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RELATIONSHIP AND THE PREDICTIVE VALUE BETWEEN THE TWO VARIABLES OF JOB INVOLVEMENT AND CHILD REARING STYLES

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ABSTRACT

With regard to the crucial role of parents' child rearing styles and also the effectiveness of some factors such as their career in employing educational methods, the issue of women's job is considered as one of the controversial subjects. Hence, the research employed correlational method to investigate the relationship and the predictive value between the two variables of job involvement and child rearing styles. The research questionnaire included job involvement questionnaire (occupational cooperation) and Robinson *et al.*'s child rearing styles. The statistical population included the parents of families with children in the age range of 3 to 5 who go to the kindergartens of welfare organization located in the provinces of Noshahr and Chalous, out of which 40 kindergartens were selected through random sampling. The results of the data analysis indicated that, job involvement is directly correlated to authoritarian child rearing styles ($r=.056$) and inversely correlated to permissive ($r=.017$) and authoritative child rearing styles ($r=.124$). However, none of these relationships were significant. Findings indicated that, the obtained *t* has been significant in two out of the eight components (physical compulsion, $t=1.88$, warmth and support, $t=2.85$). Results of the research indicated that, there is no significant relationship between child rearing styles and women's occupational condition at .05. Therefore, working women showed the highest frequency in authoritarian educational style. Moreover, results also indicated significant difference between parents' child rearing styles in terms of warmth and support and physical compulsion.

Keywords: *Child Rearing Styles, Job Involvement*

INTRODUCTION

One of the significant changes in the contemporary life is the increase in the numbers of working mothers outside home. Since 1950 onward, the number of working mothers in industrialized countries has increased by 70%. The most important reason of this mounting process is financial and economic issues. On one side, the tendency to maintain and improve the level of family life and on the other side, the increase in life expenses have caused mothers and fathers to work alongside each other to increase the family's level of salary. Other effective factors include the increase in women's education and their inclination for financial independence, social cooperation, cultural and social growth (Clarke – Stewart, 1993).

Laura (2004) investigated the relationship between sharing home-related responsibilities of mother and father (equalitarian or traditional) and child rearing styles (authoritative, authoritarian, and negligent) on a sample of 294 male and female individuals who were brought up by dual working parents. Individuals in equalitarian families had authoritative child rearing style while individuals in traditional families had received authoritarian child rearing style. Results indicated that, sharing the responsibilities has significant relationship with parents' child rearing styles. Bolkan (2010) investigated parents' child rearing styles and children's behavioral problems (taking drug and delinquency). 3353 children (12 to 14 years old) were studied and the results of structural equation model showed that, parents have different child rearing strategies. Results indicated that, children's perception from each of the parents has significant relationship with their behavioral problems. Moreover, an authoritarian mother exerts more negative effect on children's behavioral problems. Conrade, (2001) studied 242 male and 375 female

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individuals and concluded that, the designed questionnaire studies the parents' attitude based on children's gender and child rearing styles.

Results indicated that, there is no significant relationship between parents' attitude style based on children's gender and their child rearing styles. The carried out studies indicated that, fathers employ higher degrees of authoritarian style while mothers employ more authoritative style. Moreover, child rearing style is related to aggression. Cramer, (2002) carried out a longitudinal study and investigated the relationship between family stress and children's growth and also shed light onto child rearing styles (authoritarian, authoritative and negligent). The statistical population included 281 students studying in the first to the third grades of school. The interview forms were filled using internal and external motivation questionnaire by the students and the teachers (Harter, 1981). Regression analysis was done to investigate the relationship between the child rearing styles and children's academic motivation.

Overall, the results of this research indicated that, there is no significant relationship between child rearing styles and academic motivation. As expected by the researcher, mothers' authoritative styles is positively correlated to children's academic motivation. Contrary to the researcher's expectations, fathers' authoritarian child rearing style is significantly and positively correlated to children's academic achievement. Huver, (2010) investigated the relationship between parents' personality and child rearing styles on a sample of 688 Dutch parents. The five big factors of personality traits and child rearing styles (authoritarian, authoritative and negligent) were investigated. Results indicated that, emotional stability is related to children's less control. Parents with authoritarian child rearing style had more extrovert, adjusted children who were less emotional. Wake, (2007) investigated the relationship between children's body mass index in the ages of 4 to 5 and their parents' child rearing styles. The obtained data in the study on 4983 children in a longitudinal study on Australian children indicated that, authoritarian, authoritative and negligent child rearing styles exert effect on pre-elementary school children's excess weight and fatness.

Terry, (2004) investigated the relationship between delinquent behaviors of children and adolescents and the child rearing styles that they have been brought up with. In this research, 38 college students were studied and the results indicated that, there is direct relationship authoritative child rearing styles and delinquent behavior. Addai, (2013) selected 208 individuals randomly to investigate the effect of child rearing styles and parents' intervention in their children's academic performance. Parents' authority and cooperation along with students' academic performance using MAT was investigated. Data analysis using t-independent test and multiple regressions indicated that, there is significant difference between child rearing styles and academic performance. Moreover, the same difference was observed between parents' cooperation at school and academic performance. Nermeen, (2011) studied 1364 children and adolescents with regard to academic and social achievement and parents' job involvement. Results indicated that, parents' job involvement is related to children's decrease of high risk behaviors and the improvement of children's social skills. Gfroerer (2011) investigated children's personality growth and parents' child rearing styles using individualistic psychology as a theoretical foundation. Results demonstrated that, there is significant relationship between child rearing styles and children's personality traits.

