

## **A Comparative Study of Personality Factors Among Children Of Working And Non-Working Mothers.**

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**Abstract:** The present study was undertaken to compare the personality of the children of working and nonworking mothers to investigate the impact of mother's working status on the personality factors of their children. The sample consisted of 400 adolescents (100 working mother's boys, 100 working mother's girls, 100 nonworking mother's boys, and 100 nonworking mother's girls) reading in class X selected purposively. They were assessed with High School Personality Questionnaire developed by Cattell and Cattell. Significant difference was found between Children of working mothers and Children of non-working mothers in some factors of personality.

**Keywords:** Personality, Working Mother, Non-working Mother

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### **I. INTRODUCTION**

The children of today are the future of the society. It is necessary to pay attention and care on the present condition of the children as this will shape the future of their lives as well as the future of the society. Family is the carrycot of the future society. The early development of personality of the children takes place in the family. A mother is the nucleus of the family around whom everyone else in the family orbits. She is particularly important as she gives a much greater time to the children than any other person and she has very strong influence on the behavior, abilities and culture of the children. It is a universal truth that children need the love, care and affection of mother the most.

Educationists, social psychologists, sociologists all over the world get interested in the field of children of working and non-working mothers to find out the problems that the children of working mothers face.

The result of industrialization followed by westernization put a great impact in the outlook of people all over the world. Everybody wants to have a comfortable and luxurious life. In India majority of the people belongs to the middle class. The living- standard of the middle- class people of India are changing very rapidly. To maintain the new demands, the income of single person is not sufficient in almost every case. So the women are also coming out for income and employment. Women in the lower strata of the society have a long history of working in the factories as unskilled labor. But in present time the role of Indian women in general have been changed drastically. A silent social revolution has been taken place in the situation of the women in Indian society.

The role of Indian women is no longer confined to the boundary of the house. They not only play the role of housewives but also the earner for the family. It is very common to see the Indian women participating in higher education, administration, medicines, engineering, business and politics. They are taking all type of responsible positions in the society and contributing in every field of development. A large number of women are working in government, semi-government, and private salaried jobs.

There is an old age debate on whether the employment of mother is good or bad for the children and for the society. Some people speculate that the employment of mother is the root cause of many social problems like higher divorce rate, more crime, more alcoholism and more schizophrenia. They alerts the effect of all these on the children of working mothers. On the other hand some social scientists, psychiatrists and some people show that mother's employment has a positive role on their children in many spheres like growing independence, respect for work, being practical and many more. The social concern stimulated many articles in journals and news papers and many research works on the impact of mother's employment on their children. The present study is about personality factors of the children of working and non-working mothers.

Human personality is so complex a phenomenon that it can be interpreted in many ways. The term personality has been derived from the Latin word 'Persona' and it was associated with the Greek theatre in ancient time. The word was used for the mask worn by the Greek actors covering their faces on stage According to the mask concept, personality was thought to be the effect and influence the actor wearing mask left on the

audience. Even today, men generally mean that personality is the effect left by an individual on other people. Common people use the term to describe a person saying that he or she has a very good or low personality. It is not that the common sense idea about personality is totally wrong but it is not the all with which the psychologists are satisfied. Personality, during the course, assumed many shades of meaning.

Allport (1961) who devoted most of his time for research on personality gave a very comprehensive definition of personality. This definition includes all aspects of an individual's personality.

Allport said "Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustment to his environment."

R. B. Cattell defines personality as, "That which permits a prediction of what a person will do in a given situation."

Researches show that personality plays a very important role for the individual to success in life. Good personality traits help the individual to be emotionally stable and adjust to the various social systems and to get good reputation and social standing. The present study is to compare the personality factors of the children of working and nonworking mothers.

