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GRT **THE EFFECT OF MATERNAL EMPLOYMENT
ON THE PERSONALITY AND ACADEMIC
ACHIEVEMENT OF ELEMENTARY SCHOOL
CHILDREN WITH REFERENCE TO AGE AND GENDER**

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Abstract:-The study was conducted on a random sample of 90 boys and girls whose mothers were employed and another 90 boys and girls whose mothers were unemployed from fourth, fifth and sixth grades. For measuring the personality, junior Eysenck Personality Inventory (1965) was administered. The subjects' examination marks were taken into consideration to measure their academic achievement. The statistical test of Mean, Standard deviation, Student 't' test, ANOVA and Duncan's multiple range test were used to compute the data and the results, were discussed in the light of previous research findings. The results of the present study revealed that children of employed mothers have high extroverted personality than children of unemployed mothers. No significant difference existed between 9 year old boys of employed mothers and unemployed mothers with regard to personality and academic achievement. Whereas 9 year old girls of unemployed mothers showed high neurotic behavior than the children of employed mothers, whereas significant difference was observed in the extroversion scores of 10 year old boys of employed and unemployed mothers. Lastly maternal employment had no significant effect on the personality and academic achievement of 10 year old girls.

Keywords: Maternal Employment , Academic Achievement , Elementary School Children , intellectual development .

INTRODUCTION

Elementary school age starts from six years of age till twelve years. It is the time when the child is expected to learn the rudiments of knowledge that are considered essential for successful adjustment to adult life. It is also the time when certain essential skills are expected to be learned both in the curriculum of the school and in the extra curriculum activities provided by the school (Hurlock, 1968). The word "Personality" probably came from two Latin words "per" and "sonar". The term Personar literally means, to sound through. Extroversion was typically defined as a turning outward of the mind onto people and objects in the external world. Introversion as inner directedness and a preference of abstract ideas rather than concrete objects. Today we have broadened the scope of these terms so that extroversion also refers to impulsive, sociable tendencies and introversion includes controlled and responsible behavior (Wilson, 1977)

Gone are the days when men were the only breadwinners of the family and women, good homemakers. Today, single income family is a rarity and women too cater to the monetary needs of the family. Maternal employment refers to full-time work to part-time work and including contract work as well as working out of home. Child outcomes include a variety of indicators, including social and emotional adjustment, intellectual development and school performance (Lerner, 2001).

In order to understand the state of equilibrium or disequilibrium for effective parenting, child development and the mother-child relationship, let's first turn on to father. The father's involvement in the equation, it would

clarify the balance of motherhood and employment for working mothers. In examining parental involvement in relation to maternal employment, fathers chose to be involved with children on their own accord rather than being coerced to do so because of their partner's employment status. In many cases, fathers were modeling their mother's roles in involvement with their children.

Now coming back to mothers, moms come in different versions. There are the stay-at-home moms, career moms, single moms, foster moms, adoptive moms and even grand moms. The city is filled with whole lot of super moms who successfully manage two workplaces – home and office (Padmanabhan, 2002).

They manage both successfully and a great deal depends upon the working mother's experience of her situation in combining mother with employment. Looking at the pros and cons of the maternal employment on children many studies have focused on the effects of mothers' employment status, essentially seeking answers to whether or not mothers' being employed while their children are young, has negative effects on the children (Mengan and Parcel, 1990).

There can be two of the most fulfilling aspects of life; work and family. Many women, especially in the last three decades, have chosen to pursue both. The movement of women back into the labor market has been called the most significant social phenomenon of the 21st century. Up until the 1960's, most women would not expect their careers to play a primary role in their lives. Employment was generally viewed as a secondary life role. After that time, however, women began to explore the possibility of combining family and career roles (Weitzman and Fitzgerald, 1993).

METHODOLOGY

Sample

The present study was conducted on a total sample of 360 students. The total sample selected for the present study were 360 students between the age group 9 to 11 years and the class range varied from IV to VI grade. Out of 360 students 180 students had mothers who were employed and the remaining 180 students had mothers who were unemployed. Out of this 180, 90 students were girls and the remaining 90 students were boys of all the three age groups (9,10,11 years).

Tools used:

Questionnaire on Junior Eysenck Personality Inventory (JEPI) was used for the purpose of measuring extroversion and neuroticism. According to the author, JEPI measures the two major personality dimensions of extroversion and neuroticism in children from age 9 – 11 years of age.

Procedure

The inventory has some questions regarding the way child behaves, feels and acts. After each question, there is a space for answering 'Yes' or 'No' which represents their way of acting or feeling. The children have to work quickly and not spend too much of time at the same time care had to be taken that they did not omit any questions.

Results and Discussion

The following Table I shows the result of the t-test, computed to find out the effect of maternal employment on the personality and academic achievement of elementary school children with reference to age and gender.

Table I: Personality and academic achievement in relation to mothers' employment status.

