

# Role, Influence and Outcomes in Library Career Decisions with Family Challenges: A Case Study of Library Professionals

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## **Abstract**

*The present study is not for the women's issue in today's and tomorrow world, it's significant for everyone. The basic research is not for choosing between a careers and family features but-also the issue is to be making sure, the raid balance we needs. After significant our imports, it is no longer difficult to achieve all the projected balance. The specialized administrative also needs to come-up with their strategies, welfares and working atmosphere which helps employees be creative without being tied down to their work culture.*

*All the strategies to be design to keep, the employees and their personal members the best interests in mind to attempt is made to escalate the impact of work-family targets and challenges on the women LIS professionals' career decisions. All the employer should be understand the type of Work-life provision to equilibrium their work and life in a better grace.*

**Keywords:** Role, Influence, Outcomes, Career Decision, Family Challenges - Fiji

## **1. An Overview of the Study**

Between 2001 and 2014 all the women employ in Fiji on the whole, have augmented by 3.601% per annum. Within the expert world, which reflects Fiji Island is small but growing middle class more than the country as a whole; the marvel of Fijians women "contravention through the glass ceiling" is perhaps more muted. Even, despite legal supplies made by acts like those of the Equal Salary Act, the so-called "glass ceiling" is perhaps still very predominant within organizations. Astonishingly, a review in the UK, and Pacific region revealed that a majority of men want a 50/50 partnership with their wives both at work and home. They no longer see themselves as masculine men. They want to spend more time with their family & children. The changing estimates of new era the changing equations, the machine age,

the engineering age, the networked age stress high, higher highest work-life balance, went to work-life started only when you go home, not only are people working at work, but also at home round-the-clock workdays split into sections dedicated for 'life' females and work. The men worked and women tended the house both men and women worked, and females still tended the house both men and females work and tend to the house. The educated women in Fiji-who are now participating different position i.e. urban manufacturing sector in technical, professional, and decision-making positions-has been escorted by a stable growth in dual career relations. Exploration on career point of view of women in Fiji Island shows that work and family quandaries are often dissimilar from those reported by women. As compared to their complements in other parts of the World, Fijian employees face a lot of difficulties in managing their work and life as well.



## 2. Influences of Family Responsibilities on Career Decisions

Specially, in today's world, work and family areas affect each other significantly. It is maxims that work delays with family as much as family pressures with work. In case of female bosses, this is even truer, as the compression of meeting societal prospects is more for them. There is indeed a dangerous linkage between career and personal of the female managers. It is found that women bosses' participations, demands, and activities in the employment and family domains are equally interdependent. The internalization of the trust that roles are gender precise prescribes dissimilar life-options for male and female. For male, this life option implies ordering of work over family, whereas for female, it implies ordering of family over work. In the context of world, Rajadhakshya and Bhatnagar (2000) stated that male are more committed to work or job than female and that gender-role prospects and gender-based socialization leads men to classify themselves with 'work-roles' and females to classify themselves with 'family-roles'. Females are predictable to identify with the family and, therefore, invest more time and energy capitals to improve performance in that role. The hope that females should give importance to the family proposes that female bosses would knowledge higher levels of parental role-overload than men. A very recent study of Warren, Fox and Pascall (2009) reveals that uniting paid-work and maternity remains a main source of difficulties for women. It is the mother, fairly than the fathers, who bend their jobs to encounter family needs. While there appears to be signs of increasing gender meeting, but not parity, in parent's inspiration to daycare times, women are still responsible for inside labor and childcare.

## 3. Work-Family Challenges

Managing the demands of both work and family is an ongoing challenge (s) for female businesspersons. While preceding research leaflets that women knowledge greater clash between work and family roles than men and the undesirable results of this struggle on the well-being of women, relatively little work has reviewed the plans employed to alleviate work-family conflict. While a number of researcher examine psychosomatic means of coping with emotions resulting from work-family conflict; very few have examined strategies to structurally alter the meddling between work and family roles that makes these feelings. Although Baltes & Heydens-Gahir (2003) tests general life management performances, they stop short of investigative specific methods. Here, existing philosophy is extended to forecast the efficiency of strategies for physically reducing work family conflict by operating roles, given the salience of work and family roles and resources available to the female businessperson. More precisely, the following question is examined: Do high-growth female businesspersons choose more suitable strategies for plummeting levels of work-family conflict than women who desire but cannot attain high growth? The hypothetical framework and testable proposals resulting from this examination will be of interest to doctors and academics alike. As a result of likening high-growth women businesspersons to their wishful but less successful counterparts, insights are also providing into the differences among female businesspersons. By relaxing the implicit supposition that female entrepreneurs are similar, this paper sheds light on the difficulty of issues faced by female entrepreneurs. The theoretical framework is based on the constructs of role participation and conflict (Edwards and Rothbard 2000; Lobel 1991;

