RESEARCH ARTICLE

A STUDY ON YOUNG HOMEMAKERS BELONGING TO NUCLEAR AND JOINT FAMILIES IN TERMS OF APPROVAL MOTIVE, PERCEIVED FAMILY ENVIRONMENT AND CAREER AND FAMILY VALUES

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ABSTRACT

Present study aimed to explore the approval motive, perceived family environment and career and family values as expressed by homemakers belonging to nuclear and joint families at Kolkata. A group of 100 young homemakers (50 from nuclear & 50 from joint families) between the ages 20 to 25 years were selected as sample following the random sampling technique. A General Information Schedule, Approval Motive Questionnaire, Perceived Family Environment Questionnaire and Career-family Values Questionnaire were used as tools. Findings revealed that homemakers belonging to nuclear families scored significantly higher in career values than that of joint families. On the other hand, approval motive, perceived family environment and family values were significantly higher among homemakers belonging to joint families than that of nuclear families. Furthermore, there existed significant positive association between approval motive and family values & perceived family environment and family values as well as a significant negative association between approval motive and career values and also perceived family environment and career values of homemakers residing at Kolkata.

INTRODUCTION

Indian households often require that women prioritize housework and may even explicitly constrain work by married women (Bose and Das, 2014; Sudarshan, 2014). Societal expectation of women's role as caregivers and caretakers of the household often mean that women who seek work encounter opposition from their peers and families, leading to lower participation. These views are also frequently internalized by women and may therefore suppress labour supply even in the absence of such constraints. Rustagi (2010) provides evidence that these norms per se have not significantly changed over the last two decades. There is also evidence these norms are typically more binding among wealthier, upper caste households, suggesting that economic growth alone may not alter their influence (Ball Cooper et al., 2012). Literature suggests that homemaking may affect well-being differently in different countries. In general, well-being and also its determinants (Bonini, 2008) differ across countries. Lennon (1994) viewed that full-time housework involves more autonomy, more interruptions, greater physical effort, more routine, fewer time pressures and less responsibility for matters outside one's control than do paid work.

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Approval motive is defined as the desire for validation from the members of the society whom he considered to be the significant, to produce positive perceptions in others and the incentive to acquire the positive feedback from others as well as the desire to avoid negative feedback. The power of normative social influence stems from the human identity as a social being, with a need for companionship and association (Aronson et al., 2013). Normative social influence involves a change in behaviour that is deemed necessary in order to fit in with a particular group (Reiss, 2012). The need for a positive relationship with the people around us leads to conformity. Certainly those individuals who are personally secure (and satisfied with their self-concept) would have less need to seek approval from others. At the individual level, education and socioeconomic status have been found to be negatively related to social desirability responding (Uziel, 2010). Both males and females have the tendency to attribute socially desirable characteristics to themselves, with females often reporting higher social desirability than males (Barger, 2002). Moreover, children whose goal is to avoid disapproval may place others' needs over their own in an effort to please others. Females often reporting higher social desirability needs than males (Barger, 2002). Lalwani, Shavitt, and Johnson (2006) reported that impression management is higher among collectivists than individualists. Family environment is the quality and quantity of socio-emotional support and understanding that parents provide to their children within the home.

