



Influence of Work and Family Involvement of Dual Career Parents on the Psycho-Social Development of Adolescents in Rivers State: Implications for Counseling

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ABSTRACT

The purpose of this study was to investigate influence of work and family involvement of dual career parents on the psycho-social development of adolescents in Rivers State: Implications for Counseling. The study adopted correlational research design. The population of the study was 820 respondents, while a sample size of 265 respondents was obtained. Purposive sampling technique was adopted for the study. The research questions were answered using Mean while Pearson Product Moment Correlation analysis was used as the tool in testing the formulated hypotheses at 0.05 alpha level. It was found that parent's involvement and work improves family dual-career development. This is because for dual career parents, there is much challenge as to the availability of time for their children. Also, that dual-career-parent involvement in work is said to have a positive relationship with family and emotional development of adolescent, as well as with morality of adolescent. The study amongst others recommended that parents should ensure that they are adequately involved in the career development of their children, and that parents should assist their children when they find it difficult to manage their emotional development.

Keywords: Work and Family Involvement, Dual Career, Parents, Psychosocial Development, Adolescents, Rivers State.

INTRODUCTION

The dual career family is gradually becoming a global concern. The fact is that women are now fully part of the work force and the majority of them are now combining home front or family responsibilities with their careers. While some scholars believe this new development has a chain of effects on the psychosocial development of adolescent children, others think otherwise (Ajidahun, 2005). Psychosocial development can be defined as the overall characteristics of an individual's social, mental, physical and psychological well-being or the inter-relationships which exist between person's mental, physical, psychological and social characteristics.

Traditionally, mothers are expected to be the pioneer teachers, primary caregivers and the foundational builders of their children's psychological well-being, but because families today have now metamorphosed into modern structural forms and development, such expectation is getting out of fashion. This new structure now has both advantages and disadvantages (Ajidahun, 2005). The peculiarities

usually include the absence of mothers at home for hours to attend to spiritual, psychological, physical and social needs of the children. The fear is that both parents may become separated because of career aspiration and as a result the children become victims of behavioural disorders. Although on the other side, more money may be available to resolve many other basic problems in the family but not sufficient to remedy the consequences which the children are bound to face.

According to Goldenberg and Goldenberg (2000), women are now economically independent and this in one way or the other influences the perception of their children. It is important to investigate the extent to which the adolescent's upbringing and psychosocial development is being affected by this modern style of dual work and family responsibility structure. It is in examining the various possible behavioural patterns and responses among the adolescent children that one will be able to ascertain the extent of influence of this new modern style of family structure on the psychosocial development of adolescent children.

Blustein (2004) asserted that many families today have deviated from the traditional family cycle that was common in the past due to the technological, modern and psychological changes which have altered and modified the make-up of the typical family in a dynamic world. He further opined that women are created and specially designed by nature in a way that their domain has been to manage the home and raise children while men on the other hand are designed by nature to take on the responsibility for financial supports and family's physical protection. Blustein (2004) is also of the view that traditional family organization and the natural roles performed by both husband and wife is likely to persist even when the woman works.

However, there are those who think that the increasing presence of men and women in the workforce will preclude their responsibility as regards the welfare and the psychosocial development of their adolescent children. Ajidahun (2005) stressed that regardless of women's involvement in the workforce, it is expected that they maintain a balance between the home front and their career. In a situation where this is not so, there are bound to be negative reactions against the mother.

In Nigeria, there is this traditional belief that a man is not expected to participate in the family chores being the head of the family. This belief is tenaciously upheld by men and many of them may not be interested in helping their wives and this may sometimes cause the mothers to be tensed up and they are likely to project emotions on their children. Women may do a greater amount of domestic work than their husbands and most wives consider the division of labour to be fair if the husband is available when called upon to help (Martin, 2004). He understands and respects the hard work involved in carrying out domestic chores, and he listens to her concerns about family work. House helps are hired sometimes by some men and women to be relieved of domestic load of work at home. This also has its own implications and that is why a lot of men and women may not be interested in hiring house helps.

Obviously, the question about the acceptability of the adoption of the modern family structure of parents' dual career of work and family responsibilities is still a very controversial one (with both positive and negative implications). It is based upon this argument that the researcher (with intention to establish a clear distinction between these two possible outcomes) seeks to investigate the possible influence of work and family involvement of dual career parents on the psychosocial development of adolescent children: implications for counseling.

