



## **The type of Division and Management of Employed Women in family (Case study: Employed women of Zahedan province)**

**Zeinab Hashemi Baghi, \*Farah Torkaman, \*\*Bagher Sarou Khani**

Student PhD sociology Islamic Azad University, Science and Research, Tehran, Iran

\*Supervisor, Assistant Professor of Tehran University (Corresponding Author)

\*\*Professor of Islamic Azad University, Science and Research, Iran

### **ABSTRACT**

The present study has been done by aim to understand the relationship between work division and management of employed women's feeling in the family area in Zahedan province. It has been tried in this study to use from two theories, one the theory of power-position of Theodor Camper that can cover discussion of work division to create positive or negative feelings for employed women and on the other hand, it provides a model using theories of emotion management of Hochschild and role conflict of work - family to explain work division and emotion management of employed women in the family. This model proposes a general idea that includes: the relationship between any types of work division in the family with emotion management and emotional labor's women in the family. The reliability and validity of scales was examined in order to empirical test of the model after defining and explaining aspects of indicators of each of the variables of the study. This means that, the main components have risen with the experts in the social sciences including Worshipful guidance Master, professors and consultants' masters and some of experts of the social sciences University of Sistan and Baluchistan and they were used from ingredients that allocated greater coherence among the professionals, respectively. The validity of each of the components of emotion management, work division and other factors is calculated using Cronbach's alpha coefficient. Accordingly, the Cronbach's alpha coefficient has calculated for work division (0/76) and emotion management (0/904). Research data were selected with survey method which was collected from a sample with size of 368 employed women of offices of Zahedan using simple random sampling. Results showed that there is a meaningful relationship between work division and emotion management, breakdown and gender's work division and physical emotional work, emotional work in the family and life satisfaction, work division with social support, work hours, work satisfaction, support of family members, the numbers of children and age and there is no meaningful relationship between breakdown and gender's work division and recognition emotional work and descriptive emotional work.

**Keywords:** work division, emotional management, emotional work, employed women.

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### **INTRODUCTION**

Men and women have passed throughout history through various stages of social development, they have worked and life with each other, brought agriculture with each other, they live with each other in slavery, serfdom (master - farmhouse), they passed with each other the medieval life and work stages under the control and supervision of trade and at last both enter the industrial world as a workforce. But "historical survey" of women employment shows that there are some differences between men and women working. This difference existed throughout history and overview always has been to the detriment of women. Women history shows that they have employment with childbearing in all kinds of activities, both activities that are feminine and some that are known today as masculine jobs and exhausting "[1].

Women's employment outside the home has been transformed like other social phenomena during different periods of human life. The woman from the past to the present than to undertake household tasks had to operate in different fields of agriculture, animal husbandry, handicrafts and even military affairs with men. But at times the family is an economic unit, woman productive activities that have been carried out at home or nearby, was account into home affairs component and has not paid for doing it. Major changes arose in the shape and concept with the advent of the Industrial Revolution in Western

Europe and convert small workshops to factories and develop the machine power and economic activity of woman was pulled from the house to the factory [2].

Family has changed as one of the most fundamental social institutions, like other social phenomena throughout history as a result of various factors. Increasing participation of women in social and economic activities their entrance into public life has been one of the factors contributing to the economic development - social communities that effects are left behind the family structure and many changes in patterns of family relationships (especially the interaction between husband and wife) and changes in the concept of the role of women. "Work outside the home has made women's daily tasks into four parts: 1) work for wages 2) housekeeping 3) foster children 4) duties and treating a husband". This new role has changed the status of women in the family.

Work-family conflict can have a negative impact on the quality of job and family life and lower life satisfaction of individuals. On the other hand, the existence of such a conflict can be a source of tension in the lives of people that will cause eventually weaken the adaptability of marry, the inadequate performance, dissatisfaction with job and life stress [3].

Thus, experience negative feelings are pay attention. Feelings experience arising from conflict roles of work - family convert into woman's emotional task in the management felt that if it convert into the "emotional labor", so it has negative consequences for work and society. Hachshild [4] relates emotional work to performance process so that well-being often includes emotional work that will require deep performance for the individual to create the framework for his feelings according to the emotional rules that should adjusts expectation on the basis of certain social conditions or working conditions. The emotional work of these people can play a significant role in fulfillment of what the other person wants" [4].

The type of labor division in the family governs a particular culture and as stated, cultures are account into facilities for feelings. in the family that division of labor is segregation and gender, traditional culture is govern in which emotional culture that has formed from rules and emotional expression and managing emotions and feelings are which is defines the harmony between emotions and situation that is not easily done. With the changes that have occurred in the role of women in society that its reflection is very deep, this emotional management means the orientation of emotions in position, is converting to "emotional labor". If women who work outside the home, they need to make a harmony regularly to their conflicting feelings and situations to maintain family that is associated with physical and mental exhaustion and could provide fertile ground for separation. What it is raised the main questions whether women do "emotional Management " or " emotional labor" based on the division of labor within the family (separation / Share)? Is women's employment outside the family is just effective in the "emotion management" change to the "emotional labor"?

Feelings are concepts which have overlapping, differentiate and special definitions. The main purpose of this article is to recognize the relation of labor division and manage women emotions in the family in (Zahedan).

