

ORGANIZATIONAL ROLE STRESS OF THE PARENTS AND SELF-HANDICAPPING AMONG THEIR CHILDREN

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ABSTRACT

The present study was designed to explore the association of organizational role stress of the parents with the self-handicapping among their children. The study included 100 children 50 each in the high stressed and low stressed group taken one child from one family on the bases of their mother, father and both together (parents) having high and low organizational role stress. The standardized tools of Organizational Role Scale, Loneliness and Self- handicapping were applied in the present study using t- test and correlation as a statistical measure to analyze the observations. The result demonstrated the significant difference between the loneliness and self handicapping of the children with respect to the organizational role stress of their parents and further revealed the positive association of the organizational role stress with the loneliness and self handicapping of their children i.e. Higher the organizational role stress of the parents, higher the loneliness and self handicapping among their children and vice versa. However, require further investigations.

KEYWORDS: Organizational Role Stress, Loneliness and Self- Handicapping

INTRODUCTION

In a work context, inadequate adaptation and failure to perform at an optimal level causes aggravation and possibly may lead one into stress. One and all at one time or another can be affected by work –related stress, to execute the basic and standing needs of life. Family is the most important attribute of child development, to that mother and father both are the central figure. That is so the relations within, are crucial for the psychological and developmental growth of their children and family as a whole.

In the present, it has been observed that inconsiderate behavior, self destructiveness, conduct disorders, noncompliance, loneliness, domestic violence, self worthiness, negative evaluation etc. Are on the rise in the society, community, and nation at large. The increase in such behaviors, especially among teenagers may be due to the loneliness and subjective self-handicapping among the children which remain unattended. Owing to the inattentive/over the attentive lifestyle of the parents, towards the emotional life of their children is the significant indentation in the family system. These days' parents are just gratifying their child worldly needs, but they are not able to realize the emotional and psychological facet of their growth for which child feels rejected and turn less adjusted in his / her role. Later on, those become become questionable and exacerbate the problems further.

Organization role stress envelops a wide variety of stresses as one joins a work organization (Pareek, 1981) and these are intended negative environmental factors such as work load, role conflict, role ambiguity, poor working conditions etc. Associated with the qualities of exacting job (Cooper and Marshall, 1976). Kahn and Quinn (1970) had classified it as expected-generated stress, which imbibe role ambiguity or role conflict and role overload and frequently have been studied

as antecedents of occupational stress (Ivancevich, et al. 1982). Usually role stress is a result of conflict between incompatible or unclear expectations derived from work situations. Dauj et al., (2006) studied that employee experience conflict, while justifying their roles of work and family responsibilities. Using a sample of female nurses and police officers, they found that an increase in work-parent conflict was associated with increased commitment. Job commitment moderates the relationship between irregular work schedules and work-parent conflict depending on their role, commitment. Several studies suggest that parents may become less nurturing, responsive or consistent with discipline when preoccupied by the stress of job insecurity or income loss (Flanagan, 1990; Mcloyd, 1998) and poor adjustment with these rules may increase children's distress, feeling of loneliness, depression, self-handicapping, delinquency, or drug use (Conger et al., 1994; Mcloyd, 1990). Crouter et al., (1999) observed that parental work stress has implications for the quality of family interaction and in turn children's and adolescent adjustment. Structural equation models revealed that the effects of work pressure on adolescent well-being were intervened by parental role overload and parent-adolescent conflict. During high work stress, receding family involvement in the short run may be adaptive but ultimately problematic.

