

# A Comparative Analysis of Job Position, Income and Quality of Husbands' Care of Women Working in The Public and Private Sector Organisations in Imo State, Nigeria

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**Abstract:-** The study specifically examined the effect of job position and income of women on the quality of husbands' care. The public and private sector organizations in Imo State, Nigeria were our focus in the study. This study is anchored on the Rational Choice Theory. The quantitative data for this study were collected from 524 respondents selected from two privately owned and two publicly owned organizations in Imo State, while the qualitative data were from 8 key informants interviewed. The objective of this study is to examine whether the job position and income of women working in private or public sector can affect quality of husbands' care. The quantitative data were analyzed using a combination of correlation coefficient, chi-square, cross-tabulation, mean and standard deviation, and one-way ANOVA. The hypothesis revealed that, though the women in the lower cadre show more care for their husbands, position and income of women do not significantly influence the quality of husband care. The study suggests that the position of a woman in her work place and her income should not affect the attention and care for her husband, especially in terms of his emotional needs, as this may lead to his looking outside the house. Lack of adequate attention, respect, satisfaction and frequent absence of the woman from the home can result in a gradual emotional distancing between spouses, lead to marital separation, increase the rate of family conflict and spousal and marital distress. These should be avoided for a healthy society.

**Keywords:** Job position, Income, Husband Care, Comparative Analysis, Imo State, Nigeria.

## I. INTRODUCING THE CONCLUSION

The involvement of women in paid labour and their status (job position and income), working in both private and public sectors seem to have affected the quality of care for the husbands. Some of these working mothers feel independent since they can take care of themselves and even their children without the assistance of their husbands. Some major decisions may be taken in some families by women without seeking the consent of their husbands, because they presumed to be independent. Hence, the woman's loyalty and submissiveness to their husband may be affected. When these men (husbands) feel they are not loved, cared for, or

neglected, it may lead to family dissolution, when not properly handled.

The surge of married women into the workforce runs against traditional thinking in Africa particularly and Third World in general, that women must choose between family and career. Many observers condemned working mothers as selfish, unnatural and even dangerous to their children and society. It is argued that the rise in juvenile delinquency and rate of divorce could be attributed mostly to women who are working mothers. The challenging needs and requirements of the family unit seem to supersede any ill-defined logic. It is also argued that the status of working women changed the image of a good mother from one who stayed at home to one who also took on extra burden for her family's benefit. This would however, not recognize the working mother as an important member of the workforce and an important worker in her own right. It is possible for a working mother to defend her right to work in a number of ways. A less affluent member of the society would simply posit that women involvement in paid labour brings in the much needed extra money. A woman from a better class of living would say she has more money to spare and that she is utilizing her talents and skills to the best effect. In either case, the most important aspect is that it shouldn't affect the health and well being of their children in any way. In any case, "having to work" takes away much of the problems a working mother has to face (Wilson, 2006).

The post-colonial period has witnessed the mass entrance of women into the modern economic sector and as a result of this many women have combined domestic duties with paid employment outside the home. This became possible through mass literacy campaigns, increase in the rate of women's participation in education, and exposure to the influence of urbanization and industrialization (Nwokorie, 2018). The introduction of women into the paid labour force was initially a means of keeping up production during the Second World war. Overtime, the role of work advanced beyond just a means of keeping industries running to a source of support for livelihood and life fulfilment (Lero & Bardoel, 2009).

Men have increased the amount of domestic work they do (Kan, Sullivan, and Gershuny, 2011) and spend more time with their children than before when it was the sole duty of a woman (Coltrane, 2009). These changes may in part be due to the increased time pressures on working women, which may also reflect on the quality of husbands' care.

The objectives and orientation of both the private and public sectors in terms of remuneration, employee incentives and fringe benefits are not similar. In the private sector, remuneration, financial incentives and benefits are generally associated with superior performance although perverse consequences can also be observed by United Nations Development Programme (UNDP) (Wignaraja, 2006). The principle of comparability contends that the issue of compensation, incentives and benefits should be equitable between public sector workers and their private counterparts doing similar work (Bender & Heywood, 2015). However, there have been streams of research literature studying remuneration differentials between the public and private sectors. Although, a topically controversial issue, many studies have investigated the apparent earnings premium in the public sector than the private sector even after giving due consideration to worker attributes (Rutherford, 2014).

There has been a long-standing debate surrounding the persistent gender gap in household work as well as the quality of husbands' care. Early "economic oriented" explanations suggested that the spouse who rakes in more resources to the partnership obviously has the power to get the other spouse to do more housework (Becker, 1991). The 'relative resource' or 'economic dependence' argument is closely linked to time availability explanations, which suggest that carrying out domestic tasks is a function of the time available to both partners. As men spend more hours in market and industrial work than women, then women have more time to carry out domestic work. The argument is that, as women become 'more like men' and take up paid work, then men will become 'more like women' and undertake more domestic work. This may appear absurd in some cultures.

Taking for example, the research on new evidence on public sector wage differentials, Choudhury (2004) tries to uncover the wage differentials between the public and the private sectors in the United States. She also estimates the log wage equations separately for the public and private sectors. Choudhury finds that on average, public sector workers are better paid than private sector workers and that females can earn more in the public sector than in the private sector. She also finds that in the public sector, higher educational levels and more experience mean higher wages but the return to experience for female is considerably lower than that for males in both the public and private sectors.

Female working employees in private and public sector organizations seem to have different work culture and work environment based on their job duties and requirements. In comparison to this, the private sector jobs seem to be more demanding as far as performance is concerned. The working

environment and factors such as job security, salary, leave and responsibilities, job protection and several other factors are at different intensity for private and public sector working females. This study centres on investigating the job positions and income of women and how they affect the marital obligation of husbands' care and family authority structure of those working in the private sector and public sector. It investigates which sector is more affected than the other on a comparative basis.

