

# A Study on Effects of "Mother's Work Condition" on Children's Personality Development

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**Abstract - Men need to adopt a cooperative work ethic if they are ever going to really understand the heavy load of various responsibilities put on women. Moreover, if managers want their subordinate women to enjoy their occupations, they must have an ethical approach towards them. Instead of feeling bad about themselves because they didn't do enough to help their kids grow up, working women should learn to manage their time and priorities so that they don't have to choose between their careers and their families. The purpose of this work is to investigate how a mother's environment might influence her child's maturation.**

**Keywords - Working women, child's, maturation, environment.**

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## INTRODUCTION

Taking a gander at youngsters from three perspectives that collaborate to impact improvement is important to understand social and character improvement. The first is the social climate wherein each kid lives, especially the associations that offer wellbeing, bearing, and instruction. The second is natural development, which supports fickle peculiarity and encourages the improvement of social and close to home abilities. The third is the way youthful babies are starting to portray both their own personalities and the social world. The continuous interchange between these social, natural, and illustrative elements of mental advancement is the most ideal way to figure out friendly and character improvement.[1-2]

The underlying ties among babies and their folks all through the primary year of life might be seen creating because of this contact. Practically all babies who are brought up in typical settings have profound close to home bonds with their careers. As per clinicians, the development of these connections isn't just a consequence of the guardians' arrangement of warmth or food, yet rather is pretty much as physiologically typical as figuring out how to walk. All things considered, connections have created in people since they urge children's longing to stay with individuals who are raising them and, accordingly, assist them with gaining admittance to the learning, soundness, bearing, warmth, and certification that close associations offer. [3-4]

Newborn children generally have close to home connections to their guardians — guardians, family members, or caretakers — however how much they have a real sense of safety in those bonds changes. Infants structure serious areas of strength to their folks when they show them empathy and consolation that they will show up for them when they need it. At the point when care is lopsided or negligent, infants foster shaky connections, which are described by aversion, opposition, or turbulent way of behaving (Belsky and Pasco Fearon, 2008). Such uncomfortable bonds are habitually an element of conditions as opposed to the purposeful terrible nurturing. An exhausted single parent, for example, can end up depleted and exhausted by the day's end, making it exceptionally testing to be totally dynamic in childcare. In different occurrences, a few guardians are simply not genuinely ready to expect the job of accommodating a youngster.[5-6]

At the point when the child needs the guardian's support, it's extremely simple to identify the distinctions between infants who are solidly and shakily associated. Scientists utilize a typical research facility strategy named the "Bizarre Circumstance," which includes brief divisions from the carer (for instance, mother), to assess the kind of connection (Solomon and George, 2008). In the Uncommon Circumstance, the carer is told to send the youngster out to play without anyone else in a space for a short timeframe, then return to meet the kid as scientists watch the kid's response. The youngster might dismiss the parent, stick to the parent, or basically welcome the parent, or, at times,

respond with an unsettled blend of ways of behaving, contingent upon the kid's degree of connection.[7-8]

**MATERIAL AND METHODS**

Both primary and secondary sources served as the study's information sources. The secondary data was gathered from a variety of published sources, including journals, magazines, books, publications, and websites. The secondary data was only utilised after careful examination. Preschoolers and working moms from the four employment sectors of health, education, banking, and judiciary in Kashmir Division served as the study's key sources of data. In order to learn more about the respondents' opinions on the working circumstances for women and the personalities of preschoolers, a number of meetings and talks with them were organised. The working women's questionnaire was given to working moms with kids between the ages of 3-6. The M5-PS personality questionnaire and the cognitive and non-cognitive development questionnaire were the other two pre-school-aged children's assessments. To get the right information from the respondents, plain language was employed when creating the questionnaires.

