

Research Article

Analysis of Mothers' Employment and its Influence on Children' Training in Family

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Abstract: The present study investigates the correlation between women's employment and children's training in Iran families. In line with this issue independent and dependent variables are introduced as mother's employment and children's training respectively. Research method utilized here include field study, literature review and surveying analysis using questionnaire technique to collect related data and information required for the preset study. Statistical data of the study include 200 guidance school students of 11th district of Education and Training Organization in the city of Tehran whom their mothers are employed. They have been picked up using objective random selection method. The research results revealed that the main research assumption is valid and there is a significant correlation between mothers' employment and children's training in the society of Iran.

Keywords: Children training, employment, family, mothers, women

INTRODUCTION

Employment of Iranian women is one of the indicators illustrating progress of Iran society toward modern civilization's gift. However such phenomenon has influenced the Iran society and specifically Iranian families in a variety of point of views. Women tendency toward employment has influenced the relationship among husbands and wives and children that would bring about a significant decrease in sentimental aspects of relationship with children which is a seriously area of concern. Role of women in house could be categorized as wifehood, motherhood and housewife each of which require specific type of management, discipline and enough time. Motherhood obligations, babysitting, being a housewife and at the same time taking care of wifehood responsibilities are in contradiction to women's personality and identity in the society. Following recent socioeconomic evolutions in various countries, employment status have been evolved significantly that increased required labor and human resources. Diversity of occupations and the need to relevant suitable human resources as well as increase in service companies and administrative made planning officials to utilize women potentials as much as possible in the labor market. Therefore increasing trend of women participation in the career market accelerated and became strengthens (Tavassoli, 2009). Women enhanced their education level and spent more time outside the home to find a niche market for them. Hence, following the women progress in science and technology, a large number of women involved gradually in economic activities outside the house and made their effort in socioeconomic occupations in the society while they are still accountable for lots of

household responsibilities and taking care of children. (Mohammadi Asl, 2010).

One of the most fundamental aspects of moral and public behavior growth of children is known as emulating the parents. Children care about adults' behavior more than their word. Besides, children's values and beliefs are the same as what parents do, not what parents say. The point is; parents are required to take part actively, consistently and systematically in their children's life, because children are used to learn values through mutual actions and reaction with their parents and sampling them as pattern. Mutual acts require physical, sentimental, reasonable and spiritual contribution of parents in their children's life. Such efficient and valuable contribution of parents along with their children enforces sentimental bonds among them, teaches children proper public behavior in the society and brings about a sense of respect in them so that such moral values and personality would be rooted in children trait. Regarding above, how employed mothers could identify their children's mental and personality traits and take appropriate measures for a suitable training procedure while these mothers spend most of their time outside the house and pattern recognition and emulation of children from their parents as well as required attempts to meet children's mental and sentimental needs along with their parents are neglected or ignored (Safiri, 1998).

Mother is the most wide vast spiritual and social world of a child. Based on the child's viewpoint she is like the one who knows everything in everywhere. Mother's employment causes disorders in creation of child's interests toward the mother. Because child care procedure would become a group activity instead of an individual task and consequently such attachment of

child to its mother would go far away from its natural mode. It's obvious that employed mother cannot fully take care of their children compared to housewife mothers because the mother is apart from her child for many hours of the day involuntarily. Anyway, when she comes back to her child after being away for such long hours, exhaustion due to nowadays mechanical world together with subjective tedium won't let her take care of the child suitably during the remaining hours of the day because she is also obliged to meet requirements of some household responsibilities (Shamshiri, 2010).

As a result, it should be said that there are qualified women who could significantly contribute in achievement of ideal country's goals and participate actively in various administrative-scientific assemblies same as men. Nowadays, regarding increasing number of employed mothers and preventing irrecoverable side-effects of child's growth and development, increase in pregnancy leave period, establishment of a kindergarten in the workplace in accordance with worldwide standards and obviation of economic issues concerning various viewpoints are supposed to be included in government responsibilities. However, employment of mothers has contributed positively in children training. A mother who is involved in society's issues could observe and experience socioeconomic and psychological problems of youths that would help her to provide her children with better patterns and train them better using a comprehensive point of view compared to a woman who has decided to stay at home (Lafran, 2002).

