

Working Long Hours and Its Impact on Family Relations: Experiences of Employed Women in D.G. KHAN

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Article History:	ABSTRACT
Received: 5 April, 2019	Long working hours affect the life of both men and women. But the impact of long working hours has been greater on the women as compared to men regarding their family relations. The aim of this study is to find out the impact of working long hours of employed women on family relations. A sample of 160 long hours working “employed” women of public and private sectors from the study areas of Tehsil Dera Ghazi Khan has been taken. To find out the impacts of long working hours of women on family relations we had applied linear regression, chi-square test and Cronch Bach’s alpha for reliability. Results of the present study concluded that situation of working long hours has a significant positive impact on the employed women family relations. Whereas the women working for long hours had a negative impact on children’s grooming and socialization because of lack of their care. Furthermore, the working long hours also had a negative impact on mutual understanding among spouses. Findings of the study concluded that “long working hour’s women” experience physical symptoms of stress such as fatigue, irritability, headaches and depression. Therefore, there is a need for protective laws to decrease employed women’s working hours, providing training about health safety measures, time management & nutrition education so that these employed women perform their work activities in a better way and play a significant role at their workplaces.
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	Key Words: Impact, Long Working Hours, Women, Family, Relationship

1. Introduction

Working for a length of time, increased from the standard working hours is known as “long work hours”. Standard working hours definition differs from country to country. This difference of standard working hours among the countries might affect in forming the standard working hours definition (Bannai and Tamakoshi, 2014). Variation of these

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standard working hours is as: Standard working hours are 35, 37 and 40 hours/week in France, Denmark and US respectively, but in Japan maximum working time is 40 hours/week as defined by the labor standard laws. Among European Union countries maximum working hours are 48/week including over time.

The situation of Long working hours is considered as that time which exceeds from the normal standard working hours per week or per day. Due to different working hours timing per week according to the perception of different countries, it is very difficult to define the common definition of average working hours. According to the findings of Akerstedt et al., (2002) long working hours lead to the depression and disturbances among the family members.

Every person takes long working hours according to work type and profession likewise the workers who work manually they consider it as an overtime and they get payment of their over time while the persons associated with managerial job they take it as an opportunity in aspect of promotion. Kodz et al., (2003) reveal in his study that long working hours become the reason of less motivation of the employee and workers, poor work performance, stress, disturbance and harmful for the social life of family.

Ehnke and MacDermid, (2004) explained in his study that it is necessary to explore the impact of long working hours in the different areas of family circle where its consequences are vivid and clear. Results of the different studies reveal that extended working hours have an adverse impact on the health of workers. Long working hours are associated with several diseases of individual workers like with an increased risk of hypertension, cardiovascular disease, fatigue, stress, depression, musculoskeletal disorders, chronic infections, diabetes general health complaints, and all-cause mortality. Systematic reviews normally have accepted that long working hours are potentially dangerous for the health of workers (Jungsun et al., 2001).

Godin et al., 2005 identifies in his study that long working hours affect the life of both men and women. But the impact of long working hours has greater impact on the

women as compared to man. Women associated with long working hours experience physical symptoms of stress such as fatigue, irritability, headaches and depression than men. Women are also more likely than men to cope with job stress with unhealthy behaviors, such as poor eating habits.

Dong, (2005) explored in his findings that long working hours become the cause of sleeplessness and fatigue. It is identified that in extended hours production of the work is slow with less efficiency. The study reveals that due to sleep deprivation production and progress of the work considerably decline. Long working hours increase the stress level of employees.

Pakistan is developing country where males are considered the bread earner and females as home makers but now evidently that trend is changing in Pakistan. Women are also working actively in every sector so that's why females are also being considered the equal partners to make the livelihood of family sustainable. Such a change has brought numerous problems in balancing family and work matters. Employed women are playing multiple roles, by taking care of their children; these females also must bear the long stressful day at work places. At home these working women also must look after their kitchen and such other household duties.