Healthy family environment results in positive transactions; while negative environment leads to negative transactions. The family environment involves the circumstances and social climate conditions within families. The family environments can differ in many ways, for example, on the basis of socio-economic level and parenting practices (Zastrow et al., 2013). It is the family in which most of the needs and requirements of the people are met and people are born and brought up and also prepared for different types of positions in society. In recent decades, there has been accumulation of evidence suggesting the association between dysfunctional family relationships and adjustment problems in childhood and adolescence. Among the family characteristics that are relevant to the study of psychological dimensions, those related to the family environment or climate are highlighted, i.e. the individual's perception of the quality of relationships within the family (Teodoro et al., 2009). The structural differences between the joint family and the nuclear family lead to different interaction patterns among members of the two family types. Children in joint families are often indulged and overprotected, which encourages child's dependence on the mother and other family members. In nuclear families, the child is in more direct contact with his or her parents, and the number of adult role models decreases. As compared to children from joint families, children from nuclear families are encouraged to function in an individualized manner, take initiative, and act independently. In India it is common to find the "Joint family" in existence. Such families consist of a patriarch (or head of the family), his wife and their married offspring with their families all living in one house sharing vital functions together. The patriarch of the family (often the oldest male member) lays down the rules, works (if not retired) and arbitrates disputes. They are also responsible in teaching the younger children their mother tongue, manners and etiquette. Traditionally, families in India have been classified as joint in nature. The term 'nuclear' as an appendage to family was first used only in the 1940's in the context of the family by Murdock (1949) to refer to' a married man, woman and their offspring. Generally, the trend to shift from joint to nuclear family structures has been supported by the spread of western values.

Values are socially approved desires and goals that are internalized through the process of conditioning, learning or socialization and that become subjective preferences, standards, and aspirations. Career Values: Career values are the set of ideas and beliefs to prioritize one's profession over family which acts as a motivator to excel in chosen career path by channelizing one's abilities, talent, and potentialities into that field of work, provide aspiration to enhance required skills and knowledge that are considered to be desirable in an occupation and tendency to attach greater importance on job related responsibilities over others. Family values are the moral and ethical principles and beliefs traditionally taught or reinforced within a family which are held to promote the sound functioning of the family, give great importance to the traditional roles of members within a family and tendency to prioritize what is beneficial for family over other facets of life. Whiston and Keller (2004) found in their review that for adolescents, higher occupational expectations are associated with family environments that are supportive and where parents have high expectations for the adolescents. Parental support for a certain occupational area or career direction seems to have an influence, particularly on older adolescents'' interests and preliminary career decisions. Quality of the parent-young adult relationship has also been considered

important in the career development of adolescents and young adults, and has been examined in few studies on the career development of Asian Americans. The role of family is very important in the Asian American population, and more specifically, relationship with father has been found to be influential in the career choice of Asian American young adults. Sandhu (2011) found that conflict with father was indicative of the link between parents' career expectations and the young adult's career choice. Formation of family values occurs in the parental home, and they are developed and implemented throughout a person's life, and form the basis of a family man personality. Voluntary accepted and internalized values allow a self-regulated action of young people. Transmission of family values should be seen as a two-way process: child's perception of parent's values, and, secondly, acceptance, or rejection of values (Knafo& Schwartz, 2009). Soenens and his associates (2007) emphasize that parents who support their children's perspective, provide more choices and freedom for action, allow their children to act upon their personal values, they can establish a more sincere relations in a family. The main feature of family values, their essential difference from the other components of parenthood is that all three components are emotions alloy, feelings, beliefs, and behavioural manifestations, that is, the components connection with each other is very strong and the impact on one of them directly affects the others (Zakirova et al., 2016).

In this study, we focus on how homemakers perceive their family environment and the extent to which they are motivated to gain social approval from the larger society being a member of either nuclear or joint family settings. In this connection, present investigation gives importance to the cultural factors common in India, i.e., joint family set-up which involves multi-generational co-residence. The way today's women perceive their family environment and feel pressure to gain approval from others may influence their career decisions as well as to set their priorities of career and family related values. Considering the above, the present investigation has been designed to study the career and family values, approval motive and family environment as perceived by the homemakers living in nuclear and joint family setup.

Objectives of the Study:

- To study the approval motive as expressed by homemakers belonging to nuclear and joint families at Kolkata city.
- To study the family environment as perceived by homemakers belonging to nuclear and joint families at Kolkata city.
- To study the career and family values as expressed by homemakers belonging to nuclear and joint families at Kolkata city.