### *1.1 The Challenging Problems of the Study*

Considering some of the duties and obligations of a woman in the traditional African society such as cooking for the family, meeting the needs of the children and husband, contentment, obedience to the husband, and showing some respect to the husband, it seems that the involvement of some women in paid labour affects the loyalty, obedience, and respect for their husbands (Heller & Watson, 2005; Nwokorie, 2018). These obligations may be influenced by the level of income and job position of the women. It is assumed that when a woman earns higher than the husband, she is more likely to feel independent and may not totally be loyal or submissive to take proper care of her husband. This may be more prominent in patrilineal African societies and even in advanced societies with fewer premiums on spousal equality and may have attendant consequences on the family stability and society at large.

Women have been entering paid work in increasing numbers and contemporary employment continues to be constructed on a full-time 'adult worker' model. Women's continued responsibility for the majority of domestic work and family-care makes it difficult to meet up with their marital obligations and many women with such responsibilities are challenged to give proper care and quality attention to their husbands (Connolly and Gregory, 2008). The status/position of women in paid labour may affect the attention and time they have for their husbands; especially when they are faced with role conflict. They may not be able to satisfy their husbands, both socially and emotionally. A typical average Nigerian woman may feel unsatisfied if her family duties and responsibilities are not met adequately, since marriage here has an underlying values and expectations.

The changing family structures and marital processes evidenced by the increasing marital instability, rise in single-parent households, and co-habitation, all resulting from the involvement of women in paid labour may affect the love, care and attention of wives to their husbands. Hence, the challenges of integrating work may affect the time and attention women in paid labour give to their husbands and family authority structure. These may be in form of not having the time or strength to satisfy their husbands emotionally. This may be contingent upon the income, occupation, job position or the organizational sector where the women work. This study therefore, investigates, in a comparative form, the interactive effects of job position, income and quality of husbands' care of women working in

public or private sector organizations in Imo State, Nigeria. The compass with which to navigate in this research is hinged on the following research question, objective and hypothesis mentioned below.

The study seeks to provide answer to the following question: To what extent can the job position and income of women working in the private sector on one hand and public sector on the other, affect the quality of care for their husbands?

The general objective of this study is to comparatively determine the effect of job position and income on marital obligation of husbands' care of women working in public or private sector organizations in Imo State, Nigeria. This can be ascertained with the following specific objective: To comparatively examine the extent to which the job position and income of women working in the private sector on one hand and public sector on the other, can affect the quality of their husbands' care obligations.

The hypothesis formulated for this study was: The job position and income of women significantly affect the quality of husbands' care of women working in the private sector more than the women working in the public sector organization.

### *1.2 The Overriding Significance of the Study*

The significance of this study is divided into theoretical and practical significance.

*1.2.1 Theoretical Significance:* This study will add to the body of knowledge on family studies, work related gender issues, sociology of the family, child psychology, juvenile studies, etc in the society. It will serve as a spring-board for further research in paid labour and marital issues that confront contemporary women in Nigeria and Imo State in particular. It will also expose some nagging labour issues, the effect of social dynamics of women income on hours spent at work and the quality of husbands' and childcare, with a view to evaluate how women in paid labour cope with their responsibilities of marital obligations, as well as pointing out the very sector (private or public) that is more affected, with regards to the marital obligations of women on husbands' care.

*1.2.2 Practical Significance:* This study provides the management of organizations and social welfare officers, a valuable reference on family matters/issues and a dictionary to reflect upon the career-mother/husband-care conflicts, the contemporary issues associated with other role conflicts and how they can be managed effectively and efficiently. It is hoped that this study will provide information for working mothers to reflect upon harnessing various factors that will help them in easily achieving their goals and aspirations as careerists as well as taking quality care for their husbands. In so doing, they can investigate the possibility of introducing and applying these factors to their families, which may consequently result in enhancing their performance at the

workplace and satisfaction in their home in the area of husbands' care. To policy makers, this study will facilitate the formulation and execution of industrial relations policies that will encourage the women to effectively participate in paid labour, as well as avail them the required opportunity to carry out their home responsibilities of giving quality care to their husbands by satisfying their husbands emotionally and socially.

## II. SOME CONTENDING LITERATURE AND THEORETICAL ISSUES ON WOMEN JOB POSITIONS, INCOME AND QUALITY OF HUSBANDS' CARE

### *2.1 Women Involvement in Paid Labour*

In recent time, the traditional roles of women have changed significantly. It is believed that a woman's place was in her home, caring for her husband and children, as opposed to the formal workplace. There are valued feminine traits such as a meek nature and submissiveness that were feared to be lost if women ventured into the workforce. The earliest cases of women working outside the home dated back before the Industrial Revolution. Women commonly assisted their husbands in maintaining the family or acted as a business partner. However, they often received no pay. Even when they were paid, they were paid less than their male counterparts (Astin, 1984).

Ajayi (2013) posits that the understanding of work-family-conflict-experience of women in the Nigerian banking sector with reference to work-life balance policies or initiatives is available within the organizations and individual coping strategies or interventions that can help female employees to cope. His study revealed that quite a number of work-life balance initiatives are available in the Nigerian banks. The study also gave insight into the limitations women go through sometimes in the bid to augment the resources at home by engaging in paid work along with gender role which is the cultural ideal for every Nigerian woman. Ajayi's findings indicated that majority of the women, marital status notwithstanding, across all the work categories experience a level of work-family imbalance. The finding also observed that those with children, their age notwithstanding, go through strain, stress, tiredness, etc.

It is observed that women's engagement in the formal sector in Nigeria was given a boost by the demise of colonialism and the subsequent accelerated efforts at national development. Anugwom (2009) observed that it was in the late 1960's that women were seen in the formal sector of the Nigerian economy. It was the atmosphere of general industrial development and urban growth that changed the orientation towards women as a people who could also be meaningfully used in the economic process of the society. Anugwom, concluded that the involvement of women in formal employment was invigorated through the possession of skills and education by the women.

Iheriohanma (2002) opined that, in the patriarchal Nigerian society, it is indeed traditional or cultural for a man to have an uxorial right over the wife's domestic and sexual services. The woman is obligated with the responsibility of taking care of the house and children, and attending to matters such as cooking, cleaning and washing (the domestic chores). In other words, the obligational work of women is rights of the men. Marriage and family disqualify women from jobs that require a lot of concentration, physical presence and commitment outside the home. True to life, a woman is sometimes compelled to discontinue her career to rear children. Her house wife and motherly status usually influences her choice of career in domestic activities but not in activities concerning the entire society at large.

