

Maternal Employment and Emotional Intelligence of Adolescent Daughters

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ABSTRACT

In the present research an attempt was made to study the impact of maternal employment on emotional intelligence of adolescents daughters. The study was carried on by formulating hypotheses that (a)- There would be a significant difference between the emotional intelligence of adolescent daughters of working and non-working mothers. (b)- There would be a significant difference between different dimensions of emotional intelligence among adolescent daughters of working and non-working mothers. For empirical verification of these two hypotheses a study was conducted on 100 adolescent daughters of employed and non-employed mothers (50 adolescent daughters of employed mothers and 50 adolescent daughters of non- employed mothers of Patna), by employing incidental-cum-purposive sampling technique. Their age ranged from 16 to 18 years. The Emotional Intelligence Scale was applied for measuring emotional intelligence of the respondents. For the analysis of the obtained scores Mean, SD and t-ratio were computed. The result confirmed all the hypotheses. The findings on the whole indicated that adolescent daughters of non-working mothers were more emotionally intelligent than adolescents of working mothers.

Keywords: *Emotional Intelligence, Adolescents, Maternal Employment, Employed Mothers, Non-Employed Mothers*

In today's fast pace of modernization and development, women are rapidly entering into the job market due to economic independence, expanded educational opportunities, and developing living standards. Everyday it is noticed that percentage of women's participation in different types of employment is increasing due to many different reasons. It is also observed that number/percentage of working mothers is also growing speedily.

Maternal employment, the state of mothers being employed, is very common nowadays. Mothers are opting professional career due to financial constraints, economic independence or in search for identity exploration. Boorooah & Kotoki, 2017, Fischer & Hout 2006, Goldin 2006). Mothers role are changing as bread-earner either with a view to enhance the income level of the family or to pass their time by being involved in a job while few other mothers are compelled to enter into job because of non-availability of male bread earner or increased financial liabilities. Whatever the reasons might be, Social scientists have turned

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their attention towards the effect of maternal employment on personality development of children, especially for the adolescents.

Many studies have been done in this regard and found controversial results. The consequences of a mother's employment on her children's behavioural, cognitive, and social development have been the subject of conflicting research. (Hangal & Aminabhavi, 2007; Baydar & Brooks; Gunn, 1991; Blau & Grossberg, 1992). Some studies supported the view that maternal employment adversely affect the children development while other studies proved that maternal employment does not affect children development.

According to Miller (1975), daughters of working moms were shown to be less submissive and more aggressive than daughters of non-working mothers.

According to Hoffman (1980), fulltime employment may result in less effective socialisation of sons because their more active behaviour requires greater parental monitoring and intervention than is necessary for girls.

Hill et. al (2001) found that when a child's mother works in the first year of life it can have a negative effect on the child's later development.

According to a study done by Koschanska (2001), reveals that unsecured children show more negative emotions as compared to securely attached children even in the similar situation.

Aizer (2004) has found that the children without adult supervision are more likely to engage in anti-social or risky potentially dangerous behaviour.

Brackett et al (2004) have found that high emotionally intelligent individual is less likely to engage in self-destructive or negative behaviours.

Ora, Einaya & Ehlas (2006) studied that the children of working mothers were having more difficulties and being less adjusted to kindergarten.

Maternal employment might improve children's outcomes through increasing the family income (Baum 2004, Baum 2003, Harvey 1999). On the other hand, maternal employment may negatively affect children's home environment or place them in unfavourable child care environments (Ruhm 2008, Waldfogel, Han, and Brooks-Gunn, 2002).

There is less research done into the effects of maternal employment on adolescents and hence it is unclear whether the effect caused by maternal employment in the early childhood gets carried to the child's adulthood. (Killewald and Harvey, 2016, Ruhm, 2008).