In order to accomplish the goals of the current study, a set of samples were taken from the Kashmir valley. For the current study, a sample was chosen from the banking, health, and education sectors because these are the fields in which over 70% of women are employed in Kashmir. The approach of purposeful sampling was employed to identify working mothers with kids between the ages of 3-6. The following formula has been used to produce a sample of 400 working women:

$$n = \frac{N t_{\alpha}^2 P(1 - P) / d^2}{N + [t_{\alpha}^2 P(1 - P) / d^2 - 1]}$$

Whereas;

n= Sample Size

P=Population proportion (0.50)

N=Population Size

d=Desired margin of error (5%)

t<sub>α</sub>= Confidence level (95%)

**The tools used in the survey are:**

- Questionnaire for Working Conditions of Women
- M5-PS Personality Test for Children
- Questionnaire for Cognitive and Non-Cognitive Development of Children

**DATA ANALYSIS**

In accordance with statistical programmes for social science (SPSS), the information acquired from questionnaires was coded, and any input errors were verified. Different statistical methods were applied in accordance with the study's needs and goals. Percentages and Pearson's coefficient of correlation were used to characterize the data (two-tailed)

The methodological techniques and processes employed in the study have been presented in this chapter. As the major focus of any research project is its findings, the next chapter has been devoted to illuminating the findings and conclusions of the current study.

**RESULTS**

**Demographic Profile Of Working Mothers And Children**

- **Age of Working Mothers:**

In Table, the average age of working moms is indicated. According to a district-by-district analysis, the majority of working moms (48%) in Srinagar were between the ages of 35 and 40, while the majority in the remaining districts of Anantnag, Ganderbal, and Baramulla were between the ages of 30 and 35 (52%, 48%, and 45%, respectively). Accordingly, the data reveals that the majority (45%) of the sample of working mothers from all four districts were in the 30- to 35-year age range, which was consistent with the findings of the Jammu and Kashmir Census Survey (2001), which found that the average age of working mothers is 33.6 years.

**Table 1: Age of Working Mothers**

Age group (yrs)	Srinagar	Anantnag	Ganderbal	Baramulla	Total
25-30	14	6	7	10	9.25
30-35	35	52	48	45	45
35-40	48	27	35	37	36.75
40-45	3	15	10	8	9

- **Occupational Status of Working Mothers**

Looking at the sample's overall employment situation, it was evident that teaching was the most favoured profession since it is respected and gives working moms enough of time to fulfil their home responsibilities. Because of their responsibilities to their families, working women are typically quite picky about the jobs they take. So, the only profession that has attracted the majority of working women is teaching, and working with small children is occasionally seen as a "woman's career."

by Wrap (2006), who found that 54.35 percent of working ladies put in an entire day of work.s

**Table 2: Occupational Status of Working Mothers**

Occupational Status	Srinagar	Anantnag	Ganderbal	Baramulla	Total
Professional	35	40	23	20	29.5
Teaching	40	45	56	53	48.5
Banking	10	6	11	15	10.5
Clerical/Secretarial	15	9	10	12	11.5

• **Marital Status of Working Mothers**

Women play more roles after marriage. She must complete a multitude of commitments and tasks during her lifetime as a result of her several roles. Table 4.5 makes it evident that the majority of women in all four areas were married. Only 1.5% of respondents were living apart from their husbands, while 98.5% of respondents were married and living with their spouses. It is assumed that the majority of the women in the sample will be married and cohabiting with their husbands because the sample included working moms.

**Table 3: Marital Status of Working Mothers**

Marital Status	Srinagar	Anantnag	Ganderbal	Baramulla	Total
Married	100	97	98	99	98.5
Separated	-	3	2	1	1.5

• **Family Structure of Working Mothers**

Information acquired on this topic is shown in Table 4.6. The findings show unequivocally that 60.75% of the sample's members belonged to mixed families, while 39.25% were from nuclear households. This may be the result of the study being carried out in rural and semi-urban regions where families still favour joint systems. The mixed family structure is still the most common across all the districts, with Srinagar having the least variance between the two family forms.