Greenhaus and Beutell 1985). In totaling to exemplifying the mediating effect of work–family organization strategies on new undertaking performance, it is also established that external resources and internal role salience impact the choice and effectiveness of work–family strategies.

**4. Review Literature**

Gender variances exist in terms of work and family limitations in almost every society and this has resulted in gender differences in the experiences of work-family interface (Rothboard, 2001). Even in progressive countries in the West, particularly in North America, foundations of stress for women include role excess from paid work and family work, role struggle, pressure related with child care and other family care, and aspect of spouse relations, including displeasure with spouses' influence to family work (Lewis and Cooper, 1987; 1988). Research over time and across cultures endures to document the determined disparity in the allocation of household work within dual career families, even among pair with 'modern' philosophies and a promise to gender equality at home and at work (Brannen and Moss 1991; Hochschild 1989; Sandqvist 1992). Study conducted by Googins and Burden, (1987) suggests that among matrimonial couples, fathers reported to be spending 10-15 hours less each week on home and childcares tasks that full-time employed mothers, giving fathers a mutual weekly job-home weight of 68.92 hours and mothers 83.91 hours. Decent employers fast understand that it would be very difficult for them to attract, retain, and grow manpower unless they try to mix work and life of the staffs effectively. In fact, many studies have shown that the employees now a day's appears to value the quality of life more than the total of salary they get (Vloeberghs, 2002). They also suggest that people poverty to have more control over their work and accord more sense to it. They want a better work-life balance. As a result, says Chalofsky (2003), the

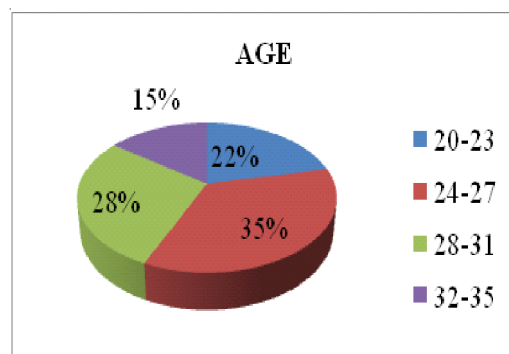
best bosses are not great because of their bonuses and benefits, but because of their administrative philosophy and policies that promote expressive work, and a nurturing as well as supportive workplace. These developments strengthen the search of businesses for better ways of accommodating some of the prospects of the employees with regard to both family and professional lives.

**5. Data Analysis and Interpretation of Work Family Challenges and their Impact on Career Decision (s):**

The Following analysis below depicts the “Role, Influence and Outcomes in Library Career Decisions with Family Challenges: A case study of library professionals” on the basis of different demographic factors and the other attributes of the Work Family Challenges.

**Table 1.1: Classification of Respondents Based**

Age	Frequency	Percent (%)
20-23	13	22
24-27	21	35
28-31	17	28
32-35	9	15
Total	60	100

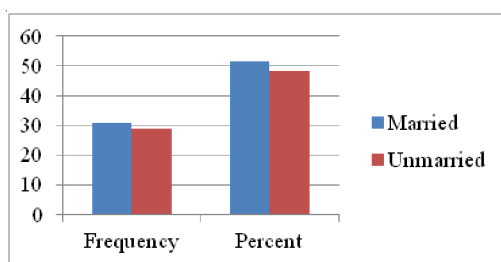


**Chart 1.1**

Interpretation: From the above table and chart it is depicted that out of 60 respondents; 22% of the respondents are between the age group of '20-23 years' 35% of the respondents are between the age group of '24-27 years' 28% of the respondents are between the age group of '28-31 years'; and Only 15% of the respondent is in the age group of '32-35 years'.