### **THEORETICAL FRAMEWORK**

This study sought to answer the question of whether the type of division of labor is effect in the emotions management of employed women or not? It was used from two theories, one theory of power – position of Theodore Kemper that could cover discussion about division of work in direction to create positive or negative feeling for employed women and on the other hand, it was used from management theories of Hochschild in construct theoretical framework. Theoretical work-family role conflict also had an impact in shaping the theoretical framework. It was used from the history of foreign studies to explain the role of work-family conflict among employed women and feelings arising from it.

#### **Power - base (theories of the Theodore Kemper)**

Kemper is a pioneer in the sociology of emotions. He first called his approach as the theory of social interaction of emotions and most recently had been looking forward to advance this theory with Collins. In Kemper's opinion the social relationships is primary stimulus emotions. Significantly, emotions are responding to environmental events and the most important environmental dimension in modern societies is social dimension [5]. According to him, structural factors such as social status compared to others effect on emotional reactions in social situations. Power and base are two fundamental aspects of social relations that are cause to special feeling during social interaction [6].

Power means the ability for making others to follow one's will and orders and base means to get respect, obey, attention and honor without force [5]. In other words, power means actions such as pushing, forcing, threatening, punishing and the like that is generated by this control of one actor over another. This definition of power is more or less similar to Weber's definition of power. On the other hand, the

base is non-compulsory supporting, free exercise, verify, respect, granting rewards, praise, emotional or financial support and even love that persist to each other.

Kemper defines social structure with respect to power and base: Social structure means related vertical relationship of actors along the relationship between power and base. In his opinion and Collins power and base are the foundation of communication in social interaction at the micro and macro levels.

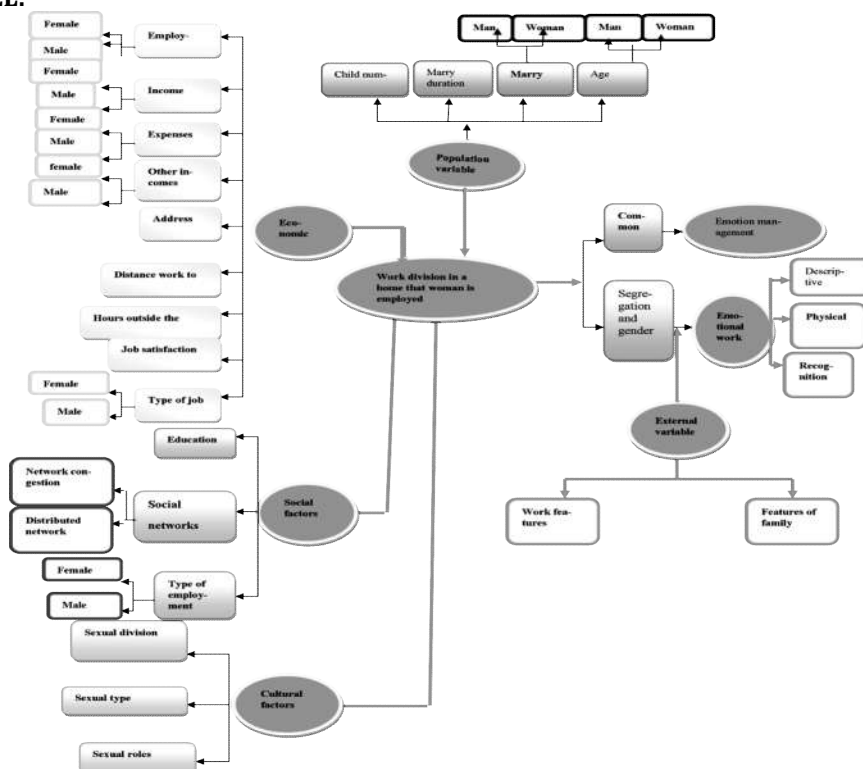
Kemper concludes by review the studies about emotions that there are four primary and main senses: Fear, anger, happiness / satisfaction, and sadness / depression. These feelings can be stretched to combination and more complex form and make up more complex and important feelings such as guilt, shame, pride, envy and love. Kemper argues that primary emotions, has a neural - biological and genetic basis; because they are necessary for survival [7].

**Emotion management theory**

Demand and the need to shape the feelings and expression of feelings is a place of public execution. Hachshild is pioneer in the idea that service employees are involved in the emotional works and they must prevented from Genius feeling in doing that to manifest mediated and shared sense which are sold for profit. Certain types of changes in emotional labor have been studied. For example, the change of commitment to happiness, peace or put aside the anger or shame to pride. Emotions can be set by adjusting the level of feelings, in a position that emotions occur and specifies surface expression and gesture-oriented by producing anger in changing a shame to pride. Some feelings are close and allow easy change while the rest of them are away so that the change requires social support and guidance. If the experience of two emotions is correlated with each other positively in a person, then those two sentiments should be considered accessible with each other relatively. We analyze the correlation between raw emotions to see how the changes between two-side emotional distances can be described by crossing the changing emotions [8].

Strangely from time Hachshild attitude toward emotional work, in particular, did not consider the feelings theory. There is little consensus about emotions in the literature, about this topic what is the means of emotions, but this word usually mentions to physiological excitement and cognitive assessment of the situation. By adjusting the excitement and knowledge that define emotions, people can control their emotions to coordinate the laws of that state. Also, employees regulate their cognitions and excitement to show appropriate emotion at work. Emotional regulation theory was defined that are as processes that people effect on how to experience and express emotions. Framework provides a very useful guidance for emotional labor. Not only due to this but also to regulate emotions research, it considered the physiological excitement role expressly and precisely aligns of emotional labor theorists in the past. Understand the impact of long excitement and suppress excitation are studied in the literature according to mechanisms that emotional work leads to fatigue and stress [9].