**Table 4: Family Structure of Working Mothers**

Family Structure	Srinagar	Anantnag	Ganderbal	Baramulla	Total
Nuclear	48	40	32	37	39.25
Joint	52	60	68	63	60.75

• **Working Hours (per day) of Mothers**

In any case, ladies are simply allowed to work from 7 p.m. to 6 a.m. as per Area 66 of the Industrial facilities Demonstration of 1948. Table 4.10 presentations the information procured concerning a functioning mother's functioning hours for the ongoing review. Most of working ladies in every one of the picked locales put in 6 to 7 hours every day, which is as per Indian work rules. Comparative discoveries were made

**Table 5: Working Hours (per day) of Mothers**

Working Hours	District				Total
	Srinagar	Anantnag	Ganderbal	Baramulla	
4-5	10	8	10	8	9
6-7	84	90	87	87	87
8-9	6	2	3	5	4

**Working Conditions Of Mothers**

• **Facilities at Work for Working Mothers**

In Table 4.14, the data relating to the work environment conveniences is shown. The majority of women's workplaces (61%) have separate restrooms for them. Srinagar (73% of districts have separate restrooms for women), followed by Ganderbal (62%), Baramulla (58%) and Anantnag (51%). The findings were consistent with Section 19 of the Government of India's Factories Act (1948), which mandates that female employees should have access to separate restrooms and urinals at work.

It is crucial to have a sufficient quantity of clean drinking water. Availability of clean drinking water at employment was provided to majority of women respondents (63.08%). In Srinagar, 69% of the female workforce had access to safe drinking water. The necessity of drinking water at employment has also been explicitly emphasised in the Factories Act (1948) by Govt. of India. It emphasises that the drinking water source should be clearly indicated in case there is any mistake with non-drinking water. Bottled water or water dispensing systems may be offered as an alternate source of drinking water if it is not viable to provide a piped supply of water.

**Table 6: Working Mother's Facilities at Work**

Facilities at Work	District				Total
	Srinagar	Anantnag	Ganderbal	Baramulla	
Separate washrooms for females	73	51	62	58	61
Clean drinking water	69	60	65	61	63.8
Provision of heating/cooling	82	40	54	62	59.5
Technically modern gadgets	65	27	39	45	44
Capacity building programmes for women	51	39	43	46	44.8
Child care facilities/ Crèches	36	26	28	31	30.3

**Family Support Provided Towards Working Mothers**

Moreover, 78.25% of women reported receiving emotional and social support from family members, with Anantnag having the highest number (80%). The largest number of such women was found in Srinagar (91%), where 88% of women were able to efficiently manage domestic duties and professional obligations thanks to the assistance of their families. Also, 73% of working women had supportive spouses who assisted them in raising children. Similar findings were made by Hameed et al. (2004) who reported that the majority of respondents had supportive spouses who assisted them with child care, valued their career, and assisted them in all of their decisions.

Although though in-law disputes are a common occurrence, only a small minority of respondents (31.05%) said they had to deal with their in-laws' outbursts. Also, it was evident that the majority of the in-laws' family members were encouraging and supporting working women, which lessened intra-personal conflict and family member grievances. Also, because full-time servants are no longer affordable for middle-class households, only 24.05 percent of respondents had domestic help on hand.

**Table 7 Support provided to Working Mothers by Family**

Family Support	District				Total
	Srinagar	Anantnag	Ganderbal	Baramulla	
Family members are happy because of monetary support	82	78	79	79	79.05
Receive emotional & social support from family	77	80	78	78	78.25
Able to balance between household work and official work	91	85	88	88	88
Husband provides help in child rearing	74	70	74	74	73
Face tantrums of in-laws because of work	32	37	29	28	31.05
Domestic help available	38	18	25	17	24.05

**Problems Faced By Working Mothers In Upbringing Children**

In the current study most of the selected women were from joint households, hence most (82.5%) of the moms kept their children with responsible person when they were out for work. The majority of responders (65%) said they spent quality time with their kids because they thought it helped them develop politeness and healthy behaviours. Moreover, the majority of working moms (82.8%) were able to properly monitor their children's academic development and encountered no obstacles in doing so. Moreover, 88.3% of the women in the sample and 94% of Srinagar women were able to appropriately support their children's language and communication development. In addition, 43% of mothers reported feeling restless because other people looked up their kids while they were at work. A small percentage of women (40%) felt that they were ignoring their kids,

and 31.5% said that because they were working most of the time, their kids lacked a mother's affection. Furthermore, 47% of the women thought that their employment situation prevented them from promoting good eating habits in their kids, while the majority of Srinagar residents (58%) felt the same.

