

## **Impact of Employment of Mothers on Self Concept of Adolescents**

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**ABSTRACT:** *Employment of women has become increasingly significant in the lives of women. The pertinent question that arises: Is the women happier and provide better parenting to their adolescents by relinquishing the traditional role or by combining the two roles? An attempt has been made to examine the effect of parenting of employed mothers on self-concept of their adolescents. A total of 200 parents were consisted for this study. 100 parents were with employed mothers and 100 were with homemaker mothers. 50 adolescent girls and 50 boys were further selected for measuring their self-concept from the schools of Dehradun, Haridwar and Roorkee district of Uttarakhand State, India. Parent child relationship scale was administered on parents and self-concept scale on adolescents. Study revealed significant difference in favour of parenting of homemaker mothers in the dimensions of marital conflict vs. marital adjustment and the faulty role expectations vs. realistic role expectations. Employed mother's adolescents showed high self-concept on the dimension of social, temperamental and on total self concept. Boys of the same group found to be high self-concept on physical and temperamental and girls on the dimension of social self concept than the counter group. Implication of this research from the perspective of women employment and their parenting of adolescents regarding self-concept have been discussed.*

**KEY WORDS:** *Employed mothers, Homemaker mothers, Adolescents, Parenting styles, Self concept*

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### **I. INTRODUCTION**

An important change in the structure of Indian family during the past quarter century has been increase in employment of married women. A great deal of the research related to maternal employment has focused directly or indirectly on role conflict. Role conflict places strain on particular areas of a woman's life. The most universal characteristics of employed mothers are the strain placed on them by multiple roles, lack of structural support with the system, and the condemnation of anachronistic society values. A bulk of research related to maternal employment examined the impact of maternal employment on marital happiness and assumed negative effects on adolescents, such as juvenile delinquency, feeling of loneliness and isolation, stress and poor adjustment than that of adolescents of homemaker mothers. In the Indian society mothers play a vital role in the rearing of child. Gebremedhin (2005) stated that mothers have a special place in their children's lives because of the bondage that starts from pregnancy and develops through childhood, youth, and adolescence. A mother's involvement with her children is unique and different because there is a strong emotional and social bonding occurring in between. Bonding with children comes only with a day-to-day unconditional love and care of the family. In other words, women not only mold and guide their children to be the best citizens, but they also prepare their spouses to become successful at work and in life. However, it is true that mothers have unique role in parenting, but it cannot be 100% complete without the involvement of fathers. Mothers are every thing for children. The relationship is built on unconditional love and care. If mothers are employed, they get relatively less time for disciplining the child. It is generally held that such a condition would influence the development of personality of the child adversely. But working mothers also try to spend maximum time in caring for and fulfilling the demands and requirements of children. Whenever they get time, children receive priority in mother's schedule, as compared to other household chores. They often plan and adjust their schedule of daily activities accordingly. Lewis (2011) stated that most working moms agree that they work to meet the needs of the families. They might do it for financial security, health benefits and for other reasons. But even those of us who love their jobs sometimes struggle to find the balance between work and life and sometimes feel guilty about the time they spend away from their children.

On the other hand, housewives try to derive satisfaction through other mechanisms. Since they stay mostly at home, they can save more money and plan their schedule in such a way that they derive satisfaction through developing various hobbies etc. She plays an important role in making a child more imaginative and productive. Where as patterns of inadequate maternal behavior seem to be responsible for the development of frustration and conflicts.

Parental attitudes toward the child affect his/her self-concept. Pattern of parental reward and punishment for child's behaviour is crucial in development of child's self-concept. If parental discipline does not satisfy the needs of the developing child, child may develop negative personality characteristics. Parents may be detached, indifferent, neglecting, rejecting, over-protective, indulgent, and possessive. Parents may be liberal, cooperative, accepting, sufficiently protective and controlling. Any combination of these characteristic is possible. Many psychologists observe that children with high self-esteem tend to have parents who are also high in self-esteem. Such parents are self-confident, emotionally stable, self-reliant, resilient, effective in their child-rearing practices, and compatible with each other. Mothers of such children are more accepting and supportive, expressing their acceptance through everyday manifestations of concern and Affection. The mothers also enforce established rules consistently, preferring rewards and non-coercive treatment in efforts to alter their children's behaviour. It suggests that democratic family environment plays crucial role in developing self-esteem and confidence in children (Mathur, 2001). In this regard Oswalt (2010) expressed that parents play a vital role in helping children to develop a positive self-esteem since parents are the "others" that children interact with most frequently.