Statement of the Problem

In general, child neglect is considered the failure of parents or caregivers to meet the needs that are necessary for the mental, physical, and emotional development of a child. Child neglect is one of the most common forms of child maltreatment, and it continues to be a serious problem for many children in Africa, especially in Nigeria where the bad economic situation is affecting the amount of time most parents now spend with their children at home in the name of working to make ends means. The phenomenon of child neglect has been escalating rapidly with the transformation in family structure, evolution of single parental families, and especially the increasing number of working women and low socio-economic status of the parents.

The influence of work and family involvement of dual career parents can result in the educational neglect of the children with serious modifications in personality development and behavioral patterns of these children. Due to continuous neglect by parents, the children become psychologically and emotionally demoralized and they are at the greater risk of cognitive impairment and behavioral fluctuations that result in their personality distortions. The consequences of the dual responsibilities of women may also eventually result in physical neglect, emotional neglect, and health neglect of the child. Frequent absenteeism from school, squat self-esteem and personality distortions are the major outcomes of child neglect. In addition to this other behavior modifications, there is social isolation, drug usage, antisocial behavior and recurrent depression. These are all pervasive behavioral patterns observable in neglected children. However, in spite of all these evidences against increasing child neglect, some still claim that parents can effectively combine work and family responsibilities while training their children successfully. It is in the light of this controversy that the researcher seeks to proffer solution to the problem of work and family involvement of dual parent involvement and the psychosocial development of their adolescent children.

Research Questions

The study sought to answer the following research questions raised:

- (i) How do parents get involved in work and family dual-career in Rivers State?
- (ii) How does dual-career-parents involvement in work and family enhance the emotional development of adolescents in Rivers State?
- (iii) How does dual-career-parent involvement in work and family motivate the morality of adolescents in Rivers State?

Hypotheses

The following null hypotheses are formulated to guide the study and will be tested at 0.05 alpha level:

- HO₁: There is no significant relationship between parent's involvement and work and family dual-career development in Rivers State.
- HO₂: There is no significant relationship between dual-career-parent involvement in work and family and emotional development of adolescent in Rivers State.
- HO₃: There is no significant relationship between dual-career-parents' involvement in work and family and the morality of adolescent in Rivers State.

Concept of Dual Career

According to the Cambridge dictionary (Cambridge, n.d), dual career is defined as a situation whereby both people in a marriage or relationship have a job. It also implies a situation whereby an individual is engaged in two jobs. According to the American Psychological Association (APA, n.d), dual career couples are spouses who are both working to meet their career goals. It is said that the challenges confronting dual career couples are enormous. The Encyclopedia.com defines dual career as a situation in which both partners in marriage pursue occupational careers (www.encyclopedia.com).

Concept of Psychosocial Development

The Merriam-Webster dictionary defines psychosocial as involving both psychological and social aspects or relating social conditions to mental health (Merriam-Webster, n.d). According to the Cambridge dictionary, psychosocial is defined as having both psychological and social parts (Cambridge Dictionary, n.d). Study.com defines psychosocial health as a state of mental, emotional, social and spiritual well-being of an individual. Harper Collins Publisher's Limited (n.d) explains psychosocial as "relating to processes or factors that are both social and psychological in origin.

According to the definition by Your Dictionary (n.d) psychosocial is the combination of psychological and social behavior. Onwukwe (2007) defined psychosocial as behaviour patterns emanating from an individual's ability to attune his or her mind and body to social demands within a given environment. Dictionary.com views the term "psychosocial" as relating to the interactions between social and psychological factors. The Free Dictionary (n.d) defines psychosocial as pertaining to or involving both psychic and social aspects or referring to the mind's ability to consciously or unconsciously adjust and relate the body to its social environment.

Concept of Adolescence

Adolescence is a transition from the dependency of childhood to the independence and responsibility of early adulthood. It is described as a period fraught with many threats to the health and well-being of adolescents in which many suffer substantial impairment and disability. According to Kaplan (2004), the term *adolescence* is commonly understood to define the period of life between childhood and adulthood. Degner (2002) buttressed that this time frame, however, not only describes a very diverse reality, but that adolescence varies considerably across cultures, over time, and within individuals. Therefore, one developmental term or stage marked "adolescence" clearly fails to provide the best frame of reference for this diversely experienced developmental period of life (Degner, 2002).