**Table 8 : Problems Faced by Working Mother's in Upbringing of Children**

Problems in Upbringing Children	District				Total
	Srinagar	Anantnag	Ganderbal	Baramulla	
Keep children with responsible person	88	74	84	84	82.5
Feel restless because children are looked up by someone else	51	37	42	42	43.0
Children are neglected because of work	44	39	39	38	40.0
Quality time spent with children	65	61	67	67	65.0
Children lack motherly affection	35	30	31	30	31.5
Monitor academic progress	82	85	82	82	82.8
Take care of communication and language development	94	83	88	88	88.3
Work hinders in encouraging healthy eating habits	58	36	46	48	47.0

**Personality In Preschool Children**

• **Neuroticism in Children**

The commonness of neuroticism among youngsters in various Kashmiri regions is found in Table 4.22. The majority of kids in Srinagar exhibited neurotic traits like worrying (48%), getting angry quickly (49%), being intimidated (54%), being afraid of many things (51%) and being overwhelmed by events (34%), whereas in Anantnag, the majority of kids worried (32%), were afraid of many things (38%), were overwhelmed by events (46%) and were easily stressed (51%) and had frequent mood swings (50%). In addition, youngsters in the Ganderbal region were 47% anxious, 44% easily furious, 50% easily frightened, 50% fearful of a variety of things, 39% overwhelmed by events, and 28% easily disturbed. Children in Baramulla also worried about things (45%), got angry quickly (39%), were easily intimidated (43%), feared a lot of things (49%), were overwhelmed by events (39%), and stressed out easily (35%).

**Table 9: Neuroticism in Children**

S. No.	Statement	Srinagar				Anantnag				Ganderbal				Baramulla							
		Mean	Std. Dev.	Min.	Max.	Mean	Std. Dev.	Min.	Max.	Mean	Std. Dev.	Min.	Max.	Mean	Std. Dev.	Min.	Max.				
1.	Worries about things	9	3	3	35	48	-	6	15	47	32	8	4	5	36	47	6	4	8	37	45
2.	Gets angry easily	17	-	9	26	49	-	10	21	37	12	15	-	9	32	44	12	2	12	35	39
3.	Is easily intimidated	17	5	6	18	54	-	16	15	57	12	16	6	5	23	50	12	8	8	29	45
4.	Gets stressed easily	32	-	25	14	29	6	-	31	43	20	28	-	25	19	28	24	-	26	23	27
5.	Is comfortable in unfamiliar situations	12	31	17	20	20	12	41	29	12	6	13	33	18	19	17	12	13	20	18	17
6.	Is afraid of many things	3	6	22	18	51	-	20	33	38	2	6	22	20	30	2	4	24	21	49	
7.	Feels comfortable with his/herself	35	31	6	14	14	47	47	-	6	36	33	6	13	12	38	36	4	19	12	
8.	Becomes overwhelmed by events	6	17	14	29	34	-	6	15	33	46	5	15	13	28	39	4	14	14	29	39
9.	Is relaxed most of the time	21	24	6	28	11	28	25	15	16	6	25	33	5	26	11	20	32	9	24	10
10.	Gets upset easily	20	20	11	12	26	8	10	15	31	18	26	19	10	17	29	32	16	12	31	27
11.	Knows how to cope	9	65	15	13	-	50	26	18	6	11	60	13	15	1	19	54	10	15	2	
12.	Gets stressed out easily	6	8	22	35	29	6	12	-	31	51	7	9	21	34	29	6	10	16	33	35
13.	Has frequent mood swings	4	-	31	32	31	12	-	36	50	7	-	29	34	30	8	-	22	36	34	
14.	Loses his/her temper	17	19	34	9	21	6	-	33	32	29	14	18	31	13	24	14	14	33	16	23
15.	Gets overwhelmed by emotions	9	17	39	20	15	-	12	25	44	19	7	16	35	24	17	6	16	34	29	15
16.	Adapts easily to new situations	20	31	12	34	3	15	23	-	12	10	25	31	10	31	3	20	30	8	29	4
17.	Is able to stand up for his/herself	41	23	33	3	2	50	49	-	1	44	25	25	3	17	44	29	12	19	2	2
18.	Is easily frustrated	6	19	27	28	29	17	6	47	30	-	8	19	27	28	12	30	30	30	29	35