**Table 1.2: Classification of Respondents Based on Marital Status**

Marital Status	Frequency	Percent
Married	31	52
Unmarried	29	48
Total	60	100



**Chart 1.2**

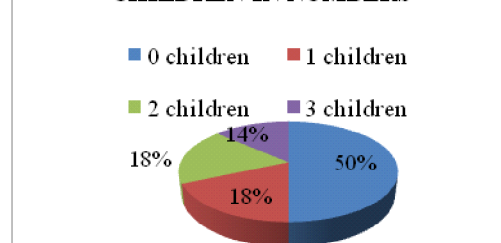
Interpretation: From the above table and chart, it is depicted that out of 60 respondents:-

- ▶▶ 52% of the respondents are 'Married';
- ▶▶ 48% of the respondents are 'Unmarried'.

**Table 1.3: Classification of Respondents Based on Children in Numbers**

Children in Numbers	Frequency	Percent
0 children	30	50
1 children	11	18
2 children	11	18
3 children	8	14
Total	60	100

**CHILDREN IN NUMBERS**

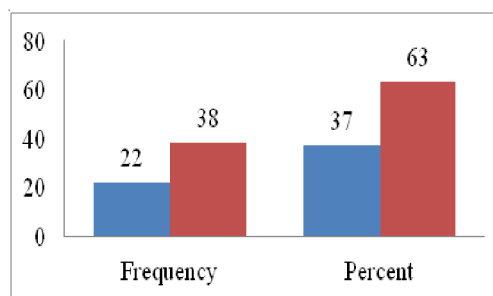


**Chart 1.3**

Interpretation: From the above table and chart it is depicted that out of 60 respondents; 50% of the respondents does not have any child, 18% of the respondents are having '1 and 2 children' and Only 14% of the respondent are having '3 Children'.

**Table 1.4: Classification of Respondents Based on Education**

Education	Frequency	Percent
Certificate	22	37
Diploma	38	63
Total	60	100



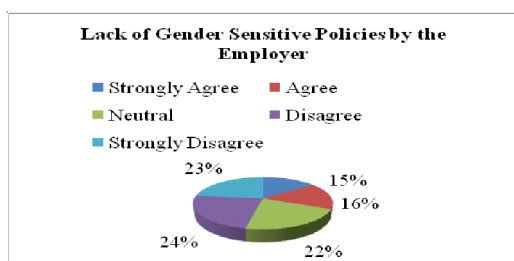
**Chart 1.4**

Interpretation: From the above table and chart, it is depicted that out of 60 respondents:-

- ▶▶ 37% of the women are 'Certificate'; and
- ▶▶ 63% of the women are 'Diploma'.

**Table 1.5: Lack of Gender Sensitive Policies by the Employer**

Scale	Frequency	Percent
Strongly Agree	9	15
Agree	10	16
Neutral	13	22
Disagree	14	24
Strongly Disagree	14	23
Total	60	100



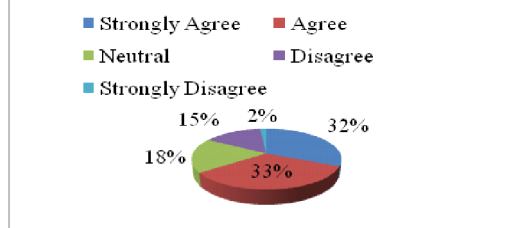
**Chart 1.5**

Interpretation: From the above given table and chart it is depicted that out of 60 women: 32% of women 'Agreed' that the statement 'Lack of Gender Sensitive Policies by the Employer' is the 'Barriers to women professionals' advancement to senior level', 46% women 'Disagreed' with the same statement and 22% of respondents were 'Neutral'.

**Table 1.6 Generally it is Expected that Female Spouse should Take Care of the Family Responsibility**

Scale	Frequency	Percent
Strongly Agree	19	32
Agree	20	33
Neutral	11	18
Disagree	9	15
Strongly Disagree	1	2
Total	60	100

**Generally it is Expected that Female Spouse should Take Care of the Family Responsibility**

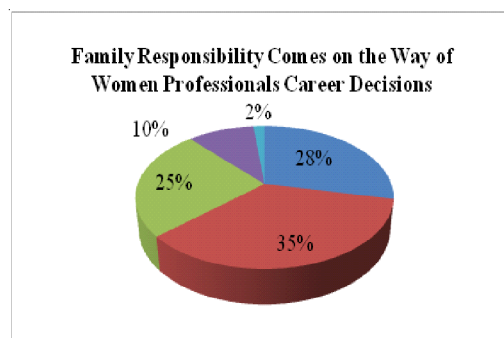


**Chart 1.6**

Interpretation: From the above given table and chart it is depicted that out of 60 women: 65% of women 'Agreed' that the statement 'Female Spouse should Take Care of the Family Responsibility' puts Impact on the Career Decisions of the Women professionals 17% women 'Disagreed' with the same statement and 18% of Women were 'Neutral'.