A mother's early interaction style has been related to a variety of outcomes, including the development of the mother-infant relationship, children's prosocial behavior, and later behavioral problems. Specifically, mothers who were highly responsive and available to their children were more likely to have infants who developed more harmonious relationships with their mothers. Further, when mothers were more sensitive, their children were more empathic, more compliant with adults, and less likely to develop behavior problems (Sroufe & Fleeson, 1988). Research has shown also that infants who develop a harmonious relationship with their mothers tend to be less dependent on their teachers, more competent with their peers, and more cooperative with adults as children (Sroufe & Fleeson, 1988). Further, sensitive mothering may be determined by family context, such as the marital relationship, the mother's social support network, or maternal employment. For example, mothers who were in more satisfied marriages and believed they had more supportive social networks were more responsive to their children (Fish, Stifter, & Belsky, 1993). Although there is considerable controversy regarding the impact of maternal employment on the mother-infant bond, there are few consistent findings regarding the link between maternal employment status and mothering style. Researchers have proposed that maternal attitudes (i.e., role satisfaction, separation anxiety) may contribute more to mothering than does employment status (Stifter, Coulehan, & Fish, 1993).

An adolescent can make targeted self-evaluations in a number of different domains. Harter (1999) have identified the following eight domains that make up an adolescent's self-concept: Scholastic competence, Athletic competence, Physical appearance, Peer acceptance, Close friendships, Romantic relationships, Job competence and Conduct/morality.

An adolescent's self-concept is dynamic, and causality is complex. That is, problems and difficulties can lower self-concept; but low self-concept can also cause problems. For example, Byrne (1996) have found that levels of self-worth in each of the above domains are associated with behaviors and accomplishments relevant to success in those particular areas of development. For adolescents, having a high academic self-concept is associated with positive academic performance and having a high physical self-concept is related to increased physical activity (Marsh, Papaioannou & Theodorakis, 2006). So, it is important to understand whether the employment status of mother affect the self-concept of their adolescent wards.

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

The relevance of this study was to determine whether employment of mothers affect self-concept of adolescents in terms of parenting. Through this study we will explore some of the variations in the way parents treat their adolescents and consequent effect of such treatment in inducing variations in the formation of self-concept of adolescents. This will help us to understand whether difference between girls and boys exists on the dimensions of self-concept from parents with employed mothers and those from parents with homemaker mothers. We will better understand after completion of this study whether is it true that parenting of employed mothers is different from parenting of homemaker mothers as an effect on self-concept of their adolescents.

## **III. OBJECTIVES**

1. To evaluate parenting style (mothering and fathering) of employed and homemaker mothers with their adolescents.
2. To study the self-concept of adolescents of employed and homemaker mothers.
3. To compare self-concept of adolescent boys and girls in terms of maternal employment.

**IV. METHOD**

**Sample:** Total 200 parents were consisted for this study. 100 were those who both (mothers and fathers) are employed and 100 were, mothers are homemaker and fathers are employed included in the sample. 50 girls and 50 boys were further selected from each group of parents (employed and homemaker mothers) for studying their self-concept as an effect of parenting. We matched our sample on the nuclear families, graduation plus education of parents and studied only later adolescents (16-18 years old) wards. Data were collected from various schools of Haridwar, Dehradun and Roorkee of Uttarakhand State India.

**Tools:** Parent Child Relationship Scale constructed and standardized by Sharma and Chauhan (2005) administered on both parents of both the groups (employed and homemaker mothers) for measuring their parenting style. Scale measures parenting in eight dichotomous dimensions namely Rejection vs. Acceptance, Carelessness vs. Over-protection, Negligence vs. Over-indulgence, Strong-realism vs. Utopian-expectation, Lenient standards vs. Severe moralism, Total freedom vs. Severe discipline, Marital conflict vs. Marital adjustment and Faulty role expectation vs. Realistic role expectation.

A Self-Concept Questionnaire constructed and standardized by Saraswat (2000) administered on adolescents for measuring self-concept on six dimensions of self-concept such as; Physical, Social, Intellectual, Moral, Educational and Temperamental Self-Concept. Each dimension contains eight items with five alternatives ranging from most acceptable to least acceptable description of self-concept. The alternatives or responses are arranged in such a way that the scoring system for all the items will remain the same (5, 4, 3, 2, 1) whether the items are positive or negative. The summated score of all the forty-eight items provided the total self-concept score of adolescents. A high score on this inventory indicates a higher self-concept, and low score low self-concept.

