EFFECT OF HARDINESS AND SOCIAL SUPPORT ON WORK-FAMILY CONFLICT AND EMOTION REGULATION AMONG WORKING MOTHERS

A Research Project

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of the requirements for the Degree

of Bachelors of Science BS Psychology

By

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DEDICATION

This study is dedicated to Working mothers with multiple roles and responsibilities. In addition to managing their homes and offices, they also manage the additional burden of parenting a child. Working mothers are a role model for many, as they are the best time managers and also they are opening many doors for future women in this male dominated society.

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ABSTRACT

In modern era, women are opting for multiple roles and are fulfilling the responsibilities of both home and work. While managing multiple roles, they may experience inter-role conflict due to the demands each role poses. Thus, this quantitative study also aims to explore how hardiness & social support being protective factors play part in this process. For this purpose the study recruited 120 working mothers from different organizations and institute. The data was collected using self-designed demographic sheet and work family conflict scale, emotion regulation questionnaire, Hardy personality profile and multidimensional scale of perceived social support. The collected data was analyzed using SPSS version 22.After the analysis, it was found out that work family conflict predicts emotion regulation in working mothers *(p*<.000). The researchers also found association of hardiness with work family conflict *(p*<.001), cognitive reappraisal *(p*<.001), and expressive suppression *(p*<.001); the two factors of emotion regulation. Similarly, social support was also found to be associated with work family conflict *(p*<.001), cognitive reappraisal *(p*<.001) and expressive suppression *(p*<.001). Lastly no difference in work family conflict was found in participants based on family type *(p*<0.43) but the differences were significant based on whether woman experienced the pressure to or no to do household work *(p*<0.00). Findings suggest that indulging into multiple roles has different implications on mental health of women as they experience work family conflict which impacts their emotional regulation abilities.

Keywords. Employed mothers, Work family conflict, Emotion regulation, Hardiness, Social support.