

WORKING MOTHER AND PARENTING PRACTICES:
A SOCIOLOGICAL STUDY OF DEVELOPMENT WORKERS

A Thesis

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Fulfillment of the Requirements for the Degree of Master of Arts in Sociology

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This is to certify that Pratibha Pandey has prepared the thesis entitled “**Working Mother and Parenting Practices: A Sociological Study of Development Workers**” under my supervision and guidance. It embodies her original and independent work. I am satisfied with her work.

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DECLARATION

I hereby declare that the thesis entitled “**Working Mother and Parenting Practices: A Sociological Study of Development Workers**” submitted to Central Department of Sociology, faculty of Humanities and Social Sciences, University Campus, is my original work done for the partial fulfillment of the requirement for the Degree of Master of Arts in Sociology (M.A.) under the supervision of Associate Professor Surendra Mishra (Ph.D) of University Campus, Kirtipur, Kathmandu.

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ABSTRACT

The topic of the thesis is “Working Mother and Parenting Practices, A Sociological Study of Development Worker”. The main objectives of the research is: i) to identify the affecting determinants of combining professional-personal life and parenting practices of working mother.

The design of the study is quantitative and qualitative both in nature. The researcher has used convenience sampling method to select the working mother of development field especially solely related with INGOs. Data in this study were collected using email (structured) questionnaire. The collected data were analyzed using the Statistical Package for Social Science (SPSS) because of its simplicity and easier. The result obtained was also presented using frequency table, cross table, bar graph, pie chart and descriptive statistics (mean value) as required.

Traditional gender roles portray men as breadwinners and women as caretakers but these roles are slowly changing due to the increase in dual earner families. However, working mothers continue to be more closely associated with parenting practices than employed fathers. Working mothers face a unique bind between their personal and professional expectations. Yet, the affecting determinants has been the subject of the rigorous study. Result of this study shows that even as more women than ever work for pay, they continue to bear a disproportionate burden of caregiving work for defendant family members. Changing family structure, with fewer extended families and high levels of single-parent households, urbanization and national and international migration have also diminished traditional and informal support mechanism. Lack or inadequacy of public transport services to work or of social services, provision of drinking water and electricity is lacking, especially compelling women to secure these goods; has also been found to exacerbate, while also affecting workers well-being and productivity. Family responsibilities and child care appear to constitute a barrier to working mothers and to good-quality jobs while. Even when childcare and pre-primary education are available, they often do not meet the needs of working mothers in terms of costs and functional hours. Simultaneously, unpredictable working hours and non-standard work schedule, has also put considerable strain on working mothers which adversely effects on workers wellbeing. Better favorable work-place policy regards

gender, leave, job security, non-wage benefit, social protection, career advancement and training were found implemented to help respondents in the discharge of their duties as professional and mothers at the same time.

Guided by the concepts of intensive mothering ideology, the research assess the positive parenting practices. The intensive mothering ideology describes mothers as solely dedicated to children and family with little self-interest. However guided by this ideology, overall finding indicate that working mothers are being influenced by social desirability (the desire to be viewed as both a competent mother and worker) and there needs to be better mother, such as investing their income provides financial resources to their children. Positive parenting found practiced their best in terms of attachment, supervision and warmth, will help to build better relation of mother and children .Positive parenting and quality time that only an upgrading of maternal child relations will lead to better child growth and career , is very laudable because it gives no room for complacency among development worker mother.

This findings appears to indicate that even though employee- friendly environment and work favorable policy/ practices exist in their organization, a more family sacrifices, supportive spouse and atmosphere would be a relief since the aim of obtaining the best of or ensuring the best combination of professional personal life cannot be achieved.

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ACRONYMS

AIDS	: Acquired Immune Deficiency Syndrome
B.A.	: Bachelor in Arts
Dev.	: Development
FWI	: Family and Work Institute
HIV	: Human Immune-Deficiency Virus
ILC	: International Labor Conference
INGOs	: International Non-Governmental Organizations
M.A.	: Master's in Arts
MDG	: Millennium Development Goal
Mgmt.	: Management
NGOs	: Non-Governmental Organizations
Org.	: Organization
POL	: Paper of Labor
SPSS	: Statistical Package for Social Science

CHAPTER - I

INTRODUCTION

1.1 Background of the Study

Since early centuries, people had to work for them and families livelihood through hunting and gathering. Men practiced for hunt while females were engaged as a caretakers and maintainers of home. Later, women were mostly confined to their kitchens and those who were employed worked in factories, farms or shop works.

With the emergence of civilization, men were the only ones allowed to attend school and complete their education. Women were not even considered for formal education. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path. Gender roles for men and women used to be straightforward, with men focusing on paid employment and women focusing on family care. For the last several decades, however, men and women have increasingly focused on both work and family. But the changing workforce demographics have made it difficult for many individuals to balance the responsibilities of work and family life (Delina,2013).

Working mothers of today fulfill family responsibilities and also try to remain fully involved in their careers coping up with the competing demands of their multiple roles. The caring responsibilities that working mothers have laid a heavy stress on them when it is combined with their professional duties. The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure. As a result, the

family becomes an organizational stakeholder and this powerful social trend marked the beginning of the work/life balance paradigm shift. (Denise Horner Mitnick, 2006).

Nowadays, working mothers experienced the increasing level of work life conflict due to the cause of performing multiple roles that require time, energy, and commitment. Family interference with the work occurs when family role responsibilities hinder performance at work. Example a child's illness can prevent a parent from going to work. Work is the exertion of effort and application of knowledge and skills to achieve a purpose. Most people work to earn a living by making enough money. But they also work because of the satisfaction it brings such as doing something worthwhile, a sense of achievement, prestige, recognition, opportunity to use and develop abilities, the scope to exercise power and companionship.

Mother's education is the strongest alternative explanation to any observed association between job and child outcomes which can make strong influence on the quality of maternal employment also. The level of maternal education is particularly beneficial for the child because the mother typically spends more time with children than the father. Mother's employment decreases mother's time spent with the child, but that time spent by mothers with their children is affected by their level of education, where more educated mothers attempt intensive mothering (Hay's 1996) which increases the quality of mother- child interaction. (Menaghan,1994)

Though it is very difficult to combine the responsibility for family and work. Working mother in development sectors are the core of this study. Office work, field work, event attainment, report preparation etc are to mention just a few of the responsibilities they have to fulfill. Hence, this study tried to justify the affecting determinants to cope the situation and parenting practices.

1.2 Statement of the Problem

Striking a perfect balance between personal life and professional life is becoming near to impossible. There is real balance only when the individual feels that she has done justice to all her roles and is satisfied about it. A successful combination of the professional and personal life makes an individual fulfilled. A lot is achieved and the individual is rewarded. The focus on gender knowledge that despite the many changes

in gender roles in the past 20 years, tradition prescribes a different emphasis between work and family for men and women. Working parents often have difficulties in attempting to balance employment responsibilities with family and childcare responsibilities (Families and Work Institute [FWI], 2004b.).

The past four decades have witnessed a significant rise in women's employment, particularly among women with children in the home. This shift has sparked considerable academic debate regarding the consequences of mother's employment for families, and especially for children (Jacobs & Gerson, 2004). These authors argue that maternal employment adversely affect the home, positive parenting and children's life might inadvertently be less patient, less sensitive and less nurturing .

Currently, the high financial demand of families ' poses too much work/ stress on female development workers who are also mothers. This myopically constructed structure of functioning completely biased in favor of work, under rigid circumstances leaves, the worker stressed, pressured, and squeezed with long hours; unable to meet care giving needs; under financial pressures; unhealthy; and conflicted and or demoralized and failing to meet a holistic psychological contract that requires one to attend to other life-related demands beyond work(Bailyn et al, 2001) Within this framework, organizational leaders have not believed. They are often under pressure and distressed in their quest to make it up to their families. So including their personal experience of stress, anxiety, depression can have an adverse effect on the quality of their parenting skills, assertive discipline and on their child adjustment.

It is for these reasons and more that this study is geared towards investigating into the potential determinants for the combination of personal and professional life of working mother and parenting practices. Kotchick, Dorsey and Heller (2005) defined positive parenting as displaying affection and being close to children, monitoring children, and responding to children's behavior in a consistent fashion. Hence, the purpose of the study is to further broaden the understanding of parenting in terms of three aspects: attachment, supervision and warmth.

1.3 Research Question

- i. What are the affecting determinants in combining personal and professional life of working mother?
- ii. What are the parenting practices by working mother?

1.4 Objectives of the Study

The general objective of the study is to find out how working mother combining their professional life with personal life and parenting.

The specific objectives of the study are;

- i. To identify the affecting determinants in combining personal and professional life of working mother.
- ii. To assess the parenting practices by working mother.

1.5 Significance of the Study

One dimension of working quality is the ease with which a person could reconcile work and family life. This reconciliation might be maintained through opportunities for maternity and sick leaves, flexible work schedules or a more supportive workplace environment for women with children. A balanced personal and professional life is an important element of employment and that employed mothers and their children fare better psychologically and developmentally in the presence of policies that foster a supportive environment for balancing personal and professional life.

Although Desai, Chase-Lansdale, and Michael(1989) report that mother's employment decreases mother's time spent with the child, Hays(1996) find that time spent by mothers with their children is affected by their level of education, where more educated mothers attempt intensive mothering(which increases the quality of mother- child interactions).

If there is better combination in between professional and personal life, there can find quality life. And if there is practiced for quality life, parenting practices automatically costs to positive. Hence this study would like to highlights the identification of the affecting determinants for the combination of personal and professional life. This study

would help to better appreciate the effort women put in, in combining their personal and professional life. Children are the most precious gift for parents. But nowadays parents are too busy for many reasons and they have not proper time to demonstrate in details how they would like them to behave. “Have them practice the behavior?” is being a big question. Encouragement along with constructive feedback is lacking. Hence, ultimately, the interest of this research concerned to assess the parenting practices.

1.6 Organization of the Study

The study is organized into five main parts/ chapters;

Chapter one which is the introduction of the study deals with the background, problem statement, research question, objectives of the study, significance of the study and the organization of the study.

Chapter two deals with the literature review for the study. The literature will look at the topic in details, discuss the various variables in the topic and make references to other materials related to it.

Chapters three discuss the research design. Research design includes the rational of site selection, research design, nature and sources of data, sample size and procedure, tools and techniques of data collection, pretest of the tools, data collection, and analysis and interpretation procedures and limitation of the study.

Chapter four presented the maternal characteristics; determinants; family characteristics; professional -Personal life combination and positive parenting practices related findings presented through tabulation and figures and analyzed.

Chapter five summarizes the entire study, research findings and concludes the research.

CHAPTER - II

LITERATURE REVIEW

Once a person is born, life for him/her on earth has begun; s/he grows from an infant to a toddler, teenage and then an adult. At the adult stage, one is faced with so many responsibilities which include building up one's self through education and other life experiences, finding work/choosing a carrier, marriage and then raising a family. These stages are not without its twists and turns but once we are alive, we owe it a duty to ourselves to keep up with all the hustling and bustling of it, to make you a full blown person. The only option left for us therefore is to balance everything that comes our way, in order to achieve a progression. This chapter reviews a number of literatures that have already been done on related to this topic, to help reader acquaint themselves with the concepts, principles and policies concerning work- life balance. The main topics to be discussed here include; work-life balance, intensive mothering Ideology and positive parenting.

2.1 Works-Life Balance

Work-life balance is how well an individual is able to manage their professional life as an employee and at the same time being able to coordinate their social life alongside in order to achieve a comprehensive personal satisfaction. In this sense, most women work part time so they can take care of their home. Work-life balance for any one person is having the 'right' combination of participation in paid work (defined by hours and working conditions) and other aspects of their lives. This combination will change as per people move through life and have changing responsibilities and commitments in their work and personal lives.

Typically, the "life" part of work-life balance refers to personal obligations (car maintenance or doctor's appointments), hobbies (stamp collecting or knitting) or other recreational activities (playing basketball or attending concerts), and non-work associations(family and friends) or social groups(Rouda,1995).

According to Jim Bird as quoted by Joshi et al (2002), work life balance is a meaningful achievement and enjoyment of work, family friends and one's self. Work life balance does not only look at what an organization does for an individual but also includes what an individual do for themselves. One of the vehicles to help provide attainment of both personal and professional goal is work life program and training. When well-structured, and facilitated, work-life balance will aid in career progression even in 'an anti-change' environment.

Work-life balance policies are not uniform in their intentions or effects. Some work-life balance policies are designed to fit people's lives around work by minimizing any outside interference with work. Intentionally or unintentionally, this can enable a long hour culture, which is unlikely to be "balanced" with non-work activities. Some work-life balance policies are aimed at fitting work around the other aspects of people's lives. for example, term- time working has this goal(Yasbek, 2004)

Convention No. 156 requires that signatories 2 make it an aim of national policy that all workers with family responsibilities – both women and men – can engage in employment without discrimination or, as far as possible, conflict between work and family obligations. To this end, the Convention puts forward a set of policy devices including leave policies, social care services, social security, flexible working time and work organization arrangements 3 and workforce reintegration policies as well as gender-responsive awareness-raising and education (Articles 4–7). More recently, the International Labour Conference (ILC), through the 2009 Conclusions concerning gender equality at the heart of decent work and the 2011 Conclusions concerning the recurrent discussion on social protection (social security), has called for measures to facilitate reconciliation of work and family responsibilities for women and men, effective access to comprehensive social care services for dependents and maternity protection. 4 In 2010, as part of the Millennium Development Goal (MDG) Acceleration Framework, the United Nations identified leave policies and infrastructure for childcare and dependent care as key to speeding up progress in respect of the attainment of MDG1 (Poverty reduction); MDG3 (Gender equality); MDG4 (Child mortality); MDG5 (Maternal health); and MDG6 (HIV/AIDS and other diseases) by 2015. This counters the view that work–family reconciliation is relevant only to high-

income countries; it is also essential for improving livelihood strategies and social protection in the informal economy.

A failure to address work-family conflicts has negative impacts not only on the employment opportunities and job quality, health and productivity of the workers developing countries. The reconciliation of work and family is to be viewed as integral to social protection strategies and programs aimed at enhancing the social and economic security and well-being of families and, in particular, of working mothers. If properly designed, work- family reconciliation measures can also contribute to gender equality both in the labor market and in personal life.(Governing Body-GB.312/POL/4;ILO)

The long-term goal of the Labour and Employment Policy 2062 (Nepal) is to provide productive, non-discriminatory, exploitation-free, decent, safe and healthy work opportunities for citizens of the working ages by building an environment of friendly investments, in addition to building and managing a labor market that contributes to the national economy so that it can compete at the global level. Employment is a subject that is dynamic, multifaceted and dependent upon the pace, structure and nature of economic growth. Higher productivity calls for, along with economic growth, establishment of cordial labour relations based on mutual trust and benefit. Growth in productivity could set off a virtuous cycle that boosts investments, thus generating added employment opportunities. Therefore, it is necessary to maintain balance between the labour market elasticity, productivity and social security. Perceiving the need for a distinct policy for the labour sector, Government of Nepal has formulated and enforced the 'National Labour Policy 2056'. The enforcement of that policy has made it possible for the Nepalese labour sector to take on a concrete shape and for the efforts for organizing and streamlining the labour sector to proceed along the International Labour Organization's (ILO) basic guidelines. (Labor and Employment Policy, 2062, www.lawcommission.gov.np)

2.2. Intensive Mothering Ideology

Mothering consists of historically and culturally variable practices of nurturing and caring for dependent children. The practice of mothering is constructed by women and men in specific historical circumstances, organized by gender and consistent with

prevailing cultural beliefs about gender (Glenn, 1994). For the most of the 20th Century 'the most powerful visible and self-consciously articulated'(Hays:1996)

..... Responsibility for mothering rests almost exclusively on one woman (the biological mother), for whom it constitutes the primary if not sole mission during the child's formative years. The corollary view of children is that they require constant care and attention from one caretaker (the biological mother) (Glenn, 1994)

This view is called ' the ideology of intensive mothering, by Sharon Hays(1996). It declares that mothering is exclusive, wholly child centered, emotionally involving, and time-consuming. The mother portrayed in this ideology is devoted to the care of others and self-sacrificing (Arendell, 2000). It rests on the assumption that a woman will become pregnant, remain pregnant, and bear a healthy child. In other words, it assumes a seamless progression from conception to birth. An intensive mother is held and holds herself accountable for keeping her children fed and housed and 'for shaping the kinds of adults these children wil becomes. Working class, poor, professional class, and affluent mothers believe child rearing should be child-centered and emotionally involved, but they vary in their interpretations and practices. Feminist scholars have shown that the persistence and growth, in intensity of intensive mothering ideology serves the interest of men, 'capitalism, the state, the middle class and whites'(Hays, 1996).

In the cultural contradictions of Motherhood, Sharon Hays writes that the ideology of intensive mothering is dominated by and exhibits a logic of family and intimate(private) life that requires moral commitment to 'relationships grounded in affection and mutual obligations. This logic is opposed to the logic of (public) economic and political life that demands a moral commitment to 'the individualistic, calculating, competitive pursuit of personal gain.' In other words, the ideology of intensive mothering is in tension with a central value in modern western culture of 'the efficient, impersonal, competitive pursuit of self -interested gain above all else'.

Intensive mothering is, or at least represents, part of a struggle in modern society, ' a fundamental and irreducible ambivalence about a society based solely on the competitive pursuit of self-interest. To mark and to avoid an artificial dichotomization in both intensive mothering and feminist theorizing about intensive mothering, Patricia

Hill Collins advocates use of the term 'mother work' instead of 'motherhood' in her analysis (Collins, 1994). In her view, one that I share, mothering practices themselves blur dichotomization. This blurring is exemplified in the two narratives examined here, even though they cannot possibly represent (but instead hint at) the complicated and manifold ways in which mother work is located in place, time and also networks of patterned relationships, social practices and institutions, which themselves are constantly in flux.