## **II. SIGNIFICANCE OF THE STUDY**

There is a long history of the social concern of the impact of mother's employment on their children. The rate of women education is increasing and so is the numbers of working mothers has increased in the last few decades in India. It is universally accepted that children require the love of their mothers the most. But it is not so easy to maintain the double role of a mother and an employee in a government, semi-government, or private organization. According to Shalala (2010) the situation of women in the current era is very difficult. They have to face so many challenges. Some women manage to build their career, some women have their own choice of their employment, but some are forced to work. The children are mostly associated with their mother. So the problems faced by the mothers directly or indirectly fall upon their children.

The findings of the present study will enable to locate those factors of personality of the children in which parents can be more careful.

The study may also help the working and non-working women to realize the importance of quality of time they spend with their children.

## **III. STATEMENT OF THE PROBLEM**

A comparative study of Personality factors among the children of working and non-working mothers.

## **IV. OPERATIONAL DEFINITION OF TERMS USED**

i) Personality, in terms of its social stimulus value, is identical to reputation and impression concerning appearance, clothing, conversation, etc. In summative approach, personality is the sum total of different processes and activities of the individual as, for example, innate dispositions, habits, impulses, etc. in integrative approach, personality is the integrative and organized characteristics of the individual.

Warren's dictionary defines personality as: "Personality is the integrative organization of all the cognitive, affective, conative and physical characteristics of an individual as it manifests itself in focal distinction from others."

*Personality in the present study is referred to scores obtained by the selected children of working and non-working mothers (sample subjects) on High School Personality Questionnaire (HSPQ) of Cattell and Cattell.*

ii) **Working Mother:** Working mothers are the mothers who either go out to work or are self employed and they get salary or remuneration for the work. They earn money from the job which they get or create for themselves. The working hour of these women depends upon the nature of the job or assignment and it may range from 6-8 hours.

iii) **Non-Working Mother:** Non-working mothers are the women having children work only as housewives. They do not go out to work or get paid for their work.

## **V. OBJECTIVES OF THE STUDY**

1. To find out the difference in Personality factors of the children of working and nonworking mothers.

## **VI. HYPOTHESES OF THE STUDY**

**Ho1:** There would be no significant difference in Personality factor A of the children of working and non-working mothers.

**Ho2:** There would be no significant difference in Personality factor B of the children of working and non-working mothers.

**Ho3:** There would be no significant difference in Personality factor C of the children of working and non-working mothers.

**Ho4:** There would be no significant difference in Personality factor D of the children of working and non-working mothers.

**Ho5:** There would be no significant difference in Personality factor E of the children of working and non-working mothers.

**Ho6:** There would be no significant difference in Personality factor F of the children of working and non-working mothers.

**Ho7:** There would be no significant difference in Personality factor G of the children of working and non-working mothers.

**Ho8:** There would be no significant difference in Personality factor H of the children of working and non-working mothers.

**Ho9:** There would be no significant difference in Personality factor I of the children of working and non-working mothers.

**Ho10:** There would be no significant difference in Personality factor J of the children of working and non-working mothers.

**Ho11:** There would be no significant difference in Personality factor O of the children of working and non-working mothers.

**Ho12:** There would be no significant difference in Personality factor Q2 of the children of working and non-working mothers.

**Ho13:** There would be no significant difference in Personality factor Q3 of the children of working and non-working mothers.

**Ho14:** There would be no significant difference in Personality factor Q4 of the children of working and non-working mothers.

## VII. METHODOLOGY

The study is descriptive in nature and its purpose is to compare the personality of the children of the working and non-working mothers. The study is delimited to Birbhum, Burdwan, and Hooghly districts of West Bengal. The variable of the study is Personality factors and the demographic variables are- a) Maternal working status

**7.1. Research Design:** The problem presented in the study is to compare the Personality of the children (reading in class X) of working and non-working mothers. Within this design differences were checked between children of working and non-working mothers.

**7.2. Sample and Sampling Procedure:** The sample consisted of 400 adolescents (100 working mother's boys, 100 working mother's girls, 100 nonworking mother's boys, and 100 nonworking mother's girls). Purposive sampling was used to select the sample.