Women who work for long hours still carry the burden of the main household tasks of cleaning and cooking. This was rare for partnered men working long hours. Women working long hours are much more likely than those who do not work long hours to report poor health. For women, there is also an association between long hours working and higher levels of mental stress, especially if it was over a sustained period (over a year) and they had a partner. Working people's satisfaction with various aspects of their lives, for example, health, social life, and leisure pursuits, tended to decrease with the number of hours worked. Again, this negative effect was much more marked amongst women than men. Long hours working put women under greater amounts of pressure and had a greater

negative impact on their health, well-being, and satisfaction with life than it did for men (Mohney, 2015).

Dera Ghazi Khan is a region of far west province of Punjab. As compared to other districts of Punjab, it is more tribal in its social set up. Here in this region women also actively participate in making livelihood for their family sustainability. Due to different roles and tasks at work place and home, these working women also face different problems in Tehsil Dera Ghazi Khan. Among these some of the major problems are: extended working hours, unavailability of conveyance, no job security, very low allowance, face gender discrimination and the problem of low wages. The problems related to domestic workers are long and unscheduled working hours, low social status and non-recognition of their work. The incidence of long hours working was higher in the private sector than the public sector (Awan et al., 2015).

Majority of the long hours working women are employed at low-quality jobs, unrecognized and unaware of their rights. In fact, with 12 million domestic workers in Pakistan (more than 3 million concentrated in urban areas and 8.5 million in rural districts), the government is failing to improve working conditions and workers' rights. Moreover, pending issues of low wages, the lack of social security, including discriminatory laws and poor working conditions, persistently impede women's socioeconomic indicators. Domestic workers work long hours at the cost of their health. Even so, these invisible women are unrecognized in official statistics, with no minimum wage or health benefits. Although their abject working conditions are known, the government has yet to work on a national policy that focuses on legal protections for them (Sultana, 2013).

1.1 Statement of the Problem

This present study is examined to find out the impact of long working hours of women on family relations. Long working hour's women in Pakistan are facing different types of social, domestic and cultural problems as they are not capable of taking care of their households and children. The negative impact of long working hours is very clear and

vivid on families. Issues that are expected to arise out of this research include complexity in corresponding work and family life, and less interaction with family members, with possible negative effects on children's emotional and intellectual development.

1.2 Objectives of the Study

The objectives of the study are as following:

1. To find out the impact of long working hours of employed women on family relations
2. To examine the impact of long working hours of employed women on their relationship with their children.
3. To find out the impacts of Long working hours of employed women on mutual understanding among spouses.

1.3 Hypothesis

Hypothesis of the present study is as following.

H1: There is a significant positive effect of long working hours of employed women on family relations

H2: Long working hours of women had a significant negative impact on the children grooming and socialization

H3: Long working hours of women had a significant negative impact on the mutual understanding among spouse

1.4 Significance of the Study

This study can be much helpful from policy point of view to combat the issues of all working women in a formal sector in D. G. Khan specifically and in Pakistan generally.

The research in this area extends the knowledge of employed women about the negative impacts of long working hours on their family relations and how to overcome those issues with self-management. It will also provide ample opportunities to the work centers management towards regulating their working hours. So, by keeping in view the present study, it will be ultimately helpful to combat the prevalent issues of working women especially in target population.

2. Literature Review

According to the findings of Caruso et al., (2006) employees' performance and family life gets affected with long working hours. Practices of long working hours put negative effects on the health of the employee and create a less social interaction among the family members, society, spouses and children. The other associated factors of long working hours are fatigue, stress, sleeplessness and easiness which leads to the poor work performances.

It is very difficult to continue work for long hours without taking any rest. Human body and mind need rest to enhance the work performance. Women working within different sectors, have a lot of responsibility on their shoulder. They must look after their family, husband and their children. It is very difficult for working women to manage proper time for their family, husband and children. If women are associated with this issue of long working hours, it creates many difficulties for them. There is less interaction among husband wife and children. It also affects the work performance of the female. Women need proper rest for their better health and family matters. One of the study findings reveal that continuous working of women from morning till evening and later their household work effects their health badly. In modern society, there is no concept of working long hours at work place. The assigned work must be completed at any time and place. It is common perception that work must be completed within standard 7 to 8 hours per day. (Kronholm et al., 2008).