Outcome Variables	Employed mothers		Unemployed mothers		't' value
	Mean	S.D.	Mean	S.D.	
Extroversion	16.8	2.4	16.0	2.1	3.25 *
Neuroticism	15.3	2.2	15.5	2.3	0.85 NS
Academic achievement	53.9	19.3	50.0	21.5	1.78 NS

Note * : Significant at 5% level

NS: Not Significant.

From the above table it is observed that there is a significant difference in the mean extroversions scores of children whose mothers were employed and unemployed. The mean values were 16.8 and 16.0 as the calculated 't' value is 3.25 is greater than the table value 2.58 at 1% level of significance, hence it is significant.

It is seen that the children of employed mothers have high extroverted personality. This is because children

whose mothers are employed are very sociable friendly and outgoing and confident.

Table –II: Personality and academic achievement of 9 year old boys in relation to mother's employment status.

Outcome Variables	Employed mothers		Unemployed mothers		't' value
	Mean	S.D.	Mean	S.D.	
Extroversion	16.4	2.9	15.9	2.4	0.67 NS
Neuroticism	15.1	2.1	15.0	2.1	0.06 NS
Academic achievement	52.4	20.5	43.0	23.5	1.64 NS

NS – Not Significant

It is seen from Table II that there is no significant difference in the mean extroversion, neuroticism and academic achievement scores of 9 year old boys whose mothers were employed and unemployed. The calculated 't' value is 0.67, 0.06 and 1.64 are lesser than the table value 1.96 at 5% level of significance, hence they are not significant. On the whole the result of the study concludes that no difference exist between children of employed and unemployed mothers regarding personality and academic achievement.

Table III: Personality and academic achievement of 9 year old girls in relation to mothers employment status.

Outcome Variables	Employed mothers		Unemployed mothers		't' value
	Mean	S.D.	Mean	S.D.	
Extroversion	16.7	2.5	16.6	1.8	0.12 NS
Neuroticism	15.6	2.1	16.8	1.9	2.24 *
Academic achievement	72.0	16.8	64.1	19.6	1.68 NS

Note * : Significant at 5% level

NS: Not Significant.

Table III shows that there is no significant difference in the mean extroversion and academic achievement scores of 9 year old girls whose mothers were employed and unemployed. The mean value for extroversion is 16.7, 16.6 and academic achievement 72.0, 64.1 for employed and unemployed mothers respectively. As the calculated 't' value 0.12 and 1.68 are lesser than the table value of 1.96 at 5% level of significance, hence they are not significant. But in the case of neuroticism the means scores for children of employed mothers and unemployed mothers is 15.6 and 16.8 respectively. The calculated 't' value 2.24 is greater the table value 1.96 at 5% level of significance, hence it is significant. Children of unemployed mothers showed high neurotic behavior when compared to children of employed mothers.

Table –IV: Personality and academic achievement of 10 year old boys in relation to mother's employment status.

Outcome Variables	Employed mothers		Unemployed mothers		't' value
	Mean	S.D.	Mean	S.D.	
Extroversion	17.1	2.7	15.8	2.1	2.13 *
Neuroticism	15.2	2.4	15.1	2.3	0.16 NS
Academic achievement	49.4	16.9	45.2	22.5	0.80 NS

NS: Not Significant.

From the above table it is observed that there is a significant difference in the mean value of extroversion scores of 10 year old boys whose mothers were employed and unemployed. The mean value for extroversion are 17.1 and 15.8 for employed and unemployed mothers. The calculated 't' value 2.13 is greater than the table value 1.96 at 5% level of significance, hence it is significant. Children of employed mothers showed high extroverted behavior. This is substantiated by a study Hocks and Ellen (1980) opined that the child rearing practices of working mothers

may differ from those of non-working mothers, particularly in the area of independent training. Employed mothers encourage their children to become self sufficient and independent at an early age.

Table – V: Personality and academic achievement of 10 year old girls in relation to mother's employment status.

Outcome Variables	Employed mothers		Unemployed mothers		't' value
	Mean	S.D.	Mean	S.D.	
Extroversion	16.8	2.0	16.3	1.9	1.0 NS
Neuroticism	15.7	1.9	15.2	2.7	0.82 NS
Academic achievement	53.8	19.8	57.6	21.5	0.71 NS

NS: Not Significant.

From the above table V it is observed that there is no significant difference in the mean values of extroversion, neuroticism and academic achievements scores of 10 year old girls whose mothers were employed and unemployed. The calculated 't' values were 1.0, 0.82 and 0.71 respectively which are lesser than the table value of 1.96 at 5% of level of significance, hence they were not significant.

CONCLUSION

The results of the present study revealed that children of employed mothers have high extroverted personality than children of unemployed mothers. There was no difference in the extroverted and neurotic behavior an academic achievement of 9 year old boys belonging to the employed and unemployed mothers.

Whereas 9 year old girls of unemployed mothers showed high neurotic behavior than the children of employed mothers.

Whereas 10 year old boys of employed mothers showed high extroverted personality than the boys of unemployed mothers.

Lastly maternal employment did not have any effect on the personality and academic achievement of 10 year old girls.

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