

**Emotional Labor and Societal Transformation: Biggest question mark to societal equilibrium (With special reference to metropolitan families)**

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Individual act different according to the various social situations and owing to his role, individual modifies his behavior to fit to needs of organization. It is generally observed that emotional display where individual modify his actual feeling to meet the societal and organizational demand is responsible factor for the emotional labour thus leading to imbalance in societal equilibrium. (Rosenberg 1990). The major factor associated with societal transformation may be directly linked with increase percentage of women in labour market which increases a state of conflict especially for women who have to make balance between societal needs and professional requisites. In this process of adjustment the women as dual earner start concealing their emotions to fit best in the organization leading to emotional dissonance due to which problems of societal needs like delay marriage, first child birth delay, declination in marital relation quality etc. arises.

The increase participation of women as dual earner have definitely added to women being more empowered ,especially in terms of decision making and participation in political and societal activities thus realizing themselves as true human being within the gamut of gender development but this concept of economic prosperity have levied heavy tax on society .As dual earner are continuous struggling to make pace between personal and professional life due to which family responsibility ,societal responsibility and children requirements are being overlooked. A women as dual earner needs to be a producer, care giver ,mother, wife and daughter in law .This multiple role set is responsible for overlapping of role taking due to which she faces emotional dissonance and do not want to get entangled in family responsibilities. This is one of the reasons for delay marriages and delay first child birth.

The transaction in family from joint to nuclear also increase the problem as dual earner due to economic opportunities have left their joint family and have migrated to metropolitan families due to which child caring becomes a issue as institutional day care is not trusted and sometimes financial constraints also add as a reason. Visualising the current scenario the nation may soon confront some policies regarding child care for both private and government sector taking dual earner into account.

Various models tested in previous researches also indicate a negative relationship between fertility and labour force participation. If this situation continues to grow then the societal equilibrium need to be threatened. As couples are favoring only single child then family ties and kinship would be at high risk. Another matter of concern is care of elderly parents as role transformation of wife from care giver to bread earner has burdened professional pressure due to which her primary role of home maker is often neglected. The parent feels detached and owing to generation gap and change in life style, the bonding of relations is weakened.

Although it is a known fact that women working as earner have added to increase in income, social security but owing to problem of societal equilibrium it is urgent need for government and private institutions as well as policy maker to formulate policies keeping in account the dual earner .Many extra benefits could be provided so that women do not enjoy the overburdened pressure and enjoy a balance between both family and organizational responsibilities. The policy like work from home, institutional crèche, child care leave, maternal benefits etc may be utilized for dual earner who are facing problem of emotional labour hampering their health and in turn the societal equilibrium would be also maintained. Visualizing the current need of maintaining societal equilibrium correlation between emotional labour and societal transformation was analyzed using dependent variables.

**Variables utilized:**

**Transaction in family (Joint Family to Nuclear Family)**

In case of private sector the shift from joint to nuclear is associated factor for increased emotional labour. Respondents of reproductive group felt that if family was supportive then job pressure would be minimized as mother in law would be supportive in taking care of children but in reverse case if in laws do not understand then it

would lead to additional pressure and hence increase emotional labour. However in government sector they had relax life style hence they managed easily both in nuclear and joint family hence transaction in family was not important factor for them although it may act as an aiding factor for reducing emotional labour.

**Nature of Job: Government Vs private**

In private sector life has become professionalism. Respondents don't have time for family and they have fully merged their personal life into professional life. They are busy working in odd hours, carry their work pressure at home which effect their marital life and children life severely In government sector situation is favorable because of reduced work pressure as workload not carried to home hence they enjoy time with family and friends.