**STUDY MODEL:**



Study hypothesis:

1. The type of work division in a family where the woman is employed (subscription or separation and gender) effects on the emotion management that it is compatible with the situation. If in a family where the woman is employed outside the home, type of work division is segregation and gender in families, women in the family deal with emotional work that is compatible with the positions of conflicting feelings and emotions are discordant harmony with the situation.
2. Emotional work of employed women can be in form of cognitive, emotional, physical and descriptive or crosses of these things that make it feel could be under effects division of labor. Cognitive emotional work is trying to change the thought, ideas or opinions to change perceptions of them. Work physical sensations are trying to change the attitude or outward physical signs of emotion. Descriptive emotional work is trying to change emotional expression gesture in internal changes that is different in every aspect.
3. Perform "emotional labor" means harmony emotions with contrasting situations (work-family) and discordant feelings harmony with the position of the woman's family who employed creates dissatisfaction of family life.
4. It seems that the role of social support, field characteristics (time, type of work, distance work from home, etc.) features of the family (support for family members, number of children and age) has effect on the relationship between work division and emotional management.

**Method:**

This research survey was conducted by using a questionnaire, in terms of territory place in the city of Zahedan. In terms of realms of time began from October 2014 and continued until winter 2015. Data collected will take place in September in summer 2015. In terms of subject domain in the field of sociology of emotions felt on management as the dependent variable and the object is generalizable to women residing in Zahedan. The research population consists of employed women are in Zahedan city in 2015 using Cochran's formula was used to estimate the sample size. Research data were collected using simple random sampling by survey of a sample size of 368 women employed through the offices of Zahedan.

**Reliability and validity of research:**

Also, the other measures specifically were used to determine the validity and reliability of the components used in the quantitative part of the study. That is, the main components were used from the social sciences experts, including respected teacher guides, professors' consultant and University of Sistan and Baluchistan outlined some of the social sciences and ingredients that greater coherence among the professionals, respectively. The validity of each component of emotion management, division of labor and other factors are calculated using Cronbach's alpha coefficient. Accordingly, the Cronbach's alpha coefficient is calculated for the labor division (0/76) and managing emotions (0/904). Therefore, it should be stated that used statements have acceptable internal consistency.

**Research Tools**

In many areas of research, statistical surveys conducted by designing questionnaires and surveys of people. The questionnaire consisted of questions that make it possible to decide on the specific issue. This decision is carried out based on answers to each question. Since the most common tool is a questionnaire survey research. The study used a questionnaire to collect information that is support for feeling of emotional labor and management questions about work division. Survey has tried to adjust the feel and the division of labor in the household questionnaire and administration designed the questionnaire. Dependent and independent variables were determined based on the research library of the variables for them. And then the questions were designed for each different variable dimensions by the researcher.

**Work division:**

Items	Average spectrum by eliminating items	Variance spectrum by eliminating items	Solidarity with the whole spectrum	Alpha by eliminating items
1. My wife is involved in daily shopping home with me.	32/04	124/99	0/458	0/921
2. My wife participates in buying children tools (clothing, bags, and school supplies) with me.	32/45	120/95	0/511	0/919
3. My wife participate in buying essential goods (refrigerators, rugs, TV, etc.) with me.	32/04	121/69	0/499	0/92
4. My wife is involved Cooking at home with me in cooking.	33/45	114/43	0/715	0/911
5. My wife is involved in the laundry with me.	33/91	117/99	0/646	0/914
6. My wife is involved with me in washing the dishes.	33/79	112/43	0/75	0/909

7. My wife cooperates with me in ironing clothes.	34/08	121/64	0/506	0/919
8. My wife is involved with me in sweeping and tidy up the house.	33/41	113/29	0/808	0/907
9. My wife is involved with me in prepare and roll up the way and change the furniture.	33/33	11/79	0/837	0/905
10. My wife works with me in exchange for clothes children.	33/79	100/69	0/814	0/906
11. My wife is involved with me in taking Personal care of children (bath, bed, feed, handle the classroom, etc.).	33/58	111/38	0/724	0/91
12. My wife is involved with my children in speaking and advice and attention in dealing with the issues and problems.	32/83	115/275	0/725	0/91

Variable	Dimension		Cronbach's alpha	
Work division	Separation	3-2-1	0/88	0/92
	Common	4 to 12	0/932	

**Cultural factors (gender perspective):**

Items	Average spectrum by eliminating item	Spectrum variance by eliminating items	Spectrum correlation with whole spectrum	Alpha by eliminating item
13. My husband believes that a woman must obey her husband perfect.	10/48	24/42	0/218	0/825
14. My husband believes that the only responsibility of men earn for the family.	11/12	22/94	0/318	0/8
15. My husband believes that if children are injured career woman.	12	21/25	0/732	0/695
16. My husband believes that woman will just have to housekeeping.	12	20/75	0/675	0/701
17. My husband believes that women who work outside the home cannot play the role of a good wife.	12/08	21/16	0/716	0/696
18. My husband believes that working woman is not a good mother.	12/12	21/02	0/666	0/705