Among other things, the ideology of intensive mothering obscures power and inequality in the practice of mothering its domination of motherhood and self work that mothers do. It obscures the extent to which mothering is 'an arena of political struggle' that includes multiple, shifting and interesting dimension of power relations, identified by Evelyn Nakano Glenn as 'inequality between men and women, between dominant and subordinate racial groups, between colonizer and colonized.' (Glenn, 1994). Male domination and gender inequality work 'in tandem with racial domination and economic exploitation' to shape the mothering experiences of women (Collins, 1994)

Despite the 'real-life' variety of practices and arrangement of mothering intensive mothering is a normative standard against which all mothering practices and arrangement in US society are evaluated (Hays 1996). A variety of deviancy discourses derive from this ideological construct of mothering, aimed differentially at mothers who do not confirm to this script (Arendell, 2000). Targets of these discourses are mothers who do not conform to the narrative of heterosexual marriage followed by the birth of healthy children and full-time devoted motherhood: including welfare mothers, single mothers, lesbian mothers, birth mothers, adoptive mothers, mothers who break contractual agreements or assert their autonomy in the process of utilizing reproductive technologies, and mothers of children with disabilities. Even those mothers who disagree with and/ or who do not conform to the ideology of intensive mothering are nonetheless affected by it. They are judged by others according to how closely their practices fit with it and position themselves against it. (Arendell, 2000)

Although motherhood and fatherhood ideals have changed over time, fathers are embracing new roles more slowly than mothers. Studies of the relationship between parents' gender and parenting found that mothers report more work-family conflict than fathers (Dilworth, 2004). This reflects the fact that mothers are still doing the majority

of childcare and housework (Mason, 2004). Even motherhood is changing, mother's accessibility continues to be seen as pivotal to child development even among working mothers.

2.3 Positive Parenting

Parents play an integral role in their child's development and behavior. Parents can be described as a child's first teacher, since they are present early in life, and spend a great amount of time with their child (Sanders, 2012). Effective parenting strategies are associated with positive outcomes, such as prosocial skills and reduced likelihood of conduct problems, whereas ineffective parenting practices are associated with negative outcomes, such as delinquency in adolescence (Asmussen, 2011).

There has been extensive research examining which parenting strategies are more effective than others. Three parenting styles have been identified by Baumrind (1971), that vary along the dimensions of warmth and control. The first parenting style is authoritarian, in which parents have high levels of control and low levels of warmth. These parents value hard work, have high expectations for their children, and expect their children to obey them. Authoritarian parents may be more likely to use harsh discipline. The second style is authoritative, in which parents have high levels of both control and warmth. Authoritative parents use a democratic approach, respect their children, have high expectations, but are also warm and supportive of their children. The third style is permissive, in which parents have low control but high warmth. These parents take "laissez-faire" approach to parenting, and use very little punishment, and have few demands of their children (Baumrind, 1971). A fourth parenting style, neglectful parenting, was identified by Maccoby and Martin (1983). Parents who are neglectful are low on both control and warmth. They are emotionally unavailable, and may be abusive toward their children.

Baumrind (1996) views parenting as a combination of parental "demandingness" and responsiveness" with respect to parent child interactions. Demandingness is defined as high parental expectations for a child's behaviors. Responsiveness is defined as the parent's prompt response to a child's needs as well as acceptance and encouragement

of the child's point of view. When parents are high or low on these parental characteristics it results in three parenting styles.

Research has shown that these parenting styles are related to child behavior. Authoritative parenting is associated with the best outcome, as children exposed to authoritative parenting tend to have a secure identity, higher self-esteem, autonomy, prosocial behavior, achievement, and less risk of mental health problems compared to children exposed to other parenting styles. Children of authoritarian or permissive parents tend to lack independence and do not take responsibility for their own actions. Neglectful parenting is associated with the most adverse child outcomes. Overall, this research suggests that parental warmth and control are related to the best outcomes for the child, and that harsh discipline, inconsistent parenting, poor supervision, and lower warmth are related to negative child outcomes, such as poor mental health and poor behavior (Asmussen, 2011).

In Social Learning Theory terms, the most adaptive parenting skills for eliciting positive child outcomes is authoritarian because these parents model collaborative problem-solving and positive relationships, establish reasonable expectations for child behavior, and are consistent in their disciplinary approach. Parents who use harsh discipline may communicate to their child that aggression is an appropriate way to interact with others. In addition, when parents are inconsistent in disciplinary practices, it is less clear to children what behavior is expected of them.

Authoritative parents include having consistent discipline, warmth, democratic decision-making, and monitoring of the child, among other skills. Parenting styles and characteristics play an important role in the development and maintenance of internalizing and externalizing behavior. Children who have externalizing problems are more likely to have parents who have lower socioeconomic status, use hostile parenting strategies, and have low warmth, low parental monitoring, problematic attachment, high psychological and behavioral control, lower perceived involvement, higher decisional autonomy granting, and poor communication (Lee & Bukowski, 2012). In addition, children with externalizing behaviour tend to elicit less effective parenting strategies from their parents (Reitz et al., 2006).

Snyder (2005) conceptualizes positive parenting as “quality time.” This author found through interviewing 220 parents that being a good parent means spending quality time with the children but quality time was defined in three different ways. Some parents believe that quality time is a special time that parents and children spend away from the home and their regular routine. These parents preplan this time in the form of a vacation or special event (“structured-planning parent”). Other parents believe that the child should be the center of the family and the child’s interests or hobbies should determine family activities (“child-centered parent”). Lastly, “time-intensive” parents believe that the amount of time family members spent together was more important than what they do or whether interactions were positive or negative. Demo (1992) views positive parenting in terms of three specific characteristics: “engagement” (one-on-one time), “accessibility” (parents are nearby and available), and “responsibility” (being responsible for the child’s care and needs). Similarly, Kotchick, Dorsey and Heller (2005) defined positive parenting as displaying affection and being close to children, monitoring children, and responding to children’s behavior in a consistent fashion.

There are five core principles of positive parenting in Triple P, which were chosen based on research in developmental psychopathology. Each principle is designed to address risk and protective factors that are related to mental health outcomes in children. Specific child management skills are taught to parents in the Triple P program that are related to these principles, such as monitoring child behaviour, using attention as a reinforcement, providing clear instructions, and using time outs (Sanders, 2012).

The first principle is a safe and engaging environment. Children should be provided with an environment in which they are able to explore in a context that is safe. Parental monitoring and supervision is a key aspect of this principle. This monitoring promotes healthy development, and can help prevent injuries (Sanders, 2012).

The second principle is a positive learning environment, meaning that parents should respond positively to child-initiated interactions. From a social learning perspective, the parent models calm and pleasant interactions in the home. In addition, children are provided attention when they initiate interactions in an appropriate manner, and so have a reduced need to use mal adaptive strategies to get attention. Parental responsiveness is important because children who experience a stable and positive home environment have increased cognitive development (Sanders, 2012).

The third principle is assertive discipline, which presents alternatives to coercive and ineffective discipline practices. Parents are discouraged from shouting, threatening, and using physical punishment. Some of the alternative strategies encouraged are discussing rules, using time outs, and planned ignoring, all of which have been shown to be more effective as parenting strategies than are coercive practices (Sanders, 2012).

The fourth principle is realistic expectations, which encourages parents to have developmentally appropriate expectations for their children. This principle is important because it is more common for parents who are at risk for abusing their child to have unrealistic expectations of their child's abilities (Sanders, 2012).

The fifth principle is parental self-care, which encourages parents to tend to their own well-being so they can be better parents. They are taught to see parenting as part of a larger context in which their own well-being is important. Parents' own mental health, including their personal experience of stress, anxiety, depression, and romantic relationship quality, can have a negative effect on the quality of their parenting skills, and on their child's adjustment (Sanders, 2012).

One way employed mothers are changing the intensive mothering time commitment is by having other people provide childcare. For example, a study of successful financial executive mothers found that they increased their mothering time by using technology (i.e. by phone, email and fax) to stay in contact with their children and by hiring experienced childcare providers to serve as substitute mother (Blair-Loy, 2001).

These mothers may justify their child's additional daycare time as an opportunity to learn important life skills such as how to get along with others. Researchers have found that children of employed mothers that spent time in daycare were more independent, had higher academic scores, and had less traditional gender attitudes about women than non-employed mothers whose children did not attend daycare (Hoffman & Youngblade, 1999). Fathers are also becoming more involved in childcare which encourages the father-child bond built through shared experiences (Bianchi et al., 2004). In fact, fathers have been identified as providing helpful and unique resources to their children through modeling of progressive gender and work roles, as well as their connection to community members (McLanahan and Sandefur, 1994). Another approach employed mothers may use to modify the intensive mothering ideology is to

redefine how motherly love is displayed. These mothers may view positive parenting as the quality of time between mother and child which means they may set aside short periods of special time to spend with children (structured-planning) or their child's activities may shape how they spend their free time together (child-centered).

These mothers describe good 'mothers as being psychologically and emotionally available rather than always physically present (Johnston & Swanson, 2007). When employed mothers are not home they may use telephone, text message, or internet conversations as a way to be accessible and provide care to their children. These mothers attempt to alternate the time dedicated to the mother and worker role throughout the day (Heiss, 1981). These mothers also realize that there will be times in which work requires more time which means reducing their mothering. These mothers may justify reformulating mothering because they see their financial provider role as making it possible to purchase important items to care for their children (i.e. summer camps, athletics, and tutoring). From this perspective, motherly love is shown by being able to provide resources that help children's life success rather than increasing their parenting. As a result, some mothers may reduce their time in positive parenting (or keep it the same) when faced with greater work-family conflict because they view their children as benefitting from other quality care providers and their incomes.

2.4 Conceptual Framework

The conceptual framework is one of the important elements that guide and frame the research. This study is primarily focused on assessing determinants of combining professional and personal life of working mother. Determinants are crucial whichever level at it is. It directly affects for family aspects and which ultimately affects for professional personal life combination practices and positive parenting practices which is tried to presented below.

Working mother are trying their best in the positive parenting practices in terms of attachment, supervision and warmth, will help to build better relation of mother and children.

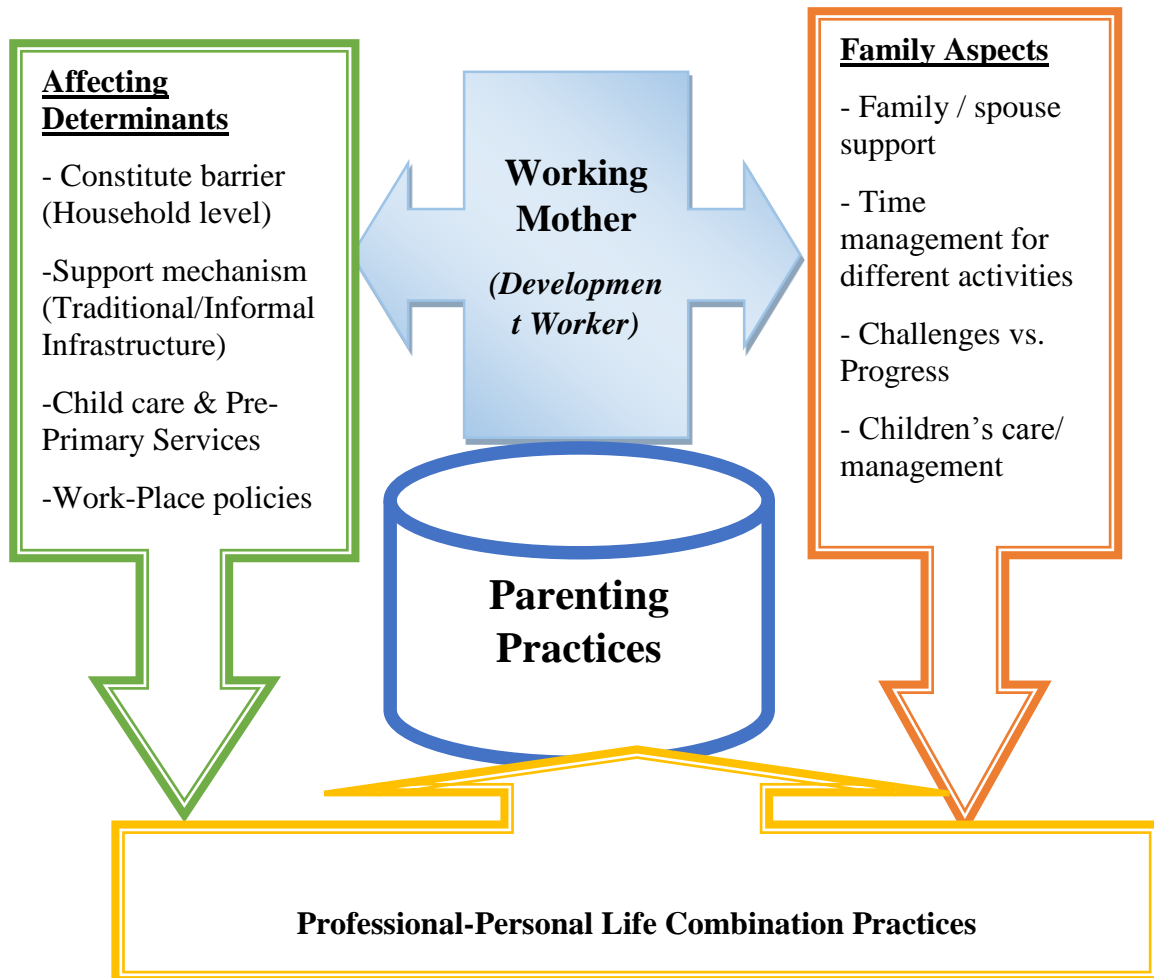


Fig 1: Conceptual Framework

CHAPTER - III

RESEARCH METHODS

Method and procedure of the study is the main organ of the research. It was a way of study. This chapter describes the rational of site selection, research design, nature and sources of data, sample size and sampling procedure, tools and techniques of data collection, pretest of tools, data collection procedure, data analysis and interpretation procedure and limitation of the study in details of each subsections, interpretation of each section in detail.

3.1 Rational of Site Selection

The mother's employment status does have effects on families and children. Full time employed mothers have time stuff to spend with their children but this effect diminishes with. Indeed, most seem in the working class, employed mothers indicated a higher level of well-being than full-time homemakers and this, in turn, affects their parenting in positive ways. As a development worker mother I has such an experience. So that this topic is chosen as my research area.

Most of the INGOs are located in Kathmandu Area. Hence Kathmandu is selected as study area. There are many INGOs in Kathmandu however there are no accessible information for any types of research related with these organization. Hence respondents from these INGOs; Save the Children, Help Age International and Helvitas are selected on convenience approach.

3.2 Research Design

The research design is a general plan of how a researcher intends to go about in answering their research questions. It guides the researcher in planning and implementing the study in a way that is likely to achieve the intended goals. (Saunders, et al, 2009, p.136) There are two main approaches used in gathering and analyzing data: descriptive and analytical. Descriptive Research aims at describing a particular state of affair or an incident. It does not provide any reason as such why,

how, when and by whom a particular event happened. It does not consider any facts or findings. On the other hand an analytical research answers questions why, how, when and by whom the incident happened. It provides suitable reason. It is an in depth study.

This research is designed to assess the affecting determinants and parenting practices which aims at describing the status not depth reason behind it. Hence, the research strategy used was descriptive.

3.3 Nature and Sources of Data

Both Quantitative and Qualitative types of data were used. Mostly both data were derived from primary sources.

This report depends upon 2 sources:

- Primary Sources: Primary data have been collected from original source that is from the working mother. This gave the researcher first-hand information which has not been used before. The data gathered were aimed through the use of questionnaires.
- Secondary Sources: This 'second hand' data were obtained from existing data that have been used before. This includes; journals, articles, books, thesis and reports. The use of this source will give the researcher more information into combining professional- personal and parenting practices.

3.4 Sample Size and Sampling Procedure

Convenience sampling (also known as availability sampling) is a specific type of non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study. This sampling method involves getting participants wherever we can find them and typically wherever is convenient.

The convenience sampling technique was used for this research because the universe of working mother is indefinite and respondents were a typical representative of working mother with research issue. The study was in descriptive nature, so, 30 development worker mothers were selected. The rational for selecting 30 working mother was that those targeted population having such experience is considerable position to find out.

3.5 Tools and Techniques of Data Collection

Questionnaire totaling up to 30 persons were sent out through email to those working mothers associated with different INGOs and a follow up was made by researcher weeks after, to collect reply back.

3.6 Pretest of the Tools

Questionnaires were pre-tested for 4 working mother of different NGOs (Tuki Association Sunkoshi and MahilaAatmaNirvarta Kendra Sindhupalchok, Nangshal Association-Kavrepalanchok and Child Development Society-Kapan Kathmandu to reduce possible minor error and to make practicable, simple and easier. After tool test, it was finalized by discussion with concerned supervisor.

3.7 Data Collection Procedure

After consultation with supervisor, the researcher prepared the tentative list of possible participants for the study. A structured questionnaire sets was sent through email and a follow up was made by the researcher weeks after, to collect them. Prior to send an email, discussion and consent for research purpose was taken from all the respondents.

3.8 Data Analysis and Interpretation Procedure

The data collected was analyzed using the Statistical Package for Social Science (SPSS). This program was adopted because of its simplicity and easier use in the analysis of data collected by representing data in figure. The results obtained was also presented using frequency table, cross table, bar graphs, pie charts and descriptive statistics (mean value).

3.9 Limitation of the Study

The purposed study is fulfillment of academic requirement of Master of Arts in Sociology, Tribhuvan University, Central Department of Sociology, Kirtipur Kathmandu Nepal. All study has its own limitation. It is impossible for a student to study about the entire *development worker mother* of Nepal due to lack of resources

and time. The research concerned only on development worker mother through convenience way within given budget and short time. So, the study area limited to Kathmandu valley. The research has carried out making development worker mother, a prime concern. The study sample is small, so the finding may not always be generalized but this report can typically represent the the situation of development worker mother and positive parenting practices.