### *2.2 Traditional Duties and Marital Obligations of Women*

According to James (2004), paid labour has conflicting relationship with marital obligations. In advanced industrial societies, there is a good system of child care, household technologies that assist house wives in carrying out household chores (dish washers and washing machines, blenders and vacuum cleaners etc), and adequate labour policies that allow women to cope with family responsibilities, which are not common or available in traditional Africa. In this regard, there is the need therefore to investigate if there is a conflicting relationship between the job position, income and the quality of husbands' care in Nigeria, and African in general.

According to Adekola (2010), women have the duty and responsibility of taking care of the children. They are expected to be supporters of their husbands. They are not expected to perform any energy requiring job or to do subjects that require verbal aptitude like secretarial jobs because they are assumed to be weak, small and timid. Women are expected to contribute positively to the economy of the family. Adekola stressed that "Even if a woman does not go out to work, she is at home processing food for sale or she is on the farm harvesting farm products". In division of labour, food crop production is the traditional role of women in Nigeria. In the eastern part of Nigeria for example, while men plant yams, women plant cocoyam, cassava, maize, pepper, vegetable (spinach onion), fruit vegetables (okro, garden egg, melon). To most people in Nigeria, womanhood fundamentally means motherhood. The female child is socialized and appreciated only for her bride wealth and ability to bear children. This then explains the pattern of socialization for subsequent care of children and husbands' care. Anything short of this could render the girl-child unmarriageable.

### *2.3 Job Position, Income and Husband Care of Working Mothers*

Heller and Watson (2005), observed that there is a positive relationship between marital satisfaction/discord and spouse involvement in paid labour. Heller and Watson posit that the relationship between marital life and paid job is driven primarily by spillover of emotional states. They are of the

opinion that the mood of the woman at work determines her disposition towards marital responsibilities at the return to the home. They further maintain that arguments and stress at workplace are likely to lead to marital conflict and discomfort because spouses do not usually return home in the right frame of mind to carry out their household chores after such a turbulent time at work.

On the concept of 'sex ideology', Thornwaite and Buchanan (2011) state that paid jobs do not affect home keeping obligations of women or husbands' care, rather the ideology of the couples do. They contend that the way household chores are divided between partners depends on the belief partners have about the role each gender should play in partnership. Accordingly, the division of household chores among partners where both partners hold more cultural ideology about sex and marital role is more unequal - that is, the wife is purely a home keeper and carries out all the housekeeping responsibilities. However, in couples holding more egalitarian gender ideologies, the housework load will be shared more equally devoid of marital rift. They conclude that in homes where the couples have equal sex ideology, the marital life is blissful notwithstanding the nature of employment of the spouse for one will stand in for the other. This equal sex ideology is fast creeping in into family structure in some cultures in Nigeria and Africa, especially among the educated younger couples that frown at some African cultures they regard as archaic. This may be fatal to African family authority values. These couples sometimes prefer eating in fast-food centers instead, complaining of lack of time to cook at home. In our projection, this is becoming contagious.

Bruderl and Frank (2011) have interacted wife's economic characteristics with couple's value orientations, and in particular with women's gender norms, the idea being that in more egalitarian-ideology couples, the effects of wife's labour force participation would not affect her attitude towards the husband. This idea is corroborated by Poortman and Matthijs (2002). For McManus and DiPrete (2001), the same conflicts that rattle every marriage: money decisions, division of household duties, care for the husband and child-care duties, can become even more fraught with crises when the woman is the breadwinner. Though, they agree that 'out-earning' one's husband is a blessing, less financial worries, a sense of pride, but also a curse, creating a greater pull of work versus family, and a gap between husband and wife that is difficult to bridge.

Women absence from home has become an increasingly contagious and a common characteristics and expectation for the workforce. This pervasive workplace practice is likely to have implications for the woman and the well-being of the husband and the family in general. Women absence from home due to paid labour is time-intensive and renders them temporarily unavailable to fulfill the obligatory role of giving enough care to the husband. As a result, paid work appears to increase work-family conflict and spillover, which has been

linked to spousal and marital distress (Bolger, DeLongis, Kessler, & Wethington, 2010)

#### *2.4 Issues on Job Positions and Income of Women in Public and Private Sector Organizations*

Nowadays, private sector seems to progress faster than the public sector because it seems to promote quality, not quantity and to encourage talent. However in the private sector, jobs do not seem to be secured, one can be fired anytime just because of a single mistake, and the workload seems much. The public sector seems to be full of reservations and offers so many facilities to their employees, which make them satisfied and their job is secured. It is an unending debate; both are good at their places and they perform different functions, all to the development of the economy and the country at large.

Bagali (2014), posits that changing societal attitudes, inflation and rising educational levels have made more women than ever before to venture into the paid workforce. The Indian women, who were confined only to the socially acceptable jobs like banks, teaching, nursing etc., are now stepping into various other sectors. Managing work and family responsibilities can be very difficult for the women employees in dual income families. Professional women, especially working mothers, have to perform multiple roles in balancing their work life and personal life. Each sector has its own set of demands and when such role demand overlaps/interacts, an imbalance is created leading to stress, attrition, absenteeism etc. Thus, there is an increasing need for organizations to address these demands of working mothers by implementing innovative human resource (HR) policies. Hence, paid labour and marital obligations of women have become a growing concern for both women working in public or private sector organizations.

An occupational stress is any force that pushes a psychological or physical factor behind its range of stability, producing a strain within the individuals. Occupational stress is increasingly recognized as a cause of serious personal injury for employees and women particularly in both the workplace and personal life, and this affects their marital obligations. Female workers respond to different types of pressures in different ways based on the sector they work for. The interface between work and family life is the key source of occupational stress (Parker and Arthur, 2004).

Balchin and Wooden (2005) suggest that because employees in the public sector may feel more secure about their future, they may be relatively less fearful of being dismissed for excessively work absences and thus may skip work more often. According to Baldwin (2004), public sector employees are often stereotyped as lazy, self-serving, and misguided. Probably, this worker's stereotype is due to the low organization commitment that ends up with less attractive, accommodating and risk adverse workers (Bellante and Link, 2001). Although, it has been claimed that human resource management in the public sector has been shifted towards the

practices adopted by private firms, in some countries it will take a little longer and the process is slower.