**Role transformation (traditional earner Vs dual earner ):**

The role of male as bread earner and women as home maker have changed to dual earner and women is no more only the queen of kitchen but has conquered a number of fields. The role transformation is the direct effect of economic demand of necessity leading to emotional labour especially in case of female as women while balancing between work life balancethey have to suppress their real emotions

**Biological role (Child Birth ):**

The increased economic pressure for better quality of life chasing for high standard of living have severely affected the societal equilibrium as the reproductive respondents reveal that they were not ready for family responsibility hence they did not gave birth to child .The situation was observed more critical when respondents revealed decline marital relation quality due to increased emotional labour

**Cross Tabulation analysis**

**Role transformation (Reproductive and Post Reproductive)  
Crosstabulation**

				Women		Total
				Post Reproductive	Reproductive	
Role transformation	No	Count		54	34	88
		% within your life transforming		61.36%	38.64%	35.2%
	Yes	Count		70	92	162
		% within your life transforming		43.21%	56.79%	64.8%
Total		Count		124	126	250
		% within your life transforming		49.6%	50.4%	100.0%

Table 1.2 shows the results obtained from the 250 female (reproductive 126 and non-reproductive 124 both) in respect of their views on role transformation (shift from traditional earner to dual earner) which in turn is responsible factor for societal transformation with respect to Emotional labour and Gender health of dual earner in metropolitan families .

It was observed that 64.8% (reproductive and post reproductive) respondents accepted that with women moving out of the threshold and becoming dual earner has resulted in societal transformation. They accepted that as proportion of dual earner increased women status was enhanced and they had a say in decision making and various activities.

**Sidramashettars (1991)** reported that economic status of the wife as a wage earner and contributor to the family budget enables her to have say the decision making process of thev family. **Mathur (1992)** study finds that supplementing family income is the most important motive for women, towork, other important reasons for women employment in order of preference are : social affiliation ,enhancing self esteem having security and achieving self fulfillment.

However with increase in financial power they were also overloaded with the workload as they had to make balance between personal and professional life which resulted in work family conflict and severe health hazard. **(Duxsbury and Higgins 2001)** observed that employees who are overloaded or whose work interfered with family (vice versa) were highly stressed ,burnt out, dissatisfied with life and poor mental health.

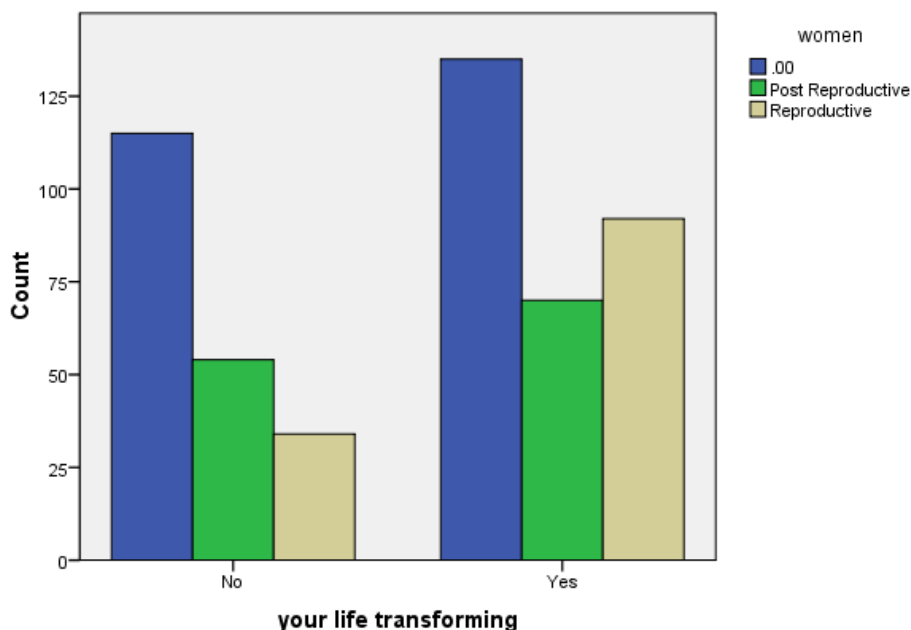
### Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.156 <sup>a</sup>	2	.001
Likelihood Ratio	13.626	2	.001
Linear-by-Linear Association	11.265	1	.001
N of Valid Case	500		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 50.34

Finally, the table above provides the summary statistic info. The observed chi-square statistic is 13.156, which is associated with a 0.001 % risk of being good in rejecting the null hypothesis. This is no any risk, so we are able to accept the null. We therefore find support for the research hypothesis, and can conclude that Reproductive and Post Reproductive female Respondents accepting that transforming the life style.