Mothers have a crucial role in shaping the personalities of their children and their employment status may prevent them from doing so. There is a widespread belief that general development of children suffers when mothers spend more time away from home. Maternal employment has caused many problems for their offspring, particularly the adolescents and moreover teenage daughters. and has sparked discussions on the relationship between mothers' occupations and the personality development of teenagers.

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Adolescence- a critical and transitional period of development between childhood to adulthood where a range of physical, cognitive, and emotional changes are experienced. During this period, emotional instability, struggles related to identification, and increasing social demands characterize this phase. These changes require adolescents to deal with many challenges in life that demand effective problem-solving skills, care, guidance and emotional support. Therefore, mothers role are crucial in this stage in developing personality characteristics among adolescents. Emotional intelligence developed at this stage is considered critical for building resilience, coping strategies, and mental wellbeing (Mayer et al., 2016).

The emotional intelligence is a new concept which refers to the ability to perceive, interpret, demonstrate, control, evaluate, and use emotions to communicate with and relate to others effectively and constructively. This ability to understand and manage one's own emotions, as well as to recognize, understand, and influence the emotions of others. It is as important as IQ (Intellectual quotient) for success in personal relationships and professional life.

It is assumed that emotional intelligence may be shaped by higher level of care and nurturing which can be only provided by the mothers who are full time at home and 24X7 attached with their wards. So, it is supposed that the emotional intelligence of children of non-working mothers would be better than the children of working mothers. The female children of non-working mothers are having significantly higher emotional maturity as compared to the male children of non-working mothers.

Hence, keeping this view in mind, the present investigation was conducted to explore the impact of maternal employment among adolescents, especially adolescents daughters.

The main objectives of the present study are:

1. To explore the level of emotional intelligence among adolescents daughters.
2. To know the significant differences between emotional intelligence of adolescent daughters of working and non-working mothers.
3. To assess the different dimensions of emotional intelligence among adolescents daughters of employed and unemployed mothers.

Hypotheses

Keeping the objectives in view following hypotheses were formulated for verification:

1. There would be a significant difference between the emotional intelligence of adolescent daughters of working and non-working mothers. The inclusion of this hypothesis in the present research was to see that whether emotional intelligence of adolescent daughters would be affected by mother's employment status or not.
2. There would be a significant difference between different dimensions of emotional intelligence among adolescent daughters of working and non-working mothers. On the basis of literature review, this hypothesis was framed to see that whether different dimensions of emotional intelligence (Understanding Emotions, Understanding Motivation, Empathy and Handling Relations) would be affected by maternal employment or not. Hence, the focus of this study was to examine the difference between the four dimensions of emotional intelligence among the adolescent daughters of working and non-working mothers.

METHODOLOGY

Sample

The present investigation was carried on the 100 adolescent daughters of employed and non-employed mothers (50 adolescent daughters of employed mothers and 50 adolescent daughters of non-employed mothers), by employing incidental-cum-purposive sampling technique. Their age ranged from 16 to 18 years. The samples were taken from different schools of Patna, Bihar. They were matched as far as possible in other respects.

Tools

- A Personal Data Sheet prepared by the researcher was used for collecting necessary personal information about the respondents.
- *Emotional Intelligence Scale (2014)* by Arun Kumar Singh and Shruti Narayan was applied for measuring emotional intelligence of the respondents

Procedure

The test was administered in two different sessions. First of all, personal data sheet was administered to the respondents and relevant information was gathered. Thereafter, *Emotional Intelligence Scale* by Arun Kumar Singh and Shruti Narayan was administered to adolescent daughters of employed and unemployed mothers. The responses made by the subjects were scored, tabulated and analyzed by applying t-test. The findings based on the mean differences and their t-values have been given in table 1-3.

RESULT AND DISCUSSION

For deriving useful conclusion, the data is organized in a systematic way. The obtained result is explained on the basis of statistical analysis.