The impact of long working hours has a great impact on Female employees. They face a lot of problems in balancing personal and family life but more than this, it is much difficult for the married women due to more family responsibilities (Susi & Jawaharrani, 2010). Females after performing their assigned duties at their work place when reach home, they share a larger work of their household too and look after their children, hence, these females obviously don't have enough time for proper rest and sleep. Ultimately it puts a negative impact on the health of the female. (Courtemanche, 2009).

One of the findings of the study reveal that long working hours are job requirements. Some associated factors are work place and industry culture and to achieve better rewards they are compelled to work for long hours. Kodz et al., (2003) explored in his studies that large family size, need for more income, promotion prospects, greater job security, and Workplace and industry culture are those driving factors which are responsible for working long hours. Present study highlights that job requirement including completing the task is a major factor for the working long hours.

According to the finding of Susi & Jawaharrani, (2010) completion of task in time, long working hours, night shifts and insufficient holidays produce disparity in work-life. Ultimately production and progress of the work considerably decline. Now-a-days people do more work to earn more money in the way of over time to maintain their life style and to meet their needs economically. Resultantly it leads to less interaction among the family members, relatives, friends, spouses and children. Less interaction among the children and parents, thus it creates gap among parents and children. Deprived of the love of their parents such children prefer to spend their time in outdoor activities because they feel boredom and fed up with the unfriendly environment of their home. It is also important for the employees to give their proper time to their work but on the other hand it is also much important for the married employees that they must manage their time for his/her family. Time management strategies should be adopted by the employees for office and family (Akhtar et al., 2012).

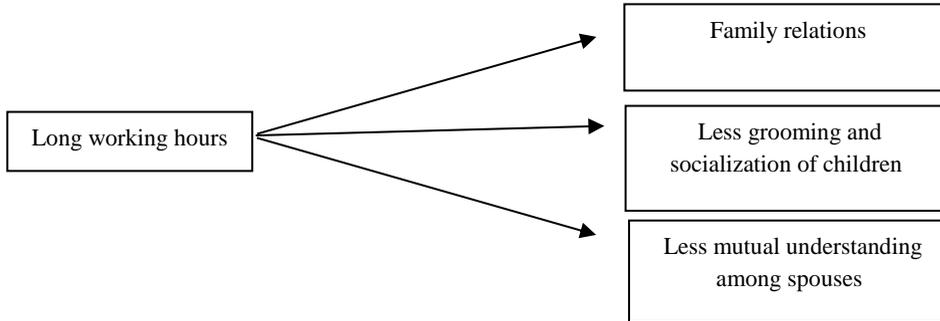
Female employees face the problem of balancing personal and family life, out of which more imbalance is observed in married women due to more family responsibilities. Organizations always seek employees who are more flexible, productive and who can adjust to the corporate world. Work pressure, long working hours, night shifts, insufficient holidays, pressure to complete the tasks in time due to cut throat competencies etc., create an imbalance in work-life. This results in less productivity at the workplace, giving way for absenteeism, high attrition, low morale, high employee turnover etc. (Mehta, 2012).

Women comprise 49.1% of total population in Pakistan. Their proportion in labor force is 21.6% whereas their participation rate as a percentage of total population of females as of 2011 is only 22%. These figures specify the male oriented labor market which is characteristic of developing countries. In a country where living standards are very low and basic facilities are miserable. Women constituted only 13.7% of total workforce in Pakistan. These statistics are low on global averages. One of the other reasons for the women to enter in the informal sector they're not receiving any education at all. Most of the illiterate adults are women in Pakistan. Even if they begin their education, either they do not complete it or if complete high school education, do not get some professional training. Due to poverty and inadequate income when they come to do some work, they opt for informal sector and jobs like agri-workers, lowest paid jobs in manufacturing, domestic maids (Sarwar and Abbasi, 2013).

Working mothers face a lot of issues and they don't have enough time for their social contacts. Most of the time these working mothers remain busy in their heavy scheduled work. Even these working mothers don't have time to visit their family relatives and friends as well. Most of the time these working mothers face a lot of issues when their children fall ill, and a lot of hurdles are there for them to manage their time for the office and look after their children too.