The study is only the study of those mothers who are working in an international non-government organization (INGOs) and not to make general assumption about whole development worker mothers in national non-government organization (NGOs) and Government officials of Nepal. In other words the main objective of the study is to explore the specific knowledge connected to this particular case not to make generalization

CHAPTER- IV

DATA ANALYSIS AND INTERPRETATION

In this chapter, the data collected are presented, analyzed and the results interpreted. As earlier mentioned in chapter one, the study sought to identify the affecting determinants in combining personal and professional life and assess the positive parenting practices by working mother. The analysis is guided by the research questions designed for the study.

The presentation, discussion and analysis of data in this chapter are divided into three main sections: background data of respondents, the main data and result of open ended question give to the working mother respondents. 30 out of 30 questionnaires distributed were retrieved, giving 100% rate. Data collected were analyzed using the Statistical Package for Social Science (SPSS). The presentation of the data in this research is done by way of descriptive statistics, frequency tables, cross tables, graphs and pie charts.

The questionnaire used for this research contained positive statement related to affecting determinants in combining professional-personal life, practices, family support and positive parenting practices. All questions were asked with responses based on the level of agreement scale. This approach allocates weights to the frequencies of the responses. For purpose of analysis, a weight is calculated by adding percentages for strong agree, agree, as well as neutral and those for disagree and strong disagree. Greatest determines of the general responses were calculated by descriptive statistics MEAN value.

The following is a presentation of the data collected.

4.1 General Information

4.1.1 Background Data of the Respondents

This covers the background information of respondents. It comprises age, caste/ethnicity, religion, qualification, no of children and age of children.

4.1.1.1 Age and Qualification Composition of Respondents

The age structure, aging and qualification of staff has a direct impact on the overall efficiency of the working organization, affecting among other things;

recruitment and training needs, knowledge management, succession planning, separation benefits and accrued liabilities. It has to be proactively managed and effectively monitored. Any organization should be guided, not by a prior goal to have a younger or an older staff, but to secure, maintain and develop an optimal intellectual and professional capacity, among other methods through a balanced age structure.

A balanced age structure, in the view of the inspectors, signifies a combination of professionals from younger and older age groups capable of providing the required knowledge, expertise and capacity to implement the various program and activities of the organizations in an efficient and cost- effective manner. Hence the scenario of working mothers are presented in below table.

Table 1 : Age of the Respondents * Qualification Cross Tabulation

			Qualification		Total
			B.A.	MA	
Age of the Respondents	25-30 Yrs	Count	4	3	7
		% of Total	13.3%	10.0%	23.3%
	31-35 Yrs	Count	1	9	10
		% of Total	3.3%	30.0%	33.3%
	36-40 Yrs	Count	-	8	8
		% of Total	-	26.7%	26.7%
	41-45 Yrs	Count	2	3	5
		% of Total	6.7%	10.0%	16.7%
Total		Count	7	23	30
		% of Total	23.3%	76.7%	100.0%

Source: Field Survey, 2016

From table 1, largest portion of respondent 76.7% were found masters level completed. Among them, largest respondents 30% were from 31-35 yrs age group and 26.7% were from 36-40 yrs age group. Remains 10%, 10% were from 25-30 yrs and 41-45 yrs age group.

In another hand, bachelor completed respondents found about less than one third, 23.2%. Among them; highest portion 13.3% were from age group 25-30 yrs. Likewise 6.7% were from age group of 41-45 yrs and 3.3% were from age group of 31-35 yrs.

Findings of study reveals that younger professional level staffs average is higher which ultimately orient for regulatory or normative functional of organization.

4.1.1.2 Caste and Religious Composition of Respondents

It is so-called that, Nepal is a country of four castes and thirty-six different sub descendants. It is also known as a country of multilingual, multi-religious and multi-ethnic society. There was not any system of keeping the record of different castes of people from 1911 to 1981 census. It was for the first time in 1991 census, above 60 different castes and ethnicities were enumerated with their percentage. The total number of castes identified in the census of 2011 was 125, an increase from 100 in 2001 and from 60 in 1991. The increase in the number of castes in the census of 2011 was mainly due to people's awareness of their identity. Chhetri is the largest caste in terms of number (16.6%) as has been the case in all censuses, followed by Hill Brahmin, Magar, Tharu, Tamang, Newar, Kami, Musalman, Yadav and Rai. Substantial population increases in Kami, Patharkata, Hylhmo, Badi and Munda were recorded in 2011. However, the population of these castes is low in number. On the contrary, the population of Kayastha, Raute, Rai, Nurang, Kisan, Sunuwar, Sherpa, Bhote, Lepcha and Chidimar was less in 2011 compared to 2001. Twelve sub groups that were under Rai in the previous census were reported and classified separately in 2011

The majority of population in Nepal is Hindu, followed by Buddhist. There are people of other religions like Muslim, Kirant, Christian, Jain, etc. Nepal was once constitutionally a Hindu Kingdom, though today it is a secular state. Now, other religions are also equally respected and there is no discrimination among different religions. According to Census 2011, there are ten types of religion categories. Hinduism is reported to be the religion of 81.34% of the population followed by

Buddhism (9.04 %), Islam (4.38%), Kirat (3.04 %), Christianity (1.41%), Prakriti and Bon. Christianity has seen a substantial increase in the number of its followers in the last ten years, although the number is still small compared to other religions. (*Population Monograph of Nepal 2014*)

Table 2 : Caste of the Respondents * Religion Cross Tabulation

			Religion				Total
			Hindu	Bouddha	Islam	Others	
Caste of the Respondents	So-called Dalit (Kami & Sarki)	Count	5	-	-	-	5
		% of Total	16.7%	-	-	-	16.7%
	Disadvantages Janajati (Magar, Tamang & Limbu)	Count	4	2	-	1	7
		% of Total	13.3%	6.7%	-	3.3%	23.3%
	Yadav(Tharu)	Count	1	-	-	-	1
		% of Total	3.3%	-	-	-	3.3%
	Muslim	Count	-	-	2	-	2
		% of Total	-	-	6.7%	-	6.7%
	Newar	Count	3	1	-	-	4
		% of Total	10.0%	3.3%	-	-	13.3%
	Brahmin & Cheetri	Count	11	-	-	-	11
		% of Total	36.7%	-	-	-	36.7%
Total	Count	24	3	2	1	30	
	% of Total	80.0%	10.0%	6.7%	3.3%	100.0%	

Source: Field Survey, 2016

The above table gives a data representation of caste of respondents. Highest respondents 36.7% respondents were represented from Brahmin & Cheetri ethnic groups and least 3.3% were from Yadav(Tharu) ethnic group both followed by Hindus. 2nd highest 23.3% respondents were represented from disadvantages Janajati (Magar, Tamang and Limbu) ethnic groups followed by 13.3% Hindus, 6.7% Bouddha and 3.3% other (kirat). Likewise, 16.7% so-called Dalit followed by Hindus whereas 13.3% Newar ethnic group followed by 10% Hindus and 3.3% Bouddha. Remaining 6.7% respondents were from Muslim ethnic group followed by Islamic.

4.1.1.3 No and Age Group Composition of Children

In recent years, more mothers of young children have entered the paid labor force. The labor force participation rate (the percentage of the population working or looking for work) for women with children under age 6 was 68 percent in 2011, up from 63 percent in 2005, according to PRB's analysis of new American Community Survey (ACS) data. The labor force has become slightly more female with the rising share of women predominantly mothers with young children and the decline in the share of employed men in the labor force. (<http://www.prb.org>)

Table 3 : No of Children * Age Group of Children Cross Tabulation

			Age Group of Children				Total
			<1 Yrs	1-5 Yrs	6-10 Yrs	11-15 Yrs	
No of Children	1	Count	4	11	3	4	22
		% of Total	13.3%	36.7%	10.0%	13.3%	73.3%
	2	Count	-	2	2	4	8
		% of Total	-	6.7%	6.7%	13.3%	26.7%
Total		Count	4	13	5	8	30
		% of Total	13.3%	43.3%	16.7%	26.7%	100.0%

Source: Field Survey, 2016

As shown in above table, respondents with only a child were 73.3% and two children were 26.7%. None of them had not than two children.

Out of single child bearer respondents(73.3%) , 43.3% had children aged between 1-5 yrs, 26.7% had 11-15 yrs, 16.7% had 6-10 yrs and 13.3% had >1 yr child. Likewise, out of 2nd child bearer respondents (26.7%), 13.3% had 11-15yrs aged children. Consequently, 6.7%, 6.7% had children of aged between 6-10 yrs and 1-5 yrs. Study reveals that mothers with children under in the work has risen sharply, the rate for all working-age adults has remained relatively flat.

4.1.2 Work Related Data of the Respondents

This covers the work related information of respondents. It comprises working department, recent position, and service year in development sector, monthly income and spouse profession of respondents.

4.1.2.1 Respondent's Department and Service Year

Development organization needs the dynamism, creativity and innovative spirit of the younger generation, who have the benefits of a modern education, up-to-date knowledge and technological awareness. Combined with the experience and wisdom of the older generation, their knowledge and dynamism will be an asset to the organization system in meeting the challenges facing the world. The Inspectors believe that the administrative limitations that exist in some organizations relating to the immediate recruitment of professionals from these channels should be reviewed. The regulations should be made more flexible to enable these sources to be transformed into an effective means of recruiting young professionals. In addition, the Inspectors suggest special recruitment drives should be undertaken in higher educational, research and academic institutions around the globe, to attract young professionals. Hence, the findings of staff retains on as per working department is mentioned in below table.

Table 4 : Respondent's Department * Service Year Cross Tabulation

			Service Year in Development Organization				Total
			<1 Yrs	2-4 Yrs	4-6 Yrs	6 Yrs+	
Respondent's Department	Program	Count	-	3	2	6	11
		% of Total	-	10.0%	6.7%	20.0%	36.7%
	M&E	Count	-	-	1	3	4
		% of Total	-	-	3.3%	10.0%	13.3%
	HR	Count	-	-	1	-	1
		% of Total	-	-	3.3%	-	3.3%
	Finance	Count	1	1	2	1	5
		% of Total	3.3%	3.3%	6.7%	3.3%	16.7%
	IT	Count	-	-	-	2	2
		% of Total	-	-	-	6.7%	6.7%
	Support Service	Count	1	1	1	2	5
		% of Total	3.3%	3.3%	3.3%	6.7%	16.7%
	Others	Count	-	1	1	-	2
		% of Total	-	3.3%	3.3%	-	6.7%
Total		Count	2	6	8	14	30
		% of Total	6.7%	20.0%	26.7%	46.7%	100.0%

Source: Field Survey, 2016

From above table, 36.7% respondents belonged to the program department. 16.7% respectively belonged to the finance and support service department and 6.7% were respectively IT and others departments. 13.3% respondents were from M&E department and least 3.3% were from HR department.

As shown in above table, highest 46.7% respondents had served in development sector more than 6 years were. Among these, 20% were from program, 10% from M&E, 6.7% and 3.3% were from Finance department. Likewise, 26.7% engaged between of 4-6 yrs. Among them, same frequency 6.7% were from program and finance department and another same frequency 3.3% were from M&E, HR, support service and other department. Other 20% respondents were experiencing in between of 2-4 yrs. Among them, 10% were from program department and same frequency 3.3% were from finance, support service and other department. Only 6.7% had less than 1 yrs experience in development sector experienced from finance and support service sector 3.3% respectively.

Study reveals that the average service age of staff in the professional category is higher than among the general service staff, but the difference is not very significance. The general service staff tend to start younger and serve for longer in the organization.

4.1.2.2 Respondent's Position and Monthly Income Composition

People at work: persons involved in the production of goods and services. As production requires working time and human capital, firms and other organizations pay people, providing them with a key component of their income. Employees are paid on the including by hourly wages, by piecework, by yearly salary, or by gratuities as per their position. Hence, the findings regards respondents' position and monthly income is presented in below table.

Table 5: Recent Position * Respondent's Monthly Income Cross Tabulation

			Respondent's Monthly Income			Total
			<50,000.00	50,001.00-100,000.00	100,001.00-150,000.00	
Recent Position	Associate	Count	4	2	-	6
		% of Total	13.3%	6.7%	-	20.0%
	Officer	Count	-	14	1	15
		% of Total	-	46.7%	3.3%	50.0%
	Coordinator	Count	-	3	3	6
		% of Total	-	10.0%	10.0%	20.0%
	Manager	Count	-	-	3	3
		% of Total	-	-	10.0%	10%
Total		Count	4	19	7	30
		% of Total	13.3%	63.3%	23.3%	100.0%

Source: Field Survey, 2016

Above table shows that most of the respondents 63.3% had monthly income in range of 50,001.00-100,000.00. Among them, 46.7% were from officer level, 10% from coordinator level, and 6.7% from associate level. Likewise, 23.3 % had more than 100,000.00 monthly income. Among them, same percentage 10% were from Manager and Coordinator level and rest 3.3% were from officer level. Rest 13.3% respondents had less than 50,000.00 monthly income represented from associate level.

Study reveals that monthly income depends upon service year rather than position. Yearly increased benefit and compensation determine the monthly income status.

4.2 Main Data

This section presents the main data related to the research questions of this research. It comprises subsection on determinants of combining personal and professional life, family related questions, professional-personal life combination practices and Positive parenting practices.

4.2.1 Determinants of Combining Personal and Professional Life.

To deal with this section, the issues involved were sub-divided into 9 different components. Weight of each component is calculated by adding percentages for strongly agree, agree, neutral as well as those for disagree and strongly disagree. Whichever of the sum is greatest determines the general response.

4.2.1.1 The Unequal Share of Care Giving Work between Men and Women at Home

Table 6 represents the experienced expression of respondents' regards unequal share of care giving work between men and women at home.

Table 6 : The Unequal Share of Work * Qualification Cross Tabulation

		Qualification		Total
		B.A.	MA	
Response	Strongly Agree	1 14.3%	11 47.8%	12 40.0%
	Agree	5 71.4%	8 34.8%	13 43.3%
	Neutral	- -	1 4.3%	1 3.3%
	Disagree	1 14.3%	3 13.0%	4 13.3%
Total		7 100.0%	30 100.0%	30 100.0%

Source: Field Survey, 2016

From the above table, it is found that out of total, 12 (40%) respondents; 47.8% were from M.A. and 14.3% were from B.A. were strongly agreed for unequal share of care giving work between men and women at home as a determinants of combining personal and professional life. Likewise, 43.3%

Respondent 13: Because of limited or no sharing of care at home from male members, child care responsibility solely comes under mother's responsibility. That is highly impacting professional growth of women in our society and positive parenting of children. Children are getting less time from their parents and support.

out of total respondents; 34.8% were from M.A. & 71.4% were from B.A. were agreed on this statement. 3.3% were neutral whereas 13.3% only were disagree on this statement.

Majority of the respondents affirm the existence of unequal care giving work between men and women at home of a major determinants of combining personal and professional life of working mother. *Personal opinion of respondent in this regards is mentioned in given box.*

4.2.1.2 Considerably More Time Spend in Unpaid Care Work at Home.

43.3% respondents mother agreed that considerably more time spend in unpaid care work at home and similarly 23.3% were strongly agreed on this statement. 13.3% are neutral on this statement. 20% respondents were disagreed on this statement and no one found for strongly disagree. This information is depicted by figure 1 below.

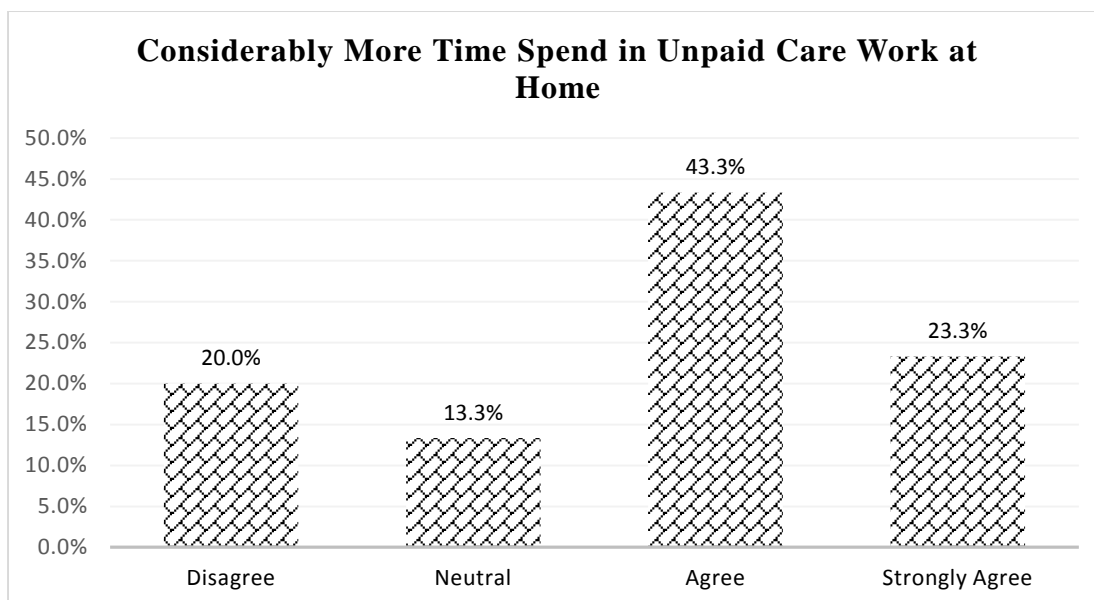


Fig 2: Considerably More Time Spend in Unpaid Care Work at Home

Source: Field Survey, 2016

4.2.1.3 As a Constitute Barrier: Family Responsibility and Child Care

The responses of the respondents to the statement “As a constitute barrier: Family responsibility and child care” with the option strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 7 : As a Constitute Barrier : Family Responsibilities and Child Care

Statement		Frequency	Percent
Response	Strongly Agree	2	6.7
	Agree	15	50.0
	Neutral	10	33.3
	Disagree	3	10.0
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that 50% respondents felt family responsibilities and child care as a constitute barrier as a agreed determinants while 6.7% were strongly agreed on it. 33.3% respondents stayed neutral while 10% were disagree in this regards.

