

A Vision on How the Women Cab Drivers Manage Their Dual Role Conflict

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Abstract:

Since the dawn of civilization, every individual play multiple role in the society. It's never an easy job for a married woman to pull up and manage the economic burden. There resides a situation where single way of earning has made life bit harder to cope up. So, women work in order run the race. The service of women is seen mostly in all fields without minding the work pressure from her job life as well as her daily life. The present study is on how women manage the dual role conflict. The study reported responses of 43 women cab drivers. For analysis purposes, interval scale is used for preparing the questionnaire and the statistical technique, linear regression used. The researcher culminated that social support has not made any change in managing their conflict pressure in work environment and in family.

Keywords: Women, Cab Drivers, Dual Role, Conflict.

I. INTRODUCTION

The Dual Role Conflict (DRF) has largely grabbed the attention of researcher when it comes to women even more rested upon them. In accordance with the words of Tamara Mellon, "It is important for women to work. They need to keep their independence, to earning and being challenged." Women entered the time period where she has to work and contribute in order to reduce the economic burden. Without minding the work pressure from her job life as well as her daily life, women is seen mostly in all fields. Largely, women who play the dual role faces operational difficulty in managing their time for household and work. The society's development has bestowed upon them too. Henceforth this study throws light on "how Women Cab Drivers manage their Dual Role Conflict."

LITERATURE REVIEW:

The following summary of literature review of past studies, made the researchers to focus on the

conflicting factors of dual role faced by Women Cab Drivers in Coimbatore city.

- ❖ Bernard Kissi-Abrokwhah, TheophilusAndoh-Robertson, et.al.(2015), in their research article titled, " Examining work and Family conflict among female bankers in Accra Metropolis, Ghana" revealed that premature retirement were encountering in Accra Metropolis and therefore the authors recommended that institutions should laid down policies and adopt more technological ways which could help to reduce stress and feel relaxed. Also recommends to setup a supportive system to assist the nursing mothers and frequent medical check-up too.
- ❖ Morinsola J. Oladejo and Olawumi D. Awolusi (2018), " Effect of work – family role conflicts on employees' commitment and organizational performance: A study of Aklad Interlink Concept, Nigeria" recommended that organization should encourage their employees to feel the work place as their own which helps to improve their good attitude and frame

acceptable work – family policies to ensure better social lives..

- ❖ Dr. C. Somashekher (2018), in “ Factors influencing role conflict among working women- A sociological analysis”, identified working women coming from lower social origins tend to experience work and family conflict due to the socio- economic conditions in which they find themselves resulting in lack of flexibility and ability to control work situation and a lack of economic resources to afford high quality child care.
- ❖ Rasmewahni, YeniAbsah, et.al., (2018), in their research article “Analysis of Dual Role conflict and emotional intelligence on work stress with social support as a moderating variable on Bumt Banks married employees in TebingTinggi”, concluded that social support is not significantly influential relationship between their emotional intelligence and stress.
- ❖ Monika Mittal, Dr. S.S. Bhakar (2018), “Examining the Impact of role overload on Job stress, Job satisfaction and Job performance – A study among married working women in Banking sector”, revealed that person’s performance might increase in Role overload which has significant impact on job stress, even certain amount of stress is good, but again leads to dissatisfaction.

RATIONALE OF THE PROBLEM:

No matter even the society changes or new rules and regulations framed the Universe stands the same in Women’s responsibilities. Women’s contribution for both family and workfolk is 100% inevitable. Being the present hour swallows all disturbances, tiredness and depressions and to achieve for economic well-being. Women stomp their impression on every field, the driving is not an exceptional to them. Therefore, an attempt has been made to understand whether and how Women Cab Drivers manage their dual role conflict in Coimbatore city.

OBJECTIVES OF THE STUDY:

The study, “A VISION ON HOW THE WOMEN CAB DRIVERS MANAGE THEIR DUAL ROLE CONFLICT” has the following objectives:

- To assess the impact of dual role conflicting factors and managing mechanisms of Women Cab Drivers.

HYPOTHESES:

To test the significance level, the following null hypotheses (H_0) were formulated:

- H_{01} – There is no significant difference of Dual Role Conflicting factors and Job performance.
- H_{02} - There is no significant effect of Dual Role conflict managing mechanisms on their job stress.

SCOPE OF THE STUDY:

The present study analyses the pros and cons of Womenfolk facing role incompatibility and conflicting situation encounter due to ever changing role expectations in the context of family, Societal norms and Profession. Hence the present study is an attempt to “Vision on how Women Cab Drivers manage their Dual Role Conflict.”

RESEARCH DESIGN:

The present study adopts analytical research design with the primary objective on how women cab drivers manage their dual role conflict, and the structured questionnaire and interview schedule is administered to collect primary data from the selected sample respondents. The respondents of the study are the 43 Women Cab Drivers – Pink Taxi, Auto, School Omni Van. Convenient random sampling method is used and to find out the significant difference in all dimensions of Dual role conflicting factors Linear Regression analysis has been used for the study.

Result and Analysis:

The multiple regression equation is being analysed with standardized co-efficient and it is understood that the dual role conflicting factors had higher level of influence and is positively related to job

performance with Beta values = 0.781 and t value is 6.254. The R square is .614 with F value 131.884 (p value=.000), based on the result H_0 1 is rejected shows the conflicting factors have a significant impact on job performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 ^a	.614	.606	.782538
a. Predictors: (Constant), Conflicting factors				
b. Dependent Variable: Performance				

Source: Primary Data

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	461.961	2	230.985	131.884	.000 ^b
	Residual	166.768	41	4.043		
	Total	627.737	43			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Conflicting factors						

Source: Primary Data

For Job stress and the managing mechanisms, the result value depicts R square as .569 with F value of 168.909 (p value = .000), which is positively related to job stress with Beta value of 0.741 and t value is 3.209. Hence, H_0 2 is rejected and managing mechanism has significant impact on Job stress.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741 ^a	.569	.508	.64670
a. Predictors: (Constant), Managing Mechanisms				
b. Dependent Variable: Stress				

Source: Primary Data

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	370.927	2	185.463	168.909	.000 ^b
	Residual	158.040	41	3.855		
	Total	528.966	43			
a. Dependent Variable: Stress						
b. Predictors: (Constant), Managing Mechanisms						

Source: Primary Data

CONCLUSION:

The researcher concluded that the existence of Dual Role conflicting factors not much affect their performance and in-service training too supports them. The flexible time period to take-up the driving

offer is quite manageable. Hence it is suggested that the conflict arising from multiple roles could be managed, the Women Cab Drivers cope through their better practicing positive managing mechanisms (Yoga, Amicability with customers, Cordial relations with fellow drivers and such). This would enhance the economic well-being would help

to reach better level in job performance by overcoming their stress.

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