**Procedure:** Prior to collecting data on adolescents, first, we personally contacted the Principal/ authority and convinced them by explaining the purpose of this research and got the permission, then, we developed rapport with the participants and administered self-concept inventory to them with the help of teaching staff. According to required demographic information filled by students like; parental employment, education of parents, no. of siblings, gender, class and home address etc. then we approached their parents and request them separately for filling parent child relationship scale either at home or work place as convenient to them. Collected data evaluated by using parametric statistical techniques such as Mean, SD, ‘t’ test and ANOVA.

**IV. FINDINGS**

**Data Analysis:**

**Abbreviations:**

- RJCT vs. ACPT - Rejection vs. Acceptance
- CRLN vs. OPTCT - Carelessness vs. over-protection
- NGLC vs. OIND - Negligence vs. Over-indulgence
- STRL vs. UPECT - Strong-realism vs. Utopian-expectation
- LNST vs. SEMOR - Linient standards vs. Severe moralism
- TOFE vs. SEDIS - Total freedom vs. Severe discipline
- MCON vs. MADJ - Marital conflict vs. Marital adjustment
- FAROEX vs. REROEX- Faulty role expectation vs. Realistic role expectation

\*Significant at 0.05 level,

\*\*Significant at 0.01 level

**Table 01: Comparision of Parenting Style between Parents with Employed and Homemaker Mothers (Mean, SD and ‘t’)**

Dimensions of Parent Child Relationship Scale	Employed Parents (N=200)		Parents with Homemaker Mothers (N=200)		t-value
	Mean	SD	Mean	SD	
<b>RJCT vs. ACPT</b>	8.56	1.62	8.29	1.87	1.58
<b>CRLN vs. OPTCT</b>	7.50	1.67	7.57	1.76	0.38
<b>NGLC vs. OIND</b>	6.87	1.61	6.54	1.79	1.94
<b>STRL vs. UPECT</b>	7.17	1.83	7.09	2.21	0.39
<b>LNST vs. SEMOR</b>	6.77	1.82	6.93	1.92	0.86
<b>TOFE vs. SEDIS</b>	6.74	1.89	6.95	1.98	1.09
<b>MCON vs. MADJ</b>	7.63	1.93	8.23	1.69	3.35**
<b>FAROEX vs. REROEX</b>	8.20	1.99	8.58	1.51	2.18*

**Table 02: Comparison between mothering and fathering with Employed and Homemaker Mothers on Parenting Style (Mean, SD and ‘t’)**

Dimensions of Parent Child Relationship Scale	Employed Mothers (N=50)					Homemaker Mothers (N=50)				
	Mothering		Fathering		‘t’	Mothering		Fathering		‘t’
	Mean	S.D	Mean	S.D		Mean	S.D	Mean	S.D	
RJCT vs. ACPT	8.64	1.58	8.49	1.68	1.12	8.25	1.83	8.33	1.92	0.65
CRLN vs. OPTCT	7.53	1.75	7.48	1.61	0.34	7.61	1.71	7.53	1.83	0.62
NGLC vs. OIND	6.98	1.58	6.76	1.64	1.51	6.52	1.87	6.57	1.73	0.37
STRL vs. UPECT	7.06	1.84	7.29	1.83	1.40	7.08	2.14	7.10	2.30	0.13
LNST vs. SEMOR	6.67	1.94	6.88	1.69	1.09	6.81	1.97	7.05	1.88	1.51
TOFE vs. SEDIS	6.58	1.88	6.90	1.89	1.88	6.93	2.03	6.98	1.96	0.36
MCON vs. MADJ	7.62	1.97	7.64	1.92	0.10	8.27	1.70	8.19	1.70	0.58
FAROEX vs. REROEX	8.25	1.93	8.16	2.06	0.56	8.63	1.54	8.53	1.50	0.90

**Table 03: Comparison between mothering of Employed and Homemaker Mothers and fathering of the same group (Mean, SD and ‘t’)**