Western culture defines adolescence as the time period from puberty to age 18 or 21, but non-Western cultures tend to mark the beginning of adulthood with rites of passage often following the onset of puberty. These rites mark the end of an individual's childhood and his or her acceptance into adult society.

The word adolescence is derived from the Latin verb *adolescere*, meaning "to grow into maturity". Adolescence therefore refers to a transitory period in which the individual inevitably passes through in his growth from childhood to adulthood (Oladele, 1998). At that period, the individual approaches the peak of his physical, physiological, intellectual, emotional, social, emotional as well as motivational growth and development. Other schools of thought see it as a process of achieving the attitudes, beliefs, and values of an adult needed for effective participation in the society. It is an age of great ideals and the beginning of formulating theories as well as adaptation to reality.

However, chronologically, frequently cited the age span of adolescence between 12 and early 20's. The onset of adolescence is peculiar to the individual from culture to another depending on how society permits young people to accumulate knowledge and experience. Physical and psychological dangers during adolescence are appealing. The development of an adolescent takes place over several years, this can be divided into three Phases (Spano, 2004):

- i. Pre-pubescence
- ii. Pubescence
- iii. Post pubescence

The phases are gradual, continuous and occur at a certain sequence and each is built upon and is a derivative of the earlier one. Each period is built upon physical and as well as psychological. Adolescence is a critical phase of life where an individual undergoes many changes. The word 'adolescence' comes from the Latin verb 'adolescere', which means 'to grow' or 'to grow to maturity'. It is a period of transition when the individual changes physically and psychologically from a child to an adult. "Adolescence is much more than one rung up the ladder from childhood. It is a built-in, necessary transition period for ego development. There are various factors like family structure, transition in emotionality, transition in socialization, the social status, changed body, levels of aspiration, their achievements, religious beliefs that play a significant role in adolescent development. Among the various family factors that might influence child and adolescent development, parenting styles have been recognized as important (Spano, 2004).

Dual Career Involvement of Parents of Adolescent Children

Throughout the past 30 years, the concept of a dual-career marriage implies a marriage in which the husband and wife are actively pursuing professional working careers. This has been widely explored in the research literature (Netemeyer, McMurrian & Boles, 1996; Mitchelson, 2009; Perrone & Worthington, 2001; and others). In fact, this is due to a dramatic increase in the number of dual-career marriages from the 1950's to the 1980's, and between the 1980's to the present day, which has resulted in a diversity of family and marriage life structures (Mitchelson, 2009; Netemeyer, et al., 1996; Perrone & Worthington, 2001). The number of dual-career involvement of parents rose from 9.3 million in 1950, to 13.4 million in 1960, to 28.8 million in 1987 (Mitchelson, 2009). In the last three decades, a family with a father and mother in working careers has easily become "the most common family pattern in the United States" (Perrone & Worthington, 2001).

As Netemeyer et al. (1996) acknowledged that the two most significant focal points of adult life are work and family. With a rapid increase in dual-career marriages, how do spouses learn to negotiate and balance work and family life roles, especially if they become parents of their own children? How does a dual-career marriage, in which the spouses are also parents of children, impact the spouse's satisfaction within the marriage? The interrelationship between career and family role domains is especially tangible for dual-career families as both spouses may feel responsible and committed to each domain: work and family. The role expectations of these two domains are generally not compatible, causing conflict and a constant negotiation between family and work life roles (Netemeyer et al., 1996). For husbands and wives with the dual roles of work and family, their quality of marriage, family life, and working careers are significantly impacted by these two conflicting domains (Netemeyer et al., 1996; Mitchelson, 2009; Perrone & Worthington, 2001).