**7.3. Tool:** High School Personality Questionnaire (HSPQ) of Cattell and Cattell published by National Psychological Corporation, Agra (India) adapted in Bengali Version by the researcher was used to collect data on Personality factors of the children of working and non-working mothers under consideration.

High School Personality Questionnaire (HSPQ) of Cattell and Cattell is a new aid for teachers, guidance specialists, and for general clinical and research use. Recent advances based on extensive psychological research have made possible an instrument that gives an objective analysis of the individual personality to supplement the teacher's personal evaluation. The HSPQ is a standardized test that can be given within a class period, to single individuals or in groups, to yield a general assessment of personality development. The HSPQ measures fourteen distinct dimensions or traits of personality which have been found by psychologists to come near to covering the total personality. By working with these fourteen scores, the psychologist can obtain predictions of school achievement, of vocational fitness, of danger of delinquency, of likelihood of leadership qualities, of need of clinical help in avoiding neurotic conditions, etc. The reading level of the test is adapted to ages 11 or 12 through 18 years, and the scoring can be done rapidly by a stencil key.

**7.4. Data Analysis:** The data was analyzed and interpreted with the help of Mean, SD and t- test.

## VIII. RESULTS

**Table 1. Mean differences among children of working and non-working mothers factor-wise.**

Personality Factors	Group	Mean	SD	't' Value	Sig. (2tailed)
A (Reserved v/s out-going)	CWM	5.48	1.407	-0.414	0.679
	CNWM	5.55	1.594		NS
B (Dull v/s Bright)	CWM	4.62	1.548	-1.789	0.075
	CNWM	4.92	1.723		NS
C (Emotionally less stable v/s Emotionally stable)	CWM	6.51	1.537	-2.669	0.008
	CNWM	6.88	1.610		S

<b>D</b> (Undemonstrative v/s Overactive)	CWM	6.16	1.387	2.438	0.016 S
	CNWM	5.78	1.550		
<b>E</b> Submissive v/s Assertive	CWM	4.88	1.512	2.016	0.045 S
	CNWM	4.65	1.730		
<b>F</b> (Serious v/s Happy-go lucky)	CWM	6.06	1.506	2.082	0.039 S
	CNWM	5.75	1.287		
<b>G</b> (Weaker v/s Stronger superego strength)	CWM	6.25	1.479	-2.217	0.028 S
	CNWM	6.58	1.538		
<b>H</b> (Shy v/s Adventurous)	CWM	4.98	1.732	-0.326	0.744 NS
	CNWM	5.04	1.721		
<b>I</b> (Tough minded v/s Tender minded)	CWM	6.66	1.347	2.311	0.022 S
	CNWM	6.38	1.317		
<b>J</b> (Liking group actions v/s Internally restrained)	CWM	6.12	1.923	2.123	0.035 S
	CNWM	5.72	1.884		
<b>O</b> Secure v/s Insecure	CWM	6.34	1.458	0.426	0.670 NS
	CNWM	6.28	1.692		
<b>Q2</b> (Group dependency v/s Self-sufficiency)	CWM	6.54	1.591	2.283	0.023 S
	CNWM	6.18	1.486		
<b>Q3</b> (Uncontrolled v/s Controlled)	CWM	5.98	1.723	1.563	0.120 NS
	CNWM	5.75	1.656		
<b>Q4</b> (Relaxed v/s Tense)	CWM	5.18	1.604	0.406	0.685 NS
	CNWM	5.12	1.634		

NS = Non Significant

S = Significant at 0.05 level

CWM = Children of working mothers

CNWM = Children of non-working mothers

It is shown from Table -1 that the mean score of personality factor A of the children of working mothers is 5.48 where as the mean score of children of non-working mothers is 5.55. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is -0.414 and P value is 0.679 which is greater than 0.05 (P>0.05). Hence 't' is not significant at 0.05 level. Therefore the null hypothesis Ho1 is retained. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor A.

The mean score of personality factor B of the children of working mothers is 4.62 where as the mean score of children of non-working mothers is 4.92. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is -1.789 and P value is 0.075 which is greater than 0.05 (P>0.05). Hence 't' is not significant at 0.05 level. Therefore the null hypothesis Ho3 is retained. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor B.