4.2.1.4 Diminish Traditional and Informal Support Mechanism due to Changing Family Structure, Urbanization and Migration

The response of the respondents to the statement “Diminish traditional and informal support mechanism due to changing family structure, urbanization and migration” with the option strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 8 : Diminish Traditional and Informal Support Mechanism due to Changing Family Structure, Urbanization and Migration

Statement		Frequency	Percent
Response	Strongly Agree	9	30.0
	Agree	16	53.3
	Neutral	3	10.0
	Disagree	2	6.7
	Total	30	100.0

Source: Field Survey 2016

As shown in above table, 30% respondents found strongly agreed regards diminish traditional and informal support mechanism due to changing family structure, urbanization and migration is one of the determinants. 53.3% were agreed to this statement as a determinants. 10% were neutral in their response where only 6.7% found disagree on this statement. *Personal opinion of respondent in this regards is mentioned in given box.*

Respondent 29: Due to my joint family privilege I was very lucky to be a working mother which guided me to be positive parenting as well. During my home stay for my second baby I just experienced that how difficult it is to take care of children. Having a support from the entire family members, helpers I was fortunate to give a quality time towards my both children. Now they are studying hard to procure their university degrees. We are a happy parents.

From the above data it can be analyze that due to changing family structure, urbanization and migration, nuclear family structure is enhancing. As a result of this changing scenario, working mother

need be engaged on various aspects herself and it also became an affecting factor or determinants for combining personal and professional life.

4.2.1.5 Mismatch between Working Condition and Family Needs (Unpredictable Working Hours and Non-Standard Work Schedule)

Out of 30 respondents, 46.7% respondents indicate that they experienced the mismatch between working condition and family needs as a determinants whereas 13.3% were strongly agreed on this statement. 20% respondents represented neutral scenario for this statement whereas 10%, 10% represented for disagree and strongly disagree.

Development sectors works are sometimes unidentified and unplanned. Need to take deployed decision in case of emergencies. Hence, unpredictable working hour and non-standard work schedule frequently occurred on working moments. So it is well accepted by respondents also.

Below is a bar graph presentation of the above.

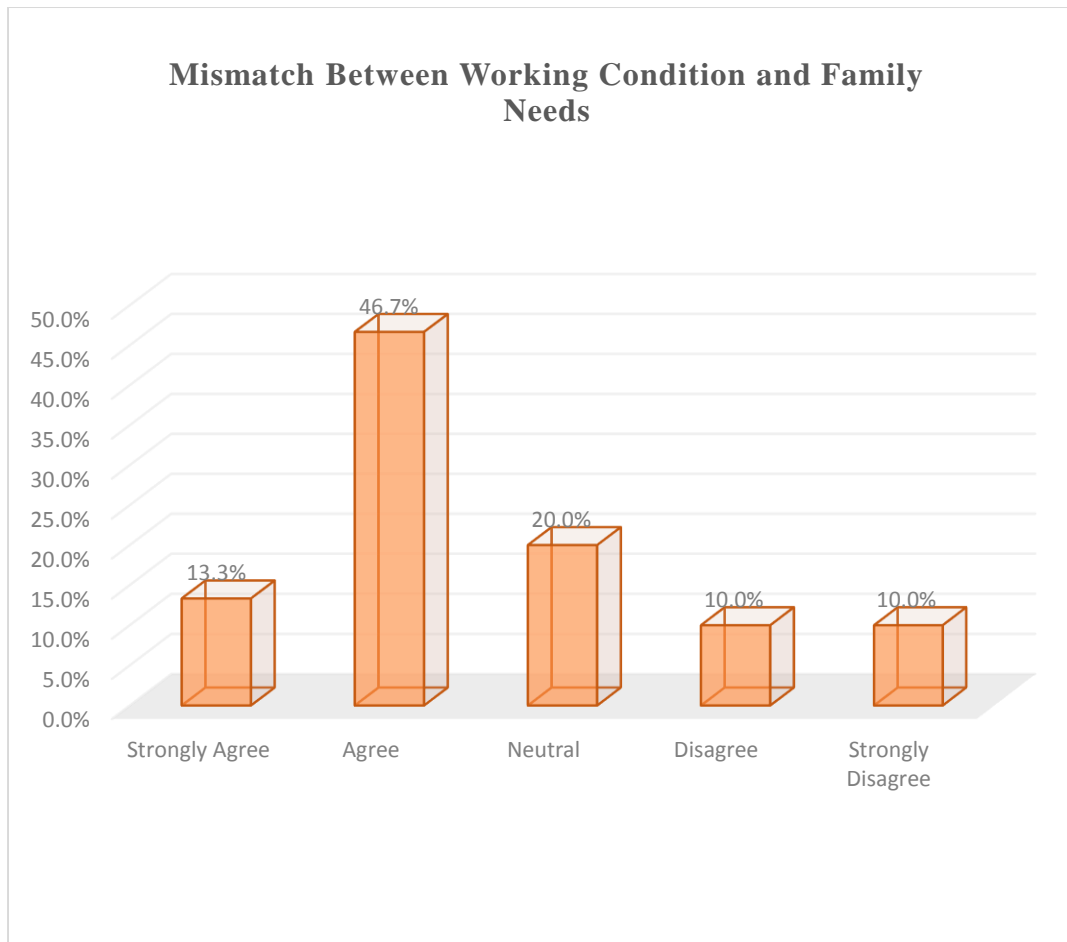


Fig 3: Mismatch between Working Condition and Family Needs

Source: Field Survey, 2016

4.2.1.6 Unfavorable Work-Place Policy Regards Leave, Job Security, Non-Wage Benefits, Social Protection, Career Advancement and Training.

The responses of the respondents to the statement “Unfavorable work-place policy” represents cross tabulation by table 6 with the current position of the respondents.

Table 9: Unfavorable Work-Place Policy * Recent Position Cross Tabulation

		Recent Position					Total
		Associate	Officer	Coordinator	Manager	Above	
Response	Strongly Agree	2 33.3%	1 6.7%	1 16.7%	- -	- -	4 13.3%
	Agree	- -	4 26.7%	2 33.3%	- -	1 100.0%	7 23.3%
	Neutral	1 16.7%	4 26.7%	- -	2 100.0%	- -	7 23.3%
	Disagree	3 50.0%	4 26.7%	3 50.0%	0 .0%	- -	10 33.3%
	Strongly Disagree	- -	2 13.3%	- -	- -	- -	2 6.7%
Total		6 100%	15 100%	6 100%	2 100%	1 100%	30 100%

Source: Field Survey, 2016

From the table 9, it is found that out of 4 (13.3%) strongly agreed respondents, 2(33.3%) were from associate level while 1 (6.7%) were from officer level and 1 (16.7%) were from coordinator level.

Out of 30, 7(23%) & 7(23%) respondents respectively felt agree and neutral on this statement. Mostly strongly agreed were from officer and coordinator level while neutral was from associate, officer and manager level.

10(33.3%) out of 30 respondents belonged to disagree, were from 3(50%) associate level, 4(26.7%) officer level and 3(50%) from coordinator level.

2(6.7%) out of 30 respondents, related with strongly disagree were cent percent from officer level.

The perception of responses towards their workplace policy was found towards neutral and disagree option more rather than agreed section. This implies that the respondents' work place policy is more work-favorable. Hence, such a positive expression was found from this analysis.

4.2.1.7 Narrow and Worsen Gender Inequality in the Workplace.

The responses of the respondents to the statement "Narrow and worsen gender inequality in the workplace" with the options strongly agree to strongly disagree, was found with percentage pie-chart.

It is found that the total of 30 respondents, highest amount the respondents (50%) were disagree series of this statement while 23% were neutral. Only 27% respondents were found agreed on this statement while no one found strongly agreed on this statement.

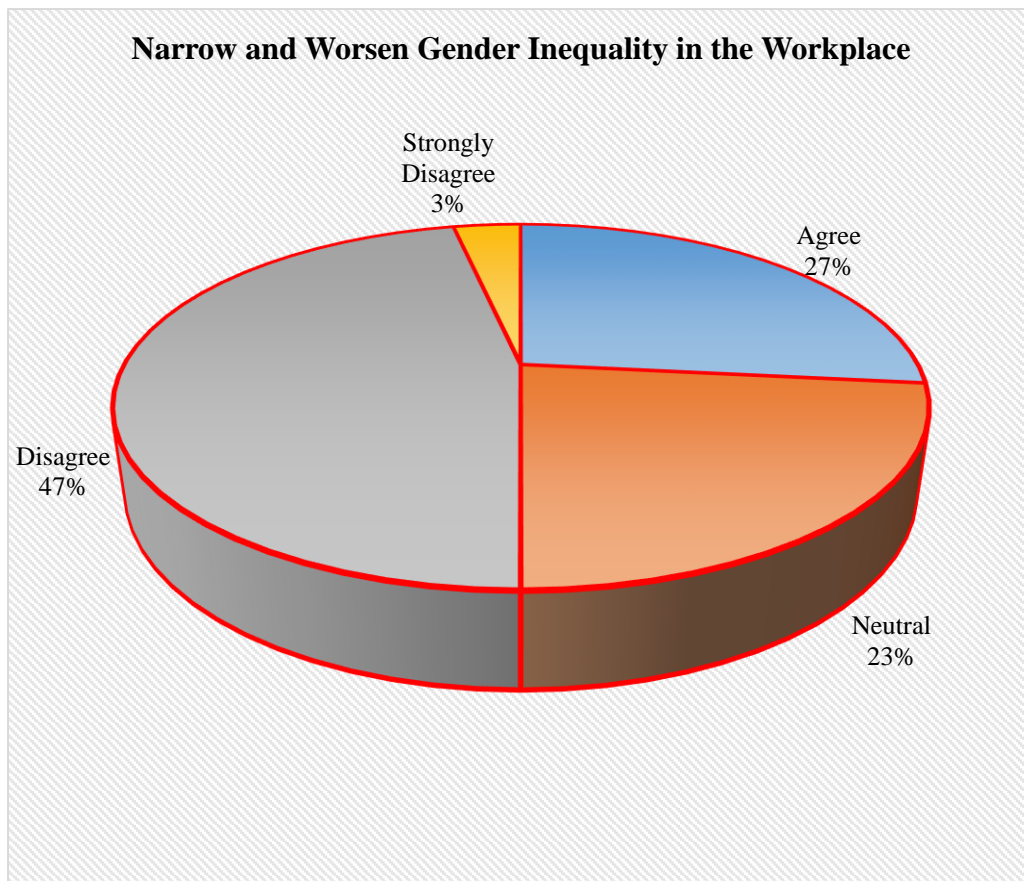


Fig 4: Narrow and Worsen Gender Inequality in the Workplace

Source: Field Survey, 2016

4.2.1.8 Prevalent Child Care and Pre-Primary Services: not meet the Needs of Working Parents in Terms of Costs and Functional Hours.

The responses of the respondents to the statement “Prevalent child care and pre-primary services: not meet the needs of working parents in terms of costs and functional hours” with the options strongly agree to strongly disagree”, was tabulated and the frequency distribution and percentage analysis was found.

Table 10: Prevalent Child Care and Pre-Primary Services: not meet the Needs of Working Parents in Terms of Costs and Functional Hours.

Statement		Frequency	Percent
Response	Strongly Agree	3	10.0
	Agree	12	40.0
	Neutral	11	36.7
	Disagree	3	10.0
	Strongly Disagree	1	3.3
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that about half of the respondents agreed that prevalent child care and pre-primary services which not meet the needs of working parents in terms of costs and functional hours is one of the determinants. 36.7% belonged to neutral while 10% were disagree and 3.3% were strongly disagree.

To arrive at an appropriate explanation to this statement is that prevalent child care services and working mothers schedule aren't fully matched. So it is also become a determinants.

4.2.1.9 Exacerbate is Basic Public Infrastructure (Transport, Drinking Water, Electricity Affects the Wellbeing and Productivity)

The responses of the respondents to the statement “Exacerbate is basic public infrastructure (transport, drinking water, electricity affects the wellbeing and productivity) with the options strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 11 : Exacerbate in Basic Public Infrastructure(Transport, Drinking Water, Electricity Affects the Well-being and Productivity)

Statement		Frequency	Percent
Response	Strongly Agree	6	20.0
	Agree	16	53.3
	Neutral	4	13.3
	Disagree	4	13.3
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that 53.3% respondent were agreed and 20% strongly agreed regards exacerbate in basic public infrastructure as a determinants. Respectively 13.3% respondents were neutral and disagreed regards this statement.

From the above findings it can be said that working mother use to engage on basic public infrastructure like transport, drinking water, electricity which affects the wellbeing and productivity. If they have no need to engage on these activities, they can afford on another sectors.

4.2.1.10 Descriptive Statistics of Determinants of Combining Personal and Professional Life

Table 12: Descriptive Statistics of Determinants

Statement	N	Mean
The unequal share of care giving work between men and women at home	30	4.10
Diminish traditional and informal support mechanism due to changing family structure, urbanization and migration	30	4.07
Exacerbate in basic public infrastructure(transport, drinking water, electricity affects the well-being and productivity)	30	3.80
Considerably more time spend in unpaid care work at home	30	3.70
As a constitute barrier : family responsibilities and child care	30	3.53
Prevalent child care and pre-primary services: not meet the needs of working parents in terms of costs and functional hours	30	3.43
Mismatch between working condition and family needs (Unpredictable working hours and non-standard work schedule)	30	3.43
Unfavorable work-place policy regards leave, job security, non-wage benefits, social protection, career advancement and training	30	3.03
Narrow and worsen gender inequality in the workplace	30	2.73
Valid N (list wise)	30	

Source: Field Survey, 2016

Among all of the statement presented in Table 12, the statement “The unequal share of care giving work between men and women at home” was rated highest, with a mean score of 4.10, which implies that working mother experience unequal squeeze and hence find it really very hard to have an equal sharing of household chores themselves by means of equality. The statement “Diminish traditional and informal support mechanism due to changing family structure, urbanization and migration” was rated second highest, with a mean score of 4.07, which denotes the recent reality. The statements “Exacerbate in basic public infrastructure(transport, drinking water, electricity affects the well-being and productivity)” and “Considerably more time spend in unpaid care work at home” had closer mean scores of 3.80 and 3.70 respectively which implies that working mother find it hard to manage the household chores and basic public infrastructure with working life.

The next mean score of 3.53 was for the statement “As a constitute barrier: family responsibilities and child care” which implies that family responsibilities and child care becomes constitute barrier for working mother however they wish to manage. Another two statements “Prevalent child care and pre-primary services: not meet the needs of working parents in terms of costs and functional hours.” And “Mismatch between working condition and family needs (unpredictable working hours and non-standard work schedule) had same mean scores of 3.43 which implies that working mother had felt difficulties to balance the mismatch between working condition and family needs and prevalent child care services also not favorable for working mothers’ requirements.

“Unfavorable work policy regards leave, job security, non-wage benefits, social protection, career advancement and training” had got 2nd last mean score (3.03) which implies that employee favorable work policy of those organization, respondents felt balanced work favorable policy in their organization. Hence, this statement gets lower mean score. On the other hand, “Narrow and worsen gender inequality in the workplace” scored the lowest mean score, 2.73, which implies that those organization of respondents involved had better gender inequality in the workplace so that they are performing better.

4.2.2 Family Aspects of Combining Personal and Professional Life

To deal with this section, the issues involved were sub-divided into 8 different components. Weight of each component is calculated by adding percentages for strongly agree, agree, neutral as well as those for disagree and strongly disagree.

4.2.2.1 My Family Has Got a Great Impact on My Professional Life

The response of the respondents to the statement, “My family has got a great impact on my professional life” with the option strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 13: My Family Has Got a Great Impact on My Professional Life

	Statement	Frequency	Percent
Response	Strongly Agree	14	46.7
	Agree	10	33.3
	Neutral	4	13.3
	Disagree	2	6.7
	Total	30	100.0

Source: Field Survey 2016

From the above table, most of the respondents 46.7% and 33.3% respectively found strongly agreed and agreed that their family has got a great impact on their professional life. 13.3% of them belonged to neutral. Only 6.7% experienced disagree on this statement. This analysis shows that family role and support plays great impactable role for the balancing progress of working mother. *Personal opinion of respondent in this regards is mentioned in given box*

Respondent 18: It is difficult but not impossible to play both roles (professional and house wife, mother etc.) for working women. If the wife works and earns money it will definitely help for the economy of the house. I feel working women's children would be more independent and confident. In conclusion women has to do more compromises than the man...

4.2.2.2 I Face a Lot of Challenges in My Career as a Mother

The responses of the respondents to the statement “I face a lot of challenges in my career as a mother” with the options strongly agree to strongly disagree was graphic presented and the frequency distribution and percentage analysis was found.

From the analysis of data, more than half % of the respondents 17% and 43% are strongly agreed and agreed regards they face a lot of challenges in their career as a mother. In another hand 27% were stayed neutral. 6% and 7% of the respondents only were disagree and strongly disagree in this regards.

This analysis implies that respondents working mother have to face any kinds of challenges in their career as a mother. As a consequences it is hard to manage professional and personal life as a working mother.