**Bar Chart**



## 2. Analysis between transaction in family and societal transformation

### Crosstab

			Transaction in family		Total
			Joint family	Nuclear family	
Gender	Male	Count	99	151	250
		% within Gender	39.6%	60.4%	100.0%

Female	Count	69	181	250
	% within Gender	27.6	72.4%	100.0%
Total	Count	168	332	500
	% within Gender	33.6%	66.4%	100.0%

Table 1.2 shows the results obtained from the 250 Male and 250 Female respondents in the survey with respect to transaction in Family (Joint family and nuclear Family) of dual earner in metropolitan families. Both female respondents (72.4%) and male respondents (60.4%) preferred nuclear family. A striking fact was that respondents were compelled to dwell in nuclear family as they moved out of their traditional joint structure to metropolitan cities in search of better job opportunities due to which they were residing as nuclear family however they had joint family structure to the basic home town they resided. **K.M Kapadia (1972)** study that has drawn attention to the fact that families which have migrated to cities still retain their bonds with their joint family in the village or town. It does not dwell on dreams and forgot to live even after they residentially separate themselves from a nuclear family they do not function as a isolated or completely independent unit in city.

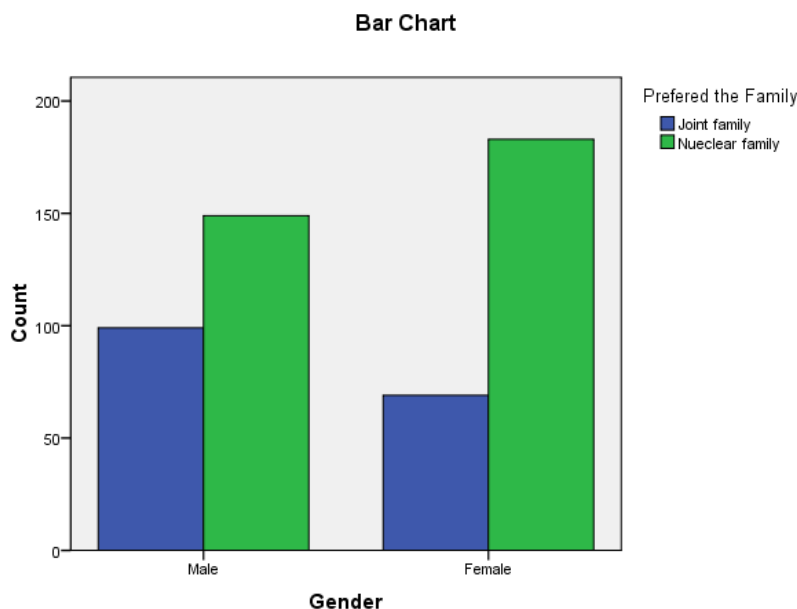
**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	8.808 <sup>a</sup>	1	.003		
Continuity Correction <sup>b</sup>	8.255	1	.004		
Likelihood Ratio	8.842	1	.003		
Fisher's Exact Test				.003	.002
Linear-by-Linear Association	8.790	1	.003		
N of Valid Cases <sup>b</sup>	500				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 83.33.

b. Computed only for a 2x2 table

Finally, the table above provides the summary statistic info. The observed chi-square statistic is 8.808, which is associated with a 0.002 % risk of being good in rejecting the null hypothesis. This is no enough any risk, so we are able to accept the null. We therefore find support for the research hypothesis, and can conclude that male and female both have different views and accepting that types of the families.



**2. Analysis between Nature of Job and Societal transformation**

**Crosstab**

			Nature of job		Total
			Government job	Private job	
Gender	Male	Count	133	117	250
		% within Gender	53.6%	46.8%	100.0%
	Female	Count	80	170	250
		% within Gender	31.7%	68.0%	100.0%
Total		Count	213	287	500
		% within Gender	42.6%	57.4%	100.0%

Table 1.2 shows the results obtained from the 250 Male and 250 Female respondents in the survey with respect to Preferred the job (government and private) of dual earner in metropolitan families. The Female respondents agreed 170 (68.0%) that they want to live with private job however 80 (31.7%) female respondents were replied negative means she preferred to live with government job. 117 (46.8%) male respondents replied positive means want to live with Private job However male respondents an overwhelming 133 (53.6%) responded in the Negative. The results suggest that most respondents tend to live with government job.