Opponents of women employment emphasize on motherhood, wifehood and housewife as women's roles and believe that their employment shall weaken and somehow eradicate the family foundation. In response to such trends and tendencies, it could be pointed out lots of advantages of women employment and its positive influence in children. Statistical analysis and researches has indicated children's improved social growth and educational excellence specifically in female children. Employed women are aware of the value and importance of the professional and higher education more than housewives because they have (unconsciously) suffered lack of higher education in their workplaces. Such woman feel the necessity of children's higher education specifically her daughters. Women's employment shall provide their children with a wider life horizon, try hard to improve the life style and enhance their social level using the mother income and her higher position in the society (Mohammadi Asl, 2010).

Employed women who are provided with training programs in their workplaces concerning sharing responsibilities and coherency required in task accomplishment in a group to achieve a goal and acquired higher efficiency and performance, strengthen the spirit of responsibility among their family members

that would bring about agreeable responsibility spirit among family members and their satisfaction in accept of part of works. Influence of such approach would be manifested indirectly in competency and experience of children which contribute significantly to their future life style. Children whom their mother are employed, have acquired higher level of awareness, social vision and self-confidence as well as being more responsible and social. Employed women strengthen their children's morality and make them ready to face the society and their future life. Decrease in population growth due to individual and social awareness and limitation of number of family members have led to increase in level of family's educational, economic and training services to the children. Employed women are more competent and capable in solving educational, moral and training issues of children and emphasize more on children's learning (Safiri, 1998).

Mothers' employment and its influence on children's training in the Iran society have been investigated in the present study using pragmatic theories and various feministic approaches. In addition, confirmation or rejection of the research assumptions have been tested using surveying method and inquiries made to the sample statistical data together with statistical analysis.

RESEARCH LITERATURE

Theoretical foundations: Theories applied in the present study for analysis of women's employment include pragmatist, liberal feminism, Marxist feminism, socialist feminism and radical feminism viewpoints

Pragmatist theory: Based on pragmatists' viewpoint, basic assumptions could be identified as biological differences have brought about social discriminations for men and women. Parsons as the head of pragmatic academy has divided two types of families. Based on Parsons, a family in a social structure is a widespread one and is required to meet some requirements such as economic, political, religious, sport and socialization of children while separation and assignment concepts in new societies would outsource a variety of responsibilities of widespread family to institutes outside the family. Parsons has categorized main family responsibilities during industrial development of North America and Europe as micro and macro scales. Regarding macro scale aspect, family is supposed to give birth to offspring and determining social identity of the children while in micro scale viewpoint, basic socialization of children and strengthening as well as preserving adults' identity are supposed to be family responsibilities. In the same way, roles and positions of men and women should be separated so that the family could meet its responsibilities and save the familial system. Based on Parsons, family as a subsystem of the

main society's system requires division of responsibilities of men, women, young and old ones same as the society's system which is based on assignment and specialties. Therefore, a man is required to have a job and accordingly income while the major woman role could be defined as being a housewife and baby-sitting. According to Parsons, such classification of responsibilities based on gender is the foundation of socializing the child (Riters, 2004).

Feministic theories: The objective of liberal feminism has always been aimed at equal rights for men and women that is enjoyment of women from citizenship rights same as men. Liberal feminists have defied customs and regulations that support discrimination against women and/or hypocritically support women rights while indeed favors the men rights. Their objective could be stated as supporting the idea that such observed difference is not a intrinsic issue between two gender but a results of socialization and standardization of gender and role (About and Valas, 2001). Marxist feminism is a result of attempts made by women expands the Marxist theory so that they could exploit an acceptable idea of degrading and at the same time utilizing other women who live in capitalistic societies. According to them, capitalism is the characteristics of today's society in which women are exposed to a specific type of cruelty that is mainly caused due to their deprivation from individual employment and their role in regeneration of interrelations take place in family territory, that is nonpaid services of women in taking care of labor resources and training next generation of workers to meet the benefit of the capitalism and is required for its endurance. Capitalism benefits mostly from free services of women though its profit is also shared among men. Central core of radical feminists' beliefs could be stated as "inequalities due to gender are the product of authoritative populist system which is the main form of social inequalities". Populism is a worldwide system in which women are dominated by men. Radical feminism is in fact a revolutionary cause meant for women freedom. Supporters and fans of such cause believe that there is not any societal area which men have not meddled in it, so any aspects of women's life which is accepted as natural phenomenon should be doubted and looked for new ways to find the solution. According to those ones, patriarchy has been less considered which is regarded as the most aspect of social inequality. Socialist feminists believe in gender, class, race, age and nationality as factors cause cruelty to women. However none of the said factors is superior compared to another one. Various forms of women's contempt in capitalist structure is specifically assigned for such socioeconomic system. Lack of women's freedom is the product of a control scheme imposed on them in public and private territories. Women's freedom could be met if gender-oriented responsibility assignment would be obviated in all territories. Gender-oriented job classification should be analyzed in

household and job market together with relationship between these two territories to realize the cruelty to women (About and Valas, 2006).

