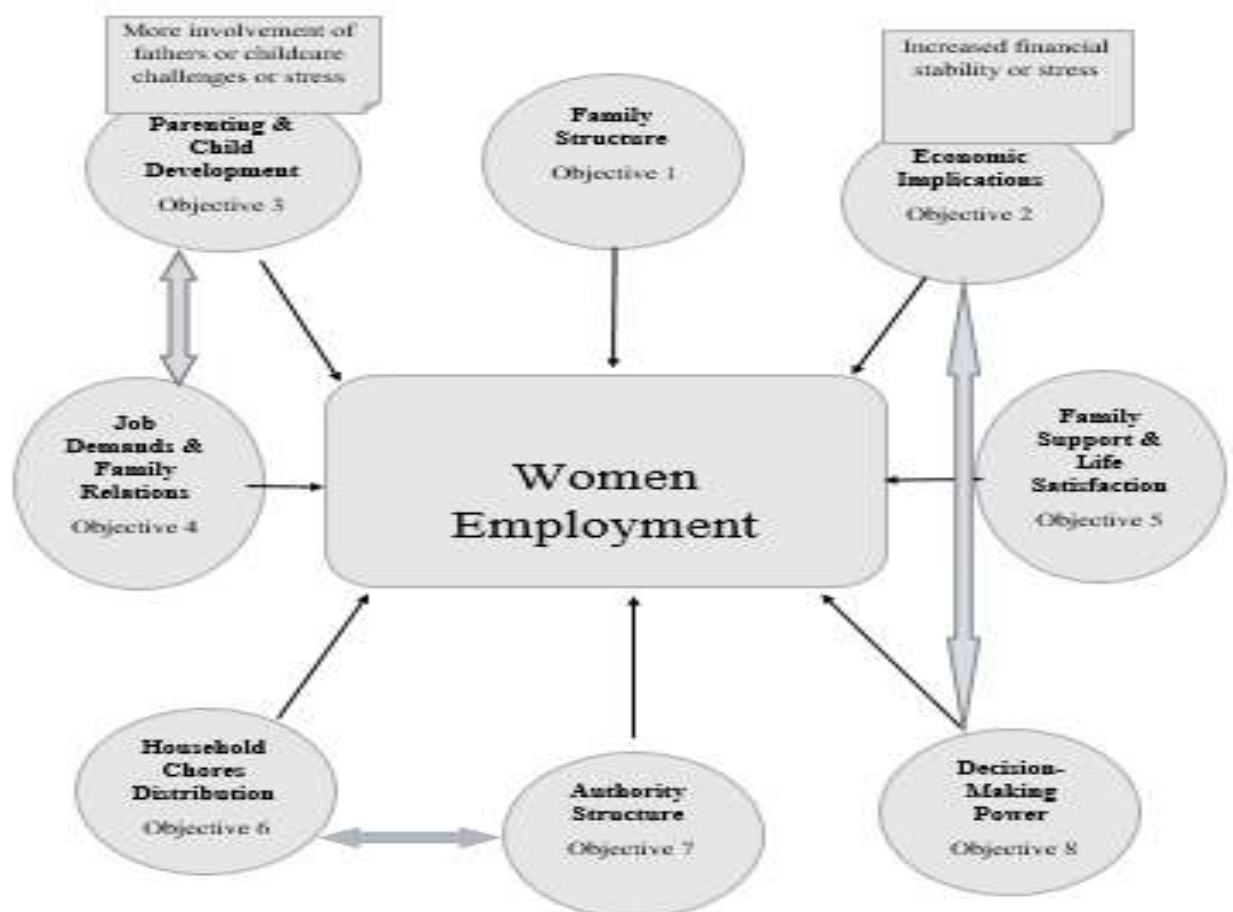
Gender Role Theory

This theory offers a psychological framework for comprehending the prejudice and difficulties that women encounter as their responsibilities extend into traditionally male-dominated domains, such as the labour. The current study's use of RCT provides a thorough understanding of the difficulties and shifts faced by working women in this industry.

Justification for Using Role Congruity Theory

Role Congruity Theory offers an appropriate and relevant theoretical framework for the current investigation. It makes clear the social and psychological challenges that women have when they transition from being homemakers to working, as well as how these changes affect social standards and family relationships.

