WOMEN AND WORK-LIFE BALANCE: A NARRATIVE INQUIRY OF WORKING SINGLE MOTHERS BALANCING FAMILY AND WORK

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Abstract
The purpose of this study was to explore working single mothers’ work-life balance in order to better understand how employers can assist them. Role theory, role conflict theory, and spillover theory were utilized to examine how working single mothers experience work-life balance and how they perceive it. In this study, the researcher sought to discover, analyze, and report work-life balance experiences of working single mothers through extended narrative accounts, which answer the following research questions: 1. In what ways do working single mothers strive to attain work-life balance? 2. What challenges do working single mothers encounter that affect their ability to obtain work-life balance? 3. How do working single mothers believe their employers’ policies, practices, and attitudes impact their ability to balance work and family responsibilities? Narrative inquiry was the best research approach for this study because it allowed the individuals to narrate their own stories. The methods of collecting data for this study consisted of a basic demographic questionnaire and in-depth, semi-structured interviews. The data analysis revealed four main themes and several subthemes highlighting the strategies, challenges, and employers’ contributions to the work-life balance of working single mothers.

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Every single woman at home prefers to work in order to balance the financial and the other basic needs of the family. It is now very rare that a girl does not prefer to work and chooses to remain at home as a housewife. Working Mother Quotes from Most Powerful Women in the World. Former First Lady of the United States – Michelle Obama. The children of working mothers become smart and active as compared to the children of non-working mothers. This is because of the fact that the mothers being working have to move out of the house leaving all the household chores intact. This is not exactly the case with non-working woman and their kids might remain aloof of all pleasures and comforts the children need in today’s era. No dependence on husband but as more women entered employment, balancing family and work life became a prime aspiration of modern mothers. An entire publishing industry sprang up, seemingly overnight, telling women how they could strike that balance. The reality, though, was very different. Sarah Jackson, chief executive of Working Families, said she had noticed the change coming for several years. "It's become more and more evident in the surveys that we've done. Millennial fathers have different expectations from previous generations. Miller said she hoped her committee's inquiry would put pressure on the government to ensure that one day every job advertised would have to state that the employer was open to flexible working. "Good employers really get this," she said.