It was observed that reproductive group respondents preferred private job owing to greater aspirations and better income however those who had child responsibility preferred government job owing to safety security and organizational benefits regarding child care. In case of male respondents significant difference was not observed.

**Chi-Square Tests**

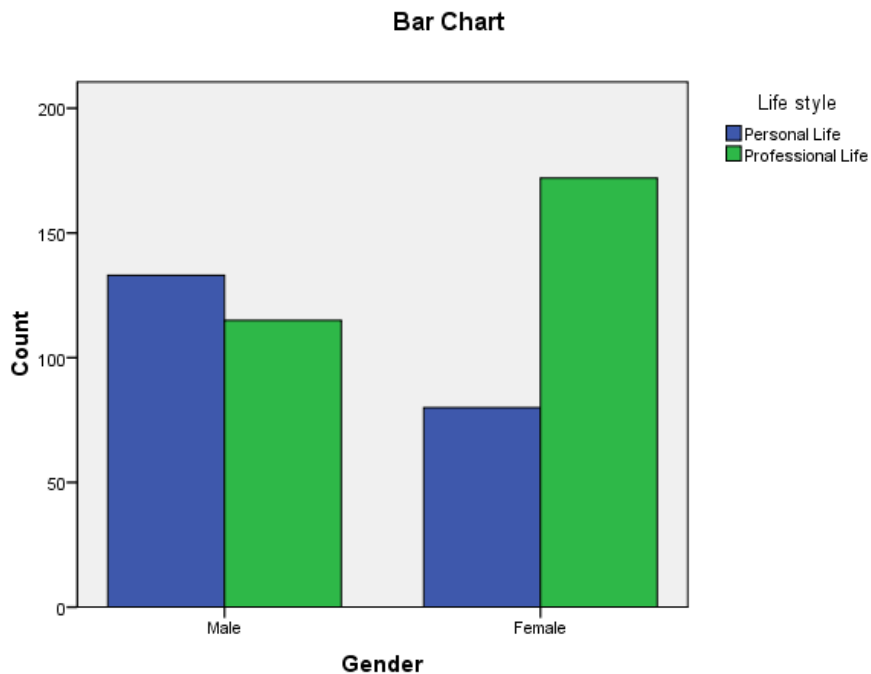
	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	24.478 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	23.591	1	.000		

Likelihood Ratio	24.692	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	24.429	1	.000		
N of Valid Cases <sup>b</sup>	500				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 105.65.

b. Computed only for a 2x2 table

Finally, the table above provides the summary statistic info. The observed chi-square statistic is 24.478<sup>a</sup>, which is associated with a 0.000 % risk of being good in rejecting the null hypothesis. This is no any risk, so we are able to accept the null. We therefore find support for the research hypothesis, and can conclude that male and female both have different views and accepting that there are accepting the professional life in the concepts of Dual earners.



**2. Analysis between first child birth and societal transformation**

**Crosstab**

			First child birth		Total
			yes	No	
Gender	Male	Count	113	137	250
		% within Gender	45.6%	54.8%	100.0%
	Female	Count	71	179	250
		% within Gender	28.2%	71.6%	100.0%
Total	Count	184	316	500	
	% within Gender	36.8%	63.2%	100.0%	

Table 1.2 shows the results obtained from the 250 male and female (reproductive 126 and non-reproductive 124 both) in the respect of their views on transforming the society by the concepts of dual earners in the survey with respect to Emotional labour and Gender health of dual earner in metropolitan families.

It was observed that 179 (71.6 %) of the 250 female dual earners and overwhelming 137 (54.8 %) of male respondents were not ready to accept the child responsibility. The female respondents were not ready to give birth to child owing to their professional life and men were not ready to accept the child responsibility as they believed they had to excel in their professional life.