**Table 1.7 Family Responsibilities come on the Way of Women professionals' Career Decisions**

Scale	Frequency	Percent
Strongly Agree	17	28
Agree	21	35
Neutral	15	25
Disagree	6	10
Strongly Disagree	1	2
Total	60	100

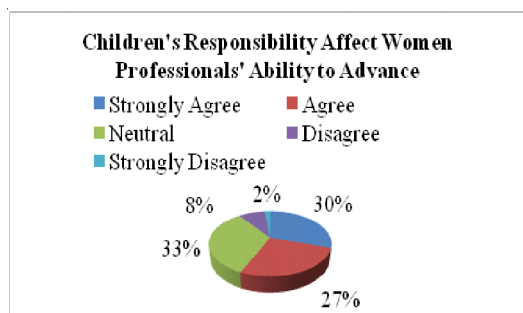


**Chart 1.7**

Interpretation: From the above given table and chart it is depicted that out of 60 women: 63% of women 'Agreed' that the statement 'Family Responsibility Comes on the Way of Women professionals Career Decisions' puts 'Impact on the Career Decisions of the Women professionals 12% women 'Disagreed' with the same statement and 25% of Women were 'Neutral'.

**Table 1.8 Children's Responsibility Affect Women Professionals Ability to Advance**

Scale	Frequency	Percent
Strongly Agree	18	30
Agree	16	27
Neutral	2	33
Disagree	5	8
Strongly Disagree	1	2
Total	60	100



**Chart 1.8**

Interpretation: From the above given table and chart it is depicted that out of 60 women: 57% of women 'Agreed' with the statement 'Children's Responsibility Affect Women Professionals' Ability to Advance', 10% women 'Disagreed' with the same statement and 33% of Women were 'Neutral'.

**Table 1.9 Career Trade-Off are Made to Take Care of Family Responsibilities**

Scale	Frequency	Percent
Strongly Agree	16	27
Agree	8	13
Neutral	17	28
Disagree	13	22
Strongly Disagree	6	10
Total	60	100



**Chart 1.9**

Interpretation: From the above given table and chart it is depicted that out of 60 women: 40% of women 'Agreed' with the statement 'Career Trade-Off are made to Take care of Family Responsibilities' 32% women 'Disagreed' with the same statement and 28% of Women were 'Neutral'.

**6. Findings**

**Findings**

The study includes various measures like Barriers to Women Professionals' Advancement to Senior Level, Impact of family Responsibility on Career Decisions of Women Professionals, Organizational support for Better Work life balance. Based on these measures, the findings of the analysis are:-

- ▶▶ According to my Study, 22% of the Women are between the Age Group of 20-23 Years followed

by 35% in the Age Group of 24-27, 28% in the Age Group of 28-31 and only 15% in the Age Group of 32-35.

- ▶▶ In the study Maximum number of Professional Women are Married i.e., 52%.
- ▶▶ In this Study, Maximum numbers of Respondents (Women) 50% are not having any Child.
- ▶▶ In Libraries, mostly have working women who are diploma courses or certificate courses.
- ▶▶ The Study also reveals that 65% of 'Women Experts' felt that the women spouse was likely to take care of the family duty. This is quite true of the western Fijian Society, where Females are expected to take care of the family duty, even if they are holding equivalent qualified position vis-à-vis their partners.
- ▶▶ Family Responsibility also comes on the way of Women professionals' career decisions and 63% of women agreed with this.

## 7. Conclusion

In this study, Barriers to Women Professionals' Development to Senior Level, Influence of Family Responsibility on Career Decisions and Legislative Support for Attaining Better Work Life Balance has played the vital role. Based upon these measures, the study is done in the Library professionals in western region in Fiji, and it is found that the female staff of the Library agreed that Obligation to Family Responsibility is a barrier, they also agreed that Female Spouse when take care of the Family Responsibility it creates problems in making the career decisions. Followed by this it is also found that Wellness and Personal Development programme was required by the Women professionals who are working in academic institution for achieving Better Work

Life Balance. The result has shown this due to small size of the sample and also because the study is done only in few Libraries.

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