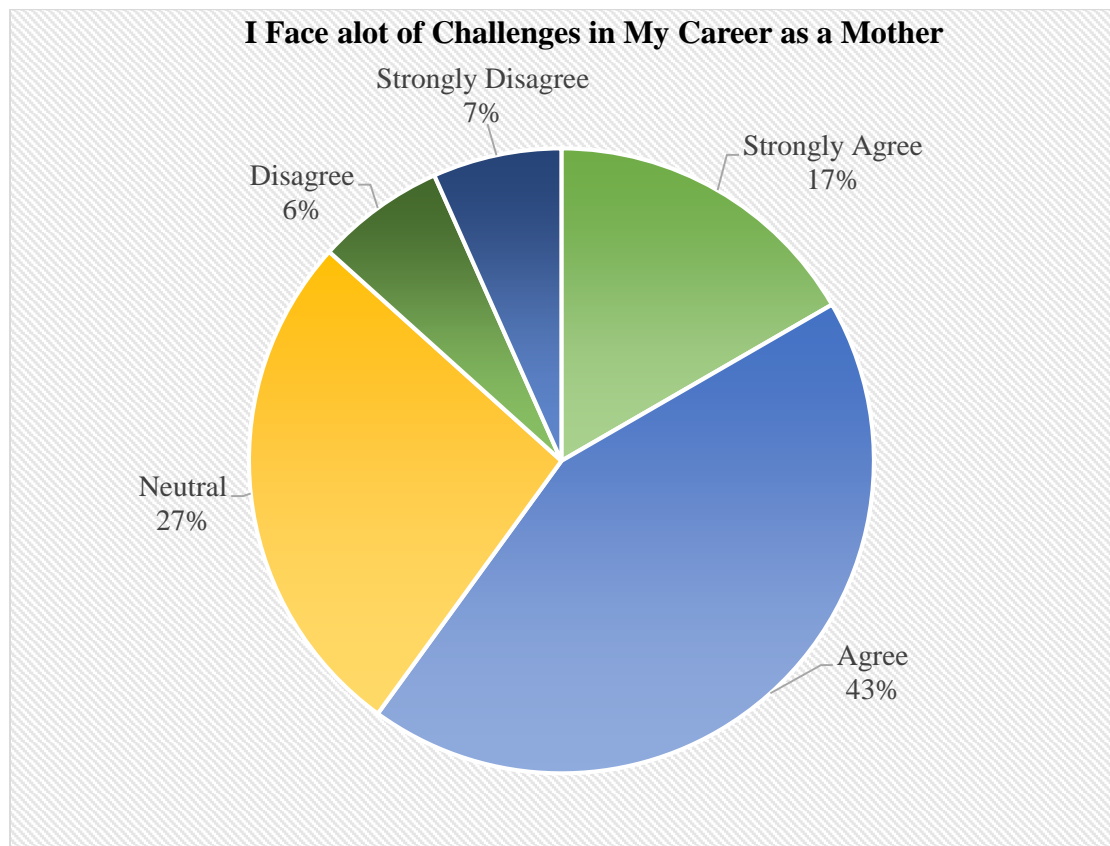


Fig 5: I Face a Lot of Challenges in My Career as a Mother

Source: Field Survey, 2016

4.2.2.3 I Am Not Able to Take Further Comprehensive Studies Due to Child Bearing

Table 14 represents the cross tabulation of the response of the respondents to the statement – I am not able to take further comprehensive studies due to child bearing” with their number of children.

Table 14 : I Am Not Able to Take Further Comprehensive Studies Due to Child Bearing* No of Children Cross Tabulation

Statement		No of Children		Total
		1	2	
Response	Strongly Agree	2 9.1%	- -	2 6.7%
	Agree	4 18.2%	2 25.0%	6 20.0%
	Neutral	5 22.7%	1 12.5%	6 20.0%
	Disagree	8 36.4%	5 62.5%	13 43.3%
	Strongly Disagree	3 13.6%	- -	3 10.0%
Total		22 100.0%	8 100.0%	30 100.0%

Source: Field Survey, 2016

From the above table, 2(6.7%) strongly agreed respondents with 1 child felt that they were unable to take further comprehensive studies due to child bearing. Among 6(20%) agreed, 4(18.2%) were from with 1 child and 2(25%) were with two children. 6(20%) respondents were neutral on this case were from 5(22.7%) with 1 child and 1 (12.5%) with 2 children.

Almost half of the respondents 13(43.3%) disagreed on this statements, 8(26.4%) were with 1 children and 5(62.5%) were with 2 children .3(10%) respondents who strongly disappointed about their hindrances as a child bearing mother, were with 1 children.

The percent of respondents towards unable to take further comprehensive studies due to the child bearing about one third of respondents. This implies that the working mothers are progressively ahead with comprehensive studies although child bearing.

4.2.2.4 Sometimes I Miss My Job/Professional Development Events Because I Have to Take Time to My Child Care

The responses of respondents to the statement “Sometimes i miss my job/professional development events because i have to take time to my child care” with the options strongly agree to strongly disagree, was graphic presented and the frequency distribution and percentage analysis was found.

From the data analysis, it is observed that more than half of respondents have experienced of missing professional development events because of time consuming for child caring. 50% were agreed and 6.7% were strongly agreed on this statement. Likewise, 13.3% were neutral on it and 30% were disappointed on this statement.

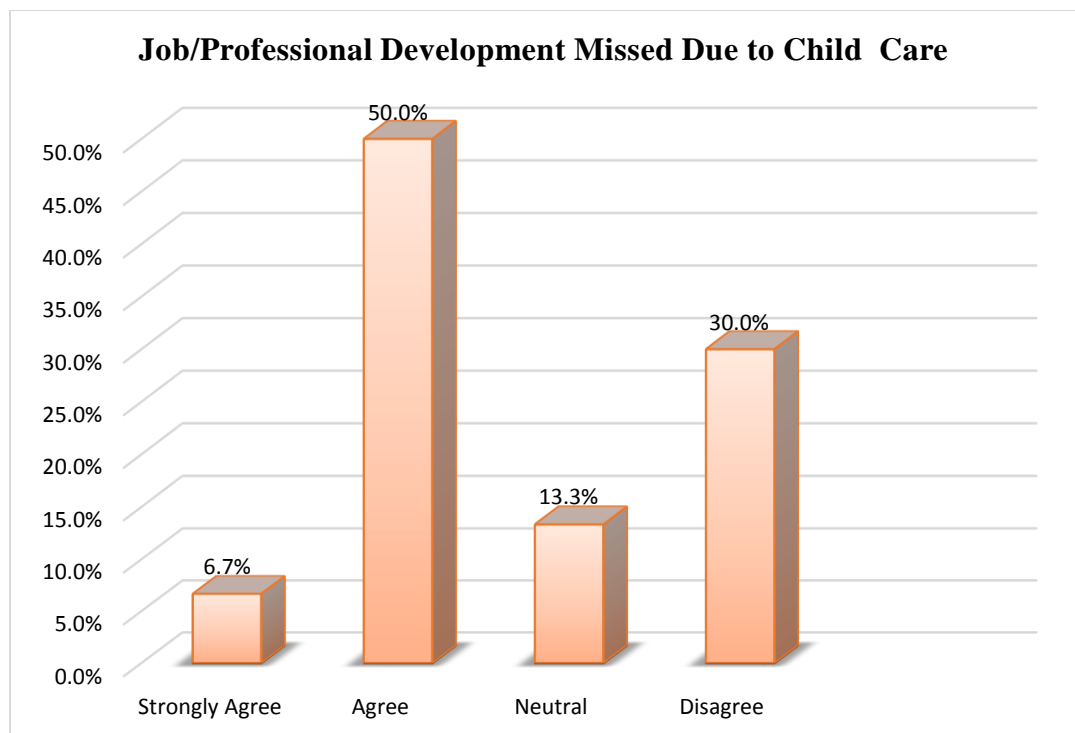


Fig 6: Job/Professional Development Missed Due to Child Care

Source: Field Survey, 2016

4.2.2.4 I Am Not Able to Take up Challenges Opportunities/ Promotions because I always have to Take Care of My Children and Other Family Issues.

The responses of the respondents to the statement “I am not able to take up challenges opportunities/ promotions because i always have to take care of my children and other family issues” with the options strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 15: I Am Not Able to Take up Challenges Opportunities/ Promotions because I always have to Take Care of My Children and Other Family Issues.

Statement		Frequency	Percent
Response	Strongly Agree	1	3.3
	Agree	11	36.7
	Neutral	6	20.0
	Disagree	10	33.3
	Strongly Disagree	2	6.7
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that about 40% respondents were on agreed series regard the skip of professional opportunities/ promotions because of caring for child and family issues. 20% respondents didn't share their experience and stay neutral. About 40% respondents experienced their progress although they have to spend their time for children and family issues.

4.2.2.4 With All the Challenges from My Family, I am Able to Progress but at a Slow Pace

The responses of the respondents to the statement “With all the challenges from my family, I am able to progress but at a slow pace” with the options strongly agree to strongly disagree, was tabulated, graphic presented and the frequency distribution and percentage analysis was found.

From the analysis it is found that, almost 60% respondents felt that they were able to progress but at a slow pace although with all the challenges from their family while 3% are strongly agreed on this point. 23% respondents were disagree in this regards whereas 14% stayed neutral about their progress. This analysis implies that working mother progressive but not satisfied about their progress.

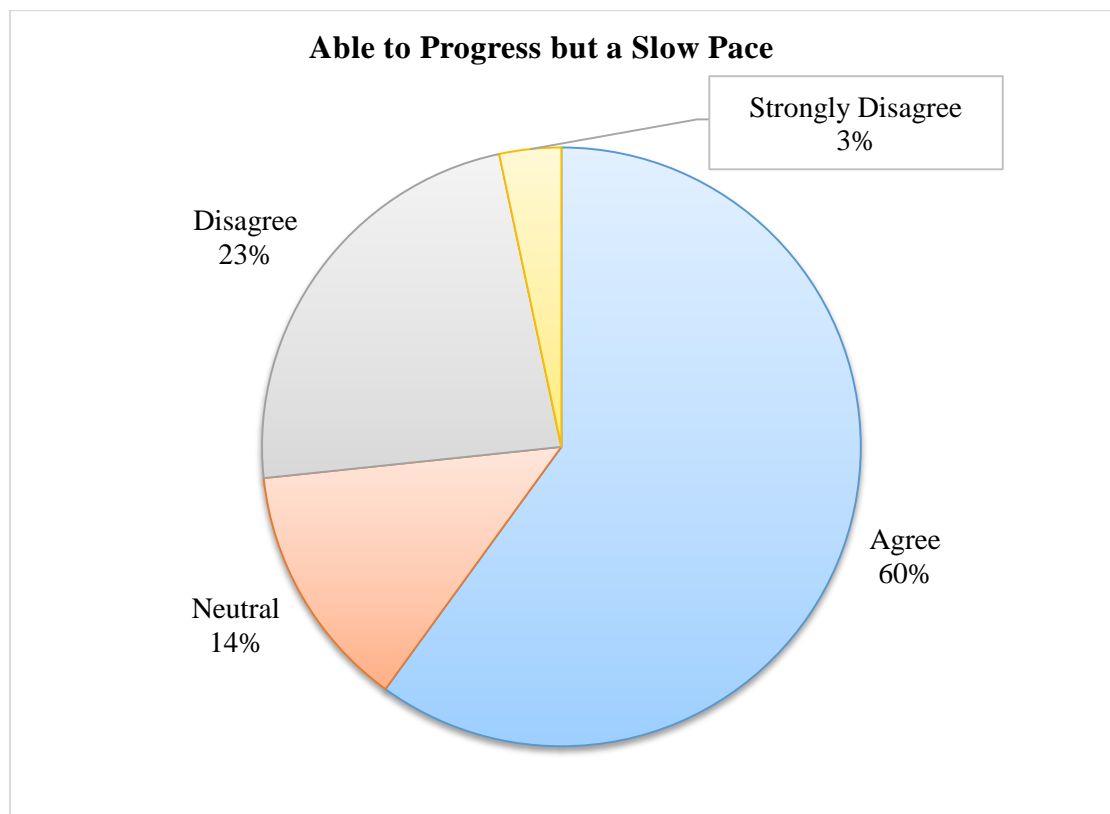


Fig 7: With All the Challenges from My Family, I am Able to Progress but at a Slow Pace

Source: Field Survey, 2016

4.2.2.5 I Have a Very Supportive Spouse So I Am Still Able to Progress at a Normal Pace

Table 16 represents the cross tabulation of the response of the respondents to the statement –“I have a very supportive spouse so i am still able to progress at a normal pace” with their spouse profession.

Table 16 : I Have a Very Supportive Spouse So I Am Still Able to Progress at a Normal Pace* Spouse's Profession Cross Tabulation

		Spouse's Profession						Total
		Government Job	Development Sector Service	Private Company Service	Business	Foreign Service	Others	
Response	Strongly Agree	-	6	3	2	-	-	11
		-	66.7%	60.0%	50.0%	-	-	36.7%
	Agree	6	3	1	1	3	1	15
		85.7%	33.3%	20.0%	25.0%	75.0%	100.0%	50.0%
	Neutral	1	-	-	1	1	-	3
		14.3%	-	-	25.0%	25.0%	-	10.0%
	Disagree	-	-	1	-	-	-	1
		-	-	20.0%	-	-	-	3.3%
Total		7	9	5	4	4	1	30
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Field Survey, 2016

From the table 16, it is found that out of total 7 respondents with spouse’s profession as a government job, 6(85.7%) of them feel that they are able to progress at a normal pace due to their supportive spouse while only 1(14.3%) are neutral in this regards.

It is found that, out of the total 9 respondents with spouse's profession in development sector service, 6(66.7%) of them were strongly agreed and 3(33.3%) were expressed that their progress belongs to the support of their spouse.

Likewise, 5 respondents with spouse's profession in private company service, 3(60%) strongly agreed regards their progress due to their supportive spouse and 1(25%) were agreed on it. Only 1(20%) found disagreed regards their progress due to sportive spouse.

It is found that, out of the total 4 respondents with spouse's profession in business, 2(50%) strongly agreed, 1(25%) agreed and 1(25%) stayed neutral regards their progress belongs to the support of their spouse.

Likewise, 4 respondents with spouse's profession in foreign service,3(75%) expressed their progress due to the support of their spouse and 1 (25%) expressed neutrality in this regards.

Lastly respondents with spouse's profession in other sectors, 100% expressed that their progress is a result of their spouse's support.

Above analysis implies that, despite enjoying slower career progression irrespective of challenges from one's family, if they have supportive husbands, their progression in their career would be at a normal pace.

4.2.2.5 To Deal With Professional-Personal Combination Challenges, I Would Send My Kids to Childcare or Their Grandparents so I Can Make Time For The Demands.

The responses of the respondents to the statement "To deal with professional-personal combination challenges, I would send my kids to childcare or their grandparents so I can make time for the demands." with the options strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 17: To Deal With Professional-Personal Combination Challenges, I Would Send My Kids to Childcare or Their Grandparents so I Can Make Time For The Demands.

Statement		Frequency	Percent
Response	Strongly Agree	9	30.0
	Agree	11	36.7
	Neutral	3	10.0
	Disagree	5	16.7
	Strongly Disagree	2	6.7
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that 30% strongly agreed and 36.7% agreed respondents had practiced to send their kids to child care or their grandparents to make time for the demands to deal with professional- personal combination challenges respectively. Likewise 10% respondents stayed neutral in this statement. Only 16.7 % & 6.7% respondents were disagreed & strongly disagreed respectively regards their practice to send their kids to childcare or with grandparents. This analysis implies that majority of the respondents have send their kids to childcare or grandparents to manage their time to balance professional and personal life. *Personal opinion of respondent in this regards is mentioned in given box.*

Respondent 6: In today's context working mother are forced to leave their child in day care center, the positive aspect of leaving a child in day care definitely would be in socialization. Children from the very beginning can learn to stay in group laugh and play together, which will certainly be the part of the behavior and they don't have to remain isolated. Furthermore, like any other mother, working mother will be focused on a good upbringing of her child, so she will be independent to make decision of her child and provide her child with better environment and facilities.

4.2.3 Professional-Personal Life Combination Practice

To deal with this section, the issues involved were sub-divided into 13 different components. Weight of each component is calculated by adding percentages for strongly agree, agree, neutral as well as those for disagree and strongly disagree.

4.2.3.1 Professional-Personal Life Combination Can Be Said to be a Person's Ability to Combine the Multiple Roles in His or Her Life.

The response of the respondents to the statement, "Professional-personal life combination can be said to be a person's ability to combine the multiple roles in his or her life" with the option strongly agree to strongly disagree, was tabulated and the pie-chart analysis was found.

From data analysis of this statement, it is found that highest 77% respondents were fully agreed regards professional personal life combination is the persons' ability to combine multiple roles in his or her life while 20% were strongly agreed on this statement. Only 3% didn't want to say anymore and stay neutral. Finding is presented in below pie.

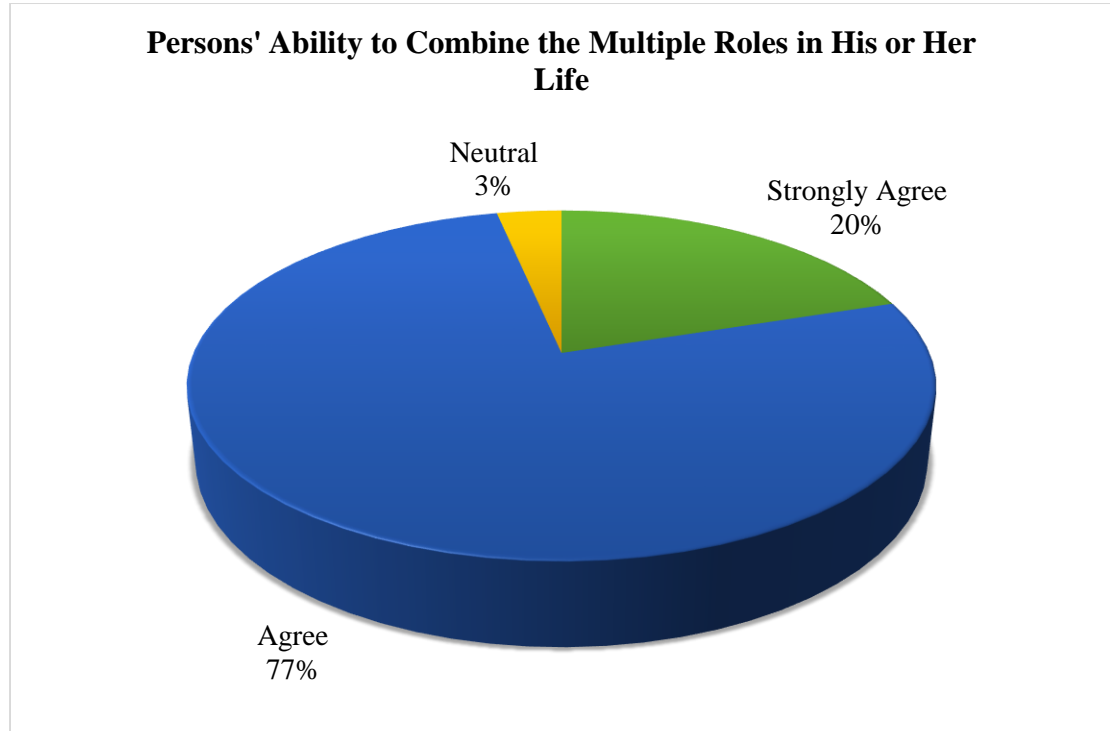


Fig 8: Person's Ability to Combine the Multiple Roles in His or Her Life.