In the traditional family, the husband is expected to work and earn a living in order to take care of the wife and the children. The wife is expected to stay at home and take care of the children. The family is a place where individuals are biologically interconnected and have interrelated functions, cordial relationship and share common goals. Traditionally, mothers are supposed to be the first teacher and primary caregivers for children, but because families today have experienced structural changes and development, such expectation is going into extinction. This type of structure has both advantages and disadvantages. The advantage includes the presence of mothers at home for hours to attend to psychological, physical and spiritual needs of the children. More money is available and fewer children are born by career women. Women are now economically independent and this affects the perception of their children (Goldberg & Goldenberg, 2000). The disadvantages include separation of husband and wife because of career aspiration, having less time to spend with the children and the effects on the children. It is important to make a choice between the two families in order to find out the extent to which the adolescent's emotional developments are affected.

In this study, the various types of impacts that parents can have on their children and their children's intellectual, social, and behavioral development. Many parents believe that during pregnancy they are capable of influencing the child's intellectual and social development later on in life through sensory stimulation. Fetus's sensory structures are undoubtedly present early on in prenatal development.

However, studies show that, despite the fact that some learned preferences in utero last for a small window of time after birth, these preferences are not enduring and will fade before making a lasting impact on the child. Additionally, many mothers believe that that increased sensory stimulation, such as listening to music, during pregnancy will influence a child's preferences and intellectual development later in life (Ajidahun, 2005).

Dual Career Parental Influence on the Morality of Adolescents

Moral development, like emotional development, results from the positive influence of parents' involvement in a child's life. According to Lawrence Kohlberg, parental participation in moral development is not necessary for one to reach a high level of moral reasoning because schools and other settings can provide similar moral environments (Bornstein, 2002). However, Hoffman (1983) states that disciplinary encounters with parents are crucial for the internalization of moral standards. When a parent intervenes in a child's negative behavior in an attempt to correct the behavior and then disciplines the child, the parent is attempting to help the child internalize moral standards. However, for dual career parents, there is much challenge as to the availability of time for their children. Hoffman (1983) states that in order for the disciplinary actions to lead to internalization, the parents must use sufficient time combined with inductive techniques useful in pointing out the effect of the child's behavior on others (as cited in Bornstein, 2002). In terms of moral judgment, parents who encourage their child to actively participate in discussion and decision-making with regards to him or her and the family are more likely to help their child function at a higher level of moral reasoning (Bornstein, 2002). Dual career parents must realize the importance of helping to facilitate the moral growth and high levels of moral reasoning of their adolescents when they draw out the child's opinion and reasoning with appropriate questions and paraphrasing to check for an understanding of the situation. However, the probing must be done with

support and attentiveness in order for it to effectively influence moral growth (Bornstein, 2002). Overall, parents who use inductive reasoning, stimulate moral reasoning with moral discussions, and are supportive and encourage autonomous thinking will have a child who functions at a higher level of moral reasoning.

The process of adolescence is a period of preparation for adulthood during which time and several key developmental experiences occur (Di Clement, 2005). It comprises their moral, social and emotional development. As these developments continue to mature, their understanding of morality expands and their behavior becomes more closely aligned with their values and beliefs. As a result, adolescents start to develop their identity, begin to acquire some of the skills needed to carry out relationships and roles, and learn to have the capacity to cope with their selves and their environment. However, while adolescence is a time of tremendous growth and potential, it is also a time of considerable risk that hinders in achieving their full and proper development. It is the reason why this developmental period certainly presents parents with many challenges. With this commotion, at the start of adolescence, parents adjust their supervisory practices to their teenage children to manage them and prevent them from harmful environment that their children may encounter.

Sigmund Freud Psychoanalytic Theory of Adolescent Development

Freud paid relatively little attention to adolescent development only to discuss it in terms of psychosexual development. He shared a common idea with that of Hall's evolutionary theory: that the period of adolescence could be seen as phylogenetic. Freud did maintain that the individual goes through the earlier experiences of mankind in his psychosexual development. According to Freud and psychoanalytic theory, the stages of psychosexual development are genetically determined and are relatively independent of environmental factors (Ahmed, 2012).

Freud believed that adolescence was a universal phenomenon and included behavioral, social and emotional changes; not to mention the relationships between the physiological and psychological changes, and the influences on the self-image. He also stated that the physiological changes are related to emotional changes, especially an increase in negative emotions, such as moodiness, anxiety, loathing, tension and other forms of adolescent behavior.