2.1 Theoretical Framework

Present study finds out the impact of working long hours of employed women on family relations. Theoretical framework of the study is constructed below:



3. Research Methodology

Present study is intended to find out Impact of long working hours of women on family relations. The universe of the study is limited to the long working hours of women in Tehsil Dera Ghazi Khan. A sample of 160 long hours working employed women of public and private sectors from the study areas of Tehsil Dera Ghazi Khan was selected for data collection through well-structured questionnaire by using five-point Likert scale. The questionnaire basically consisted on three sections. Section A consisted of demography, section B consisted of the perception of respondents towards factors associated with long working hours and section C describes about the perception of the employed women towards negative impacts of long working hours on health, family life and social life. For the present study multi-stage sampling technique has been adopted. The rationale for such a technique lies in the fact that at first stage, public and private work places have been targeted, at second stage, four public and four private work places are selected through simple random sampling technique. At third stage, with a convenient sampling technique twenty respondents are selected from each workplace. The data is collected from those respondents who are working average ten hours a day at the targeted work place. Cronch

Bach's alpha value is 0.60 indicating the reliability of the instrument. The rationale of this Alpha is to ensure inter item consistency before using the data for further statistical analysis. SPSS version 2017 was used for data analysis. After data analysis, it is presented in the shape of appropriate charts.

4. Results

Table 4.1: Demographic characteristics of the respondents

Variable	Frequency	Percentage	Variable	Frequency	Percentage
AGE			EDUCATIONAL LEVEL		
20-29	64	40	Illiterate	16	10
30-39	68	42.5	Matric	12	7.5
40-49	16	10	Intermediate	32	20
50 & above	12	7.5	Graduation	64	40
OCCUPATION			Master	32	20
Own Business	31	19.4	PhD	4	2.5
Private employee	84	52.5			
Govt. Employee	45	28.1			

Keeping this fact, Table 4.1 shows the classification of different age groups. According to the findings 40% of the respondents belong to 20-29 years of age and while 42.5% of the respondents were from the age group of 30-39 years of age and 10% of the respondents were in the age bracket of 40-49 years whereas the remaining 7.5% respondents age group was 50 & above years.

Regarding the educational level of the respondents, results of the table indicates that 10% of the respondents were illiterate, 7.5% were matric, and rest of the respondents' proportion from 20%, 40%, 20% and 2.5% were intermediate, graduate, master and PhD respectively.

Above mentioned data also shows that more than half i.e. 52.5% of the respondents were private employees while 19.4% of the respondents had their own business. Remaining (28.1%) were doing government jobs.

Table 4.2: Socioeconomic characteristics of the respondents

Variable	Frequency	Percentage	Variable	Frequency	Percentage
Family structure			Family size		
Nuclear	67	42	2-4	8	5.0
Joint	83	51.8	5-7	93	58.1
Extended	10	6.2	8-10	50	31.3
			above 10	9	5.6
House hold monthly income			Type of house		
Less than RS15000	13	8.1	Kacha	16	10.0
RS 15001-20000	29	18.1	Semi pakka	64	40.0
RS20001-25000	43	26.9	Pacca	80	50.0
RS 250001-30000	52	32.5			
Above RS 30001	23	14.4			

In the present study, for a better understanding of the respondent's economic condition the researcher got knowledge about the status and condition of the house. In this regard, data in the above-mentioned table indicates that half i.e. 50% of the respondents were living in pakka (cemented) house type, 10% of the respondents were living in kaccha (muddy) house and rest 40% of them were living in semi pakka (concreted) house.

The family type data shows that half (51.8%) of the respondents were living in the joint family system. There were 42% of the respondents belonging to nuclear family structures and remaining 6.2% of them belong to the extended family system. The study indicated that majority of respondents lived in joint family system.

Table highlights that 58.1% of the respondents had 5-7 family members, 31.3% of the respondents had 8-10 family members, 5% of the respondents had 2-4 and similar percentages rest 5.6% of the respondent had above 10 family members.