Source: Field Survey, 2016

4.2.3.2 Employees Favorable Policies of My Organization Help Me to Combining My Professional and Personal Life

Table 18 represents the cross tabulation of the responses of the respondents to the statement “Employees favorable policies of my organization help me to combining my professional and personal life” with the service years in development organization of they have.

Table 18 : Employees Favorable Policies of My Organization Help Me to Combining My Professional and Personal Life * Service Year in Development Organization Cross Tabulation

Statement		Service Year in Development Organization				Total
		<1 Yrs	2-4 Yrs	4-6 Yrs	6 Yrs+	
Response	Strongly Agree	-	-	-	1	1
		-	-	-	100.0%	100.0%
	Agree	1	5	8	10	24
		4.2%	20.8%	33.3%	41.7%	100.0%
	Neutral	-	1	-	2	3
		-	33.3%	-	66.7%	100.0%
	Disagree	1	-	-	1	2
		50.0%	-	-	50.0%	100.0%
Total		2	6	8	14	30
		6.7%	20.0%	26.7%	46.7%	100.0%

Source: Field Survey, 2016

From table 18, it is found that out of the total 1 respondents of strongly agreed section, 100% were from 6 Yrs+ service years in development organization while 24 agreed on section were, 1(4.2%) was from <1yrs, 5(20.8%) were from 2-4 yrs, 8(33.3%) were from 4-6 yrs and 10(41.7%) were from 6 yrs+ experience in development organization.

Out of 3 respondents from neutral section, 1(33.3%) were from 2-4 Yrs while 2(66.7%) were from 6 Yrs+ responses. 2 respondents who disagreed on work favorable policy were 1 (50%) is <1 yrs service in development and remaining 1(50%) represented from 6 Yrs+ development service.

This implies that those organization where respondents represented, were found employee friendly environment and work favorable policy which assist to the combination of professional and personal life of working mother.

4.2.3.3 Due to Job Demand, I Usually Work Long Hours.

Table 19 represents the cross tabulation of the responses of the respondents to the statement “Due to job demand, I usually work long hours” according to the recent position of they have.

**Table 19 : Due to Job Demand, I Usually Work Long Hours * Recent Position
Cross Tabulation**

Statement		Recent Position					Total
		Associate	Office	Coordinator	Manager	Above	
Response	Agree	2 22.2%	5 55.6%	2 22.2%	- -	- -	9 100.0%
	Neutral	1 11.1%	4 44.4%	2 22.2%	2 22.2%	- -	9 100.0%
	Disagree	3 30.0%	4 40.0%	2 20.0%	- -	1 10.0%	10 100.0%
	Strongly Disagree	- -	2 100.0%	- -	- -	- -	2 100.0%
Total		6 20.0%	15 50.0%	6 20.0%	2 6.7%	1 3.3%	30 100.0%

Source: Field Survey, 2016

From the table 19, it is found that, out of the 9 respondents who found agreed on due to job demands they usually work long hours, 2(22.2%) were from associate level, 5(55.6%) were from officer level and 2(22.2%) were from coordinator level. Likewise, out of 9 respondents who would like to stay neutral in this regards, 1(11.1%) was from associate level, 4(44.4%) were from officer level, 2(22.2%) were respectively from coordinator and manager level. Out of 10 respondents who were disagreed on due to job demand they usually work long hours, 3(30%) were from associate level, 4(40%) were from officer, 2(20%) were from coordinator level and 1(10%) were from above than manager level while strongly disagreed 2(100%) were from officer level.

The practice of respondents towards their job demand and work hours doesn't seem to vary much with agree to disagree opinion. This implies that the position is doesn't really matter for job demand and working hours. If employees can manage qualitative work hours, it is easy to combine professional personal life.

4.2.3.4 I Have to Take Work Home Most Evening.

The responses of the respondents to the statement "I have to take work home most evening" with the option strongly agreed to strongly disagreed, was tabulated and the pie chart analysis was found.

From the analysis of relevant data, it is found that highest respondents 40% were expressed that they don't took work home most evening likewise 27% were strongly disappointed regards works for home. 23% respondents also would like to be neutral in this regards. *Personal opinion of respondent in this regards is mentioned in given box*

Respondent 27: As a working mother, it's very difficult to maintain balance between needs of children and office but I am trying to manage my time. Whenever I get time I always try to give fruitful time to my child and try to exclude work while I was in home.

Out of respondents only 10% were agreed that they have to take work home most evening. This analysis implies that most of the respondents were able to combine their professional- personal life from the angle of have to take work home most evening.

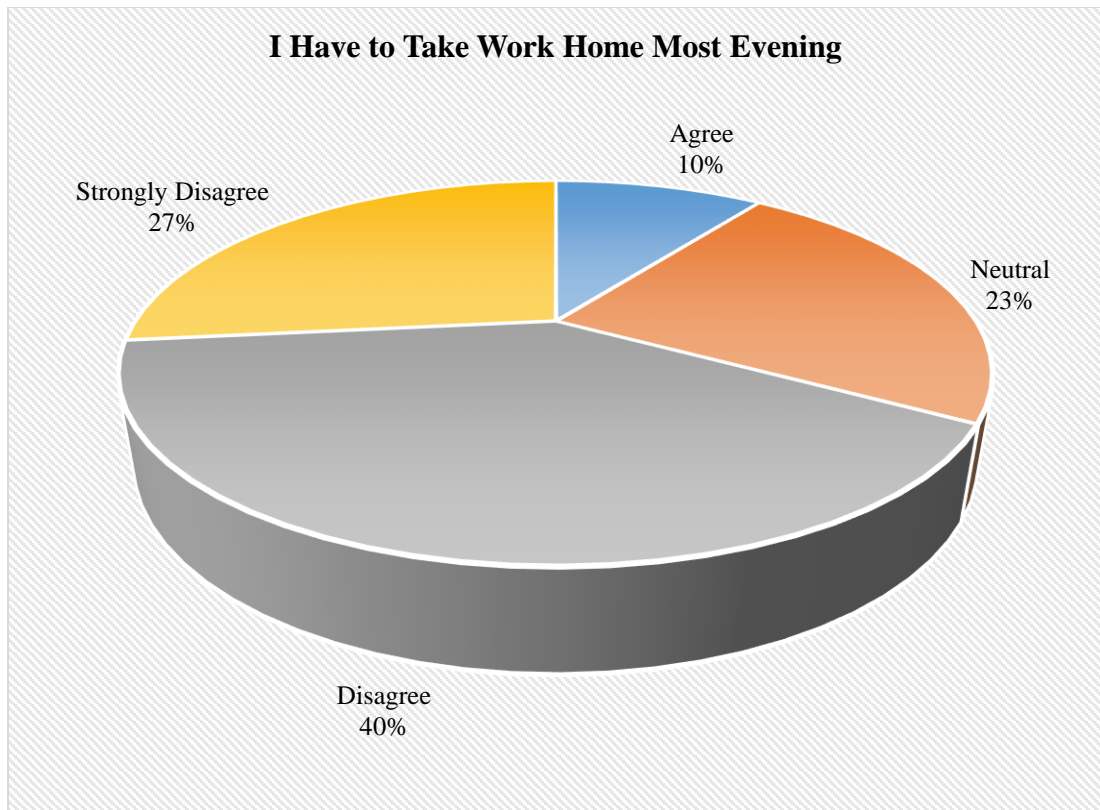


Fig 9: I Have to Take Work Home Most Evening

Source: Field Survey, 2016

4.2.3.5 I Often Work Late or at Weekends to Deal with Paperwork without Interruptions

The response of respondents to the statement “I often work late or at weekends to deal with paperwork without interruptions” with the options strongly agree to strongly disagree, was tabulated and the bar analysis was found.

From data analysis, highest respondents, 43.3% were expressed that they didn’t work late or weekend while 23.3% were strongly supported for this case. 20% respondents stay neutral while 13.3% respondents only agreed regards they work late or at weekends to deal with paperwork without interruptions.

This analysis implies that most of the working mother wouldn’t often work late or at weekends to deal with paperwork without interruption which helps them to combine their professional-personal life.

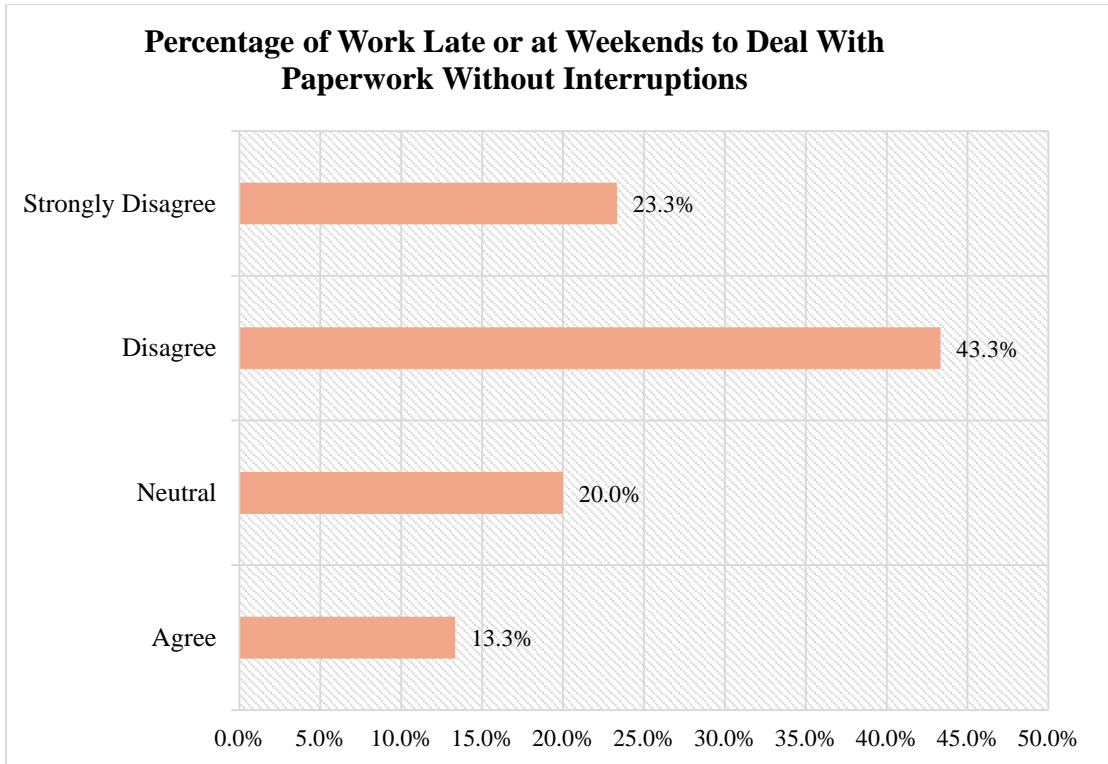


Fig 10: Percentage of Work Late or at Weekends to Deal with Paperwork without Interruptions

Source: Field Survey, 2016

4.2.3.6 Relaxing and Forgetting about Work Issues is Hard to Do

The responses of the respondents to the statement “Relaxing and forgetting about work issues is hard to do” with the options strongly agree to strongly disagree, was tabulated and the percentage analysis was presented through pie-chart was found.

From the pie chart analysis, it is found that, 30% respondents were agreed, 30% respondents were disagreed, 7% were strongly disagreed and 33% respondents were neutral regards relaxing and forgetting about work issues is hard to do.

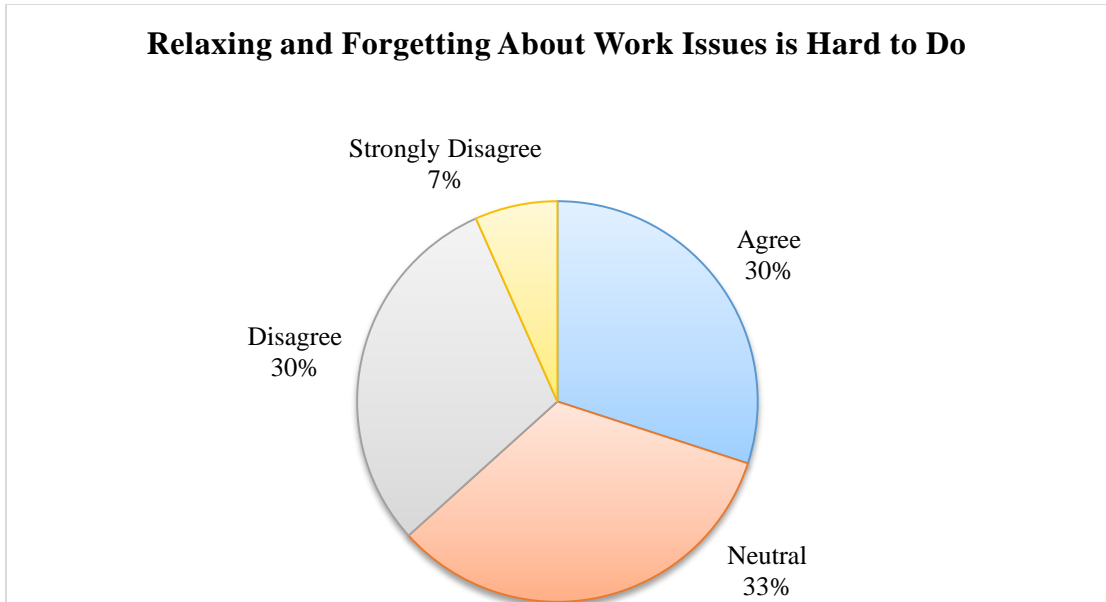


Fig 11: Relaxing and Forgetting about Work Issues is Hard to Do

Source: Field Survey, 2016

4.2.3.6 I worry About the Effects of Work Stress on My Health

The responses of the respondents to the statement “I worry about the effects of work stress on my health” with the options strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 20: I worry About the Effects of Work Stress on My Health

	Statement	Frequency	Percent
Responses	Agree	6	20.0
	Neutral	11	36.7
	Disagree	11	36.7
	Strongly Disagree	2	6.7
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that out of the total respondents, 20% respondents were agreed about their worry on the effects of work stress on their health. 36.7% respondents respectively neutral and disagreed in this regards. 6.7% respondents found strongly disagreed in this regards. This analysis shows that very less respondents were worried about the effects of work stress on their health while others found good.

4.2.3.7 My Relationship with My Partner Partner Is Suffering Because of the Pressure or Long Hours of My Work.

Table 21 represents the cross tabulation of the responses of the respondents to the statement “My relationship with my partner is suffering because of the pressure or long hours of my work” with the spouse profession.

Table 21 : My Relationship with My Partner Partner Is Suffering * Spouse's Profession Cross Tabulation

Statement		Spouse's Profession						Total
		Government Job	Development Sector Service	Private Company Service	Business	Foreign Service	Others	
Responses	Agree	1 16.7%	3 50.0%	- -	2 33.3%	- -	- -	6 100%
	Neutral	1 25.0%	- -	1 25.0%	- -	2 50.0%	- -	4 100%
	Disagree	4 23.5%	5 29.4%	4 23.5%	2 11.8%	1 5.9%	1 5.9%	17 100%
	Strongly Disagree	1 33.3%	1 33.3%	- -	- -	1 33.3%	- -	3 100%
Total		7 23.3%	9 30.0%	5 16.7%	4 13.3%	4 13.3%	1 3.3%	30 100%

Source: Field Survey, 2016

From table 21, it is found that out of the total agreed 6 respondents, 1(16.7%) had government job spouse, 3(50%) had development sector service holder spouse and 2(33.3%) had businessman spouse.

Out of total neutral 4 respondents 1(25%) had government jobholder spouse, 1(25%) respondents had private company service holder spouse and 2(50%) respondents had Foreign Service holder spouse.

Out of 17 disagreed respondents, 4(23.5%) respondents had government job holder, 5(29.4%) had development sector job holder, 4(23.5%) had private company service holder, 2(11.8%) had businessman, and 1(5.9%) had respectively foreign and other service holder spouse. Likewise, out of 3 strongly disagreed respondents, 33.3% had respectively government job holder, development sector service holder and Foreign Service holder spouse.

The perception of respondents towards their and spouse relations suffered, only 6 respondents felt their relationship in suffering stage while 4 didn't expressed anything. More than 66 percent of respondents' have good relationship with their spouse assist to combine their better professional-personal life. This implies that the profession of spouse doesn't really matter for those working mother when they strive to combine their personal and professional life. *Personal opinion of respondent in this regards is mentioned in given box*

Respondent 5: As being working mother, it is very difficult to manage time for family, relatives and social relations. Sometimes, we lose the social connection because of lack of time. If family and spouse won't support than it becomes very challenging to balance the professional and personal life. In this regards, I am very lucky that I have very supportive partner, who helped to balance my personal and professional life so I think partner engagement is very crucial part to balance the same.

4.2.3.8 My Family Are Missing Out On My Input, Either Because I Don't See Enough of Them/Am Too Tired

The response of respondents to the statement “My family are missing out on my input, either because I don't see enough of them/am too tired”, with the options strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 22 : My Family Are Missing Out On My Input, Either Because I Don't See Enough of Them/Am Too Tired

Statement		Frequency	Percent
Response	Strongly Agree	1	3.3
	Agree	9	30.0
	Neutral	1	3.3
	Disagree	17	56.7
	Strongly Disagree	2	6.7
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that out of total respondents, 30% respondents were agreed that their family family are missing out on their input while 3.3% were strongly agreed and neutral respectively. 56.7% respondents were disagreed regards their family missing out their input while 6.7% were strongly disagreed.

This analysis implies that working mother were strived for their family won't missed out their input which assist to combine professional and personal life of working mother.

