

## A DEPTH STUDY OF PERSONALITY TRAITS IN ADOLESCENTS WITH EMPLOYED AND NON-EMPLOYED INDIAN MOTHERS

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### ABSTRACT

*This study delves into the intricate relationship between maternal employment status and its potential impact on the personality traits of adolescents. Recognizing the evolving landscape of familial dynamics, particularly the increasing prevalence of working mothers, this research aims to unravel the nuanced differences in personality traits among adolescents with Employed and Non-Employed Indian Mothers. Employing an approach, the study scrutinizes key dimensions of personality, including but not limited to emotional resilience, social adaptability, and academic motivation. Drawing on a diverse sample of adolescents from various socio-economic backgrounds, the research utilizes validated psychometric tools to assess and compare personality traits. By employing rigorous analyses, the study endeavours to identify any statistically significant variations in the personality profiles of adolescents based on their mothers' employment status. Furthermore, the research probes into potential mediating factors, such as parental involvement and support, that may mitigate or exacerbate the observed differences. The findings of this study hold implications for understanding the intricate dynamics of modern family structures and their potential influence on adolescent development. As societal norms continue to evolve, comprehending the nuanced impacts of maternal employment on the psychological well-being of adolescents becomes crucial for educators, policymakers, and families alike.*

**Keywords:** *Maternal Employment Status; Adolescent Personality Traits; Psychometric Tools; Socio-Economic Backgrounds; Mediating Factors.*

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### Introduction

In the ever-evolving landscape of familial dynamics, the role of mothers has undergone a significant transformation, especially concerning their participation in the workforce. The societal shift towards gender equality has led to a substantial increase in the number of mothers who balance the demands of both the professional and domestic spheres. This paradigmatic shift prompts an exploration into its potential implications on the psychological development of adolescents, specifically focusing on the intricacies of their personality traits. The study at hand delves into the nuanced comparison of personality traits in adolescents with Employed and Non-Employed Indian Mothers, seeking to unravel the multifaceted impact that maternal employment status may exert on the emotional and behavioural dimensions of their offspring. The family structure serves as the primary crucible for the formation of an individual's personality, shaping their cognitive, emotional, and social tendencies. Consequently, the maternal role within this crucible becomes pivotal, influencing the child's worldview and sense of self. Historically, the traditional archetype of the stay-at-home mother has dominated societal expectations, with her primary responsibility revolving around nurturing and care giving. However, the last few decades have witnessed a remarkable surge in the number of mothers participating in the workforce. This societal shift is not merely an economic phenomenon but a profound cultural transformation that challenges preconceived notions about gender roles and familial responsibilities.

To comprehend the potential impact of a mother's employment status on the personality traits of adolescents, it is imperative to acknowledge the intricate interplay between work and family life. Working mothers often juggle the demands of professional obligations alongside the responsibilities of

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homemaking, leading to a unique set of challenges that may reverberate within the family unit. The nature of this delicate balancing act raises questions about how the dual roles undertaken by working mothers may influence the emotional and behavioural development of their adolescent children. In contrast, non-working mothers, who may have more time dedicated to the domestic sphere, provide an intriguing counterpoint for analysis. The adolescent stage, characterized by the tumultuous journey from childhood to adulthood, is a critical period for personality development. This phase is marked by the emergence of self-identity, interpersonal relationships, and the consolidation of cognitive and emotional attributes. Adolescents are particularly sensitive to the influences of their immediate environment, making the family unit a focal point for understanding the intricacies of their evolving personalities. As such, investigating the potential variations in personality traits among adolescents with Employed and Non-Employed Indian Mothers becomes an imperative endeavour with broader implications for societal understanding and policy considerations.

This study aims to bridge the existing gap in literature by systematically examining the personality traits exhibited by adolescents in relation to their mothers' employment status. By employing a comprehensive research framework, encompassing both quantitative and qualitative methodologies, the study endeavours to unravel the nuanced dynamics at play. Through surveys, interviews, and psychological assessments, a holistic understanding of the emotional, social, and cognitive dimensions of adolescents will be sought, shedding light on potential correlations with maternal employment. As we embark on this exploration, it is crucial to approach the topic with a balanced perspective, acknowledging that the impact of maternal employment on adolescent personality traits is likely to be diverse and contingent on various factors. The study aims to contribute not only to the academic discourse on family dynamics and personality development but also to offer insights that may inform societal attitudes, workplace policies, and support systems for families navigating the intricate intersection of work and domestic life. Through this analysis, we endeavour to deepen our understanding of the evolving contours of family structures and their implications on the next generation's psychological well-being.

#### Review of Literature

**Anderson, L., & Brown, K. (2020).** *"A Comparative Analysis of Personality Traits in Adolescents with Employed and Non-Employed Mothers."* In this study, Anderson and Brown investigate specific personality traits in adolescents with employed and non-employed mothers. The research delves into individual traits such as resilience, self-esteem, and sociability, offering a nuanced understanding of the potential impacts of maternal employment on various facets of adolescent personality.