Table 4.3: Indicators of long working hours

Variable	Frequency	Percentage	Variable	Frequency	Percentage
Long working hours of women observed			Respondents with long working hours practice		
To great extent	74	46.2	To great extent	150	93.8

To some extent	86	53.8	To some extent	10	6.3
Not at all	0	0.0	Not at all	0	0.0
Per day working hours			Preference to work few hours		
9-10 hours	65	40.6	To great extent	121	75.6
11-14 hours	87	54.4	To some extent	39	24.4
15-16 hours	8	5.0	Not at all	0	0.0
17-18 hours	0	0.0			

Table 4.3 exposes the respondent's opinion towards observation of working hours of women in their city. So, in this regard, a simple majority (53.8%) of the respondents admitted that long working hours of women were to some extent observed in Dera Ghazi Khan City and remaining 46.2% responded as they, to a great extent observed working women in mention city.

Above mentioned Table identifies the respondent's opinion about their experience as long working hours. So, in this regard, a huge majority (93.8%) of the respondents admitted they were to a great extent involved in their work as long working hours employee and remaining few (6.3%) of them were to some extent worked long hours to support their family.

Results of the Table elaborates that the respondent's opinion about their length of working hours per day. So in this regard, majority of the respondents (54.4%) responded that they work 11 to 14 hours per day and remaining 40.6% and 5% of them work 9 to 10 hours and 15-16 hours per day to support their family respectively.

The results of the table exhibit that the respondent's choice is to work for fewer hours. So, in this regard, the great majority (75.6%) of the respondents preferred fewer working hours and remaining 24.4% mentioned to some extent in this statement.

Table 4.4: Factors responsible for working long hours

Variable	Frequency	Percentage
Need for more income to earn	14	8.8

Workplace & industry Culture	19	11.9
To achieve the better rewards	24	15
Job requirements including completing the task	103	64.3

Table 4.4 indicates that about 64.3% of the women revealed that job requirements including completing the task is a main factor responsible for working long hours; while 11.9% of the respondents said that work place and industry culture is another main factor responsible for working long hours while 15% of the respondents said that to achieve better rewards they work for long hours. Kodz et al., (2003) explored in his studies that large family size, need for more income, promotion prospects, greater job security, and Workplace & industry culture are those driving factors which are the responsible for working long hours. Present study highlights that job requirement including completing the task is a major factor for the working long hours.

Table 4.5: Distribution of respondents according to their opinion about less mutual understanding among spouse associated with long working hours of women

Less mutual understanding	Frequency	Percentage
Strongly agree	144	90.0
Agree	16	10.0
Neutral	0	0.0
Strongly disagree	0	0.0
Disagree	0	0.0
Total	160	100

Results of the table 4.5 portray that great majority (90%) of the respondents strongly agreed that less mutual understanding among spouse is associated with long working hours of women and while rest (10%) of them also agreed with this statement.

Brotheridge and Lee (2005) revealed in their findings that due to working long hours family members will have a less mutual understanding.

Table 4.6: Distribution of respondents according to their opinion about husband-wife relationship had been affected by the long working hours of women

Husband wife relationship has been affected	Frequency	Percentage
Strongly agree	72	45.0
Agree	48	30.0
Neutral	16	10.0
Strongly disagree	16	10.0
Disagree	8	5.0
Total	160	100

Data in This Table 4.6 represents that near about half of the respondents 45.0% strongly agreed that husband-wife relationship had been affected by the long working hours of women. More than one-fourth 30% of the respondents favored and while 10% remained undecided with this statement. About 10% of the respondents strongly disagreed and remaining percentages 5% of them admitted that husband-wife relationship did not get affected by the long working hours of women.

Nawaz et al. (2013) stated in his study that that long working hours of women had a negative impact among husband and wife relationship.

Table 4.7: Distribution of respondents according to their opinion about due to long working hours, quarrels and fights among spouses occurred

Quarrels and fights among spouses	Frequency	Percentage
Strongly agree	104	65.0
Agree	8	5.0

Neutral	40	25.0
Strongly disagree	8	5.0
Disagree	0	0.0
Total	160	100

Results of the Table 4.7 represent that simple majority (65.0%) of the respondents who strongly agreed that due to long working hours, quarrels and fights among spouses occurred. One-fourth (25%) of the respondents were undecided and while remaining similar proportion 5% of them remained strongly disagreed and agreed with this statement that long working hours, do not become cause of quarrels and fights among spouses.