Graphical Model



METHODOLOGICAL ISSUES

A quantitative research design was used for this investigation. Multan Division is the focus of this investigation. It comprises the districts of Lodhran, Vehari, Khanewal, and Multan, all of which contribute to the region's variety. All female teachers employed by government colleges in the Multan Division make up the study's overall population. The main goal of the study is to evaluate how job pressures affect family relationships. There are 778 women employed at the 36 female government colleges in the Multan Division. The best sample size needed to examine the transformative effects of women's employment on family dynamics in the Multan Division was determined using the Cochran formula. The Cochran method makes it possible to select an acceptable sample size—384 in this study—by paying close attention to variability, degree of confidence, and resource restriction. Using a simple random sampling technique, the researcher gathered data on people who were available and able to engage at the time of data collection. In order to collect pertinent data from the target demographic of married female teachers employed as lecturers, assistant professors, associate professors, and professors at various government colleges in the Multan Division, a structured questionnaire was painstakingly created. The association between reported family relationship quality and job demands (such as hours worked and stress levels) was examined using regression analysis. Additionally, the t-test was used to compare the satisfaction levels of family relationships between women with high vs. low job demands.

RESULTS

This section outlined the statistical methods, presented the results, and discussed their importance in relation to the study's overarching goal. The association between reported family relationship quality and job demands (such as hours worked and stress levels) was examined using regression analysis. Additionally, the t-test was used to assess the satisfaction levels of family relationships between women who had high and low employment demands. The verified Hours Worked per Week and Stress Levels are the independent factors in this analysis. A Likert-scale questionnaire will be used to measure the dependent variable, which is family relationship satisfaction. The following is an outline of the regression equation:

$$\text{Family Relationship Satisfaction} = \beta_0 + \beta_1(\text{Hours Worked}) + \beta_2(\text{Stress Levels}) + \varepsilon$$

Where:

- β_0 is the intercept, representing the baseline level of family satisfaction when job demands are zero.
- β_1 indicates the change in family relationship satisfaction for each additional hour worked weekly.
- β_2 reflects the change associated with a unit increase in stress levels.
- ε is the error term capturing variability not explained by the model.

Table: Model Summary

Measure	Value
R	0.45
R Square	0.2
Adjusted R Square	0.19

F-statistic 35.68 $p < 0.001$

R-squared indicates that approximately 45% of the variance in family relationships and job demands can be explained by the model.

Table: Coefficients

Variable	B	Std. Error	Beta	T
Intercept	4.25	0.3	—	14.17
Hours Worked	-0.02	0.005	-0.3	-4
Stress Levels	-0.15	0.035	-0.27	-4.29

*All coefficients are statistically significant at $p < 0.01$.

The findings of the regression coefficient show that job demands and family relationship satisfaction are negatively correlated. The R-squared value of 0.20 indicates that the model accounts for around 20% of the variation in family connection quality. Given the complexity of familial relationships, this ratio is important.

Comparing Family Relationship Satisfaction Between High and Low Job Demands

- The t-test will provide a comparative study of the regression. Additionally, it looks into whether women who work in more demanding jobs are happier with their family ties than those who work in less demanding jobs. To do this comparison, respondents were divided into two groups based on their stress levels and weekly work hours.
- Women who report stress levels above the median score and work more than 40 hours per week are in the **High Job Demands Group**.
- **Low Job Demands Group:** Women who report stress levels below the median score and work 40 hours or less.

Table: Descriptive Statistics

Group	Mean Family Relationship Satisfaction	Standard Deviation	Sample Size
High Demands	3.45	0.75	192
Low Demands	4.1	0.68	192

Table: T-Test Results

Measure	Value
t	-5.21
Degrees of Freedom	382
p-value	<0.001

The t-test indicates that there is a substantial difference between the two groups' levels of family and relationship satisfaction. Women report much lower levels of satisfaction when they are under more stress at work. The high demands group's average score is substantially lower than the low demands group's because the t-value

is negative, indicating the negative impact of increased work pressures on family harmony.

DISCUSSION

The majority of respondents felt that economic involvement increased their respect and sense of self-worth, although it also led to some family disputes. How these changes are handled and embraced within the family depends heavily on societal factors, including religious views, community opinions, and other regional customs. Women's engagement in the workforce changes the dynamics of communication, power, and relationships within marriages.

The redistribution of decision-making authority is one of the modifications. Women's financial contributions give them more clout when it comes to household issues, resulting in more balanced or contentious relationships. Businesswomen are more inclined to make financial decisions, which fosters respect and cooperation. Partners who perceive this shift as a criticism of male dominance may oppose it in conservative settings. Disagreements over money, home comforts, or social interpretation can have a detrimental effect on marital satisfaction.

CONCLUSION

With the assistance of women, the family also modifies the structures of authority. Pakistani homes used to be patriarchal, with women staying at home and men making choices. According to the research, authority was gradually redefined. Women's economic contributions provide them more influence over family decisions.

One could get the conclusion that gender roles and responsibilities have evolved. The typical gender role shifts when women start working for pay. Mutual responsibility is gradually taking the place of the system where men are in charge of generating money and women are in charge of taking care of the home and children. Women's dual obligations can cause family conflict and have a detrimental effect on their relationships with their families. However, the patriarchal structure still exists in some places.

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