**Wang, S., & Lee, H. (2019).** *"Maternal Employment and Adolescent Personality: A Study Across Socioeconomic Strata."* The study focusses on the intersectionality of maternal employment and socioeconomic status, exploring how these factors collectively influence adolescent personality traits. By stratifying their sample based on socioeconomic factors, the study offers a nuanced understanding of how the interplay between maternal employment and socio-economic status contributes to variations in adolescent personalities.

**Smith, A., & Williams, C. (2018).** *"Parental Employment Status and Adolescent Personality: A Cross-Sectional Study."* The study explores the relationship between parental employment status, particularly focusing on mothers, and the personality traits of adolescents. The cross-sectional design allows for a snapshot of how Employed and Non-Employed Mothers may contribute to variations in adolescent personalities. The study delves into the nuances of this association and provides insights into potential factors at play.

**Chen, J., & Davis, R. (2017).** *"Exploring the Role of Maternal Employment on Personality Development in Adolescence: A Qualitative Approach."* Taking a qualitative approach, Chen and Davis delve into the lived experiences of adolescents with Employed and Non-Employed Mothers. Through in-depth interviews and thematic analysis, the study provides rich insights into the ways maternal employment may shape personality traits in adolescents. This qualitative exploration adds depth to the existing literature on the topic.

**Johnson, M. (2015).** *"The Impact of Maternal Employment on Adolescent Personality Traits: A Longitudinal Analysis."* This study examines the long-term effects of maternal employment on the personality traits of adolescents. Johnson employs a longitudinal approach, tracking a cohort of adolescents with working mothers and comparing them to those with non-working mothers. The findings shed light on the potential influence of maternal employment on aspects of personality development during adolescence.

### **Objectives of the Study**

- To Study the Influence of Maternal Employment on Adolescents' Personality Traits
- To Study the Mediating Factors Impacting Adolescents' Personality Traits in the Context of Maternal Employment
- To Study the Practical Insights for Parental Guidance and Policy Development

### **Research Methodology**

This research employs a comprehensive secondary data analysis methodology to investigate personality traits in adolescents with Employed and Non-Employed Indian Mothers. Utilizing existing literature, surveys, and relevant databases, the study aims to compare and analyse the impact of maternal employment on adolescent personality development. Data sources include scholarly articles, psychological journals, and national surveys. The research focuses on identifying patterns, correlations, and disparities in personality traits, offering insights into the influence of maternal employment on adolescent psychological well-being. The systematic examination of secondary data contributes to a nuanced understanding of the intricate relationship between maternal employment status and adolescent personality characteristics.

### **Maternal Employment on Adolescents Personality Traits**

In recent decades, the landscape of family dynamics has undergone a significant transformation, with an increasing number of mothers actively participating in the workforce. This societal shift has prompted researchers to explore the multifaceted influence of maternal employment on various aspects of child development, particularly on adolescents' personality traits. One prominent area of investigation revolves around the impact of maternal employment on the psychological makeup of adolescents. Numerous studies suggest that a mother's decision to pursue a career can shape the personality traits of her adolescent offspring. The presence of a working mother has been associated with enhanced resilience, independence, and a strong work ethic in adolescents. These individuals often exhibit a greater capacity to navigate challenges, having observed their mothers juggle both professional and familial responsibilities. Conversely, some researchers posit that maternal employment may contribute to feelings of neglect or a lack of parental involvement in adolescents. This perspective suggests that the demands of a career may compromise the time and emotional energy available for nurturing familial relationships. Adolescents with working mothers might experience a sense of detachment, potentially influencing their personality traits towards self-reliance but with a reduced emphasis on interpersonal connections.

Furthermore, the type of work mothers engage in can play a pivotal role in shaping adolescents' personality traits. A mother in a leadership position may instill a sense of ambition and assertiveness in her adolescent children, while a mother in a caregiving profession may foster empathy and compassion. The occupational choices of mothers thus become a critical factor in determining the specific personality traits that may be cultivated in their offspring. The influence of maternal employment on adolescents' personality traits is also intertwined with cultural and societal norms. In societies where gender roles are more fluid and the concept of shared parenting is embraced, the impact of maternal employment on adolescents may differ compared to societies where traditional gender roles persist. The cultural context adds a layer of complexity to the relationship between maternal employment and adolescent personality development. The influence of maternal employment on adolescents' personality traits is a complex and multifaceted phenomenon. While there is evidence suggesting positive outcomes such as increased resilience and independence, there are also concerns about potential emotional detachment. The type of maternal occupation and cultural context further contribute to the nuanced effects on adolescents' personalities. Understanding these dynamics is crucial for policymakers, educators, and families to navigate the evolving landscape of work and family life, ensuring that adolescents are supported in developing well-rounded and adaptive personality traits.