LITERATURE REVIEW

- In a research study conducted by Danesh (1995), influence of women's employment in economic and cultural changes of families was investigated. The study analyzes women's employment in Boushehr and collects data of employed mothers and bachelor women so that look into employment and its influence in family economic and cultural evolutions. Results and findings indicated that women's employment is a barrier to number of family children. Women are willing to increase in number of their children while in many cases employment has prevented them from increasing number of their children (Danesh, 1995).
- "Analysis of correlation between education level and mothers' employment concerning number of children in two groups of families living in Isfahan" is the title of another study conducted by Yarmohammadian (2007). The objectives of the present study are as follow:
 - Identifying influence of women's education in population control
 - Identifying influence of women's employment in population control
 - Indicating considerable share of women in improvement of society's status concerning various aspects and viewpoints
 - Analysis of correlation between number of children and mothers' education and employment status
 - Presenting guidelines for enhancement of family and population control, case study included 40 Isfahan an women ranging between 20-50 years old and could be categorized in a variety of economic, social, educational ... levels and positionsThe questionnaire was used as the research tool including 20 queries. Literate and illiterate groups were compared to each other after collection of questionnaires. Following results obtained after statistical analysis:
 - There is a reverse correlation between mother's level of education and number of children
 - There is a direct correlation between level of education and age gap between children
 - There is a direct correlation between women's education and utilization of pregnancy preventing appliances
 - There is a direct correlation between marriage age and education level
 - There is a direct correlation between women's employment and their education level (Yarmohammadian, 2007)
- Viewpoints of employed women have been investigated in another research study titled as "the influence of employment on children's training,

health and education level, offspring and accomplishment of household responsibilities” which was conducted by Akhavirad and Hatami (1983). The objective of the study could be stated as awareness of employed women respect to influence of employment on raining, health and education of children together with offspring and accomplishment of household responsibilities. Findings indicated that most of women are successful outside their home. About half of those participated in the analysis believe that women’s occupation outside the house has no impact on children education however it might influence their health status (sickness). Most of the people support the idea that women’s occupation would affect their offspring level due to lack of available time to take care of children (Akhavirad and Hatami, 1983).

- “Analysis of married women’s employment and their issues (and its influence in family)” is the title of a research study conducted by Mousavi (1999). It was tried to cover some of the women’s employment-related sociological problems such as analysis of their activities, barriers to their contribution, correlation between women’s employment and worldwide development in this regard. The influence of women’s employment in family is then analyzed in order to personalize the issue through emphasis on children, relationship with husband and the woman herself (Mousavi, 1999).
- Another study has been conducted by Alizade (1990) aiming at employed women’s viewpoint toward employment influence on children’s education, health and training, offspring level, coping with responsibilities at home. Results indicated that 75% of respondents do agree with occupation of women outside the house in which 26% of them believe that it would contribute to economic issue of the family. Besides, 50% of women believe that their employment outside the home won’t influence their responsibility at home and 46% of women stated that their occupation influence positively on their home duties. Major influence is believed to be disorders in house related affairs and lack of watching over children and husband. Thirty six percent of women believe that their occupation has no effect on children training and 52% consider their occupation as an influencing factor in training of their children due to lack of enough time to take care of their children. Forty percent of women have not considered their occupation as an effective factor in their children’s education while 52% of women whom found their employment as an influencing factor in children’s education, stated lack of time as a major parameter to take care of children’s

educational paperwork. 29% of women don’t think of their occupation as an influencing factor on offspring while 57% who consider the employment as an influencing factor in offspring level, state social awareness as the most important factor to decrease the number of offspring (Alizade, 1990).