Most studies on employed married women have reported economic need as being the primary reason for opting to work. Stress up to the moderate level is needed for motivation but stress above it can affect the physical and mental wellbeing of the employees. The reason women go into paid labour is to get to a better and higher position, so as to make more money, which will help them in assisting their husbands and in the welfare of the family. The women most times consider the kind of work/sector they venture into based on the job requirements (Chothani, 2015). However, it is necessary to point out here that a typical African woman who loves and cherishes her home not only chooses a job (public or private) but rationally prefers job positions that help her accommodate the demands of both the job and home chores.

#### *2.5 Empirical Review*

Ezeugwu (2010) on "Motivation in Public and Private sector organizations: A comparative study" analyzed the data collected based on the responses from the copies of questionnaire distributed. The chi-square test was used to test the hypotheses. The major findings of the study were as follows: Both public and private sector employees in Nigeria are not adequately motivated. There are some differences between the factors that motivate public sector employees and those that motivate the private sector employees. Efficient and capable civil servants are not exiting the public sector organizations to the private sector organizations. The conclusion drawn from the study is that lack of highly motivated workforce has been a major problem facing the public and private sector employees in Nigeria. Private sector employees are envious of their public sector counterparts on issues including job security, responsibility and individual growth, especially as it relates to opportunity for study leave. Salary/incentives rank highest on the motivating factors for private sector employees at 40%, followed by achievement at 35% while responsibility and individual growth ranked only 15%.

However, job security, which ranked second highest for the public sector employees at 28.6%, was not even considered at all by the private sector employees. For the public sector employees, recognition and service rank top at 31% followed by job security at 28.6%. Salary and incentives also rank high in the factors that motivate the public sector employees. The only difference is that it is ranked third by the public sector employees as against first by the private sector employees. Interestingly, majority of both the private and public sector employees interviewed seem not to be interested in cross sector employment.

Rataj and Matysiak (2012) investigated on which family model makes couples more happy - dual earner or male breadwinner and the effects of men's and women's employment on their spouses' subjective well-being in Poland. The study used panel data techniques that allow

researcher to account for selection of intrinsically happy individuals into male-breadwinner or dual earner models. The study found that women's employment has positive impact on women's well-being, but reduces the happiness of their husbands.

Riphahn and Thalmaier (2001) and Ichino and Riphahn (2004) in their respective studies found that workers in the German public sector, who were subject to very high degrees of employment protection, had absence rates of 6.7% compared to only 4.3% for those in the public sector who were not covered by the extended protection. Jimeno and Cortes (2006) investigated the effect of low employment protection on absenteeism and found that those without employment protection display significantly higher levels of effort compared to the workers in permanently safe contracts. Buelens and Van Den Broeck (2007) concluded that public sector workers reported significantly less working hours and showed to be less unconditionally committed to work compared to private sector employees

Fisher (2008) is of the view that paid work does not affect the time women devote to their husbands. He studied three hundred and twelve (312) women who were absent extensively for business and found a mixed appraisal of the impact of absence of women on the marital relationship with their husbands. Seventy-nine percent of those interviewed said that long absence had no impact on their marital relationship with their husbands, 12% reported that it helped their marriages, and only 9% reported that their absence from home had a negative impact on their marriage. Further, 60% of women stated that they preferred to stay away from the home for a while because it gave them a break from their home and "everyday" life. This position is supported by Oddou (2000), who is of the opinion that women absence from home does not affect their relationship with their husbands instead the absence of the woman creates a heightened and zealous expectation from the husbands who will be looking forward to having them back. Implied in this last statement is that the existence of heightened and zealous expectations is an indication of negative effect of the absence of the working woman.

### 2.6 Theoretical Framework

The Rational Choice theory is used as the theoretical framework for this study. It is assumed to give a lucid explanation that women educational advancement and empowerment have created the awareness of their economic value in national and economic development. People behave as they do because of their firm belief that performing their chosen actions has more benefits than costs. Women educational attainment, skills acquisition, knowledge, etc, have empowered them and exposed their economic value and contribution to family up-keep and national development. Many women have discovered that they could be useful outside their traditional role as home keepers, and have decided to combine the traditional role with the paid labour, since their involvement in paid labour; in-terms of job

position and income have more benefits to them than their marital obligation of home keeping (staying at home as house wives). The rationale for using the rational choice theory as framework in this study is also informed by the fact that most homes are highly dependent on the income generated by the man as the breadwinner. The income from this source alone may not be adequate and sufficient for the effective running of the family. In order to assist, women think it wise to combine the role of home keeping with getting job positions and income from paid labour to augment what the man brings home. The issue is that women's decision to participate in paid labour is an outcome of comparing the costs and benefits of different courses of action. That is: staying at home and picking up a paid labour to enhance their contributions to the economic up-keep of the home/family.

## III. RESEARCH METHODOLOGY

### 3.1 Scope of the Study

This study has two scopes, namely: geographical and thematic cope. The geographical scope is Imo State Nigeria, while the thematic scope is a comparative analysis of Job Position, Income and Quality of Husbands' care of women working in the public and private sector organizations. The sectors and organizations are: Imo state Ministry of Education, Science and Technology, and Ministry of Agriculture, Environment and Natural Resources (public sector organizations); and Nigeria Breweries Awo Omama, and the four (4) branches of United Bank for Africa (UBA) in Owerri (private sector organizations).

### 3.2 Research Area

This research was carried out in two (2) public sector organizations in Imo state namely: Ministry of Education, Science and Technology; Ministry of Agriculture, Environment and Natural Resources and two (2) private sector organizations, namely: Nigeria Breweries Awo-Omama and the 4 United Bank for Africa (UBA) branches in Owerri. The choice of these two (2) Ministries out of 13 Ministries in the state from the public sector was based on similarities, mode of operation and their work duration; while the choice of selecting the UBA and Consolidated Breweries from the private sector was because of their similarities, in-terms of job demand, operations and services, and job positions at work. Moreover, these public and private organizations have mostly more women in their employ. This will help in eliciting information on critical issues in the investigation.