The mean score of personality factor C of the children of working mothers is 6.51 where as the mean score of children of non-working mothers is 6.88. Apparently there has been a mean difference. In inferential statistics it is shown that calculated 't' with df 199 is -2.669 and P value is 0.008 which is less than 0.05 (P<0.05). Hence 't' is significant at 0.05 level. Therefore the null hypothesis Ho3 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor C.

The mean score of personality factor D of the children of working mothers is 6.16 where as the mean score of children of non-working mothers is 5.78. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 2.438 and P value is 0.016 which is less than 0.05 (P<0.05). Hence 't' is significant at 0.05 level. Therefore the null hypothesis Ho4 is rejected. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor D.

The mean score of personality factor E of the children of working mothers is 4.88 where as the mean score of children of non-working mothers is 4.65. Apparently there has been a mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 2.016 and P value is 0.045 which is less than 0.05 (P<0.05). Hence 't' is significant at 0.05 level. Therefore the null hypothesis Ho5 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor E.

The mean score of personality factor F of the children of working mothers is 6.06 where as the mean score of children of non-working mothers is 5.75. Apparently there has been a mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 2.082 and P value is 0.039 which is less than 0.05 ( $P < 0.05$ ). Hence 't' is significant at 0.05 level. Therefore the null hypothesis Ho6 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor F.

The mean score of personality factor G of the children of working mothers is 6.25 where as the mean score of children of non-working mothers is 6.59. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is -2.217 and P value is 0.028 which is less than 0.05 ( $P < 0.05$ ). Hence, 't' is significant at 0.05 level. Therefore the null hypothesis Ho7 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor G.

The mean score of personality factor H of the children of working mothers is 4.98 where as the mean score of children of non-working mothers is 5.04. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is -0.326 and P value is 0.744 which is greater than 0.05 ( $P > 0.05$ ). Hence 't' is not significant at 0.05 level. Therefore the null hypothesis Ho15 is retained. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor H.

The mean score of personality factor I of the children of working mothers is 6.66 where as the mean score of children of non-working mothers is 6.38. Apparently there has been a mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 2.311 and P value is 0.022 which is less than 0.05 ( $P < 0.05$ ). Hence 't' is significant at 0.05 level. Therefore the null hypothesis Ho9 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor I.

The mean score of personality factor J of the children of working mothers is 6.12 where as the mean score of children of non-working mothers is 5.72. Apparently there has been a mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 2.123 and P value is 0.035 which is less than 0.05 ( $P < 0.05$ ). Hence 't' is not significant at 0.05 level. Therefore the null hypothesis Ho10 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor J.

The mean score of personality factor O of the children of working mothers is 6.34 where as the mean score of children of non-working mothers is 6.28. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 0.426 and P value is 0.670 which is greater than 0.05 ( $P > 0.05$ ). Hence 't' is not significant at 0.05 level. Therefore the null hypothesis Ho22 is retained. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor O.

The mean score of personality factor Q2 of the children of working mothers is 6.54 where as the mean score of children of non-working mothers is 6.18. Apparently there has been a mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 2.283 and P value is 0.023 which is less than 0.05 ( $P < 0.05$ ). Hence 't' is significant at 0.05 level. Therefore the null hypothesis Ho12 is rejected. So it can be concluded that there would be a significant difference between Children of working mothers and Children of non-working mothers in personality factor Q2.

The mean score of personality factor Q3 of the children of working mothers is 5.98 where as the mean score of children of non-working mothers is 5.78. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 1.563 and P value is 0.120 which is greater than 0.05 ( $P > 0.05$ ). Hence 't' is not significant at 0.05 level. Therefore the null hypothesis Ho26 is retained. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor Q3.