HYPOTHESES

Hypothesis I: Homemakers belonging to nuclear and joint families at Kolkata differ significantly in terms of their approval motive under the categories of a) Normative Behaviour, b) Social Conformity, c) Positive Self-presentation, d) Defensiveness, e) Dependency, f) Social Responsiveness and g) Social Approval.

Hypothesis II: Homemakers belonging to nuclear and joint families at Kolkata differ significantly in terms of their

perceived family environment under the categories of a) cohesion, b) personal achievement and c) family organization.

Hypothesis III: Homemakers belonging to both nuclear and joint families at Kolkata differ significantly in terms of their career and family values.

Hypothesis IV: The independent variables of the study would correlate significantly with dependent variables for homemakers at Kolkata.

METHODOLOGY

Sample: A group of 100 homemakers belonging to nuclear and joint families (50 each) residing in Kolkata city was randomly selected. Participants belonging to 20 to 25 years are considered for the present study. All are under graduates and their monthly family income ranges from Rs. 30,000/- to 50,000/-.

Tools used

- **General Information Schedule**: Incorporating name, address, contact number, age, educational qualification, type of family structures and number of family members were included.
- **Approval Motive Questionnaire**: The Approval Motive Questionnaire was designed by Tripathi and Tripathi (1980). The scale contains 72 items with three alternatives (Yes, No and Undecided). The test-retest reliability was found .82, and .92 were establish by split-half method. It intends to measure the seven major aspects of approval motive, viz. normative behaviour, social conformity, positive self-presentation, defensiveness, dependency, social responsiveness and social conformity.
- **Perceived Family Environment Questionnaire**: It consist of 60 statements answerable in a five point scale viz., Strongly Agree (SA), Agree (A), Undecided (U), Disagree (D) and Strongly Disagree (SD); where high score indicates good family environment and vice-versa. There are three domains viz. cohesion, personal achievement and family organization. The odd-even split-half reliability is .84. The Cronbach Alpha is found to be .78.
- **Career-family Values Questionnaire**: This scale is developed by Dr. S. Tanwar and Dr. K. Singh (1988). It consists of 40 items divided into two sections viz., career values and family values. The split-half reliability between two halves of the scale for career and family values are 0.86 and 0.84 respectively.

Administration, scoring and statistical treatment: General Information Schedule, Approval Motive Questionnaire, Perceived Family Environment Questionnaire and Career-family Values Questionnaire were administered to the selected group of subjects by giving proper instructions.

Data were collected and properly scrutinized. Scoring was done with the help of the standard scoring key. Tabulation was done for each group and each test separately. Mean, S. D. and Pearson 'r' and Student t- test were applied.

RESULTS AND DISCUSSION

The present study intends to find out the nature of approval motive, perceived family environment and career-family values differences as perceived by under graduate homemakers belonging to nuclear and joint families living in Kolkata city. Table-1 represents mean and standard deviation values of independent and dependent variables on both types of family structures, that is, nuclear and joint families. In order to find out significant differences, t- test has been conducted and the results are given below. Table-2 represents the t-test values for all the variables under study to test the significant mean difference between two types of family structures. From the above tables, it is seen that homemakers belonging to joint families expressed high approval motive whereas those belonging to nuclear families expressed above average level of approval motives. Home-makers have strong desire to conform to social standards and norms because of their economic and social dependence. Home-makers have traditional views on gender roles (Stokes & Peyton, 1986; Tolciu & Zierahn, 2010) and their positive self-presentation is greater because it is necessary for gaining approval and social rewards from others. Home-makers belonging to joint family have strong desire for social approval reported higher satisfaction with life and housework than that of nuclear family based homemakers (Ferree, 1984). Overall home-makers seek approval by trying to make their self-presentation appear to be consisted with others in significant aspects of life and make best of their efforts to present good account of her in eyes of others, consequently they become more defensive when facing societal norm violation. Thus, Hypothesis-I which postulates, "Homemakers belonging to nuclear and joint families at Kolkata differ significantly in terms of their approval motive under the categories of a) Normative Behaviour, b) Social Conformity, c) Positive Self-presentation, d) Defensiveness, e) Dependency, f) Social Responsiveness and g) Social Approval" is accepted and it might be said that homemakers belonging to nuclear and joint families will significantly differ in terms of their approval motive.