Imo State is located in the Southeast region of Nigeria with Owerri as its capital and largest city. It is one of the seven states created by the Federal Military government on February 3, 1976 during the Muritala Muhammed's regime. The area known as Imo State today was part of the defunct East Central State which was one of the twelve states initially created by the Federal Military government (General Yakubu Gowon's regime) in 1967. Imo is one of the 36 states of Nigeria and it

is in the South East Zone of Nigeria. Owerri is its capital and largest city. Its other major cities are Orlu and Okigwe.

### 3.3 Research Design

The design for this study is descriptive survey research design. The rationale for this methodological position is that it will provide an appropriate framework for the data collection. The descriptive survey research design allowed the respondents to express how they feel about the involvement of women in paid labour both in the public and private sectors and the fulfillment of their marital obligations of husbands' care, taking into consideration their job positions and income status.

### 3.4 Population and Sample Size

The target population is the married women working in the public and private sector organizations in Imo State, Nigeria. The selected organizations are: Ministry of Education, Science and Technology; Ministry of Agriculture, Environment and Natural Resources; Nigeria Breweries Awo-Omama, and the four (4) United Bank for Africa (UBA) branches in Owerri. There are seven hundred and four (704) female employees in the aforementioned organizations, while the target population (married women) is five hundred and forty four (544).

Table 3.1: The Population (Sample Distribution) of the Selected Organizations

Organizations/ Units	Total female workers	Total married female workers	Total number of copies of questionnaire returned	Sum total number used
Consolidated Brewery (private sector)	132	107	106	
The 4 branches of United Bank for African (UBA) in Owerri (private sector)	97	57	56	
<b>Total for private sector</b>	<b>229</b>	<b>164</b>	<b>162</b>	<b>162</b>
Ministry of Education, Science & Technology (public sector)	247	194	186	
Ministry of Agriculture, Environment and Natural Resources (public sector)	228	186	176	
<b>Total for public sector</b>	<b>475</b>	<b>380</b>	<b>362</b>	<b>362</b>
<b>Ground Total for both sectors</b>	<b>704</b>	<b>544</b>	<b>524</b>	<b>524</b>

Source: Field study, 2017

Table 3.1 above shows that a total number of seven hundred and four (704) females are working in the selected organizations. Out of the total of four hundred and seventy five (475) females working with the public sector, three hundred and eighty (380) females are married, while out of two hundred and twenty nine (229) females working in the private sector, one hundred and sixty four (164) female employees are married. The study made use of a total population survey (census) of five hundred and forty-four (544) consisting of three hundred and eighty (380) public sector women workers and one hundred and sixty-four (164) private sector women workers, making the sample size to be five hundred and forty four (544) respondents. However, five hundred and twenty four (524) copies of the questionnaire were returned.

### 3.5 Sampling Technique

The sampling technique adopted for this study was purposive sampling technique. The choice of the two (2) Ministries out of 13 Ministries in the state was as a result of similarities in the nature, mode of operation and their work duration as a bureaucratic environment; while the choice of UBA and Consolidated Breweries from the private sector was because of their similarities, in-terms of job demand, operations and services, and hours spent at work. The choice of the four (4) branches of UBA in Owerri was as a result of the number of women employees in the organization. This study is a total

census survey since the sample size of five hundred and forty-four (544) was not too large enough to apply sampling. Hence, only the married females (who are not directors or managers in their organizations) from the selected organizations were used for this study, particularly in questionnaire administration.

### 3.6 Instruments and Methods of Data Collection

The study made use of copies of questionnaire as the research instrument for the collection of quantitative data. Interview was used to collect the qualitative data.

#### 3.6.1 Questionnaire

A 41-item structured questionnaire was designed for this study. The questionnaire has two (2) sections. Section A comprised of questions on personal / bio-data information. Section B was meant to elicit information on the critical variables in the study, such as number of hours spent at work, work days in a week, quality of husbands' care issues, job positions / income and husbands' care. Data for the study were collected with the aid of carefully designed and structured questionnaire. The copies of the questionnaire for the study were administered to the respondents at their various locations with the aid of four (4) trained research assistants within 2 weeks. The field assistants were trained by the researcher on what is required of them to do in administering

and collecting copies of the questionnaire from the target population.

3.6.2 Interview Schedule

An in-depth interview was conducted among eight (8) respondents. They comprised of 4 married male and 4 married female staff / respondents each from the selected organizations. The inclusion of males is to have their views (as the heads of the families) on how they feel about the job position, income and quality of care for husbands from the working women. Those interviewed were selected from among directors and managers of these organizations (public and private) who were not among those for questionnaire administration.

3.7 Method of Data Analysis

The quantitative data were analyzed using descriptive and inferential statistics. The descriptive statistics include frequency tables, while the inferential statistics include correlation coefficient, cross-tabulation, Mean and Standard Deviation, and one-way ANOVA. Test of hypothesis was through correlation coefficient, chi-square, cross-tabulation, Mean and Standard Deviation, and one-way ANOVA. The choice of these statistical tools is sequel to the nature of the dependent and independent variables under study. The qualitative data (interview results) were also thematically analysed in content form and in relation to the objective of the study and by relating the reports/data to the findings from the quantitative data.

IV. DATA ANALYSIS

Table 4.1 Mean and Standard Deviation for Job Position and Quality of Husbands' Care

Job Position	Mean	Std. Deviation	N
Junior Staff	22.95	8.78	106
Senior Staff	24.21	8.27	418
Total	23.95	8.38	524

The mean in the above table 4.1 shows that women in the junior staff cadre were slightly lower in scores on quality of husband's care (M = 22.95) than their counterparts in the senior staff cadre (M = 24.21). This implies that the women in senior staff cadre exhibit slightly better quality of husband's care than those in the junior staff cadre.

Table 4.2: One-Way ANOVA Summary Table for Job Position and Quality of Husbands' Care

Source	Type II Sum of Squares	Df	Mean Square	F	Sig.
Job Position	132.737	1	132.737	1.894	.169 <sup>NS</sup>
Error	36587.070	522	70.090		
Total	337345.000	524			

Note: <sup>NS</sup> = Not Significant

However, further analysis using the one-way Analysis of Variance as shown in Table 4.2 above, indicated that generally, job positions of women do not significantly influence the quality of husband's care [ $F(1, 522) 1.89, p > .05$ ] at the 95% confidence interval.