METHODOLOGY

The correlational research design was adopted for the study. The population of this study was 820 respondents which consisted of students in Demonstration International Secondary School Rumuola, Government Girls Secondary School Rumueme Port Harcourt, and Government Secondary School Emohua, all in Rivers State. A sample size of 265 was adopted using the purposive sampling technique. A structured questionnaire entitled " Work and Family Involvement of Dual Career Parents on the Psycho-social Development of Adolescents (WFIDCPPD) with a five point rating scale was designed and used for data collection. The instrument was validated by two experts in the field of Measurement and Evaluation, and a reliability coefficient of 0.83 was obtained for the study. Mean was used to answer the research questions while Pearson Product Moment Correlation was used as the statistical tool to test the hypotheses.

RESULTS**Research Question 1:** *How do parents get involved in work and family dual-career in Rivers State?***Table 1: Mean analysis of parent's involvement and work and family dual-career development in Rivers State.**

S/N	Questionnaire Items	\bar{X}	Decision
1	Parent's involvement and work enhance family dual-career development.	2.75	Accepted
2	Parent's involvement and work helps one to other skills.	3.27	Accepted
3	The involvement of parents brings about good family career planning.	3.5	Accepted

Source: Survey Data, 2017.

The mean score of 2.75 implies that parent's involvement and work enhances better family dual-career development. The mean score of 3.27 entails that parent's involvement and work helps one to other skills, while the mean score of 3.5 implies that the involvement of parents brings about good family career planning.

Research Question 2: *How does dual-career-parents involvement in work and family enhance the emotional development of adolescents in Rivers State?***Table 2: Mean analysis of dual-career-parents involvement in work and family and emotional development of adolescents in Rivers State.**

S/N	Questionnaire Items	\bar{X}	Decision
1	Dual-career-parents involvement in work and family improves emotional development of adolescents.	3.12	Accepted
2	Dual-career-parents participate well in the development of emotional ideas at home.	3.28	Accepted
3	Dual-career-parents involves themselves so much in development of emotions.	3.38	Accepted

Sources: Survey Data, 2017.

The mean score of 3.12 entails that dual-career-parents involvement in work and family improves emotional development of adolescents. The mean score of 3.28 implies that dual-career-parents participate well in the development of emotional ideas at home, while the mean score of 3.38 means that dual-career-parent's involves themselves so much in development of emotions.

Research Question 3: *How does dual-career-parent involvement in work and family motivate the morality of adolescents in Rivers State?***Table 3: Mean analysis of dual-career-parent involvement in work and family and morality of adolescents in Rivers State.**

S/N	Questionnaire Items	\bar{X}	Decision
1	Dual-career-parent involvement in work and family motivates the morality of adolescents.	3.15	Accepted
2	Dual-career-parent involvement in work and family is essential for the morality of adolescents.	3.30	Accepted
3	Double career involvement by parents motivates their morality.	3.43	Accepted

Sources: Survey Data, 2017.

The mean score of 3.15 implies that dual-career-parent involvement in work and family motivates the morality of adolescents. The mean score of 3.30 agrees that dual-career-parent involvement in work and

family is essential for the morality of adolescents, while the mean score of 3.43 means that double career involvement by parents motivates their morality.

Test of Hypotheses

Ho₁: There is no significant relationship between parent’s involvement and work and family dual-career development in Rivers State.

Table 4: Pearson Product Moment Correlation Coefficient Computation for Ho₁

Variable X and Y	N	$\sum X^2$	$\sum Y^2$	Crit DF	DF	R	Zrcal	Zcrit	Result
Parent’s involvement and work. & Family dual-career development.	12	4,238	4,002	0.497	12	0.82	0.93	0.8321	Significant

Source: Survey Data, 2017.

Decision:

Since the calculated Zrvalue 0.93 is greater than the rvalue 0.82, the null hypothesis is hereby rejected and the alternate hypothesis is rejected. This implies that there is a relationship between parent’s involvement and work and family dual-career development in Rivers State.

Ho₂: There is no significant relationship between dual-career-parent involvement in work and family and emotional development of adolescent in Rivers State.