Table 4.8: Distribution of respondents according to their opinion about long working hours job responsible for marital conflicts among spouses

Marital conflicts among spouses	Frequency	Percentage
Strongly agree	80	50.0
Agree	48	30.0
Neutral	24	15.0
Strongly disagree	8	5.0
Total	160	100

Above mentioned table 4.8 shows that more than half majority (50%) of the respondents strongly agreed that long working hours job is responsible for marital conflicts among spouses, 30% agreed while 10% were neutral and remaining proportions (5%) of them remained strongly disagreed.

Table 4.9: Distribution of respondents according to their opinion long working hours associated with domestic violence

Domestic violence	Frequency	Percentage
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Strongly agree	56	35.0
Agree	64	40.0
Neutral	16	10.0
Strongly disagree	24	15.0
Disagree	0	0.0
Total	160	100

The results of above mentioned table 4.9 reveal that 40% of the respondents agreed that long working hours are associated with domestic violence, 35% strongly agreed while 15% strongly disagreed and remaining proportions 10% of them remained undecided with this statement.

Table 4.10: Distribution of respondents according to their opinion men who work long hours make their wives feel more stressed than women who work long hours don't have the same effects on their husbands

Long working hours stress	Frequency	Percentage
Strongly agree	128	80.0
Agree	32	20.0
Neutral	0	0.0
Strongly disagree	0	0.0
Disagree	0	0.0
Total	160	100

Above mentioned table 4.10 shows that great majority (80%) of the respondents strongly agreed regarding men who worked long hours make their wives feel more stressed than women who work long hours don't have the same effects on their husbands and remaining (20%) of them also agreed with this statement.

Table 4.11: Distribution of respondents according to their opinion about their children suffered health problems because of their long working hours

Children suffered in health problems	Frequency	Percentage
Strongly agree	100	62.5
Agree	80	50.0
Neutral	0	0.0
Strongly disagree	60	37.5
Disagree	0	0.0
Total	160	100

This Table 4.11 reveals that simple majority (62.5%) of the respondents strongly agreed and remaining (37.5%) of them strongly disagreed that their children suffered health problems because of their long working hours.

Table 4.12: Distribution of respondents according to their opinion about their children suffered health problems because of their long working hours

Long working hours broke child and mother relationships	Frequency	Percentage
Strongly agree	0	0.0
Agree	56	35.0
Neutral	8	5.0
Strongly disagree	80	50.0
Disagree	16	10.0
Total	160	100

Above mentioned table 4.12 reveals that half majority (50%) of the respondents strongly disagreed regarding long working hours broke child and mother relationships, 35% agreed while 10% disagreed and remaining few 5% of them were undecided and neutral about their children suffered health problems because of their long working hours.

Brotheridge and Lee (2005) believed that working long hours associated with less interaction among children, comprising communication breakdown; long working hours broke child and mother relationships and conflict between siblings. Long working hours are linked with negative influence on children's grooming and education.

Table 4.13: Distribution of respondents according to their opinion about due to long working hours delaying of childbirth created marital conflicts

Delaying of childbirth	Frequency	Percentage
Strongly agree	72	45.0
Agree	72	45.0
Neutral	0	0.0
Strongly disagree	16	10.0
Disagree	0	0.0
Total	160	100

Results of the table 4.13 depict that nearly half majority (45%) of the respondents strongly agreed and similarly respondents (45%) just agreed that due to long working hours delaying of childbirth created marital conflicts. Remaining, about 10% of them strongly disagreed with this statement.

Table 4.14: Distribution of respondents according to their opinion about long working hours created bad impact on children grooming and socialization

Bad socialization of children	Frequency	Percentage
Strongly agree	152	95.0
Agree	7	4.4
Neutral	0	0.0
Strongly disagree	1	0.6
Disagree	0	0.0

Total	160	100
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Data in this Table 4.14 depicts that clear majority (95%) of the respondents strongly agreed that long working hours created bad impact on children’s grooming and socialization and about 4.4% agreed. Remaining, only one (0.6%) strongly disagreed in this perspective. Study hypothesis found a highly significant relationship between long working hours of woman; children grooming and socialization which shows that as the women working hours increase so their children’s grooming and socialization will decrease.