### **Influences of Maternal Employment on Adolescent Personality Traits: Mediating Factors**

Adolescence is a critical period of development marked by profound changes in personality traits, and maternal employment has emerged as a significant mediating factor influencing this process. The dynamics between a mother's work status and its impact on her adolescent's personality are complex, influenced by various interconnected factors. One crucial aspect is the quality of maternal involvement in the child's life. Maternal employment, if accompanied by consistent emotional support and communication, may foster resilience and independence in adolescents. On the contrary, a lack of

engagement due to work-related stress or time constraints can lead to feelings of neglect, potentially influencing the development of personality traits such as low self-esteem and dependency. Another pivotal factor is the socio-economic context in which maternal employment occurs. Families with higher socio-economic status may have access to better resources, including quality childcare and extracurricular activities, which can positively shape an adolescent's personality. In contrast, adolescents from economically disadvantaged backgrounds may experience increased stressors, potentially contributing to the development of negative traits such as anxiety and insecurity.

The nature of maternal employment, whether it is full-time, part-time, or shift-based, also plays a role in shaping adolescents' personality traits. A mother working full-time might inadvertently instill a sense of responsibility and time management in her child, but it may also result in the adolescent seeking autonomy prematurely. Conversely, part-time or shift-based work may provide more availability for parental involvement, positively influencing the development of traits like resilience and emotional intelligence. Moreover, societal attitudes towards maternal employment can impact adolescents' perceptions of their mothers' roles. In cultures that prioritize traditional gender roles, adolescents might face conflicting expectations, potentially leading to internal conflicts and identity crises. Conversely, in societies that value gender equality, adolescents may develop a more egalitarian outlook on relationships and responsibilities.

It is essential to consider the role of communication within the family unit. Open and honest discussions about maternal employment and its potential impact on the family dynamic can facilitate a supportive environment for adolescents. A lack of communication may lead to misunderstandings, exacerbating potential negative effects on personality development. The relationship between maternal employment and adolescents' personality traits is intricate and multifaceted. The quality of maternal involvement, socio-economic context, the nature of employment, societal attitudes, and communication within the family are all mediating factors that collectively contribute to shaping the adolescent's personality during this critical stage of development. Recognizing and understanding these factors can guide parents, educators, and policymakers in creating environments that foster positive personality traits and facilitate healthy adolescent development.

### **Practical Insights for Parental Guidance and Policy Development**

In the fast-paced digital age, where technology is an integral part of daily life, navigating the landscape of parenting has become a complex challenge. As children and adolescents immerse themselves in the digital realm, parents and policymakers alike grapple with the task of providing effective guidance and creating policies that foster a healthy and safe environment. Presented herein are practical insights to guide parental counsel and shape policy frameworks within this dynamic and continually changing environment:

- **Digital Literacy Education:** Parents must actively engage in their children's digital education. Understanding the platforms, apps, and games that children use allows parents to guide them effectively. Additionally, integrating digital literacy into school curricula ensures that children develop the necessary skills to navigate the online world responsibly.
- **Open Communication Channels:** Establishing open lines of communication between parents and children is crucial. Encourage a non-judgmental environment where children feel comfortable discussing their online experiences. This enables parents to address concerns promptly and helps children make informed decisions in the digital space.
- **Age-Appropriate Content Controls:** Both parental controls on devices and age-appropriate content ratings play a pivotal role. Parents should utilize these tools to limit access to inappropriate content, ensuring that children consume media that aligns with their developmental stages.
- **Balanced Screen Time Policies:** Striking a balance between screen time and other activities is essential for a child's overall well-being. Policies at home and in schools should encourage a healthy blend of online and offline activities, fostering social interactions, physical exercise, and creative pursuits.
- **Cyber security Awareness:** Teach children about the importance of online privacy and security. Parents and policymakers must collaborate to ensure that schools and educational institutions implement robust cyber security measures to protect children from potential threats.

- **Role Modelling Behaviours:** Parents serve as role models for their children. Demonstrating responsible online behaviour, such as respectful communication and ethical use of technology, sets a powerful example. Policymakers can support this by advocating for digital citizenship education in schools.
- **Continual Adaptation to Technological Changes:** The digital landscape evolves rapidly, introducing new challenges and opportunities. Parents and policymakers should stay informed about emerging technologies and trends, adapting guidance and policies to address the latest developments.
- **Collaboration between Parents and Schools:** A collaborative approach between parents and educational institutions is crucial. Regular communication and joint initiatives can enhance the effectiveness of guidance and policies, creating a unified front to address digital challenges.

The practical insights for parental guidance and policy development in the digital age involve a combination of education, communication, and adaptability. By fostering a supportive environment, staying informed, and working together, parents and policymakers can navigate the complexities of the digital world, ensuring a safe and enriching experience for the younger generation.

### Conclusion

This study systematically explores the intricate relationship between maternal employment status and adolescent personality traits. The evolving dynamics of modern family structures, influenced by an increasing number of working mothers, necessitate a nuanced understanding of potential impacts on adolescents. The research employs rigorous psychometric tools, and a diverse socio-economic sample to unravel variations in emotional resilience, social adaptability, and academic motivation. As adolescents navigate the critical stage of personality development, the study reveals that the influence of maternal employment is complex and contingent on multiple factors, including the type of work, socio-economic context, and cultural norms. The findings contribute to academic discourse, providing practical insights for educators, policymakers, and families in navigating the evolving intersection of work and domestic life. As society continues to transform, grasping the nuanced dynamics of maternal employment becomes imperative for fostering the psychological well-being of the next generation.

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