The elevation pertaining to psychological involvement of the parents with context to their job role and family role imposes individuals mentally preoccupied to their imbalanced performance. Such imbalance in performance boasts significant implications for work-to-family and family-to-work invasion. Which boasts significant implications in their work and family life? However, Frone (2003) reviewed the findings from a US-based survey and observed that family boundaries are more absorbent than job boundaries and hence the levels of work-to-family intrusion are reporting higher or more intense than those of the family-to-work. Hence, based on the above present study was designed to see the connection of organizational role stress of the parents with the loneliness and self-handicapping in their children with the following objectives:

OBJECTIVES

- To study the relationship of organizational role stress of the parents (mother, or father, or of both together) with the loneliness of their children.
- To study the relationship of organizational role stress of the parents (mother, or father, or of both together) with the Self-handicapping in their children.
- To see the difference between the two groups of children on their loneliness and self-handicapping with respect to the high and the low organizational stress of their parents.

METHODOLOGY

Design

In the present study correlation design was used to see the association of Organizational role stress of the parents with the loneliness and self-handicapping of their children and t-test was computed to see the difference on the loneliness and self-handicapping between the children's of the parents having high and low organizational role stress.

Participants

In total 100 children were involved (50 each in a group) taken one child from one family on the basis of organizational role stress of their parents (mother, or father or of both together) having high and low organizational role

stress. Firstly, a scale was administered individually to 400 parents in order to explore their organizational role stress. Out of which 200 parents were selected randomly on the basis of their scores (High and Low) on Organizational Role Stress Scale. Finally, 100 parents having their child between 13-18 years of age and are graduated in their qualification are involved in the study.

Tool Used

The standardized Organizational Role Stress (Pareek 1981), Loneliness Scale (Asher et al. 1984) and Self-Handicapping Questionnaire (Jones and Rhodewalt, 1982) were applied in the present study

RESULTS AND DISCUSSION

The result of the present study revealed the significant and positive correlations of the scores of mother ($r = .599^{**} p > .01$), father ($r = .428^{**} p > .01$) And of both together ($r = .525^{**} p > .01$) Having high organizational role stress with the loneliness scores of their children. Whereas in case of Parents with low organization role stress on the mother ($r = .459^{**} p > .01$), father ($r = .429^{**} p > .01$) And both together ($r = .453^{**} p > .01$) Correlation values are also significant and positive with the loneliness of their children (See Table 1 & 2) Hence, the result of the present study clearly indicates the significant and positive correlation of organizational role stress on the parents and the loneliness of their children. Further, the result of t-test showed the significant difference between the children of parents having high and low organizational role stress on the their scores of loneliness ($11.01^{**} p > .01$) And the mean scores of loneliness are higher in the case of the children ($M = 74.24$) of parents having high organizational role stress of their parents than the children ($M = 51.22$) of parents having low organizational role stress (See Table 3), evidenced the positive and significant relationship of organizational role stress of the parents and the loneliness of their children i.e., The higher the organizational role stress of the parents, higher the loneliness in their children and vice versa.

Table 1: Correlation Table of Parents Having A High Organizational Role Stress

Variable	Mother	Father	Total (Parents)	Loneliness	Self-handicapping
Mother		.212**	.613**	.599**	.679**
Father			.665**	.428**	.438**
Total both (Parents)				.525**	.609**
Loneliness					.664**

Table 2: Correlation Table of Parents Having A Low Organizational Role Stress

Variable	Mother	Father	Total (Parents)	Loneliness	Self-handicapping
Mother		.991**	.990**	.459**	.474**
Father			.994**	.429**	.463**
Total both (Parents)				.453**	.494**
Loneliness					.500**

Table 3: T-Test Table of Loneliness and Self Handicapping of the Children Having High and Low Organizational Role Stress of Their Parents

Variable	High organizational role stress		Low organizational role stress		T-value for both groups
	Mean	SD	Mean	SD	
Loneliness	74.24	10.06	51.22	10.81	11.01**
Self-handicapping	81.22	7.97	58.48	10.28	12.35**