Dimensions of Parent Child Relationship Scale	Mothering of Adolescents of Employed and Homemaker Mothers (N=100)					Fathering of Adolescents of Employed and Homemaker Mothers (N=100)				
	Employed Mothers		Homemaker Mothers		‘t’	Fathering of Employed Mothers Adolescents		Fathering of Homemaker Mothers Adolescents		‘t’
	Mean	S.D	Mean	S.D		Mean	S.D	Mean	S.D	
RJCT vs. ACPT	8.64	1.58	8.25	1.83	1.61	8.49	1.68	8.33	1.92	0.62
CRLN vs. OPTCT	7.53	1.75	7.61	1.71	0.33	7.48	1.61	7.53	1.83	0.20
NGLC vs. OIND	6.98	1.58	6.52	1.87	1.87	6.76	1.64	6.57	1.73	0.80
STRL vs. UPECT	7.06	1.84	7.08	2.14	0.07	7.29	1.83	7.10	2.30	0.64
LNST vs. SEMOR	6.67	1.94	6.81	1.97	0.50	6.88	1.69	7.05	1.88	0.67
TOFE vs. SEDIS	6.58	1.88	6.93	2.03	1.26	6.90	1.89	6.98	1.96	0.29
MCON vs. MADJ	7.62	1.97	8.27	1.70	2.49**	7.64	1.92	8.19	1.70	2.14*
FAROEX vs. REROEX	8.25	1.93	8.63	1.54	1.54	8.16	2.06	8.53	1.50	1.45

**Table 04: Self-Concept of Adolescents of Employed and Homemaker Mothers (Mean, SD and ‘t’)**

Dimensions of Self-Concept	Adolescents of Employed Mothers (N=100)		Adolescents of Homemaker Mothers (N=100)		t-value
	Mean	SD	Mean	SD	
Physical	29.27	4.07	28.96	3.81	0.56
Social	30.65	3.13	29.34	3.76	2.67**
Temperamental	31.22	4.26	29.99	4.50	1.98*
Educational	31.36	5.00	30.09	4.68	1.85
Moral	31.52	3.96	31.21	3.62	0.58
Intellectual	27.47	4.04	27.02	3.39	0.85
Total Self-concept	181.49	15.79	176.61	16.66	2.13*

**Table 05: Comparison of Self-Concept between gender of adolescent of Employed and Homemaker Mothers (Mean, SD and 't')**

Dimensions of Self-Concept	Employed Mothers (N=50)					Homemaker Mothers (N=50)				
	Boys		Girls		't'	Boys		Girls		't'
	Mean	S.D	Mean	S.D		Mean	S.D	Mean	S.D	
Physical	30.12	4.22	28.42	3.77	2.12*	28.62	4.08	29.30	3.53	0.89
Social	30.78	3.17	30.52	3.11	0.41	29.82	3.56	28.86	3.93	1.28
Temperamental	31.62	4.73	30.82	3.74	0.94	29.78	4.63	30.20	4.39	0.46
Educational	30.52	5.39	32.20	4.48	1.69	29.50	5.27	30.68	3.97	1.26
Moral	31.08	4.40	31.96	3.45	1.11	31.14	3.79	31.28	3.48	0.19
Intellectual	28.02	4.09	26.92	3.95	1.37	27.18	3.42	26.86	3.39	0.47
Total Self-Concept	182.14	17.99	180.84	13.39	0.41	176.04	18.38	177.18	14.91	0.34

**Table 06: Comparison of Self-Concept between Boys of Employed and Homemaker Mothers and the Girls of the same group (Employed and Homemaker Mothers) (Mean, SD and 't')**

Dimensions of Self-Concept	Boys (N=50)					Girls (N=50)				
	Employed Mothers		Homemaker Mothers		't'	Employed Mothers		Homemaker Mothers		't'
	Mean	S.D	Mean	S.D		Mean	S.D	Mean	S.D	
Physical	30.12	4.22	28.62	4.08	1.81	28.42	3.77	29.30	3.53	1.20
Social	30.78	3.17	29.82	3.56	1.42	30.52	3.11	28.86	3.93	2.34*
Temperamental	31.62	4.73	29.78	4.63	1.98*	30.82	3.74	30.20	4.39	0.76
Educational	30.52	5.39	29.50	5.27	0.96	32.20	4.48	30.68	3.97	1.79
Moral	31.08	4.40	31.14	3.79	0.07	31.96	3.45	31.28	3.48	0.98
Intellectual	28.02	4.09	27.18	3.42	1.11	26.92	3.95	26.86	3.39	0.08
Total Self-Concept	182.14	17.99	176.04	18.38	1.68	180.84	13.39	177.18	14.91	1.29