**Social support:**

Items	Average spectrum by eliminating items	Variance spectrum by eliminating items	Spectrum correlation with the whole range	Alpha by eliminating item
19. In the case of problems that I created in my family to talk with my family members and I have given them my word.	19/44	48/87	0/461	0/848
20. My family comforts me about my family problems that I created in my day.	18/96	43/11	0/755	0/813
21. My family guides me about problems that I created in my family.	19/14	42/36	0/769	0/811
22. My family takes action (parents and siblings and other family members) about the problems that I created in my family.	20/4	48/09	0/564	0/837
23. In case of problems that I created in my family that I talk with my family members and they pay attention to me.	20	44/3	0/594	0/834
24. In the case of problems that my family, my wife, my family makes me consolation in the day.	20	41/69	0/732	0/815
25. My wife's family guides me about the problems that I created in my family.	20/18	43/54	0/63	0/829
26. My wife's family takes action about the problems that I created in my family.	20/77	52/64	0/229	0/871

Variable	Dimension		Alpha Cronbach	
Social support	Emotional support	24-23-20-19	0/81	0/851
	Tool support	26-25-22-21	0/717	

**Work feeling:**

Item	Average spectrum by eliminating items	Spectrum Variance by eliminating items	Spectrum correlation with the whole range	Alpha by eliminating item
27. My work hours not allow enough time to play the duties of a wife, and I would feel very guilty.	24/16	91/53	0/805	0/921
28. Plant size does not allow enough play my wife's tasks, and I would feel very guilty.	24/25	93/67	0/751	0/923
29. Type of work does not allow enough play duties wife and I would feel very guilty.	24/45	93/91	0/715	0/925
30 hours a native plant does not allow tasks to play and I would feel very guilty.	24	96/08	0/667	0/926
31. My work Size does not allow the sow to play My maternal duties, and I would feel very guilty.	24/12	90/63	0/799	0/921
32. The type of my job does not allow me to play My maternal duties and I feel very guilty.	24/33	89/53	0/812	0/92
33. I feel insecurity and fear in my relationships with my wife for employment.	25/08	97/73	0/491	0/934
34. I would feel discouraged and frustrated In my relationships with my wife for employment.	25/08	96/25	0/643	0/927
35. I feel anger in my relationships with my wife for my employment.	25/08	95/47	0/655	0/927
36. I feel insecurity and fear in my relationships with my children due to my employment.	24/79	93/99	0/67	0/926
37. I would feel discouraged and frustrated in my relationships with my children for my employment.	24/95	97/69	0/692	0/926
38. I feel anger in my relationships with my children for employment.	24/83	95/18	0/733	0/924

Variable	Dimension		Alpha Cronbach	
Work feeling	Guilty feeling	27 to 32	0/953	0/931
	Fearing feeling	36-33	0/813	
	A sense of despair and frustration	37-34	0/766	
	Anger feeling	38-35	0/898	

**Emotion management:**

Item	Average spectrum by eliminating items	Variance spectrum by eliminating items	Spectrum correlation with the whole range	Alpha by eliminating items
39. In my relationships with my wife about the duties of a wife, I try not to feel anger I ignored.	38/04	138/3	0/655	0/896
40. For above work, I do feel good.	37/5	131/65	0/67	0/894
41. In my relationships with my wife about the duties of a wife, feel angry, I try to talk about my feelings with him.	38/04	138/73	0/66	0/896
42. For above work, I do feel good.	37/62	131/46	0/774	0/89
43. In my relationships with my wife about the duties of a wife, I feel anger, show anger.	38/08	150/25	0/229	0/911
44. For above work, I do feel good.	38/08	132/86	0/677	0/894
45. In my relationships with my wife about the duties of a wife, I did not feel angry.	37/5	139/3	0/59	0/898
46. For above work, I do feel good.	37/45	137/91	0/565	0/899
47. If my relationships with their children about the	36/91	137/81	0/636	0/896

duties of parents feel angry, I try to talk to him.				
48. For above work, I do feel good.	36/91	135/64	0/733	0/893
49. In my relationships with their children about the duties of a father, if I feel anger, show anger.	37/79	144/78	0/407	0/905
50. For above work, I do feel good.	37/45	138/43	0/698	0/894
51. In my relationships with their children about the duties of a father, I do not feel any anger.	38/08	134/34	0/714	0/893
52. For above work, I do feel good.	37/54	143/56	0/438	0/904

Variable	Dimension		Alpha Cronbach
Emotion management	Descriptive	47-41-39	0/708
	Recognition	52-50-48-46-44-42-40	0/864
	Physical	51-49-45-43	0/778

**Research findings:**

The sample breakdown according to age variable responsive

**Distribution of respondent age variable**

Age responsive	Frequenc y	Percent	Collective percent
Less than 25 years	15	3/9	3/9
Among 25 to 35 years	190	49/2	53/1
Among 35 to 45 years	136	35/2	88/3
Among 45 to 55 years	41	10/6	99
Among 55 to 65 years	4	1	100
Total	386	100	

According to the table above, 15 (9/3%) of the subjects were aged less than 25 years, 190 patients (49/2%) aged between 25 and 35 years, 136 patients (35/2 %) aged 35 to 45 years, 41 patients (10/6%) aged between 45 and 55 years and 4 patients (1%) of subjects aged between 55 and 65 years. The most frequent age group is between 25 and 35 years of age and lowest frequencies of between 55 and 65 years. At this stage of the research hypotheses must first research and analysis of data distribution was used to determine normal or abnormal. In this study, it is used from data Kolmogorov - Smirnov to verify the normal distribution. The results of this test are shown in the table.