MATERIALS AND METHODS

The research aimed to investigate the relationship between two variables (job involvement and child rearing styles) which employed correlation coefficient method to study the amount and the direction of the relationship. Two questionnaires of (Lodahl and Kejner) job involvement questionnaire and Robinson *et al.*'s child rearing styles were used. The first questionnaire was administered on employed women who have children in the age range of 3 to 5 while the second one was administered on both parents. The data were analyzed using SPSS19 software. The statistical population included all the parents of children in the age range of 3 to 5 attending to the kindergartens of welfare organization in Noshahr and Chalous who have employed mothers, out of which 40 kindergartens were randomly selected. The second sampling was purposive one according to which, the children in the age range of 3-5 years old with two parents and working mothers were selected.

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Job involvement questionnaire which was designed and developed by (Lodahl and Kejner) is a 20-item questionnaire that describes the degree of one’s job involvement and is scored on a four-point Likert scale from completely agree to completely disagree.

Scores higher than 40 indicate the individuals’ high degree of job involvement while the score closer to 80 indicates the individual’s higher job involvement. Otherwise, individual’s job involvement is significant. Robinson *et al.*’s child rearing styles questionnaire was designed and developed by Robinson *et al.*, in 1995 and was translated into Persian by Hamid Ali Zadeh. This 32-item questionnaire is scored on 5-point Likert scale of never, sometimes, half of times, often and always that is separately filled out by mother and father.

RESULTS AND DISCUSSION

Descriptive statistics such as mean, standard deviation, standard error, diagrams and tables were used. Moreover, inferential statistics such as Pearson and independent t-test were also used to analyze the data.

Table 1: Title Missing

| | Job involvement | authoritarian | authoritative | negligent |
|-----------------|-----------------|---------------|---------------|-----------|
| Job involvement | 1 | .056 | .017- | .124- |
| authoritarian | .056 | 1 | ** .331 | ** .297 |
| authoritative | .017- | ** .331 | 1 | ** .232 |
| negligent | .124- | ** .297 | ** .232 | 1 |

The results of the above table reveal that, job involvement has the highest negative relationship with negligent child rearing style. After that, it has positive relationship with authoritarian child rearing styles. Finally, it has negative relationship with authoritative child rearing style. However, none of these relationships are significant.

Authoritarian child rearing style has the most significant relationship with authoritative child rearing style and then negligent child rearing style. Authoritative child rearing style had the highest significant relationship with authoritarian child rearing style and then, negligent child rearing style. Negligent child rearing style has the highest significant relationship with authoritarian and authoritative child rearing styles, respectively.

Table 2: Comparison of child rearing styles (physical compulsion) in mothers and fathers

| | Groups | Mean | Sd | T | Df | Level Of Sig | Sig | Min | Max |
|---------------------------|---------|-------|------|-------|-----|--------------|------|-------|-------|
| physical compulsion | Mothers | 8.22 | 2.29 | 1.88 | 396 | .05 | .06 | .021 | 1.03 |
| | Fathers | 7.71 | 3.02 | | | | | | |
| verbal aggression | Mothers | 8.17 | 2.63 | 1.22 | 396 | .05 | .918 | -/195 | .823 |
| | Fathers | 7.85 | 2.61 | | | | | | |
| punishment | Mothers | 7.15 | 2.66 | .997 | 396 | .05 | .730 | -.776 | .258 |
| | Fathers | 7.14 | 2.65 | | | | | | |
| authoritative warm | Mothers | 22.03 | 2.54 | 2.8 | 396 | .05 | .072 | .226 | 1.34 |
| | Fathers | 21.24 | 3.03 | | | | | | |
| authoritative Discursive | Mothers | 16.18 | 2.33 | 0.507 | 396 | .05 | .34 | -/636 | .375 |
| | Fathers | 16.31 | 2.77 | | | | | | |
| authoritative independent | Mothers | 18.87 | 3.28 | 1.21 | 396 | .05 | .051 | .265 | 1/120 |
| | Fathers | 18.45 | 3.73 | | | | | | |
| permissive | Mothers | 13.98 | 2.49 | 1.25 | 396 | .05 | .072 | .189 | .853 |
| | Fathers | 13.65 | 2.78 | | | | | | |

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With regard to the estimated t which is equal to 1.88 and more significant than the critical t at the level of 0.05. it can be concluded that, the research hypothesis is confirmed and there is significant difference between mothers and fathers in terms of child rearing styles (physical compulsion) and (authoritative warm).