• **Extraversion in Children**

The distribution of extraversion among youngsters in different areas of Kashmir is shown in Table 4.23. Highest number of youngsters in Srinagar demonstrated extravert behaviour such as: took initiative (31%), made friends quickly (52%), were constantly busy (46%), radiated joy(47%) , were always on the move (43%), had a lot of fun (75%) and loved being part of a group (43%) In contrast, the majority of kids in Anantnag were in control (45%), made friends quickly (49%), exuded joy (60%), were always on the go (39%), enjoyed themselves well (52%), strove to lead others (54%) and interacted with others (49%) with ease. Also, it was observed that kids in district Ganderbal readily made friends (53%) had a great time (74%), felt at ease with people (39%) and loved being a member of a group (48%). Similar to this, the majority of kids in Baramulla were able to exude delight (49%), were always on the go (42%), enjoyed themselves immensely (68%), attempted to lead others (32%) and felt at ease among others (35%).

**Table 10: Extraversion in Children**

S.No	Statement	Srinagar				Anantnag				Ganderbal				Baramulla					
		Boys	Girls	Total	Percent	Boys	Girls	Total	Percent	Boys	Girls	Total	Percent	Boys	Girls	Total	Percent		
1.	Takes charge	20	23	43	31	6	14	20	28	21	21	42	30	28	58	16	21	37	29
2.	Makes friends easily	14	14	28	32	6	29	35	40	12	13	25	19	14	33	12	2	14	21
3.	Is always busy	10	10	20	23	6	40	46	52	1	13	14	44	42	2	10	2	12	14
4.	Radiates joy	8	3	11	13	10	30	40	47	7	30	37	4	8	12	2	41	49	
5.	Is always on the go	12	17	29	33	10	31	41	47	11	13	24	44	26	8	12	20	26	42
6.	Has a lot of fun	22	3	25	29	48	52	100	100	19	7	26	74	7	17	24	15	18	
7.	Tries to lead others	14	14	28	32	6	40	46	52	11	14	25	29	26	10	12	22	29	32
8.	Likes to take his/her time	31	25	56	64	40	52	92	100	43	22	65	40	37	77	21	2	23	31
9.	Seeks adventure	6	41	47	54	23	48	71	82	36	27	63	4	37	41	37	30	29	
10.	Does not like crowded events	17	21	38	44	10	16	26	30	19	23	42	21	14	35	16	20	36	44
11.	Loves action	14	14	28	32	6	52	58	68	13	13	26	35	10	13	23	40	37	
12.	Finds comfortable around other people	19	17	36	42	6	40	46	52	19	16	35	29	16	15	31	34	35	
13.	Acts comfortably with others	11	5	16	19	6	27	33	39	6	9	15	12	6	8	14	11	15	
14.	Enjoys being part of a group	14	8	22	26	18	59	77	91	7	9	16	48	10	6	8	50	26	
15.	Tries to influence others	6	3	9	11	6	40	46	52	6	22	28	31	6	8	14	19	25	
16.	Imaginative others in what he/she is doing	6	6	12	14	6	24	30	36	5	12	17	42	34	4	12	14	16	
17.	Laughs aloud	12	6	18	21	10	41	51	61	18	35	53	100	100	100	100	100	100	
18.	Admires his/her friends	8	9	17	20	6	18	24	28	8	8	16	32	23	8	6	14	18	

• **Academic Achievement in Children**

The consequence of training is scholarly achievement or execution, which estimates how well children meet their learning goals. Tests or progressing assessment are regularly used to evaluate scholarly execution, yet there is no agreement on the ideal technique or the most pivotal components. The results of a study on children's academic performance are shown in Table 4.33. In all the districts studied, including Srinagar (76%), Anantnag (71%), Ganderbal (72%) and Baramulla (69%), it was seen that the majority of students received A1 marks.