- In a research study conducted by Shamshiri (2010), he analyzed women’s employment and its influence on family divergence and convergence in the city of Kermanshah in 2009. Objective of the study stated as if women’s employment contributes positively in family union and convergence or vice-versa?! Study findings have been analyzed in comparison with teachers’ family whom their spouses are housewives to achieve better results. Surveying and field study methods is selected as the research type and women employment is selected as independent variable while convergence and divergence respect to a variety of factors such as spouse satisfaction, responsibility sharing, children’s educational progress, couples’ amity, women’s financial independence, women’s authority for decision-making and social behavior of children have been selected as dependent variables. Required data have been acquired through the author’s made questionnaire together with 5° Likert format in order to test the research assumptions. The statistical data used in the study include 2719 high school teachers in Kermanshah during 2009-2010 that their spouses are housewives or employed. Systematic random selection approach proportional to data size has been selected as sampling method in which 93 teachers were selected randomly. Statistical methods such as coherency coefficient test (c) have been utilized for data analysis purposes using SPSS software. Research findings indicated that there is a correlation between 1st, 2nd, 3rd, 5th, 6th, 7th assumptions as spouse satisfaction level, task/responsibility sharing, children’s educational progress, women’s financial independence, their authority for decision-making, their social relationship and women’s employment while there is no statistical correlation between 4th assumption as couple’s amity and women’s employment (Shamshiri, 2010).

METHODOLOGY

Questions:

- Is there any significant correlation between women’s employment and children’s training in the society?
- Is there any significant correlation between mothers’ employment and children’s sociability in the society?
- Is there any significant correlation between mothers’ employment and children’s contribution in the society?

- Is there any significant correlation between mothers' employment and children's discipline in the society?
- Is there any significant correlation between mothers' employment and children's responsibility in the society?
- Is there any significant correlation between mothers' employment and internalization of values and norms in children in the society?

Assumptions:

- There is a significant correlation between women's employment and children's training in the society?
- There is a significant correlation between mothers' employment and children's sociability in the society?
- There is a significant correlation between mothers' employment and children's contribution in the society?
- There is a significant correlation between mothers' employment and children's discipline in the society?
- There is a significant correlation between mothers' employment and children's responsibility in the society?
- There is a significant correlation between mothers' employment and internalization of values and norms in children in the society?

Objective:

- Analysis of women's employment and its influence on children's training in the society of Iran

Theoretical and practical definitions of variables:

Independent variable:

Employment: Employment is a widespread process in which its analysis has become a mandatory issue in the today's modern world. Individuals as social elements are required to adapt to such social reality. Therefore, family as an identity would undergo variations that accordingly change the parents' role (Mohammadi Asl, 2010). Concept of employment in the present study is referred to going out of the house and spending sometime on a task during a specific period of time and with an explicit amount of payment & fringe benefits.

Dependent variable:

Training: Training could be defined as creation of desirable changes in human. In other words, it's aimed at making productive evolutions in living environment to flourish latent talents. Training is a set of appliances utilized to meet some requirements such as growth, constructive attitudes and even progressive living style based on biological, psychological and social viewpoints using guided education and learning various experiences together with provision of necessary

facilities. Such procedure is required to be implemented in a unique outlook so that pave the way for learning appliances, sentimental relationships and acquisition of life styles in mandatory quadruplet structure of love, authority, freedom and discipline as well as evolution in a favorable environment so that meet the basic needs of the children instead of its superficial ones (Lafren, 2002).

Training components as coping with discipline, responsibility, role playing, relationship and internalization of values & norms have been considered in practical definition of tainting in the present study. Each of the above said components have been analyzed using the author's made Likert based questionnaire using the sample statistical data that is children of employed mothers.

Socialization and discipline:

- Is a student required to make its efforts to keep its appliances tidy by his/her own? What's your opinion?
- How much do you try to put your cloth and school gears at its own place?
- How much do you try to cope with school safety rules such as not walking on the bench and table or hanging from the classroom window as well as touching school's electrical appliances?
- How much do you make efforts to complete your homework at its due date?
- How much do you care about finalizing any assigned task and responsibility?
- How much do you try to prevent any conflict between your friends and you?
- How much do you want your friend meet the required discipline?
- How much could you keep calm and silent in class?
- How much do you try to be on time in class?
- How much do you try not to cut the classes?
- How much do you try to observe disciplines and rules imposed by the school such as wearing school uniforms and not letting your nails grow or forgetting about make-up?
- How much do you try to stay in class and (not to leave intermittently)?

Role playing:

- Is father required to work outside the house and provide the family with enough income to make ends meet?
- Mothers should train their children. However some of the mothers work outside their house. Do you agree with mothers' employment outside their house?
- Mothers are used to punishing and criticizing their children. What do you think about punishment? Do you agree?