Table 4.15: Distribution of respondents according to their opinion about due to long working hours, children showing signs of distress because lack of their mother's care

Children feel distressed	Frequency	Percentage
Strongly agree	88	55.0
Agree	40	25.0
Neutral	8	5.0
Strongly disagree	16	10.0
Disagree	8	5.0
Total	160	100

Data in this Table 4.15 portrays that more than half majority (55%) of the respondents strongly agreed due to long working hours, children showing signs of distress because of lack of their mother's care. One-fourth (25%) agreed but about 10% strongly disagreed while 5% disagreed. The remaining small sizes (5%) of them remained undecided and neutral in this situation.

Table 4.16: Distribution of respondents according to their opinion their long working hours had a significant negative consequence on children health

Negative consequence on children health	Frequency	Percentage
Strongly agree	112	70.0
Agree	0	0.0
Neutral	0	0.0
Strongly disagree	48	30.0
Disagree	0	0.0
Total	160	100

Data in this Table 4.16 depicts that great majority (70%) of the respondents strongly agreed that long working hours had a significant negative consequence on children health while rest of more than one-fourth (30%) strongly disagreed.

Qureshi et al. (2012) explored in his research findings that due to long working hours women couldn't pay more attention to their children.

Table 4.17: Distribution of respondents according to their opinion about mothers long working hours job associated with low academic achievement of children

Low academic achievement of children	Frequency	Percentage
Strongly agree	120	75.0
Agree	0	0.0
Neutral	0	0.0
Strongly disagree	40	25.0
Disagree	0	0.0
Total	160	100

In this Table 4.17 results depict that great majority (75%) of the respondents strongly agreed regarding mothers long working hours job associated with low academic achievement of children while in this context one-fourth (25%) of them strongly disagreed.

Table 4.18: Distribution of respondents according to their opinion about children deviant behavior had been affected by the long working hours of women

Children deviant behavior	Frequency	Percentage
Strongly agree	88	55.0
Agree	2	1.25
Neutral	0	0.0
Strongly disagree	0	0.0
Disagree	70	43.75
Total	160	100

Data regarding children’s deviant behavior is presented in this Table 4.18 which reveals that more than half majority (55%) of the respondents strongly accepted that children’s deviant behavior had been affected by the long working hours of women while about 43.75% disagreed and remaining small sizes 1.25% of them agreed with this statement.

H₁: There is a significant positive effect of long working hours of employed women on family relations
Table 4.19

Model	Coefficient		t	Sig	
	Unstandardized coefficient	Standardized coefficient			
	B	Std Error	Beta		
(Constant)	.857	.259		3.307	.001
Long Working Hour	.281	.051	.323	5.356	.000

Dependent Variable: Employed Women Family Relations

Results of the table 4.19 show that long working hours have a significant positive impact on the employed-women family relations. The regression equation value of the beta coefficient of the long working hour is 0.281 and the level of significance value is 0.000 which shows a positive significance. Therefore, the existing hypothesis “There is a significant positive effect of long working hours of employed women on family relations” is accepted.

H₂: Long working hours of women had a significant negative impact on the children grooming and socialization

Table 4.20: Association between long working hours of woman and children grooming and socialization

Long working hours of woman	Long working hours created bad impact on children grooming and socialization			Total
	Strongly agree	Agree	Strongly disagree	
To great extent	146	3	1	150
To some extent	6	4	0	10
Total	152	7	1	160

$R^2 = 32.38$

D.F = 2

Sign = .000**

Gamma Value = .908

Results of the table 4.19 depict that Chi-Square value (32.38) explores a statistically highly significant (probability=.000) association between the variables. The Gamma value (.908) shows a positive correlation between the variables. This relationship between long working hours of woman and children grooming and socialization was found significant ($P=.000^*$) which shows that as the women work hours increase, the children's grooming, and socialization decreases. Consequently, keeping in mind 0.05 level of significance current hypotheses entitled "Long working hours of women had a significant negative impact on the children grooming and socialization" is statistically accepted.