4.2.3.9 My Children Are Missing My Motherhood and Affection Either Because I Don't Provide Intensive Motherhood Practices to Them

Table 23 represents the cross tabulation of the responses of the respondents to the statement “My children are missing my motherhood and affection either because I don't provide intensive motherhood practices to them” with the number of children they have.

Table 23 : My Children Are Missing My Motherhood and Affection Either Because I Don't Provide Intensive Motherhood Practices to Them * No of Children Cross Tabulation

Statement		No of Children		Total
		1	2	
Responses	Strongly Agree	1 4.5%	1 12.5%	2 6.7%
	Agree	7 31.8%	3 37.5%	10 33.3%
	Neutral	3 13.6%	- -	3 10.0%
	Disagree	9 40.9%	4 50.0%	13 43.3%
	Strongly Disagree	2 9.1%	- -	2 6.7%
Total		22 100.0%	8 100.0%	30 100.0%

Source: Field Survey, 2016

From the table 23, it is found that out of 2(6.7%) strongly agreed respondents 1(4.5%) was with 1 child and 1(12.5%) was with 2 children. Out of 10 (33.3%) agreed respondents, 7(31.8%) were with 1 children and 3(37.5%) were with 2 children. 3(10%) neutral respondents were with 1 children.

Out of 13(43.3%) disagreed respondents, 9(40.9%) were with 1 children and 4(50%) were with 2 children. 2(6.7%) strongly disagreed respondents were with 1 children.

From this analysis, 50% respondents felt that their children are not missing their motherhood and affection .In another hand, almost 50% respondent including neutral respondents felt that their children are missing their motherhood and affection. Hence it implies that working mother are not properly able to manage motherhood practices which is very essential.

4.2.3.10 Finding Time for Hobbies, Leisure Activities or To Maintain Friendship and Extended Family Relationship is Difficult

The response of respondents to the statement “Finding time for hobbies, leisure activities or to maintain friendship and extended family relationship is difficult” with the option strongly agree to strongly disagree, was tabulated and the frequency distribution and percentage analysis was found.

Table 24 : Finding Time for Hobbies, Leisure Activities or To Maintain Friendship and Extended Family Relationship is Difficult

Statement		Frequency	Percent
Response	Agree	10	33.3
	Neutral	10	33.3
	Disagree	10	33.3
	Total	30	100.0

Source: Field Survey, 2016

From the above table, it is found that equal percentage of respondents are agreed, disagreed and neutral regards this statement. So it can analyze that working are have felt some difficulties to find time for their hobbies, leisure activities or to maintain friendship and extended family relationship.

4.2.3.11 I Would Like to Reduce My Working Hours and Stress Levels, but Feel I Have no Control over the Current Situation

Table 25 represent the cross tabulation of the responses of the respondents to the statement- “ I would like to reduce my working hours and stress levels, but feel I have no control over the current situation” with work experience in development sector.

**Table 25 : Would Like to Reduce My Working Hours and Stress Levels *
Service Year in Development Organization Cross Tabulation**

		Service Year in Development Organization				Total
		<1 Yrs	2-4 Yrs	4-6 Yrs	6 Yrs+	
Responses	Strongly Agree	-	-	1 12.5%	-	1 3.3%
	Agree	1 50.0%	1 16.7%	7 87.5%	6 42.9%	15 50.0%
	Neutral	-	1 16.7%	-	3 21.4%	4 13.3%
	Disagree	1 50.0%	4 66.7%	-	5 35.7%	10 33.3%
Total		2 100.0%	6 100.0%	8 100.0%	14 100.0%	30 100.0%

Source: Field Survey, 2016

From the above table, it is found that out of the total 15(50%) respondents in agreed series, 1(50%) was from less than one year, 1(16.7%) was from less than 2-4 yrs, 7(87.5%) were from 4-6 yrs and 6(42.9%) were from 6 yrs above experience in development. Likewise, out of total 4(13.3%) respondents, 1(16.7%) was from 2-4 yrs and 3(21.4%) were from 6 yrs and above.

Out of total 10(33.3%) respondents in disagreed series, 1(50%) was from less than one year, 4(66.7%) were from 2-4 yrs and 5(35.7%) were from 6 yrs and above experience in development sector.

This perception of respondents towards their life combination practices, more than half of the respondents had felt stress, wish to reduce their working hours but they have no control over the situation. This findings implies that working mothers are striving to combine their personal and professional life.

4.2.3.12 Descriptive Statistics of Combining Professional- Personal Life

Table 26 : Descriptive Statistics of Combining Professional- Personal Life

Description	N	Mean
Employee favorable policies of my organization help me to combining my professional-personal life	30	3.80
I would like to reduce my working hours and stress levels, but feel i have no control over the current situation	30	3.23
Finding time for hobbies, leisure activities or to maintain friendship and extended family relationship is difficult	30	3.00
My children are missing my motherhood and affection either because i don't provide intensive mother hood practices to them	30	2.90
Relaxing and forgetting about work issues is hard to do	30	2.87
Due to job demand, I usually work long hours	30	2.83
I worry about the effects of work stress on my health	30	2.70
My family are missing out on my input, either because i don't see enough of them or too tired	30	2.67
My relationship with my partner is suffering because of the pressure or long hours of my work	30	2.43
I often work late or at weekends to deal with paperwork without interruptions	30	2.23
I have to take work home most evening	30	2.17
Valid N (list wise)	30	

Source: Field Survey, 2016

Among all of the statements presented in above table, the statement “Employee favorable policies of my organization help me to combining my professional-personal life” was rated highest, with a mean score of 3.80, which implies that respondents experienced better work favorable policies in their organization related organization have more employee favorable policies which directly assist them to combine their professional-personal life. *Personal opinion of respondent in this regards is mentioned in given box.*

Although respondents had experienced better employee favorable policy, another statement “I would like to reduce my working hours and stress levels, but feel I have no control over the current situation” had mean score 3.23 which implies that married working women experience “time squeeze” and hence find it really very hard to manage themselves. The statements “Finding time for hobbies, leisure activities or to maintain friendship and extended family

Respondent 26: Being a mother itself has given me a whole new experience and I believe it has made me stronger. Being a working mother is a big challenge for me as a mother and as a professional as well. My work is my passion and my child is my life. I don't want to compromise in both my work and my child. So far I have been able to balance between my work and family and this is all possible as my family members are very supportive. I have been taking on new assignments and will continue to take challenges at my work as by doing so I will be able to build my confidence and this will help me give my daughter a better future.

relationship is difficult” had mean score 3.00 which implies that respondents experienced very hard to have time for themselves by means of hobbies, leisure activities or maintain friendship and extended family relationships.

The statements “My children are missing my motherhood and affection either because I don't provide intensive motherhood practices to them” and “Relaxing and forgetting about work issues is hard to do” had closer mean scores of 2.87 and 2.83 respectively which implies that working mother find it hard to relax and forget about work issues because due to job demand.

The next near mean scores of 2.70 and 2.67 were for the statements “I worry about the effects of work stress on my health” and “my family are missing out on my input, either

because of the pressure or long hours of my work” respectively, which implies that working mothers felt worried about the effect of work stress on their health and they found it hard to give the desired input to their families because of their tight schedules or fatigue and they felt helpless.

The mean score 2.43 denotes that working mothers relationship with their partner is neither suffered nor completely good due to their long hours of work. The 2nd last mean score 2.23 denotes that working mother had less experience of work late or at weekends to deal with paperwork without interruptions. On the other hand, “I have to take work home most evening” scored the lowest mean score, which implies that the majority of respondents didn’t take work home in the evenings.

4.2.4 Positive Parenting Practices

Positive parenting was measured with a series of questions in three areas: (a) attachment with children, (b) Supervision of children and (c) Warmth with children.

4.2.4.1 Attachment with Children.

This section covers the parental attachment with children related information of respondents. It comprises mother’s feelings, their support and involvements towards their children.

Table 27: Attachment with Children

Statement	Daily	Almo st Daily	Twic e/ three @ week	About once a week	< often or a week	Never	Not Appl icabl e	Total
I expected to have closer and warmer feelings for my children than I do and this bothers me	9 30.0%	4 13.3 %	5 16.7 %	- -	6 20.0 %	6 20.0 %	- -	30 100.0 %
Childcare on working days	14 46.7%	4 13.3 %	4 13.3 %	3 10.0%	1 3.3%	4 13.3 %	- -	30 100.0 %
Read or told stories to your children?	8 26.7%	5 16.7 %	5 16.7 %	6 20.0%	- -	5 16.7 %	1 3.3%	30 100.0 %
Playing games with your children?	10 33.3%	6 20.0 %	6 20.0 %	5 16.7%	1 3.3%	1 3.3%	1 3.3%	30 100.0 %
Helped them with or checked their homework	12 40.0%	7 23.3 %	3 10.0 %	1 3.3%	1 3.3%	5 16.7 %	1 3.3%	30 100.0 %
Driven them to activities other than school, like sports, music or other lessons or activities with friends	1 3.3%	4 13.3 %	9 30.0 %	10 33.3%	1 3.3%	4 13.3 %	1 3.3%	30 100.0 %

Source: Field Survey, 2016

From above table, it found that almost 16(60%) respondents who had felt to have closer with their children than recent practice; almost 30% felt it in daily basis, 16.7% on two or three times in a week and about 13.3% almost daily. 20% respondents had felt this less often than or a week. Only 20% respondent had no such feeling or they have sufficient time for their closer and warmer attachments with their children. This analysis implies that most of the

Respondent 2: Working mothers do not have enough time to spend with their kids. Those mothers stay outside from house and children so that she could not get opportunity for play and enjoy with them which is very challenges for them.

working mothers had felt that they have time squeeze to have closer and warmer feelings for their children than they did and ultimately this bothers for them. *Personal opinion of respondent in this regards is mentioned in given box.*

Regarding child care on working days, almost half of the respondents 46.7% hardly managed their time for childcare on working days while 13.3% respectively felt almost

Respondent 15: As a working mother I have double responsibility of working at the office as well as care giving role to my daughter. I try to explain things to her in the best possible way (as she is just 3 years old) without use of harsh words or forcing her to do so. Instead of shouting I try to be firm and tell her that she has to stop crying , be quiet and listen to mommy first before she demands for the things that she wants. I teach her to say simple words like sorry, thank you , please , excuse me whenever and wherever relevant. I also do things like playing with her , doing things like singing , dancing, laughing together etc to strengthen the bond between us and to reinforce positive parenting

daily or two or three times in a week. Almost 10 % had felt it almost about once a week. 3.3% respondents cares their child less often than or a week. 13.3% respondents had never time do childcare on working days. This analysis implies that working mothers had not enough time for their childcare on working days. They felt lacking on their attachment with their children. *Personal opinion of respondent in this regards is mentioned in given box.*

From the above table, it is found that 26.7% respondents had daily practiced to told storied to their children while 16.7%

practiced almost daily .16.7% respondents told story to their child about two or three times in a week whereas 20% about once a week. 16.7% respondents never told stories to their children and 3.3% is not applicable for this response because she has less than 6 month child.

As per above table findings, 33.3% parents daily played games with their children while 20% almost daily. About 20% respondents had shared their practice almost two or three times in a week and 16.7% about once a week. 3.3% respondents respectively played games with their children less often than or a week, never and not applicable respectively. This analysis implies that working mother had tough schedule to manage their time to play games with your children.

From above table, it is found that about 40% respondents helped their children to checked out their homework on daily basis, while 23.3% on almost daily basis. 10% respondents had helped their children two or three times in a week. Respectively 3.3% respondents had checked their children's homework on weekly basis, on less than a week respectively. 16.7% respondents never helped their children to help and checked their children homework and 3.3% is not applicable.

Above table shows that, majority of the the respondents who have driven their children to different activities like sports, music or other lessons or activities with friends are 33.3% and 30% respectively in an almost once a week and two or three times in a week category . Rest similar percentage 13.3% were from category never and almost daily. Another similar frequency 3.3% were respectively from daily, less than a week and not applicable category. This analysis implies that working mothers had not proper or enough time to driven their children to other activities than schools which is directly affecting positive parenting practices.

4.2.4.2 Supervision

This section covers the data of parental supervision towards their children .It comprises parental supervision, awareness regards children’s activities and timely information.

Table 28: Supervision for Children.

Statement	Daily	Almost daily	Two or three times in a week	About once a week	Less often than or a week	Never	Not Applicable(N A)	Total
Supervised or watched them participate in activities like sports, music, or other lessons or activities with friends?	3 10.0 %	7 23.3 %	3 10.0 %	6 20.0 %	8 26.7 %	2 6.7 %	1 3.3%	30 100.0 %
On the most recent school day, how much of the time after school were your aware of where your child was and what the child was doing?	8 26.7 %	5 16.7 %	1 3.3%	1 3.3%	7 23.3 %	6 20.0%	2 6.7%	30 100.0 %
Parents reported on time when they allowed the child to be at home alone(Before, after & mid of school and at home also)	9 30.0 %	7 23.3 %	2 6.7%	1 3.3%	1 3.3%	8 26.7%	2 6.7%	30 100.0 %

Source: Field Survey, 2016

Above table shows that, only 10% respondents supervised or watched their children's participation in activities while 23.3% had almost daily. 10% and 20% respondents supervised twice or thrice a week and about once a week respectively. 26.7 % respondents watched less often than or a week while 6.7% never. 3.3% respondents showed them not applicable. The analysis showed that only one third respondents supervised or watched their child on daily or almost daily basis while all have required this. Thus respondents working have tough to schedule for daily supervision of their children. *Personal opinion of respondent in this regards is mentioned in given box.*

Respondent 23: In the Positive Parenting Practices, I have tick on "Never" because the age of my baby is less than one year. He does not need supervision until one instead he need lots of care, warmth & attachment at this age. But I will surely supervise my child after the age of one & half year when he will be starting to learn anything .And yes in today's context of "working mother and positive parenting practices." this has been much easier than before. Also, as I am a development worker I have got good & positive practices to experience as a working mother because of the good terms & policies of the Organization.

From the above table, 26.7% respondents had been aware regards their children and activities after school while 16.7% are almost daily. Another larger portion of respondents 23.3% and 20%

respondents had been aware about their child only often than or a week or never respectively. Likewise 6.7 % not applicable respondents whereas 3.3% respectively for two or three times a week and once a week respectively.

Above table showed that, about half of the respondents, 30% and 23.3% reported on time when their children are allowed to be alone at home while 26.7 never. Same 6.7% respondents had reported almost twice or thrice a week or not applicable. Least but repeated 3.3% respondents had been informed one or less than once a week respectively.

4.2.4.3 Parental Warmth

This section covers the data of parental warmth towards their children .It comprises the practices regards praise, trust, laugh, hug, voice raise and feeling towards children.

Table 29: Parental Warmth

Statement	Daily	Almos t Daily	Two or three times in a week	Abou t once a week	Less often than or a week	Ne ver	Total
Praise your children	19 63.3%	4 13.3%	4 13.3%	3 10%	- -	- -	30 100%
Really trust your child	24 80%	4 13.3%	1 3.3%	1 3.3%	- -	- -	30 100%
Laugh Together	24 80%	4 13.3%	1 3.3%	1 3.3%	- -	- -	30 100%
Hug or Kiss any of your children	24 80%	3 10%	1 3.3%	2 6.7%	- -	- -	30 100%
Raise your voice to any of your children	8 26.7%	9 30%	7 23.3%	1 3.3%	3 10%	2 6.7 %	30 100%
Experience strong feelings of love for him/her	26 86.7%	2 6.7%	1 3.3%	1 3.3%	- -	- -	30 100%

Source: Field Survey, 2016

From the above table, it is found that most of the parents, 63.3% and 13.3% parents praise their children on daily and almost daily respectively while 13.3% at two or three times in a weeks. Only 10% respondents praise their children about once a week. This implies that these respondents were more feasible to praise their children.

Above table shows that, almost respondents 80% & 10% really trust their children on daily and almost daily respectively where 3.3% respectively two or three times and once a week respectively. This analysis implies that respondents had the real trust towards their children which could build better relation.

Respondent 3: Being working women have both positive and negative impacts on parenting practices. Working women are updated on different child rearing strategy and practices which have significant role in positive parenting. Since working women are independent and have decision on expenditure, they can easily afford on children games, books and other learning materials which help in child development. Though there are some gaps in emotional areas (such as praise, love, care, sharing), working women have significant positive roles in parenting.

Personal opinion of respondent in this regards is mentioned in given box.

From the above table, it is found that most of the respondents, 80% and 13.3% laugh

Respondent 16: Working mothers should learn the art of balancing work and home, manage time for children. Children are first priorities of life but work is equally important to run a happy family and to support the husband. Mothers do have the strength and the power to take care of home and work. They are blessed!! Doing little things for children, being with them is the best one can do as a mom. A warm hug before sleep and a goodnight kiss is the best gift for a child that every mother should give.

together with their children on daily and almost daily basis. 3.3% respondents respectively laugh with their children on two or three time and once a week. This analysis found that most of the parents felt close warmth through laugh. *Personal opinion of respondent in this regards is mentioned in given box.*

Above table shows that, 80% respondents hug or kiss any of their children on daily basis while 10% almost daily basis. 3.3% respondents reported for two or three times in a week while 6.7% once a week.

This analysis implies that respondents have managed their times for their children. *Personal opinion of respondent in this regards is mentioned in given box.*

From above table, it is found that, 26.7% raise their voice to any of their children on daily basis while 30% almost daily. 23.3% respondents raise

their voice twice or thrice a week while 10% less often a week. 6.7% respondents never raise their voice to their children when 3.3% about once a week. This analysis implies that knowingly or unknowingly respondents were raising their voices to their children.

Above table shows that, most of the respondents 86.7% respondents experience strong feeling of love for her child on daily basis while 6.7% on almost daily basis. Remaining 3.3% respondents respectively experienced on twice or thrice and once a week respectively.

Respondents 6: One of my most favorite's things that is I want to do is spending time with my child. I manage my work and other tasks at home so that I can spend and give quality time to my child. However it is not so easy to keep the balance and stay honest about doing work properly and giving time to our child.