The null hypothesis ( $H_0$ ): variable distribution is normal.  
 Suppose against ( $H_1$ ): variable distribution is not normal.

**Table: Normal distribution of variables**

Variable	Most Extreme Differences			statistics K.S	Meaningful level	Result
	Absolute	Positive	Negative			
Work division	0/059	0/059	-0/049	1/151	0/141	Variable distribution is normal
Emotion management	0/073	0/073	-0/062	1/328	0/084	Variable distribution is normal
Work emotion	0/036	0/056	-0/038	0/978	0/322	Variable distribution is normal
Social network	0/082	0/072	-0/089	1/397	0/061	Variable distribution is normal

According to the table since the division of labor between normality test variables (0/141), emotion management (0/084), feel (0/322), social networks (0/061) is more than 0/05 (sig > 0/05 and 0/05 =  $\alpha$ ). So do not reject the null hypothesis and can say with 95% confidence distributions of the division of labor, emotional management, emotion work, normal social network.

**The survey research hypotheses**

**First hypothesis**

**"It is kind of division of labor in the family that employed women (subscription or separation and gender) in the management feel that it is compatible with the situation affects emotions."**

The null hypothesis (H<sub>0</sub>): division of labor in the family that employed women (subscription or separation and gender) in the management feel that it is compatible with feelings does not affect the position.

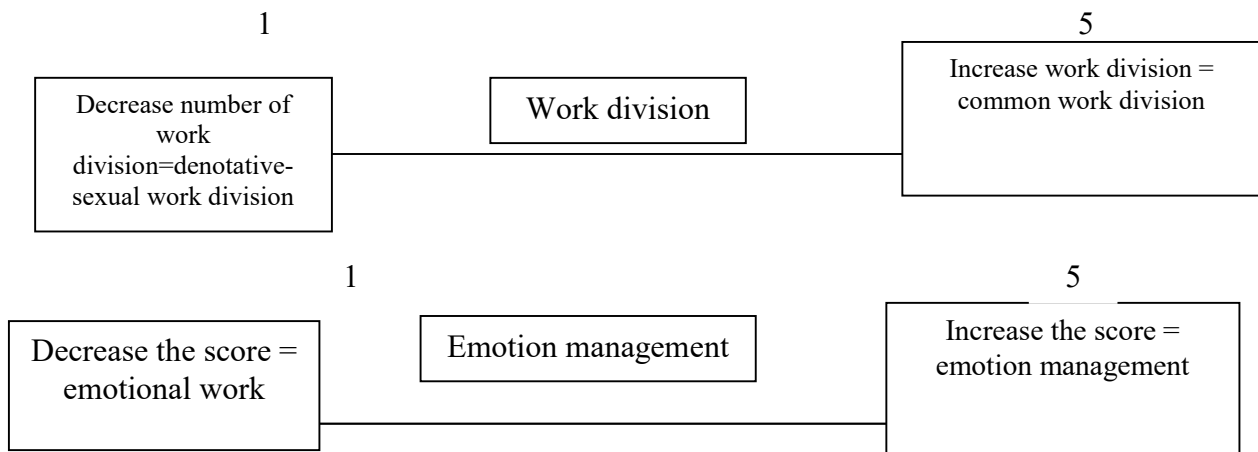
Against hypothesis (H<sub>1</sub>): the type in the family work division is that an employed woman (subscription or separation and gender) in the emotion management that is compatible with the situation affects emotions.

**The first hypothesis by examining the correlation test**

Variable		Work division
Emotion management	Correlation coefficient	0/333 **
	Significance level	0/000
	Numbers	386

**\*\* P < 0/01**

According to results of table, it can be seen, the correlation coefficient between manage emotions and division of labor is 0/333 and the level of significance is 0.000. Due to the significance level is less than 0/01 (the error =  $\alpha$ ) ( $\text{sig} < 0/01$  and  $0/01 = \alpha$ ), so one can say with 99% confidence there is a significant relationship between the emotion management and work division. According to being positive correlation coefficient can be said that there is a direct positive relationship between two variables. And it increases with the increase of another one. In other words, the division of labor in families tends to be more towards the collective, so it increases management of feelings in women and whatever work division in the family is trends to denotative – sexual, so emotions management decrease and trends towards emotional work.



**Second hypothesis**

**"If in a family that despite the employment of women outside the home, family breakdown and the gender division of labor, emotional labor of women in the family, which is compatible with the positions of conflicting feelings and emotions are discordant harmony deal with the situation."**

The null hypothesis (H<sub>0</sub>): If in a family that despite the employment of women outside the home, type of segregation and the gender division of labor in the family don't pay to women working in the family feel that is compatible with the positions of conflicting feelings and emotions are discordant harmony with the situation.

Against hypothesis (H<sub>1</sub>): If in a family that despite the employment of women outside the home, type of segregation and the gender division of labor in the family, women working in the family feel that is compatible with the positions of conflicting feelings and emotions are discordant harmony deal with the situation.