Table No. 1 Mean Value of Understanding Emotions, Understanding Motivation, Empathy, Handling Relation (Different Dimensions of Emotional Intelligence) & Emotional Intelligence of Adolescent Daughters of Working and Non-working Mothers

Group	Understanding Emotions	Understanding Motivation	Empathy	Handling Relation	Emotional Intelligence
Adolescent Daughters of Working Mothers	2.96	5.18	5.92	5.72	19.96
Adolescent Daughters of Non-working Mothers	3.06	5.90	7.42	7.20	23.72

It is clear from table-1 that the obtained mean scores of Adolescent daughters of working mothers on Understanding Emotion (2.96), Understanding Motivation (5.18), Empathy (5.92), Handling Relation (5.72) and Emotional Intelligence (19.96) is lesser than the obtained mean scores of Adolescent daughters of Non-working mothers on Understanding Emotion (3.06), Understanding Motivation (5.90), Empathy (7.42), Handling Relation (7.20) and Emotional Intelligence (23.72).

This indicates that the emotional intelligence is influenced by maternal employment status. The Adolescent daughters of non-working mothers have scored better mean value on all the

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different dimensions of emotional intelligence and overall emotional intelligence itself. It is also evident from the table that both the hypotheses framed by the researcher are also proved.

Table No. 2 Differences Between the Mean Scores of Emotional Intelligence Among Adolescent Daughters of Working & Non-working Mothers (N=100)

GROUP	MEAN	SD	SE	SEd	t-value	df	P-value
Adolescent Daughters of Working Mothers	19.96	3.251	0.46	0.665	5.66	98	P > .01
Adolescent Daughters of Non-working Mothers	23.72	3.423	0.48				

Table-2 clearly shows that the difference between the mean scores of the Adolescent Daughters of Working Mothers (19.96) and Adolescent Daughters of Non-Working Mothers (23.72) on total Emotional Intelligence is significant at .01 level of confidence. Thus, it can be said that Adolescent Daughters of Working and non-working Mothers differ significantly in terms of their emotional intelligence. Hence, it is clear that the magnitude of emotional intelligence is higher among Adolescent Daughters of Non-Working Mothers. This finding strongly supports the hypothesis made by the researcher.

Table No. 3 Differences Between The Mean Scores Of Understanding Emotions, Understanding Motivation, Empathy And Handling Relation Among Adolescent Daughters of Working and Non-working Mothers (N=100)

Dimensions Of Emotional Intelligence	Group	MEAN	SD	SE	SEd	t-value	df	P-value
Understanding Emotions	Adolescent Daughters of Working Mothers	2.96	.968	0.137	0.21	0.49	98	P > .05
	Adolescent Daughters of Non-working Mothers	3.06	1.077	0.152				
Understanding Motivation	Adolescent Daughters of Working Mothers	5.18	1.207	0.171	0.251	2.87	98	P < .05
	Adolescent Daughters of Non-working Mothers	5.90	1.298	0.184				
Empathy	Adolescent Daughters of Working Mothers	5.92	1.192	0.169	0.278	5.40	98	P < .01
	Adolescent Daughters of Non-working Mothers	7.42	1.566	0.221				

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Handling Relation	Adolescent Daughters of Working Mothers	5.72	1.400	0.198	0.272	5.44	98	P < .01
	Adolescent Daughters of Non-working Mothers	7.20	1.325	0.187				

From the inspection of table-3, it is clear that the mean difference of Adolescent Daughters of Working Mothers (2.96) and Adolescent Daughters of Non-Working Mothers (3.06) on Understanding Emotion is not significant even at .05 level of confidence. This suggests that there is no significant difference between the daughters of working and non-working mothers in terms of Understanding Emotion. It clearly shows that employment status of mothers do not affect the ability of understanding emotions of their wards, especially for the daughters.