**Table 07:- Interaction between Parenting Style of Employed and Homemaker Mothers and the Self-Concept of adolescent boys and girls (2x2 ANOVA)**

Dimensions of Self-Concept	Source of Variation	F-value
Physical	Parenting Style	0.31
	Gender	0.84
	Parenting Style x Gender	4.62*
Social	Parenting Style	7.15**
	Gender	1.55
	Parenting Style x Gender	0.51
Temperamental	Parenting Style	3.91*
	Gender	0.09
	Parenting Style x Gender	0.96
Educational	Parenting Style	3.47
	Gender	4.40*
	Parenting Style x Gender	0.13
Moral	Parenting Style	0.33
	Gender	0.89
	Parenting Style x Gender	0.47
Intellectual	Parenting Style	0.72
	Gender	1.81
	Parenting Style x Gender	0.54
Total Self-Concept	Parenting Style	4.47*
	Gender	0.001
	Parenting Style x Gender	0.28

Table 01 indicated the significant difference between the dimension of parenting style of marital conflict vs. marital adjustment ( $t= 3.35, p<0.01$ ) of employed and homemaker mothers and the dimensions of faulty role expectation vs. realistic role expectation ( $t= 2.18, p<0.05$ ). Parents with homemaker mothers showed better marital adjustment ( $M= 8.23$ ) and realistic role expectation ( $M= 8.58$ ) as compare to parents with employed mothers ( $M= 7.63$  and  $8.20$ ) respectively.

Whereas parents of both group agreed with parenting of each other and did not showed any significant difference on any dimension of parenting style among them (table 02).

Table 03 showed comparison between mothering of employed and homemaker mothers and found significant difference on the dimension of marital conflict vs. marital adjustment ( $t= 2.49, p<0.01$ ). Mean value indicated that homemaker mothers ( $M= 8.27$ ) have less conflict in marital relationship than the employed mothers ( $M= 7.62$ ).

In terms of fathering of above said group also found the same results as shown by mothering ( $t= 2.14, p<0.05$ ) in favour of fathers of adolescents of homemaker mothers (table 03).

Table 04 indicated that the adolescents of employed mothers have shown more positive self-concept on social ( $M= 30.65, t=2.67, p<0.01$ ), temperamental ( $M=31.22, t=1.98, p<0.05$ ) and on total self-concept ( $M=181.49, t=2.13, p<0.05$ ) as compare to adolescents of homemaker mothers.

In terms of gender of adolescents table 05 described that the boys of employed mothers possessed more physical self-concept ( $M= 30.12, t= 2.12, p<0.05$ ) than the girls of the same group ( $M= 28.42$ ). However, adolescents of homemaker mothers did not show any significant difference on the self-concept variable in terms of gender.

Table 06 depicted the comparison between boys of both the group of employed and homemaker mothers and found that the boys of employed mothers possessed high mean value ( $M=31.62$ ) as compare to boys of homemaker mothers ( $M= 29.78$ ) on the dimension of temperamental self-concept ( $t= 1.98, p<0.05$ ). Whereas, girls of the same group (employed mothers) possessed high mean value ( $M= 30.52$ ) than the counter group ( $M= 28.86$ ) and showed significant difference on the social self-concept ( $t= 2.34, p<0.05$ ).

On the other hand, table 07 showed the significant interaction effect in the variable of parenting style and gender on the dimension of physical self-concept ( $F=4.623, p<0.05$ ), in the parenting style of employed and homemaker mothers on the dimension of social ( $F=7.155, p<0.01$ ), temperamental ( $F=3.916, p<0.05$ ) as far as on the total self-concept ( $F=4.478, p<0.05$ ). Gender (boys and girls) of adolescents also showed significant interaction effect on the dimension of educational self-concept ( $F=4.406, p<0.05$ ) in terms of parenting style of both the group of parents (employed and homemaker mothers).