**Chi-Square Tests**

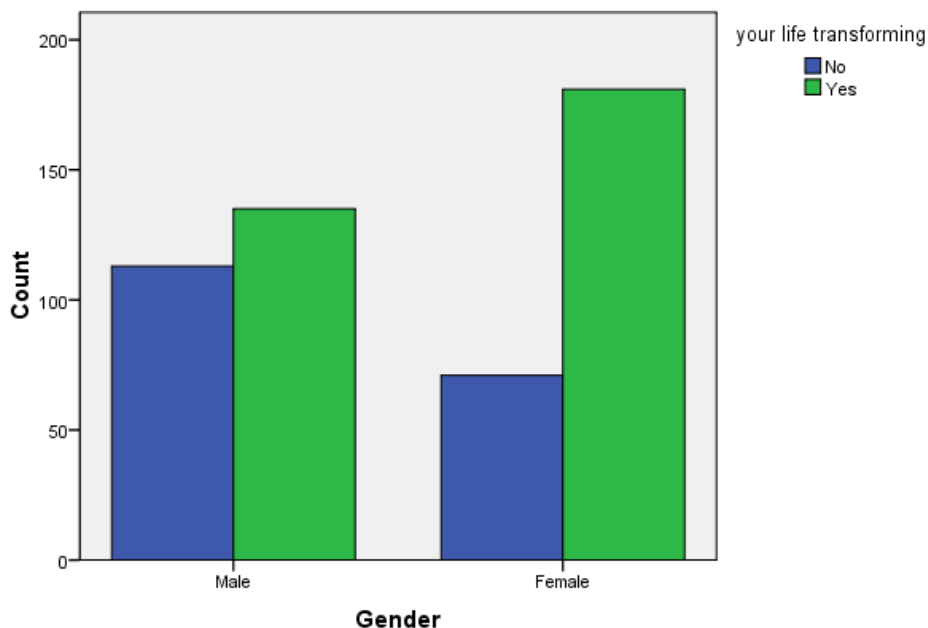
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	16.252 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	15.513	1	.000		
Likelihood Ratio	16.360	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	16.220	1	.000		
N of Valid Cases <sup>b</sup>	500				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 91.26.

b. Computed only for a 2x2 table

Finally, the table Above provides the summary statistic info . The observed chi-square statistic is 16.252, which is associated with a 0.000 % risk of being good in rejecting the null hypothesis. This is no any risk, so we are able to accept the null. We therefore find support for the research hypothesis, and can conclude that Male and female Respondents both have different views and accepting that dual earner concepts transforming the life style.

**Bar Chart**



**Conclusion:**

It was observed that 64.8% (reproductive and post reproductive) respondents accepted that with women moving out of the threshold and becoming dual earner has resulted in societal transformation. They accepted that as proportion of dual earner increased women status was enhanced and they had a say in decision making and various activities. It was observed that women as wage earner added up to income which enhanced economic status and thus her participation in decision making and various activities, **Sidramashettars (1991)**

Another affirmation for women as wage earner is that with supplementation of family income they hold importance in family due to which they attain motive to work, imbalance their self esteem, security and try to achieve better fulfillment.

**Mathur (1992)** The economic independency is linked with overload work pressure as it becomes tough to make balance between personal and professional life which in turn result in conflict and health problems.

Dual earner are overloaded with the work pressure thus have difficulty in maintaining balance between personal and professional life due to which they are stressed, burnt out, disheartened life and have poor mental health. **(Duxsbury and Higgins 2001)**

There was preference for nuclear family by both female respondents (72.4%) and male respondents (60.4%) preferred nuclear family. A striking fact was that respondents were compelled to dwell in nuclear family as they moved out of their traditional joint structure to metropolitan cities in search of better job opportunities due to which they were residing as nuclear family however they had joint family structure to the basic home town they resided. It was observed that although they were resided as nuclear family but their traditional family ties were so strong that they consider themselves as joint family only for the sake of profession they were compelled to reside as nuclear family. **K.M Kapadia (1972)**

The Female respondents agreed 170 (68.0% ) that they want to live with private job however 80 (31.7 %) female respondents were replied negative means she preferred to live with government job. 117 (46.8 %) male respondents replied positive means want to live with Private job However male respondents an overwhelming 133 (53.6 %) responded in the Negative. The results suggest that most respondents tend to live with government job. It was observed that reproductive group respondents preferred private job owing to greater aspirations and better income however those who had child responsibility preferred government job owing to safety security and organizational benefits regarding child care. In case of male respondents significant difference was not observed. It was observed that 179 (71.6 %) of the 250 female dual earners and overwhelming 137 (54.8 %) of male respondents were not ready to accept the child responsibility. The female respondents were not ready to give birth to child owing to their professional life and men were not ready to accept the child responsibility as they believed they had to excel in their professional life.

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