4.2.4.4 Descriptive Statistics of Positive Parenting Practices

Table 30 : Descriptive Statistics of Positive Parenting Practices

Attachment With Children	N	Mean
Childcare on work & nonworking days	30	5.50
Playing games with your children?	30	5.40
Helped them with or checked their homework	30	5.30
Read or told stories to your children?	30	4.87
I expected to have closer and warmer feelings for my children than i do and this bothers me	30	4.73
Driven them to activities other than school, like sports, music or other lessons or activities with friends	30	4.27
Valid N (list wise)	30	
Average		5.01
Supervision		
Parents reported on time when they allowed the child to be at home alone(Before, after & mid of school and at home also)	30	4.67
Supervised or watched them participate in activities like sports, music, or other lessons or activities with friends?	30	4.37
On the most recent school day, how much of the time after school were you aware of where your child was and what the child was doing?	30	4.33
Valid N (list wise)	30	
Average		4.46
Warmth		
Experience strong feelings of love for him/her	30	6.77
Hug or Kiss any of your children	30	6.63
Laugh together	30	6.60
Really trust for your child	30	6.57
Praise any of your children	30	6.30
Raise your voice to any of your children	30	5.40
Valid N (List Wise)	30	
Average		6.38

Source: Field Survey, 2016

Among all of the subsection presented in above table, the warmth section had rated highest, with an average score, 6.38, which implies that respondents experienced better warmth with their children which assist them to build close relationship of mother children. Among all subsections, strong feeling of lover for children has rated highest mean score 6.77. The statements, “Hug or kiss any of their children”, “Laugh together” and “really trust for their child” had closer mean score

Respondent 1: As a working mother, it might be difficult to handle professional and personal practices to most but i must say i am lucky that I stay with my parents and my mom care him more than me. So i have no tension of his health and pick up hours at schools. As i cannot be with him all the time, once i reach him, I hug him, kiss him and talk to him about his school activities, about his friends. Give him chocolate for doing good things. Praise him when he do something good. Help him with his homework and play with him. Then sometimes, I read story for him or let him hear his favorable thymes in my mobile. Watch animal planet with him and teach him about animal and their love. On Saturday and holidays take him to park or just outside for shopping and let him pick the things. Always try to teach him what is bad and what is good of course. I raise my voice sometimes when he did not obey after trying hard with love. When i am in field, i always talk with him over phone and try to make him not miss me. Sometimes, I miss him a lot when in field so not to let him.

of 6.63, 6.60 and 6.57 respectively which implies that working mother had better warmth feeling with their children. The next mean score 6.30 denotes that working mothers praise any of their children at their best. The lowest mean score 5.40 implies that the majority of respondents raise their voice to any of their children. *Personal opinion of respondent in this regards is mentioned in given box.*

Another sub section, Attachment With Children has rated second highest average score 5.01, which implies that working mother managed better time for their attachment with their children although they'd time squeeze. Among all sub section of this section, childcare on non-working days had highest mean score 5.50 while playing games with their children had rated 5.40. 5.30 mean score denotes that parents managed their

Respondent 8: It is not the matter of giving how much time to the children, important is giving quality time to the children. Everybody talks about quality or prime time with kids but it is sad that many parents are only half listening when there are with their kids because other half is attached to the device. Working mothers knows that they need to switch off the appliance when they get home and need to dedicate 100% to the children. Positive parenting has the valuable importance and continues effort of parents to make their children developed in all aspect which help them to become a good person in upcoming days.

time to help their children to check their homework. "Read or told stories to your children?" had rated lower 4.87 which implies that it is not became a practice for closer attachment? Another statement "I expected to have closer and warmer feeling" rated mean score 4.70 which implies that working mothers had felt lacking of their attachment towards their children. Lowest mean score 4.27 scored for the statement "Driven them to activities other than school, like sports, music or other lessons or activities with friends", which implies that working mother had least engaged for their children activities.

Supervision sub section has rated least average 4.46, denotes that working mother had tough to manage their time for children supervision rather than attachment and warmth. Among sub statements, parents reported on time when they allowed the child to be at home alone has rated highest 4.67 while supervised or watched them participate in activities rated 4.37. In another hand the statement "on the most recent school day, how much of the time after school were you are aware of where your child was and what the child was doing?" had rated 4.33 found that supervision of children part is inefficient

CHAPTER - V

SUMMARY AND CONCLUSION

5.1 Summary

Today with increasing demands at job, the interface between professional and personal life assumed significance which demands more attention. The pressure of work or personal life can lead to stress. Various types of determinants plays vital role to combine professional and personal life. Juggling between the obligations towards the families and expectations of the organization and constant struggle to combine professional personal life can have serious implications on the life of an individual by affecting their wellbeing and overall quality of life. Ultimately positive parenting practices also can be affected. Therefore, it is very important for working mothers to combine healthy balance between personal and professional life. Professional personal life combination initiatives should be designed to help positive parenting practices.

In this study, researcher was interested to find out what are the affecting determinants in combining personal and professional life and asses the positive parenting practices of working mother. Both qualitative and quantitative methodology was applied on research.

30 development worker mother were selected as the respondents from different INGOs by convenience sampling method and they were asked structure questionnaire. Likert Scale was used in construction of the close-ended items. The questionnaire for research purpose included close ended question including 1 open ended question. After drafting a questionnaire, a pretest was carried out for 4 development worker mothers of different NGOs. Then questionnaire was finalized incorporating the feedback received from pretest. All the data except literature review was driven from primary source.

Disproportionate burden of caregiving work, Diminish traditional and informal support mechanism, Exacerbate in basic public infrastructure, family responsibilities and child care as a constitute barrier are found as a major determinants of combining professional personal life. Likewise, intensive mothering ideology doesn't matches with the

Parenting scenario but working mother are trying their best in the positive parenting practices in terms of attachment, supervision and warmth, will help to build better relation of mother and children.

The major findings of research are summarized below;

5.1.1 Determinants of Combining Personal and Professional Life.

Even as more women than ever work for pay, they continue to bear a disproportionate burden of caregiving work for defendant family members. Available data shows changing family structure, with fewer extended families and high levels of single-parent households, urbanization and national and international migration have also diminished traditional and informal support mechanism. Lack or inadequacy of public transport services to work or of social services, provision of drinking water and electricity is lacking, especially compelling women to secure these goods; has also been found to exacerbate, while also affecting workers well-being and productivity. Available data shows that everywhere working mother still spend considerable more hours in unpaid care work. Family responsibilities and child care appear to constitute a barrier to working mothers and to good-quality jobs while. Even when childcare and pre-primary education are available, they often do not meet the needs of working mothers in terms of costs and functional hours. Simultaneously, unpredictable working hours and non-standard work schedule, has also put considerable strain on working mothers which negative effects on workers wellbeing. Better favorable work-place policy regards gender, leave, job security, non-wage benefit, social protection, career advancement and training were found implemented to help respondents in the discharge of their duties as professional and mothers at the same time.

5.1.2 Family Aspects of Combining Personal and Professional Life

The impact of family role and support was found crucial for the balancing progress of working mother. Most of the respondents accepted the challenges in their career as working mother. Analysis found that working mothers are not completely able to take further comprehensive studies as well as proper professional development due to child bearing. Additionally, working mothers were not found fully competent to take up challenges opportunities/ promotions because they always have to take care of their children and other family issues. However there are lots of family challenges with

working mother, they found able to progress but at a slow pace. Analysis implies that, despite enjoying slower career progression irrespective of challenges from one's family, if they have supportive husbands, their progression in their career would be at a normal pace. Analysis shows that working mothers have practice to send their kids to childcare or grandparents to manage their time squeeze.

5.1.3 Professional-Personal Life Combination Practices

The proper combination of professional-personal life depends upon the person's ability to combine the multiple roles in his/her life. Study reveals the good understanding and agreed expression of respondents in this regards. Employee friendly environment and work favorable policy of related organization assist to combine professional life of working mothers which found practically in those respondents. Analysis found that, more than half of the respondents had felt stress and wish to reduce their working hours but they have no control over the situation. The respondents predominantly find it very hard to steal out their time for their own hobbies, leisure activities and maintain friendship or extended relationships. Study reveals that working mother have mixed feeling regards motherhood practices, half of them felt no lacking of motherhood and affection because of their effort and remaining felt that their children are missing their motherhood and affection either because they don't provide intensive motherhood practices to them. Analysis shows the relaxing and forgetting about work issues is hard to do for those respondents although such practices; long hours work due to job demand, remaining task for home, late or week-ends works are not promoted. Additionally, working mother found strived for their family won't missed out their input. In another hand, good relationship with spouse or supportive spouse assisting them whereas profession of spouse doesn't really matter for those working mother when they strive to combine their personal and professional life.

5.1.4 Positive Parenting Practices

Intensive mothering ideology which expects mothers to be solely focused (spending large amounts of time, money and energy) on their children, family and home at the

expense of self-care and outside interests such as employment. The second is the ideal worker ideology which expects employees to be solely focused, spending large amounts of time and energy, on their employment to the exclusion of personal or family interest (Hays,1996). Hence, this objectives was to explore the positive parenting practices (attachment, supervision and warmth) in comparison with intensive mothering ideology.

Overall finding indicate that working mothers are being influenced by social desirability (the desire to be viewed as both a competent mother and worker) and there needs to be better mother, such as investing their income provides financial resources to their children. Hence, intensive mothering ideology is found irrelevant in this context.

This study reveals warmth section with highest rated mean score, found that respondent mothers' greater investment in parental warmth due to their limited ability to modify their work hours but these mothers can control the warmth of their expressions regardless of their work commitment. The time with children may be more goal oriented consisted with the concerted cultivation philosophy of parenting. Mothers may view large amounts of time spent in child centered activities as critical to good parenting but the stress from these time expectations may make warmth by focus on tasks that are easily expression such as feelings of love, hug or kiss for child, laugh together, really trust, praise for child and least raise voice to children.

Study reveals that employed mothers spend less time passively attachment and more time actively engaged with their children. They are also more likely to define parenting as the quality of the mother-child exchanges as opposed to hours spend with children. Working mothers take into consideration that they have limited time available and planned their most activities with children on weekends. Mothers may believe that doing specific activities is important to their children's well-being that they provided their time mostly helped them with or checked their homework, playing games and read or told stories to children. Working mother expected to have closer and warmer feelings for their children than they did but these mothers may see arranging for their children's activities as a more typical behavior to support their children than regret feelings. These mothers may also be doing so many activities on weekends and holidays by knowing that they provided important opportunities for their children's social development.

Analysis denotes that working mother had tough to manage their time for children supervision rather than attachment and warmth. They spend less time for active supervision of child.

In conclusion, the overall findings of this sections that mothers have a more goal-oriented focus of “getting parenting done” rather than worrying about their own work and children issues. Mother may realize that being a working mother cannot be avoided positive parenting practices and it is simply part of being a modern mom.

5.2 Conclusion

A number of revelations that came out of the study would add up to identify the affecting determinants in combining personal and professional life and parenting practices among development worker mothers. Result of this study shows that constitute barriers (household level) are in high level as affecting determinants. Finding shows that even as more women than ever work for pay, they continue to bear a disproportionate burden of caregiving work for defendant family members including family responsibilities and child care. Support mechanism (Traditional/Informal /Infrastructure); like changing family structure, with fewer extended families and high levels of single-parent households, urbanization and national and international migration have also diminished traditional and informal support mechanism. Lack or inadequacy of public transport services to work or of social services, provision of drinking water and electricity is lacking, especially compelling women to secure these goods; has also been found to exacerbate, while also affecting workers well-being and productivity. Even when childcare and pre-primary education services are available, they often do not meet the needs of working mothers in terms of costs and functional hours. Simultaneously, work place policy; unpredictable working hours and non-standard work schedule, has also put considerable strain on working mothers which adversely effects on workers wellbeing. Better favorable work-place policy regards gender, leave, job security, non-wage benefit, social protection, career advancement and training were found implemented to help respondents in the discharge of their duties as professional and mothers at the same time. Overall conclusion of this section indicate that even though employee- friendly environment and work favorable policy/

practices exist in their organization, a more relaxed atmosphere and supportive family environment would be a crucial since the aim of obtaining the best of or ensuring the best combination of professional personal life cannot be achieved.

Guided by the concepts of intensive mothering ideology, the research assess the positive parenting practices. The intensive mothering ideology describes mothers as solely dedicated to children and family with little self-interest. However guided by this ideology, overall finding indicate that working mothers are being influenced by social desirability (the desire to be viewed as both a competent mother and worker) and there needs to be better mother, such as investing their income provides financial resources to their children. Positive parenting found practiced their best in terms of attachment, supervision and warmth, will help to build better relation of mother and children. The study reveals that working mother are trying their best in the positive parenting practices in terms of attachment, supervision and warmth, will help to build better relation of mother and children.

This findings appears to indicate that even though employee- friendly environment and work favorable policy/ practices exist in their organization, a more family sacrifices, supportive spouse and atmosphere would be a relief since the aim of obtaining the best of or ensuring the best combination of professional personal life cannot be achieved. Positive parenting and quality time that only an upgrading of maternal child relations will lead to better child growth and career , is very laudable because it gives no room for complacency among development worker mother.

A good combination of professional- personal life ensures positive parenting practices.

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APPENDIX

Questionnaire

Preamble:

This research / thesis is the required towards the award of an MA degree. Consequently, you form part of the sampled employees. I would be grateful if you could spare 20 minutes of your time to fill out this questionnaire for me. Your confidentiality is assured.

1. General Information

1.1. Demographics

Please tick the option that is applicable. Provide details where it is necessary.

1	Name of the respondents					
2	Age	25-30 Yrs	31-35 Yrs	36-40 Yrs	41-45 Yrs	
3	Mention your	Caste	Religion	Qualification		
4	No of Children	1	2	3	4 and above	
5	Age group of Children	≤1 Yrs	1-5 Yrs	6-10 Yrs	11-15 Yrs	15 yrs & above

1.2 Work Related Questions

6	Department	Program	M&E	HR	Finance	IT	Support Service	Others
7	Position	Associate	Officer	Coordinator		Manager	Above	
8	Service Year (Development Org)	≤ 1 yr	2-4 yrs	4-6 Yrs		6 Yrs+		
9	Monthly Income(Own)	<50,000/-	50,000/- 100,000	100,001/-150,000/-		151,0000/- and above		
10	Spouse Profession	Government Job	Development sector Service	Private Company Service	Business	Foreign Service	Others	

2. Main Information

For the all section below, please tick under the figure that best suits your response to the questions, under the respective headings of strongly agree, agree, neutral, strongly disagree and disagree.

2.1 Determinants of Combining Personal and Professional Life

		Strongly Agree (5)	Agree (4)	Neutra l(3)	Disagre e(2)	Strongly Disagree(1)
1.	The unequal share of care giving work between men and women at home					
2.	Considerably more time spend in unpaid care work at home					
3.	As a constitute barrier: family responsibilities and child care					
4.	Diminish traditional and informal support mechanism due to changing family structure, urbanization and migration					
5.	Mismatch between Working condition and family needs (unpredictable working hours and non standard work schedule)					

6.	Unfavorable work-place policy regards leave, job security, non-wage benefits, social protection, career advancement and training)					
7.	Narrow or worsen gender inequality in the workplace.					
8.	Prevalent Child care and pre-primary services : not meet the needs of working parents in terms of costs and functional hours					
9.	Exacerbate in basic public infrastructure (transport, drinking water, electricity affects the well being and productivity.					

2.2 Family Related Questions

		Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree(2)	Strongly Disagree(1)
10	My family has got a great impact on my professional life					
11	I face a lot of challenges in my career as a mother					

12	I am not able to take further comprehensive studies due to child bearing					
13	Sometimes I miss my job/ professional development events because I have to take time to my child care					
14	I am not able to take up challenges opportunities/ promotions because I always have to take care of my children and other family issues					
15	With all the challenges from my family, i am able to progress but at a slow pace					
16	I have a very supportive spouse and so i am still able to progress at a normal pace					
17	To deal with professional- personal combination challenges, I would send my kids to childcare or their grandparents so i can make time for the demands.					

2.3. Professional-Personal Life Combination Practices

		Strongly Agree (5)	Agree (4)	Neutral(3)	Disagree(2)	Strongly Disagree(1)
18	Personal-professional life combination can be said to be a person's ability to combine the multiple roles in his or her life					
19	Employee favorable policies of my organization help me to combining my professional- personal life					
20	Due to job demand, i usually work long hours					
21	I have to take work home most evening					
22	I often work late or at weekends to deal with paperwork without interruptions					
23	Relaxing and forgetting about work issues is hard to do					
24	There isn't much time to socialize/ relax with my family/ partner.					
25	I worry about the effects of work stress on my health					
26	My relationship with my partner is suffering because of the pressure or long hours of my work					

27	My family are missing out on my input, either because i don't see enough of them/ am too tired					
28	My children are missing my motherhood and affection either because i don't provide intensive motherhood practices to them.					
29	Finding time for hobbies, leisure activities or to maintain friendship and extended family relationship is difficult					
30	I would like to reduce my working hours and stress levels, but feel i have no control over the current situation					

2.4 Positive Parenting Practices

		7=D aily	6= almo st daily	5= two /three times in a week	4. about once a week	3. Less often than or a week,	2= ne ver	1= Not Applic able(N A)
31	Attach ment	I expected to have closer and warmer feelings for my children than i do and this bothers me						

32	with Children	childcare on work & nonworking days							
33		Read or told stories to your children?							
34		Playing games with your children?							
35		Helped them with or checked their homework?							
36		Driven them to activities other than school, like sports, music or other lessons or activities with friends.							
37	Supervision	Supervised or watched them participate in activities like sports, music, or other lessons or activities with friends?							
38		On the most recent school day, how much of the time after school were you aware of where your child was and what the child was doing?							
39		Parents reported on time when they allowed the child to be at home alone(Before, after & mid of school and at home also)							

40	Warmth	Praise any of your children							
41		Really trust for your child							
42		Laugh together							
43		Hug or kiss any of your children							
44		Raise your voice to any of your children							
45		Experience strong feelings of love for him/her							

Would you mind to drop your own statement regards “*Working Mother and Parenting Practices*”?

.....

Thank You