H₃: Long working hours of women had a significant negative impact on the mutual understanding among spouses

Table 4.21: Association between long working hours of woman and less mutual understanding among Spouse associated with long working hours

Long working hours of woman	Less mutual understanding among Spouse associated with long working hours			Total
	Strongly agree	Agree	Strongly disagree	
To great extent	140	3	1	144
To some extent	10	4	2	16
Total	152	7	3	160

$R^2 = 22.87$

D.F = 2

Sign = .000**

Gamma Value = .694

Results of the table 4.20 depict that Chi-Square value (32.38) explores a statistically highly significant (probability=.000) association between the variables. The Gamma value (.694) shows a positive correlation between the variables. The relationship between long working hours of woman & Less mutual understanding among Spouse was found significant (P=.000*), which shows that as the women working hours increase; ultimately mutual understanding among spouses will decrease. Consequently, keeping in mind 0.05 level of significance current hypotheses entitled “Long working hours of women had a significant negative impact on the mutual understanding among spouses” is statistically accepted.

5. Conclusion and Discussion

The present study has been conducted to find out the impact of long working hours of employed women on family relations in targeted public and private work places of D. G. Khan. In this research a sample of 160 long hours working employed women of public and private sectors from the study areas of Tehsil Dera Ghazi Khan have participated. To find out the impacts of long working hours of women on family relations we had applied linear regression, chi square test and Cronch Bach’s alpha for reliability. The frequency results for family status concluded that half (51.8%) of the respondents were living in the joint family system. There were 42% of the respondents belonging to nuclear family structures and remaining 6.2% of them belonged to the extended family system. Further the frequency results for the income shows that 32.5% of the respondents’ current monthly income from all sources was Rs 250001-30000, 26.9% of the respondents’ income was Rs. 20001-25000 and 18.5% of the respondent’s monthly income from all sources was Rs. 15001-20000 and rest of the respondents 14.4% and 8.1% of the respondents were earning above RS 30001 and less then RS 15000 respectively from all sources. According to the results of the all existing hypothesis are accepted. The beta value of independent variable working long hours has a significant positive impact on the employed women family relations. Further the results of chi square tests of existing hypothesis show that working long hours of women had a bad impact on children grooming and socialization because of lack of their mother’s care and it had also a negative impact on mutual understanding among spouses, which are statistically accepted.

Findings of the study concluded that working long hour had a significant impact on the employed women's family relations. Whereas working long hours create stress, pressure and psychologically disturb the employee. Most of employees accepted that due to working for long hours at their workplaces they are unable to give sufficient time to their families because of their work commitments.

Moreover, respondents believe that their children suffered health problems due to their working long hours. They experienced marital conflicts due to delaying of childbirth and created some such issues which are also associated with their long working hours. They believe that it had a bad impact on children grooming and socialization because of lack of their mother's care. Great majority of the respondents strongly accepted that mother's long working hours job had been affecting children and is the result of low academic achievement of their children which also becomes a cause of their deviant behavior. Employed women typically had less free time to engage in their health care which created depression and sleep disturbances among them. They live with their children under great pressure. Present research revealed that respondents were facing work overload which affected their work-life balance. According to the respondents that long working hours has also created poor eating habits, anger, interpersonal tension and communication breakdown for them.

- **Recommendations:**

Present study focuses on one of the key issue due to which the family relations and organizational duties get disturbed. So therefore, it is recommended that:

1. There is a need for protective laws that would decrease employed women's working hours.
2. There is a dire need to plan work hour adjustment mechanism to resolve increasing work force diversity and rising work life changes.

3. It is also suggested to policy makers of the work centers to employ the policy of reducing working hours for the women so that it may reduce working women's constraints that they face in their families.
4. Conveyance facility should be provided by the concerned departments of working women, so they can be protected from social problems.
5. Child care facilities and child care leave for working women should be provided by every organization.
6. Flexible timing and possibility to work from home should be provided for working.
7. Incentives and bonuses for extra work done by working women should be given.

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