The mean score of personality factor Q4 of the children of working mothers is 5.18 where as the mean score of children of non-working mothers is 5.12. Apparently there has been very less mean difference. In inferential statistics it is shown that calculated 't' with df 199 is 0.406 and P value is 0.685 which is greater than 0.05 ( $P > 0.05$ ). Hence, 't' is not significant at 0.05 level. Therefore the null hypothesis Ho26 is retained. So it can be concluded that there would be no significant difference between Children of working mothers and Children of non-working mothers in personality factor Q4.

## **IX. DISCUSSION**

The perusal of table 1 shows the comparison between children of working and non-working mothers on factors of personality.

The table reveals that there exists a very low mean difference between the groups on factor 'A' (Reserved v/s out-going) of personality, but the difference is so low that no conclusion can be drawn.

The table reveals that there exists no significant mean difference between the groups on factor 'B' (Dull v/s Bright) of personality, but the difference is so low that no conclusion can be drawn.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'C' (Emotionally less stable v/s Emotionally stable) of personality. The result infers that children of non-working mothers are changeable and worrying. On the other hand children of working mothers are comparatively calm, stable and constant in interests. Since working mothers help their children to become self dependent, they become emotionally more stable than that of the children of non-working mothers.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'D' (Undemonstrative v/s Overactive) of personality. The mean score favors the children of working mothers indicates that they are over active and excitable. Since they do not always get dictations from their mothers at homes, they are overactive and sometimes unrestrained. On the other hand children of non-working mothers do not get enough chances to do things on their own. It makes them comparatively inactive, slow and undemonstrative.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'E' (Submissive v/s Assertive) of personality. The mean score favors the children of working mothers which indicates that they are assertive, self assured and independent minded. They do not always rely on others to solve their problems at homes. On the other hand children of non-working mothers rely on the conventional way to solve their problems. It makes them comparatively submissive and dependent.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'F' (Serious v/s Happy-go-lucky) of personality. The mean score favors the children of working mothers which indicates that they are happy-go-lucky and care free. On the other hand children of non-working mothers have to maintain some standards laid on them by their mothers. It makes them comparatively serious.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'G' (Weaker superego strength v/s Stronger superego strength) of personality. The mean score favors the children of non-working mothers indicates that they are emotionally disciplined and conscientious. They are concerned about the moral standard and rules. On the other hand children of working mothers have less regard for the moral standard and rules.

The table reveals that there exists a very low mean difference between the groups on factor 'H' (Shy v/s Adventurous) of personality, but the difference is so low that no conclusion can be drawn.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'I' (Tough minded v/s Tender minded) of personality. The mean score favors the children of working mothers which indicates that they are tender minded. On the other hand children of non-working mothers are comparatively serious and tough minded.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'J' (Liking group actions v/s Internally restrained) of personality. The mean score favors the children of working mothers which indicates that they are internally restrained. They always try to do things on their own. On the other hand children of non-working mothers are comparatively dependent on others and like group actions.

The table reveals that there exists a very low mean difference between the groups on factor 'O' (Secure v/s Insecure) of personality, but the difference is so low that no conclusion can be drawn.

The table reveals that there exists a significant mean difference at 0.05 level between the groups on factor 'Q2' (Group dependency v/s Self sufficiency) of personality. The mean score favors the children of working mothers which indicates that they are self sufficient. They always try to solve their problems on their own. On the other hand children of non-working mothers are comparatively dependent on others.

The table reveals that there exists a very low mean difference between the groups on factor 'Q3' (Uncontrolled v/s Controlled) of personality, but the difference is so low that no conclusion can be drawn.

The table reveals that there exists a very low mean difference between the groups on factor 'Q4' (Relaxed v/s Tense) of personality, but the difference is so low that no conclusion can be drawn.

## **X. SUGGESTIONS**

It has been observed that children's personality is affected due to mother's employment. In that case mothers should be more careful. They should lay more importance on the quality of time they spend with their children. The children should be given individual attention. They should enjoy the company of each other. Non-working mothers also should be more careful. They should lay emphasis not only quantity but also quality of

time they spend with their children. Children of non-working mothers should have some chances to try to solve their problems on their own.

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