On the other hand, homemakers belonging to joint families perceived their family environment as highly favourable whereas those belonging to nuclear families perceived their family environment as moderately favourable. Home-makers belonging to joint families having most favourable perceived family environment than that of nuclear family based homemakers. Members of joint families are well communicated and involve clear expression of personal ideas, feelings. Joint family based homemakers are more sensitive to the needs and expectations of other family members than members of nuclear family. They share a strong sense of mutual help which is based on strong bond among family members and has a large contribution in inspiring children to improve their capabilities and potentials for personal growth. Members of joint families display more consistency and stability in their lives and they share their emotional stress and conflicts with other members in the family to resolve them amicably through discussion than their counter part i.e. homemakers belonging to nuclear families. Conflicts are less in joint family as they perceived that their work load is equally distributed among family members, therefore, disagreements are resolved in much more rational and effective way than nuclear family where stressful hurried life style and isolated eco-system could trickle down to the members of the family.

Table-1: Findings from Descriptive Statistics

Variable	Factors	Family Structure	N	Mean	S. D.
Independent	Normative Behaviour	Nuclear	50	5.36	0.63
		Joint	50	7.90	0.99
	Social Conformity	Nuclear	50	6.36	1.52
		Joint	50	8.32	1.02
	Positive Self-presentation	Nuclear	50	6.10	0.74
		Joint	50	7.78	0.95
	Defensiveness	Nuclear	50	5.82	1.22
		Joint	50	7.32	1.32
Approval Motive (A.M)	Dependency	Nuclear	50	5.22	0.86
		Joint	50	7.04	0.99
	Social Responsiveness	Nuclear	50	5.36	1.14
		Joint	50	6.56	1.42
	Social Approval	Nuclear	50	10.96	1.51
		Joint	50	15.30	1.76
	Total Score	Nuclear	50	45.18	3.03
		Joint	50	60.20	3.15
	Cohesion	Nuclear	50	72.08	5.39
		Joint	50	87.38	4.25
Perceived Family Environment (P.F.E)	Personal Achievement	Nuclear	50	70.34	4.31
		Joint	50	85.48	3.80
	Family Organization	Nuclear	50	67.14	4.61
		Joint	50	85.22	3.38
	Total Score	Nuclear	50	209.56	11.63
		Joint	50	258.08	8.46
Dependent	Career Values (C.V.)	Nuclear	50	49.96	6.42
		Joint	50	43.10	6.71
	Family Values (F.V.)	Nuclear	50	77.74	3.86
		Joint	50	85.64	5.27

Score range of A.M.:0 to 72 Score range of P.F.E.: 60 to 300; Score range of C.V. & F.V.: 20 to 100

Table 2. Student t-test values & results of homemakers for testing the significance of mean difference between nuclear and joint families according to these Independent & Dependent variables

Variables	Factors	t-test	Sig.(2-tailed) [p-value]	Results	Remarks
	Normative Behaviour	15.24	.000		
	Social Conformity	7.57	.000		
	Positive Self-presentation	9.86	.000		
	Defensiveness	5.90	.000		
	Dependency	9.80	.000		
Approval Motive (A.M.)	Social Responsiveness	4.67	.000		
	Social Approval	13.21	.000		
	Total A. M. Score	24.28	.000	p value<alpha value (p<.01)	Statistically significant, H_a is accepted
	Cohesion	15.75	.000		
	Personal Achievement	18.62	.000		
Perceived Family Environment (P.F.E)	Family Organization	22.37	.000	p value<alpha value (p<.01)	Statistically significant, H_a is accepted
	Total P. F.E. Score	23.84	.000		
Career Values		5.22	.000	p value<alpha value (p<.01)	Statistically significant, H_a is accepted
Family Values		8.55	.000		