Table 5: Pearson Product Moment Correlation Coefficient Computation for Ho₂

Variable X and Y	N	$\sum X^2$	$\sum Y^2$	Crit DF	DF	R	Zrcal	Zcrit	Result
Dual-career-parent involvement in work & Emotional development of adolescent	12	4,218	4,710	0.497	12	0.80	0.94	0.8321	Significant

Source: Survey Data, 2017.

Decision:

Since the calculated Zrvalue 0.94 is greater than the rvalue 0.80, the null hypothesis is hereby rejected hence the alternate which states there is a significant relationship between dual-career-parent involvement in work and family and emotional development of adolescent in Rivers State is accepted. This implies that a significant relationship exist between dual-career-parent involvement in work and family and emotional development of adolescent in Rivers State.

Ho₃: There is no significant relationship between dual-career-parents’ involvement in work and family and the morality of adolescent in Rivers State.

Table 6: Pearson Product Moment Correlation Coefficient Computation for Ho₃

Variable X and Y	N	$\sum X^2$	$\sum Y^2$	Crit DF	DF	R	Zrcal	Zcrit	Result
Dual-career-parents’ involvement in work and family & Morality of adolescent.	12	3,497	3,291	0.497	12	0.82	0.88	0.8321	Significant

Source: Survey Data, 2017.

Decision:

Since the calculated Z_r value 0.88 is greater than the r value 0.82, the null hypothesis is hereby rejected and the alternate accepted. This implies that there is a significant relationship between dual-career-parents' involvement in work and family and the morality of adolescent in Rivers State.

DISCUSSION OF FINDINGS

One of the major findings of this study was that there is a significant relationship between parent's involvement and work and family dual-career development in Rivers State. This implies that parent's involvement and work improves family dual-career development. However, Hoffman (1983) supported this view by saying that disciplinary encounters with parents are crucial for the internalization of moral standards. This entails that when a parent intervenes in a child's negative behavior in an attempt to correct the behavior and then disciplines the child, the parent is attempting to help the child internalize moral standards. Thus for dual career parents, there is much challenge as to the availability of time for their children. Also, dual-career-parent involvement in work is said to have a positive relationship with family and emotional development of adolescent. This implies that dual-career-parent involvement in work enhances family and emotional development of adolescent. This finding however is in line with the result of Bornstein (2002) who pointed out that dual career parents must realize the importance of helping to facilitate the moral growth and high levels of moral reasoning of their adolescents when they draw out the child's opinion and reasoning with appropriate questions and paraphrasing to check for an understanding of the situation. Finally, it was found that there is a significant relationship between dual-career-parents' involvement in work and family and the morality of adolescent. As Netemeyer et al. (1996) acknowledged that the two most significant focal points of adult life are work and family. With a rapid increase in dual-career marriages spouses learn to negotiate and balance work and family life roles, especially if they become parents of their own children. He went to opine that dual-career marriage in which spouses are also parents of children, impact the spouse's satisfaction within the marriage.

Implications for Counselling

The implication of this study is that many families today have deviated from the traditional family cycle that was common in the past due to the technological, modern and spiritual changes, which have altered and modified the makeup of the typical family in a changing world. Further, women are created and specially designed by nature in a way that their domain has been to manage the home and raise children while men on the other hand are designed by nature to take on the responsibility for financial supports and family's physical protection. The traditional family organization and the natural roles performed by both husband and wife are likely to persist even when the woman works (Weiss, 2005). This also implies that despite the increased presence of women in workforce, they are still expected and considered responsible for the maintenance of the family. Since women are involved in workforce, they are expected to balance the home front and their career. In a situation where this is not so, there may be some negative reactions from the mother

CONCLUSION/ RECOMMENDATIONS

Dual-Career implies a situation whereby an individual is engaged in two jobs. Adolescence is seen as a transition from the dependency of childhood to the independence and responsibility of early adulthood. It described as a period fraught with many threats to the health and well-being of adolescents in which many suffer substantial impairment and disability. The study concludes that parent's involvement and work improves family dual-career development. This is because for dual career parents, there is much challenge as to the availability of time for their children. Also, that dual-career-parent involvement in work is said to have a positive relationship with family and emotional development of adolescent, as well as with morality of adolescent. Thus amongst others recommends that parents should ensure they are adequately involved in the career development of their children, and that parents should assist their children when they find it difficult to manage their emotional development.

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