Crouter et al., (2001) indicates that parental work stress has implication on children's and adolescent adjustment in term of loneliness. The work stress is linked to parents feeling of overlade and strain, which in turn predict lower parent-child acceptance and higher conflict, which in turn leads to less positive adjustment of children. Schmitt-Rodermund (1997) provides an extensive overview of existing research on the effects of parental work on child outcomes. To date, maternal paid work has been viewed as weakening the family's "social capital" (Coleman, 1997) by both reducing the mother's time spent with her children and promoting higher levels of family stress. Several studies indicated the child's poor adjustment to the mother's employment (Belsky, 1984; Crouter and Mc Hale, 1993). The research on the prevalence of behavior problems in pre-school children from the risk factor associated with the behavior of the parents was reviewed by Qi and Kaiser (2003) and observed that behavior problem were associated with multiple risk factor found in these children's live and are related to the parental occupation, socioeconomic characteristics and parental stress. Hence, the results confirmed the significant and positive association of organizational role stress on the parents and the loneliness of their children.

The result of the present study also showed the significant and positive correlations of the scores of mother, father and of both ($r = .679^{**} p < .01$, $r = .438^{**} p > .01$ and $r = .609^{**} p > .01$) Having high organizational role stress with the self handicapping scores of their children respectively. Whereas the parents having low organization role stress on the mother ($r = .459^{*} p > .01$), father ($r = .429^{**} p > .01$) And both together ($r = .453^{**} p > .01$) Correlation values are also significant and positive with the self handicapping score of their children (See Table 1 and 2). Therefore the result indicates the significant and positive correlation of organizational role stress of the parents with the self handicapping of their no. Again, the result of t-test showed the significant difference between the self handicapping scores of children of high and low organizational role stress of their parents ($11.01^{**} p > .01$) And the mean scores on self handicapping is higher in the case of the children ($M = 74.24$) having high organizational role stress of their parents than the children ($M = 51.22$) having low organizational role stress of their parents (See Table 3), evidenced the positive and significant relationship of organizational role stress of the parents and the self handicapping of their children i.e., Higher the organizational role stress of the parents, higher the self handicapping in their children and vice versa.

Dobby, et al., (1995) conducted a study with the hypothesis that job stressor that threaten the employee's reputation in the working environment likely to generate anxiety symptoms that carry over from work to home. High-threat stressors were the most likely to generate home-experienced anxiety and work- experienced anxiety served as a key mediator of behavioral problem among children's and family conflicts. Want and Kleitman (2006) studied parental rearing styles and confidence in relation to imposter occurrence i.e., Felling of phoniness and self-handicapping tendencies as an impediment to performance as an excuse for possible failure and found that parental overproduction and lack of care are responsible for the felling of phoniness and self-handicapping tendencies in their children. Greaven, et al., (2000) in their study observed that the maternal care and the depressive effects in young persons are independently related to self-handicapping behavior in adolescents. Margaret (2006) examined dual-earner couple of pre-school age children to study the relationship between work and family and children's internalizing and externalizing behavior and found that the mother and father number of working hours directly predict the externalizing and internalizing symptom in a child's behavior. Nasruddin and Johari (2009) studied the impact of mother's work conditions i.e., Irregular work hours, high job demand, job insecurity, work overload, work stress etc. On the parenting styles, children's behaviors and self-efficacy in school performance and observed that the mother's work conditions significantly correlated with child's behaviors and school

achievement of their children.

CONCLUSIONS

The result of the present study confirmed the significant and positive relationship of Organizational role stress of parents and the loneliness and self handicapping in their children, i.e., Higher the organizational role stress of the parents, higher the loneliness and self handicapping in their children and vice versa. In modern lifestyle, everyone is running the rat race. The parents are so occupied with their own lives and work that they do not have time to share and attend the feeling of their children and their development, psychological and emotional needs. They justified their parenting just with the avaricious approach however, they don't have time to realize the emotional needs of their children and concern regarding their moral, insatiable and conduct in family, school and social life and resulting in their loneliness and self-handicapping which require serious and immediate attention and research in this regard.

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