Table-3: Correlation Coefficients between Independent & Dependent Variables under study

Variables	Dependent Variables	
Independent Variables	Career Values	Family Values
Approval Motive	-0.38**	0.60**
Perceived Family Environment	-0.50**	0.59**

** p< .01

Therefore, Hypothesis-II, which postulates, "Homemakers belonging to nuclear and joint families at Kolkata differ significantly in terms of their perceived family environment under the categories of a) cohesion, b) personal achievement and c) family organization" is accepted and it can be said that homemakers belonging to nuclear and joint families will significantly differ in terms of their perceived family environment. Career values as expressed by homemakers belong to both nuclear and joint families are below average level though those belonging to nuclear families are comparatively at higher level than that of joint families. Homemakers whether belonging to nuclear or joint families have below average level of career values because of their fear of role related motivational conflict and role-overload as faced by working women, less career orientation and commitment. It is also because of their conflicting values between traditional versus non-traditional gender roles, lower levels of career aspiration and less amount of specialization among homemakers in today's highly competitive professional world. As we know that career choice has become a complex task with

the advent of information technology and the emergence of industrial revolution in different fields and variety of jobs. Homemaker's career aspirations are influenced mostly by the gender role beliefs and conceptions held of significant people around them rather than by their potential, interest and self-efficacy. As Indian family has been a dominant institution in the life of individual (Mullatti, 1995) and as females are socialised from an early age to be self-sacrificing, docile, accommodating, nurturing, altruistic, adaptive, tolerant and most importantly to value family above all (Kumar, Rohatgi, 1987), therefore, home-makers belonging to traditional family structures like joint families showed greater readiness to cooperate with family members and extended kin on decision affecting most aspects of life, including career choice, marriage than that of nuclear families (Hui and Triandis, 1986; Triandis et al. 1988).

Homemakers belonging to joint families expressed high family values whereas those belonging to nuclear families expressed above average level of family values. In India, like most other less industrialised, traditional, eastern societies is a collectivistic society that emphasizes family integrity, loyalty and unity and Indian culture have greater stereotypes regarding the roles that men and women play relative to work, educational experiences and family responsibilities. Females like home-makers belonging to joint families adhere more to a patriarchal ideology, have greater familialistic value orientations and endorse traditional gender role preferences than that of nuclear families (Mullatti, 1995; Shangle, 1995). Young female homemakers often anticipate that career and family life will be problematic if pursued simultaneously (Machung, 1989; Archer, 1985; Crowley & Shapiro, 1982; DeVault, 1991), therefore, they showed dramatic increase in conflict between career and family values (Tangri&Jenkin, 1986) and prioritising families over their career. Hence, Hypothesis III, which postulates, "Homemakers belonging to both nuclear and joint families at Kolkata differ significantly in terms of their career and family values" is accepted and it can be said that homemakers belonging to both nuclear and joint families will significantly differ in terms of their career and family values. From table-3, it can be seen that there is a statistically significant positive correlation between approval motive and family values & perceived family environment and family values, Significant negative correlation exists between approval motive and career values & perceived family environment and career values of homemakers.This means as approval motive increased homemakers expressed greater family values and decreased career values. Whereas family environment as perceived by homemakers becomes more favourable, their family values also increases but their career values decreases. Therefore, Hypothesis IV, which postulates, "The independent variables of the study would correlate significantly with dependent variables for homemakers at Kolkata" was accepted and it might be said that the independent variables of the study would correlate significantly with dependent variables for homemakers.

Conclusion

The present study revealed that approval motive, perceived family environment and family values were higher among homemakers belonging to joint families than that of nuclear families. In case of career values, homemakers belonging to nuclear families scored significantly higher than that of joint families.

Furthermore, there exist significant positive association between approval motive and family values & perceived family environment and family values as well as a significant negative association between approval motive and career values & perceived family environment and career values of homemakers residing at Kolkata city.

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