**Table 11: Academic Achievement in Children**

District	Academic Grade		Total
	A1	A2	
Srinagar	76	24	100
Anantnag	71	29	100
Ganderbal	72	28	100
Baramulla	69	31	100

**Mothers Nature Of Job And Personality Of Children**

• **Mother's Nature of Job and Neuroticism in Children**

Table 4.34 shows the connection between a mother's profession and a kid's neuroticism. A significant positive relationship between moms' word related pressure and kids' neuroticism was distinguished in the inspected locale in general, including Srinagar ( $r=0.21$ ), Anantnag ( $r=0.42$ ), Ganderbal ( $r=0.27$ ), and Baramulla ( $r=0.25$ ). This is because of the way that word related pressure meaningfully affects a functioning mother's working, which thusly influences her way of behaving at home and straightforwardly influences the family and its individuals, especially kids' all's conduct. Comparative outcomes were tracked down in the areas of Srinagar ( $r=0.27$ ), Anantnag ( $r=0.32$ ), and Baramulla ( $r=0.21$ ) on the connection between moms' forthcoming work that they conveyed home and youngsters' neuroticism.

**Table 12: Mothers Nature of Job and Neuroticism in Children**

Mothers Nature of Job	Srinagar	Anantnag	Ganderbal	Baramulla
Finishes work on time	0.08	0.16	-0.15	-0.09
Carry pending work home	0.27*	0.32**	0.04	0.21*
Paid extra money for overtime	0.13	0.02	0.08	0.10
Work place far from home	0.24*	0.11	0.04	0.12
Conveyance provided if working overtime	-0.04	0.14	-0.08	-0.19
Get stressed by official work	0.38**	0.42**	0.27*	0.25*

• **Mothers Nature of Job and Openness to Experience in Children**

The connection between a mother's profession and her kids' receptivity to encounter is found in Table 4.36. It is clear that there is a decent relationship between's a mother's profit from extra time and her kids' receptivity to encounter in Srinagar ( $r=0.25$ ). As it is for the most part accepted that youngsters have more admittance to moms' pay, it is plausible that imagination and tasteful appreciation, which are parts of receptiveness to encounter, fill better in a climate where the economy is powerful. Youngsters' receptivity to encounter was not altogether associated with different parts of their mom's work.

**Table 13: Mothers Nature of Job and Openness to Experience in Children**

Mothers Nature of Job	Srinagar	Anantnag	Ganderbal	Baramulla
Finishes work on time	0.04	0.16	0.10	0.12
Carry pending work home	0.18	0.12	0.04	-0.11
Paid extra money for overtime	0.25*	0.01	-0.04	0.02
Work place far from home	0.07	0.19	0.03	0.07
Conveyance provided if working overtime	0.14	0.02	0.10	0.14
Get stressed by official work	0.12	0.12	0.11	0.11

**Mothers Occupational Health Safety and Academic Achievement of Children**

The association between a mother's occupational health and safety and her children's academic success is seen in Table 4.47. Given that the majority of the sample belonged to joint households, where children are raised by other educated family members, it was discovered that mothers' workplace health and safety had no effect on the academic attainment of their children. The mother's salary may also play a significant role in the improvement of the family's financial situation and the children's ability to get academic counselling from sources other than their immediate relatives.

**Table 14: Mothers Occupational Health Safety and Academic Achievement of Children**

District	Coefficient of Correlation
Srinagar	0.01
Ganderbal	0.18
Anantnag	0.02
Baramulla	0.18

**CONCLUSION**

The study found that the majority of the working women who were chosen for the study were in the 30-35 age range and most had female children who were between the ages of 5 and 6. The majority of the working moms were graduates who were currently employed as teachers and put in 6 to 7 hours every day at their jobs. In the majority of the families, there existed a joint family structure. Women were punctual in completing their official job on schedule, preventing them from carrying it home. Even though the distance between the job and the home was short, women who stayed late for work did not receive any additional compensation or transportation. The overall working accommodations for women were good due to the well-planned layout of the restrooms, the availability of clean water, and the comfortable room temperature. The advantages required to maintain and keep a work, such as insurance and medical benefits, housing and travel perks, maternity leave, and gratuities, were adequately offered to the female employees.

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