- Mothers are required to make sentimental and friendly relationships with their children. How much do you agree with such relationship?
- One of teachers' duties is known as taking quizzes. They would assign more homework to those students who fail the tests/quizzes or don't get remarkable scores. Do you agree with such teachers' behavior?

Responsibility and relationship:

- How much do you try to lend a hand in cleaning the house if your mother is sick?
- How much do you try to help one of your family members if he/she becomes involved in problems?
- How much do you try to help your friends and classmate in their school related and nonrelated problems and lessons?
- How much do you try to contribute in beneficiary festivals?

Internalization and embedding norms and values:

- Do you think addressing adults as politely as possible is a good manner (instead yelling and ranting or raving)?
- Do you believe in greeting when you are encountered your parents, teachers and relatives? Is it necessary?
- How much do you try to behave while eating anything? For example washing your hands before lunch and using spoon and fork while eating something and keep your plate clean and tidy.

Research method: The present study is a sort of operational research type and comprised of two parts; first part includes library-oriented study which is carried out through study of various documents, books, thesis and journals somehow concerning social contribution of women. The second part includes field study based on surveying method and using questionnaires to collect the required study data. The study questionnaire which is designed by the author includes 24 queries with a 5-spectra Likert answer type. Viewpoint of society's sample people have been investigated in this regard and relevant scores would be calculated after collecting their opinions. The SPSS software is utilized in this step for statistical analysis and finding results.

Cronbach Alpha coefficient of the questionnaire was first calculated using SPSS software. Besides, data analysis was carried out through descriptive syveying statistics for classification of raw scores, plan and design of frequency tables as well as calculation of distribution indicators such as average/mean, standard deviation and variance. Inferential statistics is also utilized to identify parametric and non-parametric tests. In addition natural distribution of variables was made through Kolmogorov-Smirnov test. Loon test is then

exploited to determine the homogeneity of variances among utilization/performance variables. Parametric tests such as K^2 , regression and Person-Spearman correlation coefficient (if required) were utilized to identify the relationship among variables.

Sampling method and statistical data: The present study includes 200 guidance school students chosen through objective random selection approach in the 11th district of Education and Training Organization in the city of Tehran whom their mothers are employed.

RESULT ANALYSIS AND HYPOTHESIS TESTING

- Employment of mothers with children's education component (socialization, role flexibility, observing discipline, responsibility and being internalized values and norms) in the community has a significant correlation.

Statistical characteristic variables of maternal employment and children's education, is shown in Table 1.

Assuming that the R^2 , the percentage of shared variance of maternal employment on children's education is anticipated. Results Table 2 shows that female employment 0.314 to predict the variance in children's upbringing. Since F calculated at less than 0.055 is significant ($p = 0.033$, $F = 3.513$), The linear regression model is a significant linear relationship between Vashtghal mothers raising their children. Model results in significant regression coefficients are presented in Table 1.

Results Table 1 shows that the variance of maternal employment to children's education is anticipated. T test for regression coefficients were significantly lower level of 0.05 is significant considering that b is non-standard regression coefficients; standardized regression coefficients should be compared. Comparison of standardized regression coefficients indicate that the high (Beta = 0.493) predicted a greater share in the upbringing of children. It is noteworthy that the beta is calculated and the relationship of employment of mothers with components of the education of children (order Beta = -0.284 and the intrinsic value of Beta = -0.103) is negative it can be concluded that the employment rate for mothers is more discipline and inner surface of the lower values and vice versa.

- Working mothers are significantly correlated with the degree of socialization of children in society. The correlation coefficient between the employment rates of mothers with children's is shown in Table 3.

The correlation table information, the hypothesis was tested using correlation, the results showed that the employment rate of mothers with children's

Table 1: The regression coefficients of maternal employment on children's education

p	t	β	S.E.B.	B	Index variable
0.0001	4.475		9.017	42.121	Fixed
0.0140	2.635	0.493	0.305	0.5870	Accountability role
0.0110	1.047	0.198	0.101	0.3320	Sociability
0.0160	1.081	-0.284	0.136	-0.3580	Clarity
0.0160	1.099	0.121	0.145	0.2780	Amenability
0.0120	1.041	-0.103	0.158	-0.2140	Intrinsic value

Table 2: Statistical analysis of employment characteristics of mothers raising children on subscales

S.E.	R ²	R	p	F	M.S.	df	S.S.	Index model
31.962	0.3140	0.226	0.033	3.513	1265.89	2	3553.780	Regression
					460.342	198	56844.47	Remaining
						200	60398.25	Total

socialization at an alpha level of 0.05, there is a significant relationship. So I reject the premise of zero is OK and we can say with 95% confidence between maternal employment has a significant correlation with the degree of socialization of children in society.