It is also clear from the above table that the mean difference of Adolescent Daughters of Working Mothers (5.18) and Adolescent Daughters of Non-Working Mothers (5.90) on Understanding Motivation, is significant at .05 level of confidence which shows the obtained difference is by chance. Though it reveals statistically no difference between two groups in terms of understanding emotion, it depicts that Understanding Motivation dimension of the adolescent daughters is influenced by the maternal employment as the obtained mean value of adolescent daughters of non-working mothers (5.90) is higher than the obtained mean value of adolescent daughters of working mothers (5.18). Mothers presence at home may offer greater possibilities for observation, support, and advice, all of which might impact motivation of the adolescents.

It is evident from the above table that the mean difference of Adolescent Daughters of Working Mothers (5.92 & 5.72) and Adolescent Daughters of Non-Working Mothers (7.42 & 7.20) on Empathy And Handling Relation respectively is highly significant at .01 level of confidence. These findings indicate that there is significant difference between the daughters of employed and non-employed mothers in terms of the Empathy and Handling Relation dimension of emotional intelligence. It reveals that maternal employment status influences the dimensions of emotional intelligence (Empathy and Handling Relation) positively. This indicates that daughters of non-working mothers are better at Empathy and handling interpersonal relationships. These findings suggests that mothers presence at home provide their daughters full time support, guidance, security and modelling of emotional responses which contribute positively to the development of these dimensions (empathy & handling relation) of emotional intelligence.

Thus, it can be said that maternal employment status not only affects the ability to understand emotions of their daughters while it significantly affects the other dimensions of emotional intelligence (Understanding Motivation, Empathy & Handling Relation). Adolescent Daughters of Non-Working Mothers scored higher in these areas which shows full time maternal presence improves the emotional intelligence of their daughters. The amount of time, supervision, and direct emotional engagement provided by a mother can play an important role in shaping the emotional competencies of adolescents.

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The above findings are in support with the research done by Kaur & Singh (2021) and Sharma (2022), which revealed that social and emotional development of adolescents become improved when their mothers are full-time available at home and actively involved in household and child-rearing responsibilities.

A study of all the above tables presents an extensive picture of emotional intelligence among adolescent daughters of employed and unemployed mothers. The study examined four dimensions of emotional intelligence—Understanding Emotions, Understanding Motivation, Empathy, and Handling Relations—among adolescent daughters of working and non-working mothers.

The findings revealed a statistically significant difference between the two groups, with adolescent daughters of non-working mothers demonstrating higher levels of emotional intelligence compared to those of working mothers. One possible explanation for the observed difference is the greater availability and emotional presence of non-working mothers. Adolescence is a developmental period marked by emotional turbulence, identity formation, and an increased need for guidance. Daughters with non-working mothers may benefit from consistent parental availability, support, and monitoring, which contribute to the development of empathy, emotional regulation, and interpersonal skills. In contrast, daughters of working mothers may experience reduced maternal availability due to time constraints, work-related stress, and competing responsibilities, which may limit opportunities for emotional coaching and supportive communication. This suggests that the amount of time, supervision, and direct emotional engagement a mother can provide may play a crucial role in shaping adolescents' emotional competencies.

CONCLUSION

In the Indian cultural context, where mothers are traditionally the primary caregivers and moral guides, working mothers often face the challenge of balancing professional responsibilities with family interactions. Limited maternal time and reduced opportunities for direct guidance may partially explain the lower scores in motivation, empathy, and relational skills among daughters of working mothers. Overall, while maternal employment does not appear to affect the perception of emotions, it is associated with lower scores in higher-order emotional intelligence dimensions, highlighting the continuing significance of maternal presence in shaping adolescents' socio-emotional competencies in Indian families.

Despite these insights, the present study does not imply that maternal employment is inherently detrimental. Instead, it highlights the importance of quality of time, emotional communication, and supportive parenting irrespective of employment status. Working mothers can still foster high emotional intelligence in their daughters through intentional engagement, open communication, and balanced work–family strategies. Moreover, adolescent emotional development is shaped by multiple factors including school environment, peer interactions, father's involvement, and socio-cultural influences.

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Conflict of Interest

The author declared no conflict of interest.

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