Conclusion

With regard to the significant role of parents' child rearing styles and the effect of factors such as their job in employing educational methods, the issue of working women is regarded as one of the most controversial topics. Since the entrance of women to the job market, this question has always been exposed that, whether or not working women can behave in a way that, their children do not get psychologically harmed? A large number of studies have shown that, women are exposed to work-home role conflict due to shouldering higher degrees of traditional family responsibility. Working women with children often experience feelings of guilt, considerable conflict and the lack of employer's sympathy. The interactional model of parents and children is influenced by parents' and children's evolutionary changes. For example, parents' job status and their type of communication exert significant effect on their interaction with children. Developmental psychologists have always been interested to know how parents develop their children's social growth and competence. One of the best approaches in this regard was proposed by (Darling, 1999) which is known as child rearing styles. Child rearing style has been defined as a set or a collection of behaviors that describes parent-child interaction in a wide range of positions and it is hypothesized that, it creates an influencing interactional climate. Child rearing style is a determinant and influencing factor that plays a significant role in children's mental psychopathology or growth. Discussing on children's problems regardless of their attitude, behaviors and parents' child rearing style is almost impossible (Alizadeh and Andries, 2002).

Findings reveal that, job involvement has the highest relationship with negligent child rearing style and this relationship is reverse. Moreover, it is positively correlated to authoritarian child rearing style and negatively correlated to authoritative child rearing style and none of these relationships are significant.

Job involvement refers to the degree that individuals psychologically identify with their current job. High job involvement is a desirable feature that shows that, individuals with high levels of job involvement are satisfied with their jobs, show positive mood at work and express high commitment to their organizations and colleagues. Moreover, such individuals seldom think of quitting their jobs and it is expected that, they serve their organizations for many years. The most important findings of this research showed that, job involvement causes mothers to tend to employ authoritarian child rearing style. A possible explanation is that, mothers are exposed to performing two types of responsibility at work and at home. Moreover, espousing this belief that working women do harm to their children causes them to employ authoritarian style to remedy this deficiency. However, as investigating the means show, this relationships are not significant and job involvement does not exert significant effect on child rearing styles.

Abaft (2008) found out that, there is significant and positive relationship between parents' child rearing styles in three levels of (independency, mastery and learning care) and academic self-impairment. Moreover, the variables of meta-cognitive strategies and the age of parents employing independence learning of child-rearing styles are the best predictors of students' academic self-impairment. Bagher (2007) concluded after data analysis that, mental health and children's academic success is more in harmony with appropriate child rearing styles than inappropriate child rearing styles. However, no significant difference was observed between military and non-military parents. Moreover, there was no significant difference between girls' and boys' parents' child rearing styles (Barari, 2010).

The results of data analysis and testing out the research hypotheses indicated that, women's fertility decreases as their education and marital age increase. Moreover, their control over family aggression increases and their participation in social processes and higher education enhance; therefore, they are provided with better chances to work out of the home environment. Rahmati (2007) concluded that, women who have shown to have the highest degree of disorders such as depression, obsessive-compulsive disorder, sensitivity in interpersonal relationships, phobia, psychosis and psychosomatic complaints had either ignorant or authoritarian parents. Moreover, no significant difference was observed

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in the scales of anxiety, enmity and paranoid ideation between the children who had been brought up with one of the main four types of child rearing styles.

Akbari (2012) concluded that, working and non-working mothers' children showed to have no difference in terms of behavioral problems. Mothers working only at home showed to have more authoritative child rearing style as compared to working women; however, no significant difference was observed in negligent and authoritarian styles between the two groups. Razavi (2008) confirmed the significant and reverse relationship between marital satisfaction, responsible child rearing styles and behavioral problems. Moreover, significant relationship between parents' negligent child rearing style and children's behavioral problems was also confirmed; while, the relationship between authoritarian child rearing style and children's behavioral problems was reverse. Yasemi (2011) showed that, different aspects of spiritual health are significantly and positively correlated to job involvement. The results of regression analysis showed that, job involvement which can be explained by the predictive variables of religious and existential health indicates the importance of regard to religious and spiritual health.

Zarei (2010) showed that, there is significant relationship between negligent child rearing style of parents and the subscales of avoidance of harm, creativity and democratic parenting style by 22%. Moreover, there is significant relationship between logical-authoritative child rearing style and the subscales of social reward in the scale of high-risk behaviors by 27%. This research indicated that, there is significant and positive relationship between dutiful leadership, its four aspects (performing the duty, modesty and humbleness, trusting and kindness), and employees' job involvement. Moreover, dutiful leadership and job involvement rated moderately in terms of degree.

Mirhashemi (2007) concluded that, there is significant relationship between the variables of nurses' emotional intelligence and job involvement. Furthermore, a model for the prediction of job involvement can be designed based on the components of emotional intelligence (self-awareness, self-management, social self-awareness and relationship management). Farahani (2011) demonstrated that, there is no significant difference between the job involvement of employees working in private and public banks. Kalantari (2011) carried out a study and analyzed the data by multiple regression analysis and indicated that, a model can be designed for the prediction and enhancement of job involvement based on the leadership models, cognitive styles and locus of control. The result of path analysis is indicative of the direct and indirect relationship between the stated variables and job involvement.

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