**The second hypothesis examined correlation test**

Variable		Denotative and sexual
Emotional work	Correlation coefficient	Q
	Significance level	0/000
	Numbers	386

**\*\* P < 0/01**

According to the results of table, it can be seen, the correlation coefficient between segregation and the gender division of labor in families and emotion is equal to 0/43 and the level of significance is 0.000. Due to the significance level is less than 0/01 (the error =  $\alpha$ ) (sig < 0/01 and 0/01 =  $\alpha$ ), So one can say with 99% confidence there is a significant relationship between segregation and the gender division of labor in the family and feel and if in a family that despite the employment of women outside the home, type of segregation and the gender division of labor in families, women in the family deal with feel that it is compatible with the positions of conflicting feelings and emotions are discordant harmony the situation. It can be said that there is a direct positive relationship between the two variables by given the positive correlation coefficient and it increases with the increase another one. In other words, the division of labor in families tends to be biased more towards gender segregation and emotional labor is also increasing.

**Third hypothesis:**

**"Emotional labor of employed women can be physical, cognitive, and descriptive or crosses of these things that make sense under some circumstances; it is effective division of labor."**

The null hypothesis ( $H_0$ ): employed women work in form of cognitive, emotional, physical and descriptive or cross of these things that make it feel a kind of division of labor is not effective under some circumstances.

Against hypothesis ( $H_1$ ): employed women work in form of cognitive, emotional, physical and descriptive or crosses of these things that make sense under some circumstances, it is effective condition of work division.

**Table: Exploring the correlation coefficient of third Hypothesis**

.		Recognition	Physical	Descriptive
Denotative and sexual	Correlation coefficient	-0/003	0/43 **	0/073
	Significance level	0/955	0/000	0/153
	Numbers	386	386	386

**\*\* P < 0/01**

According to the results of table, it can be seen, the correlation coefficient between segregation and the gender division of labor in cognitive feeling of family and work – 0/003 and the level of significance is 0/955. Given that significance level is more than 0/01 (the error =  $\alpha$ ) (sig > 0/01 and 0/01 =  $\alpha$ ), so one can say with 99% confidence there is no significant relationship between segregation and the gender division of labor in the family and cognitive emotional labor.

The correlation coefficient between segregation and the gender division of labor in families and work 0/43 times the physical sensations and the level of significance is 0.000. Due to the test significance level is less than 0/01 (the error =  $\alpha$ ) (sig < 0/01 and 0/01 =  $\alpha$ ), so one can say with 99% confidence there is a significant relationship between segregation and the gender division of labor in the family and physical sensations. Given the positive correlation coefficient is positive and direct relationship between the two variables. In other words, the more the division of labor and gender segregation in the family, emotion management to work towards becoming more emotional and physical sensations in women's labor is increases.

The correlation coefficient between segregation and the gender division of labor in the family and feelings of 0/073 and 0/153 are statistically significant. Given that the amount of significance is level more than 0/01 (the error =  $\alpha$ ) (sig > 0/01 and 0/01 =  $\alpha$ ), so one can say with 99% confidence there is no significant relationship between segregation and the gender division of labor in the family and feelings.

**Fourth hypothesis**

**Performing "emotional labor" means harmony emotions with contrasting situations (work-family) and discordant feelings harmony with the position of the woman's family who employed creates dissatisfaction of family life."**

The null hypothesis ( $H_0$ ): perform "emotional labor" means harmony emotions with contrasting situations (work-family) and discordant harmony with the position of the female family feelings that cause dissatisfaction of family life are not working.

Against hypothesis ( $H_1$ ): Performing "emotional labor" means harmony emotions with contrasting situations (work-family) and discordant feelings harmony with the position of the woman's family who employed creates dissatisfaction of family life.

**Table: Exploring the correlation test of fourth main theory**

Variable		Satisfaction from life
Emotional work	Correlation coefficient	- 0/358 **
	Significance level	0/000
	Numbers	386

**\*\*  $P < 0/01$**

According to the results of table, it can be seen, the correlation coefficient between work and family life satisfaction feeling in the -0/358 and significance level is 0.000. Due to the significance level is less than 0/01 (the error =  $\alpha$ ) (sig < 0/01 and 0/01 =  $\alpha$ ), so one can say with 99% confidence there is a significant relationship between work and family life satisfaction emotionally. Due to the negative correlation between the two variables we can say that the relationship of two variables is reversed and one decrease when another is increase. In other words, the emotional labor of the women in the family is a family that employed him do more satisfaction out of life is reduced. So it can be said that "emotional labor" means harmony emotions with contrasting situations (work-family) and discordant feelings harmony with the position of the woman's family who employed creates dissatisfaction of family life.

#### **Fifth hypothesis:**

"It seems that the role of social support, field characteristics (occupation, employment status, type of employment, hours of work, work satisfaction, from work to home) features of the family (support of family members, number of children and age) impact on the relation between the division of labor and management have felt."

The null hypothesis ( $H_0$ ): It seems that the role of social support, features of work (occupation, employment status, type of employment, hours of work, work satisfaction, work from home) features of the family (support for family members, number of children and age ) has no impact on the division of labor and management.

Against hypothesis ( $H_1$ ): It seems that the role of social support, features of work (occupation, employment status, type of employment, hours of work, work satisfaction, work from home) features of the family (support for family members, number of children and age ) is feeling the effects of the division of labor and management.

According to the results of table, it can be seen, the correlation coefficient between the division of labor and social protection of 0/267 and significance level is 0.000. The correlation coefficient between the division of labor and working hours to -0/391 and significance level is 0.000. The correlation coefficient between 0/327 and against the division of labor and job satisfaction level of significance is 0.000. The correlation coefficient between the division of labor and from work to home to -0/141 and the level of significance is 0/001. The correlation coefficient between the division of labor and support for family members to 0/356 and significance level is 0.000. The correlation coefficient between the division of labor and the number of children -0/18 and significance level is 0.000. The correlation coefficient between the old division of labor and -0/159 and the level of significance is 0/002. Due to the significance level is less than (the error =  $\alpha$ ) (sig < 0/01 and 0/01 =  $\alpha$ ), so one can say with 99% confidence between the division of labor with social protection, working hours, work satisfaction, family support, there is a significant number of children and age.