4.1 Testing of Hypothesis

H1: The job position and income of women significantly affect the quality of husbands' care of women working in the private sector more than the women working in the public sector organization.

Table 4.3: Cross Tabulation of Job Position and Husbands' Care by Sectors

Sector			Husband Care Level		Total	
			Poor	Adequate		
Private	Job Position	Junior Staff	Count	9	2	11
			% of Total	5.6%	1.2%	6.8%
	Senior Staff	Count	63	88	151	
		% of Total	38.9%	54.3%	93.2%	
	Total		Count	72	90	162
			% of Total	44.4%	55.6%	100.0%
Public	Job Position	Junior Staff	Count	27	68	95
			% of Total	7.5%	18.8%	26.3%
	Senior Staff	Count	130	137	267	
		% of Total	35.9%	37.8%	73.7%	
	Total		Count	167	195	362
			% of Total	46.1%	53.9%	100.0%
Total	Job Position	Junior Staff	Count	36	70	106
			% of Total	6.9%	13.4%	20.3%
	Senior Staff	Count	193	225	418	
		% of Total	36.8%	42.9%	79.7%	
	Total		Count	239	285	524
			% of Total	43.7%	56.3%	100.0%

Table 4.3 above shows that, the job position of women does not significantly affect the quality of husbands' care of women working in the private sector more than the women working in the public sector. Though, the number of women in the senior cadre, working in both private and public sectors

show more care for their husbands than their counterparts in the junior cadre. This result implies that the position of women working in the private sector does not significantly differ with their counterparts in the public sector on the quality of husbands' care.

Table 4.4 Mean and Standard Deviation for Job Position and Quality of Husbands' Care across Private and Public Sectors

	Sector	N	Mean	Std. Deviation	Std. Error Mean
Job Position	Private	162	1.93	.252	.020
	Public	362	1.74	.441	.023
Quality of Husband's Care	Private	162	23.65	6.457	.507
	Public	362	24.09	9.114	.479

The comparative differences between the job position of women and quality of husbands' care among women working in the public and private sectors using the independent sample t-test analysis are presented in tables 4.4 above. The comparative differences above show that job position of women working in the private sector ( $M=1.93, SD=.25$ ) were slightly higher than those working in the public sector [ $M=1.74, SD=.44; t(522) = 5.25, p<.05$ ].

However, the result comparatively shows that women working in the public sector [ $M=24.09, SD=9.11$ ] is slightly higher than their counterparts working in the private sector;

( $M=23.65, SD=6.46$ )  $t(522) = -.555, p>.05$ ] on quality of husbands' care.

Summarily, the alternate hypothesis which states that the job position of women significantly affects the quality of husbands' care was rejected. The result also showed that although there is a slight difference among the women working in the private sector and the women working in the public sector, there is no significant difference. This means that the job position of women does not significantly affect the quality of husbands' care of women working in the private sector more than the women working in the public sector.

Table 4.5 Mean and Standard Deviation for Income Women Earn Working and Quality of Husbands' Care

Income	Mean	Std. Deviation	N
18,000 – 45,000	20.28	9.888	374
46,000 – 90,000	20.20	8.825	99
91,000 and Above	20.06	5.508	51
Total	20.20	8.762	524

The mean above shows that women earning between ₦18,000 – ₦45,000 scored slightly higher on quality of husbands' care

( $M = 20.28$ ) than those earning between ₦46,000 – ₦90,000 ( $M = 20.20$ ) and those ₦91,000 and above ( $M = 20.06$ ).

Table 4.6 One-Way ANOVA Summary Table for Income Women Earn Working and Husbands' Care

Source	Type II Sum of Squares	Df	Mean Square	F	Sig.
Income	1.703	2	.852	.011	.989 <sup>NS</sup>
Error	40147.656	521	77.059		
Total	253930.000	524			

Note: <sup>NS</sup> = Not Significant,

The result of a one-way Analysis of Variance as shown in Table 4.6 above, shows that the income of women does not significantly affect the quality of husbands' care of women working in the private sector more than the women working in the public sector [ $F(1, 521) = .011, p > .05$ ] at the 95%

confidence interval.

Further analyses on the comparative differences between the income women earn and quality of husbands' care among women working in the public and private sectors is presented below.

Table 4.7 Cross-Tabulation of Income and Quality of Husbands' Care by Sector

				Husbands' Care		Total	
				Weak	Strong		
Private	Income	18,000–45,000	Count	31	33	64	
			% of Total	19.1%	20.4%	39.5%	
		46,000–90,000	Count	46	10	56	
			% of Total	28.4%	6.2%	34.6%	
		91,000 and Above	Count	19	23	42	
			% of Total	11.7%	14.2%	25.9%	
	Total			Count	96	66	162
				% of Total	59.3%	40.7%	100.0%
Public	Income	18,000–45,000	Count	151	159	310	
			% of Total	41.7%	43.9%	85.6%	
		46,000–90,000	Count	13	30	43	
			% of Total	3.6%	8.3%	11.9%	
		91,000 and Above	Count	7	2	9	
			% of Total	1.9%	0.6%	2.5%	
	Total			Count	171	191	362
				% of Total	47.2%	52.8%	100.0%
Total	Income	18,000–45,000	Count	182	192	374	
			% of Total	34.7%	36.6%	71.4%	
		46,000–90,000	Count	59	40	99	
			% of Total	11.3%	7.6%	18.9%	
		91,000 and Above	Count	26	25	51	
			% of Total	5.0%	4.8%	9.7%	
	Total			Count	267	257	524
				% of Total	51.0%	49.0%	100.0%

Table 4.7 above shows that women working in the private sector earn higher than their counterparts working in the public sector. Despite working in different sectors, the result

shows that those who earn lower income between ₦18,000 and ₦45,000 care about the husbands than those who earn higher between ₦46,000 - ₦90,000, and ₦91,000 & above.

