Gender Differences in Commitment to Roles, Work-family Conflict and Social Support

Kamala Ramadoss[1] and Ujvala Rajadhyaksha[2]

[1]Department of Child and Family Studies Syracuse University, Syracuse NY 13244, USA
[2]Saint Mary's College, Notre Dame, Indiana, USA
E-mail: kramados@syr.edu

ABSTRACT The purpose of this paper was to examine gender differences, if any, in commitment to various roles, the work environment, work-to-family conflict, types of strain, and social supports among employed parents with school going children belonging to the upper socio-economic status in urban India. Data was collected from employees working full time ($N = 208$) and belonging to dual-career families in Bombay. Survey method was used to collect data. Regarding commitment to various roles, only occupational role commitment was statistically significant but not marital role commitment, homemaker role commitment or parental role commitment. Regarding work environment, there was a significant difference between men and women in job variety but not in job complexity and work schedule flexibility. Of the various work-to-family conflict variables, there was a significant difference between men and women in work-to-parent conflict and energy-based strain but not in work-spouse conflict, work-leisure conflict or work-homemaker conflict. In general, employed parents in urban settings find it very challenging to balance their occupational and parental responsibilities. In this study, research participants were from the upper socio-economic strata with considerable resources at their disposal as compared to those from lower socio-economic strata. Men reported significantly more support than women in supervisor support, co-worker support and extended family support in managing work and family responsibilities.