Correlation between the division of labor between social support, the support of family and job satisfaction is positive, so we can say that the relationship between two variables is direct and it increase by arising another one. In other words, what social support and satisfaction of employed women increased, the division of labor will tend toward collectivization.

Table: The review of correlation test of fifth main hypothesis

Variable	Social support	Features of work region						Family features			
		Type of job	Employment status	Type of employment	Work hour	Satisfaction from work	Distance from work to home	Support family members	Children numbers	Age	
Work division	Correlation coefficient Significance level Numbers	**267/0 000/0 386	-	085/0- 095/0 386	045/0 383/0 386	**391/0 000/0 386	**327/0 000/0 386	**151/0- 001/0 385	**356/0 000/0 386	**18/0 000/0 385	**159/0 002/0 386
Emotion management	Correlation coefficient Significance level Numbers	**199/0 000/0 386	-	012/0- 813/0 386	07/0 17/0 385	**411/0 000/0 386	**335/0 000/0 386	**246/0- 000/0 386	**208/0 000/0 386	011/0 836/0 386	011/0 836/0 386
Conclusion= positive coefficient = the relation of two direct variables and negative coefficient = the relation of two reverse variables.		Increase social support leads to emotion management		-		Increase work hour leads to emotional work		Increase satisfying from work leads to emotion management		Increase distance from work to home leads to emotional work	
Conclusion= positive coefficient = the relation of two direct variables and negative coefficient = the relation of two reverse variables.		Increase social support leads to emotion management		-		Increase work hour leads to emotional work		Increase satisfying from work leads to emotion management		Increase distance from work to home leads to emotional work	

\*\* P < 0.01

\* P < 0.05

Correlation between the division of labor between the hours of work, from work to home, the number of children and age is negative, so we can say that the relationship between two variables is inverted and reduced with the increase of one another. In other words, the hours of work, from work to home, increases the number of children and age division of labor is bias to the distinction - Gender.

According to the results of table, it can be seen, the correlation coefficient between manage emotions, social support is 0/199 and the level of significance is 0.000. According to the results table can be seen,

the correlation coefficient between manage emotions, work hours are -0/411 and the level of significance is 0.000. According to the results table can be seen, the correlation coefficient between manage emotions, work satisfaction is 0/335 and the level of significance is 0.000. According to the results table can be seen, the correlation coefficient between manage emotions, distance from work to home is -0/246 and the level of significance is 0.000. According to the results table can be seen, the correlation coefficient between manage emotions, family members support is 0/208 and the level of significance is 0.000.

Due to the significance level is less than (the error =  $\alpha$ ) ( $\text{sig} < 0/01$  and  $0/01 = \alpha$ ), So one can say with 99% confidence there is a significant relationship between the management feel with social protection, working hours, work satisfaction and support family members.

Correlation coefficient is positive between feelings of social support between management, work satisfaction, support from family members. So we can say that the relationship between the two variables increases directly another one is increasing too. In other words, what social support for women and family members of employed women increased job satisfaction and support, emotion management and will feel the move towards the management.

Correlation between working hours and working distance between the management feel at home is negative, so we can say that the relationship between two variables is inverted and it reduced when one another is increase. In other words, what hours and working distance increases, reduced management sense and feel the move towards work.

The correlation coefficient between the numbers of children and manage emotions is 0/011 and 0/836. The correlation coefficient between Manage emotions and age 0/015 and significant level are statistically 0/769. Due to the significance level is greater than (the error =  $\alpha$ ) ( $\text{sig} > 0/01$  and  $0/01 = \alpha$ ), so one can say with 99% confidence, there is no significant relationship between the two variables.

#### DISCUSSION, CONCLUSION AND RECOMMENDATIONS

According to research findings and examine the relationship of the family division of labor and management felt the results showed that the correlation coefficient between the administration felt and the division of labor is equal to 0/333 and a test significant level is 0.000. Thus, the division of labor in the family has tended more towards common sense management increases in women and the division of labor in the family to denotative - Sex willing to work tends to decrease towards managing feelings and emotions.

The findings of the first research hypothesis testing are based on "division of labor in the family of the employed woman (subscription or separation and gender) in a position to influence the management feel that it is compatible with feelings." It is consistent with findings of many researchers [9-12].

Based on the findings of the first research hypothesis- research "is confirm based on a kind of division of labor in the family that employed women (subscription or separation and gender) in the management feel that it is compatible with feelings affect the position". According to research findings and the second hypothesis test results showed that the correlation coefficient between segregation and the gender division of labor in families and felt equal to 0/43 and significance level is 0.000. If in a family that despite the employment of women outside the home, type of segregation and the gender division of labor in the family, women working in the family deal with the feeling that is compatible with the positions of conflicting feelings and emotions are discordant harmony situation. One is increase and another trend towards emotional work is increase too.

The research findings in terms of second hypothesis test deal with based on, "If in a family that despite the employment of women outside the home, type of segregation and the gender division of labor in families, women in the family to feel that it is compatible with the positions of conflicting feelings and emotions are discordant harmony deal with the situation."