Table 4.8 Mean and Standard Deviation for Income Women Earn Working in Private and Public Sectors and Quality of Husbands' Care

	Sector	N	Mean	Std. Deviation	Std. Error Mean
Income Women Earn Working	Private	162	1.86	.800	.063
	Public	362	1.17	.436	.023
Quality of Husbands' care	Private	162	19.25	9.231	.725
	Public	362	20.62	8.523	.448

Table 4.9: Independent Sample t-test Comparing Income Women Earn and Quality of Husbands' Care by Sector

	T	Df	Sig. (2-tailed)
Income Women Earn Working	12.831	522	.000 <sup>Sig</sup>
Quality of Husbands' care	-1.655	522	.099 <sup>NS</sup>

Note: <sup>NS</sup> = Not Significant, <sup>Sig</sup> = Significant,

From tables 4.8 and 4.9 above, the independent sample t-test analysis of the comparative differences between the income women earn and quality of husbands' care among women working in the public and private sectors shows that women working in the private sector ( $M=1.86$ ,  $SD=.80$ ) earn significantly higher income than those in the public sector [ $M=1.17$ ,  $SD=.44$ ;  $t(522) = 12.83$ ,  $p<.05$ ].

However, the result also shows that women working in the public sector ( $M=20.62$ ,  $SD=8.52$ ) do not significantly differ

from their counterparts working in the private sector [ $M=19.25$ ,  $SD=9.23$ ;  $t(522) = -1.66$ ,  $p>.05$ ] on quality of husbands' care.

Summarily, although working in the private sector affords women higher income, it does not significantly influence the quality of husbands' care. Though, those women who earn lower income in both private and public sectors show more care for their husbands than those who earn higher from both sectors.

Table 4.10 Comparative Means and Standard Deviations for Job Position, Income and Sector on Quality of Husbands' Care

	Sector	N	Mean	Std Deviation	Std Error mean
Income Women Earn	Private	162	1.86	.800	0.63
	Public	362	1.17	.436	0.23
Job Position of women	Private	162	1.93	.252	0.20
	Public	362	1.74	.441	0.23
Quality of Husbands' care	Private	162	23.65	6.457	0.507
	Public	362	24.09	9.114	0.479

The findings on this hypothesis above showed that women in the senior staff cadre were slightly lower in scores on quality of husbands' care ( $M = 23.65$ ) than their counterparts in the junior staff cadre ( $M = 24.09$ ), while the women who earn lower income also perform slightly better than those who earn higher income in taking care of their husbands.

The comparative differences between the job position of women and quality of husbands' care among women working in the public and private sectors on quality of husbands care, using the independent sample t-test, analyzed and presented in tables above showed that job position and income of women working in the private sector ( $M=1.93$ ,  $SD=.25$ ) were not significantly higher than those working in the public sector [ $M=1.74$ ,  $SD=.44$ ;  $t(522) = 5.25$ ,  $p<.05$ ]. Thus, the hypothesis which states that the job position and income of women significantly affect the quality of husbands' care of women working in the private sector more than women working in the public sector was rejected.

However, the result comparatively showed that job position and income of women working in the private sector ( $M=23.65$ ,  $SD=6.46$ ) do not significantly differ from their counterparts working in the private sector [ $M=24.09$ ,  $SD=9.11$ ;  $t(522) = -.555$ ,  $p>.05$ ] on quality of husbands' care.

#### 4.2 Analysis of Key Persons Interview

Eight key persons were interviewed and they comprised of four (4) males and four (4) females, each from the four selected organizations, to ascertain if the findings from the interviews are in line with findings from the questionnaire on the income, job position and quality of husbands' care.

One of the interviewees said:

*My income and position in the banking sector brings me home sometimes late at night and sometimes makes me tired/stressed-out, it does not affect my emotional care for my husband, because most time, my husband understands, without complaining (Female Bank Manager, 45 years old)*

Another interviewee went further to say that:

*The income and position of my wife as a senior staff in her place of work do not affect her care for me as her husband, and she makes sure that most of my demands are always met (Male Director from the Ministry of Education, Science & Technology, 54 years old)*

A female manager in the Bank, 36 years old said:

*My income and position as a senior staff do not affect my attention to my husband, despite being the marketing manager in the bank and my husband a secondary school teacher. It does not affect my love and attention to my husband, especially emotionally, among others (Bank Manager, Female, 36 years old).*

#### V. DISCUSSION OF FINDINGS

The finding of this study is in line with the view of Thornwaite and Buchanan (2001) who have a view on the concept of 'sex ideology', stating that paid jobs and income do not affect home keeping obligation of women or husbands' care rather the ideology of the couples. They contend that the way household chores are divided between partners depends on the belief partners or couples have about the role each gender should play in partnership. For them, the division of household chores in partnership where both partners hold more cultural ideology about sex and marital role is more

unequal - that is, the wife is purely the home keeper and carries out all the housekeeping responsibilities but in couples holding more egalitarian gender ideologies, the housework load will be shared more equally devoid of marital rift. They conclude that in home where the couples have equal sex ideology, the marital life is blissful notwithstanding the nature of employment of the spouse for one will stand in for the other. This position on sex ideology can be evaluated against views of younger married couples in Nigeria who share home chores to help each other, believing that each is a stakeholder in the marital union. This is contrary to the views in a typical patriarchal society like ours and needs to be further investigated.

Again, looking at the analysis of the key persons interviews, especially those of the males on job positions, income and husbands' care; one wonders the background of the informants. It could be that the secondary school teacher whose wife is a marketing manager of a bank resigned to fate and is comfortable with the fortunes from the wife. After all, the man's salary, considering what he is paid in the public service in Imo state in particular, cannot adequately take care of the needs of the home. He cannot complain unless he wants to lose both his wife and the fortunes she brings home. Furthermore, we should look at the "sex ideology" of the couple and the probability may be that they share roles. The same analysis can also explain the response of the male director, 54 years old from the Ministry of Education, Science and Technology. Where equal sex ideology is held by the couple in the home, marital life is blissful notwithstanding the nature of employment of the spouse. Marital rift is out of the picture. However, the man may be silently ruminating and weighing the options at his disposal. This analysis maybe apt when we consider the finding that women working in the public, as against those in the private sector, showed more loyalty to family authority structure, and by extension, more care to their husbands.