- The employment rate of mothers with children taking the role in society has a significant correlation.

The correlation coefficient between the employment rates of mothers with children taking the role is shown in Table 4.

The correlation table information, the hypothesis was tested using correlation; the results showed that the employment rate of mothers with children taking the role of the alpha level of 0.05, there is a significant relationship. So I reject the premise of zero is OK and we can say with 95% confidence between the employment rates of mothers with children taking the role in society has a significant correlation.

- The employment rate of mothers with children in the community in order to observe a significant correlation.

The correlation coefficient between the employment rates of mothers with children in order to observe is shown in Table 5.

The correlation table information, the hypothesis was tested using correlation; the results showed that the employment rate of mothers with children in order to observe the alpha level of 0/05 there was a significant negative relationship. Therefore, assuming zero is rejected and the research is approved and we can say with 95% confidence between the employment rates of mothers with children in the community in order to observe a significant negative correlation.

- The employment rate of mothers with a sense of solidarity and responsibility in children in the community are significantly correlated.

The correlation coefficient between the employment rates of mothers with a sense of solidarity and responsibility in children is shown in Table 6.

Table 3: The correlation coefficient between the employment rates of mothers with children's socialization

Options	p-value	R	N
Maternal employment and socialization of children	0.005	0.214	200

Table 4: The correlation coefficient between the employment rates of mothers with children taking the role

Options	p-value	R	N
Maternal employment and quality of child	0.005	0.587	200

Table 5: The correlation coefficient between the employment rates of mothers with children in order to observe

Options	p-value	R	N
Maternal employment and discipline	0.005	-0.332	200

Table 6: The correlation coefficient between the employment rates of mothers with a sense of solidarity and responsibility in children

Options	p-value	R	N
Maternal employment and child's sense of responsibility	0.005	0.183	200

Table 7: The correlation coefficient between the employment rates of mothers with children's internalization of values and norms

Options	p-value	R	N
Maternal employment and inner values	0.005	-0.195	200

The correlation table information, the hypothesis was tested using correlation, the results showed that the employment rate of mothers with a sense of solidarity and responsibility in children at an alpha level of 0/05, there is a significant relationship. So I reject the premise of zero is OK and we can say with 95% confidence between the employment rates of mothers with a sense of solidarity and responsibility in children in the community has a significant correlation.

- The employment rate of mothers with children's internalization of values and norms in the community are significantly correlated.

The correlation coefficient between the employment rates of mothers with children's internalization of values and norms is shown in Table 7.

The correlation table information, the hypothesis was tested using correlation; the results showed

that internalization of values and norms of the employment rate of mothers with children at an alpha level of 0/05 there was a significant negative relationship. So I reject the premise of zero is OK and we can say with 95% confidence between the employment rates of mothers with children's internalization of values and norms in the society has a significant negative correlation.

DISCUSSION AND CONCLUSION

In order to test hypotheses based on findings and statistical analysis of these results were obtained: Working mothers raising children is a significant linear relationship, the employment rate for mothers with higher levels of self, discipline and values in children is less and vice versa. The employment rate of mothers with an alpha level of socialization of children in the 0/05, there is a significant relationship. Between maternal employments has a significant correlation with the degree of socialization of children in society. Employment rate among mothers with children taking the role of the alpha level of 0/05, there is a significant relationship. The employment rate of mothers with children taking the role in society has a significant correlation. The employment rate of mothers with children in order to observe the alpha level of 0/05 there was a significant negative relationship. The employment rate of mothers with children in the community in order to observe a significant negative correlation. The employment rate of mothers with a sense of solidarity and responsibility in children at an alpha level of 0/05, there is a significant relationship: The employment rate of mothers with a sense of solidarity and responsibility in children in the community are significantly correlated. The employment rate of mothers with children's internalization of values and norms in the alpha level of 0/05 there was a significant negative relationship. The employment rate of mothers with children's internalization of values and norms in the society has a significant negative correlation.

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