## VI. DISCUSSION

In reference to the study we found significant difference between the parenting style of employed and homemaker mothers and fathers on the dimension of marital conflict vs. marital adjustment and the faulty role expectations vs. realistic role expectation (table 01). Homemaker mothers and fathers showed better marital adjustment and expect more realistic role from their adolescents than the employed mothers and fathers. Comparison of mothering of employed and homemakers, homemaker mothers showed better marital adjustment in comparison to employed mothers (table 03). As far as fathering, women employment affects fathering towards their adolescents on the same dimension said above (marital conflict vs. marital adjustment, table 03). Fathers of adolescents of homemaker mothers showed better marital adjustment as compare to mothers who are working. So, it is clear that husband's of homemaker mothers do better adjustment with their spouse in comparison to husband's of employed mothers. No doubt better marital adjustment gives better results in terms of parenting of adolescents as well as enrichment of their traits. Though, women who are employed played a significant role for spreading traits of their children through the knowledge gain by interacting many people at working place. This change on woman's part, that is, education and employment has got significant implications not only for the woman concerned herself but for her family too (Singh, Thind and Jaswal, 2006). Distinctively working woman has to perform two roles. Firstly, a mother and a housewife, and secondly of an employee. Both the roles demand on her time and energy. Her employment not only affects her entire personality but also her family relationship and is also liable to face crisis of adjustment. Most of the working women feel maladjusted due to male dominating attitude of the husband and his family members. On the other hand, homemaker mothers are best fitted to perform the role of housewife. Due to our culturally determined gender Ideologies they have to take care of the children, husband, and in-laws and perform other domestic duties and bear all the responsibility of household chores more conveniently than the employed mothers. They accept their husband as sole decision maker of their family and they do adjustments in every sphere of life. The study conducted by Hops, Patterson and Weiss (1972) supported our study, results revealed that working married women cannot pay full attention to their homes and are unable to satisfy their family members. Where as, the non-working married women can do their household task easily and their married life goes smooth. Researches conducted on working married women clarified that they cannot properly adjust with their married life because they have many tasks to perform at a time.

Hofferth (1979), Hicks and Platt (1969) revealed in their study that working married women found themselves moving from job to job under a frequently changing cast of bosses. Reduced autonomy and an ever-increasing workload, combined with the added burden of having a small child at home, made their job's huge claim on time and emotional energy intolerable. That is why they cannot perform well at home. Study conducted by Slathia (2014) also supported our results. He found that working married women faces marital adjustment problem in a greater degree to that of non-working married women. We can say that working married women because of added responsibilities of job may suffer from more severe cause of maladjustment at home or in the office. The findings of Hashmi, Khurshid and Hassan (2007) show that working married women have to face more problems in their married life as compared to non-working married women. Saxena and Rani (1996) revealed that non-working women experienced greater life satisfaction as compared with working women and attributed their happiness to the home environment. Nye (1959) compared the marital conflict of employed and non-employed mothers and found that where the mothers was employed, quarreling was found to be more frequent and marital adjustment scores more frequently showed unhappiness and dissatisfaction. Other significant result found on the dimension of faulty role expectation vs. realistic role expectation in favour of parenting of homemaker mothers. The study conducted by Vig and Jaswal (2012) supported our results. They found that with increase in marital adjustment mothers become more accepting and realistic in their expectations from their children. Realistic role expectation shows the sense of emotional stability, consistency in thoughts and action of parents and ability to present themselves as sufficiently effective and inspiring model for their children to follow. Research of Dasgupta and Basu (2002) supports the idea that good marital relations are associated with good parent-child relationship while difficulties in parent-child relationship are common in families with poor marriages. A study conducted by Vig and Saini (2011) reported that close parent-teen relationships, good parenting skills and secure bonds between parents and their adolescent children allow young people the freedom to grow and explore as children believe that their home represents a safe haven to which they can return when necessary. Another study conducted by Vig and Jaswal (2010) also found to be similar of our results, they found that emotionally well-adjusted fathers were significantly more accepting, had more positive influence of their good marital relations on their teenagers and had more realistic role expectations from their sons and daughters.