The finding of this study is in line with the view of Rogers (2004) who disagreed with the opinion that economic specialization in marriage is negative for marital relationships. This is because the extra money earned by the wife will provide essential material things required in the family to facilitate harmonious relationship and easy life for both couples. Rogers maintains that with income that accrues from the woman's job the husband will not be under pressure to provide for the family. This, he insists, will enhance the relationship between the wife and the husband; the husband will love and cherish the wife who in return will do same. Kalmijin, DeGraaf, and Poortman (2004) agree with the position of Rogers but added that there are two ways of looking at the effect of wife's relative income on family authority structure. One approach is economic and the other is cultural. The economic approach argues that different income arrangements in marriage change the financial costs and benefits of marriage and divorce. The cultural approach argues that different income arrangements in marriage have different meanings to couples depending on their value

orientations and their normative expectations. So for them, a given income arrangement in marriage can have a certain financial benefit but this advantage can be counteracted by the normative disapproval that husbands and wives have of such an arrangement.

This finding is supported with the rational choice theory, that women choose the best action according to stable preference functions. Many women have discovered that they could be useful outside their traditional role as home keepers, and have decided to combine the traditional role with the paid labour. The rationale behind the involvement in paid labour is informed by the fact that most homes are highly dependent on the income generated by the man as the breadwinner, which is not always adequate for the effective running of the family. The wives involvement in paid labour is only to support their husbands in running the affairs of the family and never to challenge the authority of their husbands.

However, the findings of this study disprove the findings of other scholars like Poortman and Matthijs (2002) who posit that a wife's strong economic position is associated with an increase in the risk of marital conflict. These researchers used a unique and large-scale sample of administrative records from the Netherlands, and analyzed the link between couples' income dynamics and union dissolution for the married. They discovered negative effects of household income on separation and positive effects of the woman's relative income, in line with some earlier studies. They discovered that movement away from income equality towards a female-dominant pattern increases the dissolution risks for marriages; women undertake some actions that are contrary to the views of the husbands thereby disrespecting the husbands, and by extension, family authority structure.

The findings of this study also contradict the findings of some scholars like Jalovaara (2003) and Manting and Loeve (2004) who posit that the risk of divorce is increased when the working mothers earns more than the husband. They are of the view that it is worse if the wife brags about her larger salary and tries to make a power play by getting more of the decision-making in the household or trying to get the husband to do more of the household duties. When she rubs it in, the husband just cannot take it. He becomes even more depressed and sometimes sick. According to South (2001), the evidence is found both in the United States and in Europe, although it appears to be clearer and consistent in the United States.

Oppenheimer (1997) states that theoretically, this economic effect is most often interpreted in two ways. First, wife's employment is an expression of reduced specialization in marriage. This decreases the efficiency of marriage which in turn lowers the gains from marriage. Second, employment gives a woman a better exit option from marriage. This makes it more likely that a marriage will end when it is otherwise in trouble. The first argument is about the benefits of marriage, whereas the second argument focuses on the costs of divorce and this remains the fears of most men in African traditional societies, who distaste allowing their wives to have financial

autonomy. The findings here failed to authenticate the objective of the study as well as not indicating which sector appears to have more disregard to authority structure, as a result of women's income.

The result is validated by the rational choice theory used in this study, in that, the women employees, who are of African traditional extraction and culture, are rational in their choice for paid labour and are also aware of the demands of home chores and husbands' care. They attempt to balance the two critical demands in order to make ends meet. While trying to meet with the demands of modern day jobs and paid employment, they do not lose sight of upholding the cultural tenets of marital life, expectations and obligations. The finding of this study shows that, though the position and income of women in their work places did not affect the quality of care for their husbands, the public sector women workers, especially the lower income earners are better at maintaining husbands' care practices than private sector employees. Thus, this study indicates that public sector working women are better at showing care to their husbands than the private sector women.

#### VI. SUMMARY

The basic thrust of this study was to comparatively ascertain the impact of job position and income of women on their marital obligation of husbands' care in Imo State. It was aimed at determining whether job positions and income of women working in the public sector or private sector allowed women to be able to effectively discharge their marital obligations of husbands' care despite the time they spend at work. To achieve the purpose of this study, one hypothesis was formulated to guide the study. Literature related to the variables was reviewed. This helped in identifying the scope already covered by previous scholars on the subject matter, which served as a guide to the present study.

A four point Likert type questionnaire was developed and validated for this study to elicit information from the respondents. The reliability estimate of the questionnaire was subjected to face validation by experts in research and statistics, measurement and evaluation. A survey research was adopted using the purposive sampling techniques and total census. This research design was considered most appropriate because it allowed the researcher make inference and generalization of the population by selecting and studying the sample chosen for the study as well as using only the married women from the selected organizations. A total of five hundred and twenty four (524) copies of the questionnaire were returned and used for analysis, while eight (8) persons selected across the four (4) organizations were interviewed for the study. Simple percentage, t-test, Chi-square ( $\chi^2$ ) and ANOVA statistical tools were employed for analysis and to test the hypothesis under study. This statistical analysis was used because of the nature of the hypothesis formulated for the study. The result of the analysis revealed that though the

job position and income status of women in paid labour do not significantly affect the marital obligations of women in both public and private sector; it slightly affects the women working in the private sector more than they affect the women working in the public sector. In general, lower income women employees are more effective in husbands' care more than higher income women employees in both sectors.

#### VII. CONCLUDING THE INTRODUCTION

In conclusion, the study has shown that job position and income of women do not affect the quality of husbands' care of those women working in the public sector and those working in the private sector. Thus, the view of some scholars that job positions and income of women generally have tremendous implications on the marital obligations of women and husbands' care did not manifest negatively in the findings of this study.

#### VIII. RECOMMENDATIONS

- The position of a woman in her work place should not affect the attention and care for her husband, especially in terms of his emotional needs, as this may lead to his looking outside the house. Lack of adequate attention, satisfaction and frequent absence of the woman can result in a gradual emotional distancing between spouses, which may lead to marital separation.
- Women, especially those who earn higher than their husbands should always see their husband as the head of the family, and should be submissive and more concerned about their husbands' welfare, without minding their positions in the work place. This will reduce some rumples and misunderstanding in the family.

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