On the basis of study findings, the second hypothesis of this study is based on, "If in a family that despite the employment of women outside the home, type of segregation and the gender division of labor in the family, women working in the family feel that is compatible with the positions of conflicting feelings and emotions are discordant harmony with situations criticizes".

According to research findings and the third hypothesis test results showed that the correlation coefficient between segregation and the gender division of labor in cognitive feeling of family and work - 0/003 and the level of significance is 0/955. So one can say with 99% confidence there is no significant relationship between segregation and the gender division of labor in the family. The correlation coefficient between segregation and the gender division of labor in families and work 0/43 times the physical sensations and significance level is 0.000. So one can say with 99% confidence segregation and the gender division of labor there is a significant relationship between physical sensations between family and work. The correlation coefficient between segregation and the gender division of labor in the

family and feelings of 0/073 and test significant level is 0/153. So one can say with 99% confidence there is no significant relationship feelings between segregation and the gender division of labor in the family. The findings of the study in terms of third hypothesis-based testing is based on "emotional labor of employed women can be physical, cognitive, and descriptive or crosses of these things that make it feel kind of division of labor can be effective under the circumstances" [13-16].

According to research findings and fourth hypothesis test results showed that the correlation coefficient between work and family life satisfaction feeling in the -0/358 and significance level is 0.000. So one can say with 99% confidence there is a significant relationship between work and family life satisfaction emotionally. Due to the negative correlation between the two variables and the reverse can be said about the other decreases with increasing one. So it can be said that "emotional labor" means harmony emotions with contrasting situations (work-family) and inconsistent emotions harmony with the position of the woman's family who employed creates dissatisfaction of family life.

The findings of the fourth hypothesis testing based on "doing" emotional labor "means harmony emotions with contrasting situations (work-family) and inconsistent emotions harmony with the position of the woman's family who employed creates dissatisfaction of family life"[12-18].

On the basis of study findings, fourth hypothesis is based on "do" emotional labor "means harmony emotions with contrasting situations (work-family) and discordant feelings harmony with the position of the woman's family who employed creates dissatisfaction of family life".

According to research findings and fifth hypothesis test results showed that the correlation coefficient between the division of labor and social protection of 0/267 and significance level is 0.000. The correlation coefficient between the division of labor and working hours is -0/391 and significance level is 0.000. The correlation coefficient between the division of labor and job satisfaction is 0/327 and significance level is 0.000. The correlation coefficient between the division of labor and from work to home is -0/141 and the level of significance is 001/0. The correlation coefficient between the division of labor and support for family members is 0/356 and significance level is 0.000. The correlation coefficient between the division of labor and the number of children is -0/18 and significance level is 0.000. The correlation coefficient between the old divisions of labor is -0/159 and the level of significance is 0/002. So one can say with 99% confidence there is a significant relationship between the division of labor with social protection, working hours, work satisfaction, family support, number of children and age.

The results of the study showed that the correlation coefficient between manage emotions and social support is 0/199 and significance level is 0.000. The results of the study showed that the correlation coefficient between manage emotions and work hour is -0/411 and significance level is 0.000. The results of the study showed that the correlation coefficient between manage emotions and work satisfaction is 0/355 and significance level is 0.000. The results of the study showed that the correlation coefficient between manage emotions and distance from work to home is -0/246 and significance level is 0.000. The results of the study showed that the correlation coefficient between manage emotions and family members support is 0/208 and significance level is 0.000. So one can say with 99% confidence there is a significant relationship between the management feel with social protection, working hours, work satisfaction and support family members.

The correlation coefficient between manage emotions and the number of children is 0/011 and test significant level is 0/836. The correlation coefficient between manage emotions and age is 0/015 and test significant level is 0/769. So one can say with 99% confidence, there is no significant relationship between the two variables.

The findings of study in terms of the fifth hypothesis testing based on "seems to be the role of social support, field characteristics (occupation, employment status, type of employment, hours of work, work satisfaction, away from work to home) features of family (family member support, the number of children and age) is effects in the relation between division of labor feeling and the emotional management" [16-18]."

Based on the study findings, fifth hypothesis research based on "seems to be the role of social support, features of work (occupation, employment status, type of employment, hours of work, work satisfaction, work from home) features of family (family member support, the number of children and age) is confirm in the relation between work division and emotion management has effects.

### PRACTICAL SUGGESTIONS

1. According to the findings suggest that women working in the field of management training in the workplace and at home feeling to be home;
2. Workshops for spouses of working women and educate them to meet the conditions of working women;

3. According to the findings on the impact of the economic and social position of women on the management feel they recommended that national media to inform the public about the positive consequences on women's employment.
4. Indigenous culture should be created to manage emotions, not just in theory be addressed in this field are in-service training to women who teach the courses in this field.
5. Holding in-person briefings for spouses of female employees of the organization, selection and presentation of educational content appropriate to them;
6. According to the research findings, it is suggested to strengthen the management of mobile feel and wives, working women and their wives shared concerns of their career;
7. According to the findings suggest that women who work from home to avoid interference organizational work and work so as to be favorable impression management carried out;

#### SUGGESTIONS FOR FUTURE RESEARCH

1. As noted study was conducted in Zahedan. It is suggested that the model presented in this study was also carried out in other cities and related results should be compared with the results of this study.
2. It is suggested to increase confidence in the results of this study, this study be repeated in the coming years.

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