As the evidence of our results and supportive studies we can say that couples of homemaker mothers have better marital adjustment and less conflict than the employed mothers. They proved better parenting and understanding with their adolescents due to satisfactory marital relationship with each other. Results obtained from our study regarding self-concept of adolescents, clearly indicated that maternal employment plays a significant role in the development of positive self-concept of adolescents. Adolescents showed positive self-concept of employed mothers on the dimensions of social self-concept and temperamental self-concept (table 04). A study conducted by Sharma (1986) confirms our result. He studied on the children of the working and non-working mothers and found that the self concept level of the children of working mothers was found to be more than that of the children of non-working mothers. The study of Powell (1963) also indicated that adolescent and college age children of employed mothers tended to be more achievement oriented than the children of home maker mothers. For developing self-concept of adolescents, gender of adolescents also plays a significant role in terms of parenting of employed and homemaker mothers. In our study, boys of employed mothers showed positive self-concept more than the girls of the same group as well as adolescent (boys and girls) of counter group (homemaker mothers) on the dimension of physical self-concept (table 05). Boys of employed mothers also showed high temperamental self-concept than the boys of homemaker mothers. As far as girls, the girls of employed mothers possess more social self-concept than the girls of homemaker mothers as an effect of parenting of maternal employment (table 06). On the other hand, interaction between parenting style and gender of adolescents on the dimension of physical self-concept found to be significant interaction between the two variables (parenting style x gender). The interaction effect found to be significant in the parenting style of employed and homemaker mothers on the dimension of social, temperamental and on the total self-concept. However interaction between gender (boys and girls) of adolescents found to be significant on the dimension of educational self-concept (table 07) in terms of parenting style of both the group of parents (employed and homemaker mothers).

Our results followed the study conducted by Poznanski et al. (1970) and confirms our results by revealing that the working mothers being broad minded are aware of the emotional requirements of their children, promote positive emotions attachment, and lavish affection and warmth towards their wards. Stein (1973) also reported that college females with employed mothers had higher educational aspirations than those whose mothers were not working outside the home. A study conducted by Biabangard & Hatami (2003) also agree with our results. They found that working mothers to have positive effects on the social development and educational progress of their children especially on girls.

Dekovi and Meeus (2002) also found more or less the same results in their study that the quality of the parent-child relationship affects the adolescent's self-concept, which in turn affects the adolescent's integration into the world of peers. Medvedova (2000) investigated the relationship between family environment, parental behaviour and self-esteem in early adolescence and found that there was positive relationship of self-esteem with cohesion, organization, expressiveness and recreational orientation in family. So, the results of this study prove the significance of this study that the employment of mothers plays a positive role in the development of positive self-concept of their adolescents and support to promote the employment of mothers.

## VII. CONCLUSION

Following conclusions can be drawn from this study;

- Parents with homemaker mothers showed better marital adjustment and realistic role expectation as compare to parents with employed mothers.
- Homemaker mothers as well as fathers showed better marital adjustment than the employed mothers and of fathers of this group.
- Adolescents of employed mothers showed more positive self-concept on the social self-concept, temperamental self-concept and in the total self-concept as compare to adolescents of homemaker mothers.
- Boys of employed mothers showed positive physical self-concept than the girls.
- Boys of employed mothers showed high temperamental self concept in comparison to homemaker mothers.
- Girls of employed mothers found to be more social than the girls of homemaker mothers.

**Limitation and Suggestions:** Limitations of this study should be acknowledged. First, the overall sample size in each group was small, thus reducing our ability to evaluate differences in the parenting of employed as far as homemaker mothers and the self-concept of their adolescents. In addition, only normal duty schedule and nuclear family were included in the sample also limits the extent to which causal inferences can be drawn. For example, it is possible that haphazard duty schedule of employed mothers may have led to evaluate more adverse effect on their parenting style as well as self-concept of adolescents. As another example, it is possible that joint family may reduces their strain by social support to them and formation positive self-concept of adolescents. Additionally, several important variables that may explain the relationship found were not examined in the current study, most notably, socioeconomic status, urban-rural living arrangements, age of adolescents at the time the mother began working and attitudes of adolescents about the mother's employment. Also, a number of maternal variables are important such as the reason and length of her employment, satisfaction of mother with her job and whether she works full or part-time.

Thus far, researchers have focused on mother's currently employment and failed to take into account the history of that employment.

**Recommendations:** Bearing these limitations in mind, it is highly recommended that husbands of employed wives should have understand the role conflict of their wives and cooperate them accordingly and should settle difference between them that arise due to employment of wives for the sake of adolescents as well as their own marital happiness. Husband should also welcome and accept employment of their wives in terms of earnings as far as less economic threat and economic benefit to family income is obvious.

The study found that self-concept of adolescents was positively associated with parenting style of employed mothers. Therefore, there is need to device programs aimed at sensitizing fathers of those adolescents whose mothers are employed on their parenting styles.

Policy makers at the Ministry of Human Resource Development should develop policies that would encourage parents with employed mothers to adopt appropriate parenting styles which can be done by conducting seminars, workshops and focus group discussion at grass root levels.

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