

STUDY THE IMPACT OF BROKEN FAMILY ON WORK PLACE

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Abstract

Privatization and opening of Pakistan Economic Started during 1990's and it was the time from when the disintegration of family system started capitalization weakens the relationship among families which were based upon love and scarifies. The researcher selected this topic to determine the "Impact of broken families on Professional life. Research being qualitative and the research has tried to quantity the Impact of broken families on work place as this area seem to be still undiscovered for the last three decades, the Joint family structure in Pakistan is weakens up and the main reason could be the capitalization of Pakistani economy. The researcher has tried to look into the matter from new angle which remained untouched, ie: to calculate how much Professional life is causing harm to the family structure. Secondly, to calculate the impact of broken family on the work place. For this purpose, the Research methodology consisted of collection of data from primary sources i.e. by taking the responses from the divorces working at different organizations of Karachi. Questionnaires were used as research instruments/Tools. The population consisted of single parents of Karachi and the sample unit had people between 3 to 50 Years, of different income strata. Sample size of 50 single parents can professional was taken from residents of different Areas of Karachi for responding to questionnaires. Five-point Liker scale was used for collection of data. Collection and data Analysis eight questions were developed and the researcher collected data directly from the respondent. The data Analysis researched to the conclusion that the divorce rate in Pakistan is increasing. The result of the data gathered also substantive this fact increasing capitalization of economy point of work over family. Lack of sacrifices among spouses and self-interest-oriented individuals are the main causes of disintegration of the family. Furthermore, this family grades among husband and wife affect the workplace drastically. As a result, the working capability as well as partiality of the employ is also affected.

Keywords: Impact, Broken Family, Organization, Work Place, Capability.

Introduction:

The Pakistani family is experiencing major and quick changings. The base of any family is Parents and in Pakistan now separation and divorce has becoming more and more common experience for children. One can find several researches that have been conducted on the impact of divorce and separation on children but very few researches have been done on impact of broken family on work place.

The most primary unit in Pakistan is Family. It is the most organized and powerful unit. The basis of Pakistani family is Love, Scarifies, respect and honor. There is no individualistic status in the family rather all individuals are connected to each other. This family structure is known as Joint Family system. Here everything is commonly shared.

The worst thing is that this joint family structure is weakening up. For the last three decades Pakistani Family structure is weakening up. There could be several reasons why this happening but one aspect that I consider the main reason of disintegration of family structure is capitalization of Pakistani economics.

Privatization and opening of Pakistani economics started during 1990's and its was the time from when the disintegration of family system started. Capitalization weakens the relationship among families which were based upon love and scarifies.

The idea of this paper is to explicate the impact of broken families on professional life. This research will be quantitative in nature in which I will try to quantify the impact of broken families on work places.

Previous researches have shown the importance of the family structure for the society and also have shown the risky outcomes that appear due to the rupture in the structure of a family. It's usually considered that the most important impact of broken family comes on children but here my focus will remain to show the impact of broken family on work place.

The Liberation of Pakistani Economics and Creation of Individual Self

By this phrase liberation of Pakistani Economics means to make economy of Pakistan's economy free from governmental intervention and opening it up for foreign investment. This program was conceived during late 1980's but was implemented during early 1990's.

Liberation of Economics can also be termed as Capitalization of the Economics. Capitalization or Capitalism is not just an economics system rather it has very deep and vast impact over the life of a Society and its inhabitants.

A method to understand a phenomenon is to understand it through its characteristics. Here I will try to explicate what capitalism is and what sort of self it creates. The definitive characteristics of capitalism are as below.

- Freedom
- Rationality
- Capital and Right to Accumulate it
- Scarcity of Resources
- Capitalistic Self

In Capitalistic system freedom means the right to determine one's self. It means to determine what one wants to do, what one wants to be. There is no other authority who may guide me what I ought to do rather I am capable to determine myself. Freedom is metaphysical foundation of Capitalism.

Rationality than becomes instrumental through which one may find new methods of exercising freedom. By rationality in capitalism mean a tool that tells one new way how to increase freedom.

Freedom is something very abstract, it needs to be exercised. It can be exercise concretely only by Capital. Capital is no doubt the concrete form of freedom. The more capital one has the more he can exercise freedom.

In Capitalistic Societies the basic and most fundamental right of every individual is right to accumulate. The individual through this right to accumulation actually increases its freedom. In simple words the more money you have the more freedom you can enjoy.

The modern economic theory, working at the back of Capitalism, is based upon the principal Scarcity. If I say that modern economics is the study of allocation of scarce resources than it won't be wrong since all major modern economic theorist have defined it as "the study of how men allocate their limited/scares resources to provide their wants".

Now the self that is carved by this capitalistic society is individualistic in nature as that self has qualities like competitive and avarice to get more and more. In this endeavor the individual who lives in a capitalistic society is eager to get more and more. This will increase his/her individual freedom. Since there are other individuals as well who wanted to increase their freedom as well, this promotes competition on the society. Therefore, the individual that lives in a capitalistic society becomes Individualistic, free, avarice oriented and competitive in nature.

In such a Society there appear threats to the traditional concept of Family since family requires sacrifices and love among the members. The qualities of capitalistic individuals are competitiveness, avarice of getting more and freedom. These are absolutely opposite to the qualities that are required for family to grow.

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In case of Pakistan similar sort of individuals have been produced by the capitalization of the economy and the society. Due to this reason, we are observing the continuous deterioration in the traditional family structure of Pakistani society.

Since the individuality is increasing and more avarice and competitive oriented individuals in the society are increasing due to which there appears increasing trend of divorce rate in Pakistani Society. Single parenting is increasing in the society. Children are having bad experiences due to the deterioration of family structure.

Here I am trying to look in to the matter from a new angle. In this article I will try to explore two aspects. First, I will try to calculate that how much professional life is causing harm to the family structure. Secondly, I will try to calculate the impact of broken family on the work place.

In order to achieve these above-mentioned objectives, the research methodology that I have devised is as below.

Research Methodology:

Data and Data Collection:

The collection of data is based on Primary Source by taking responses from the divorcees working at different organizations of Karachi. These responses shall be gathered through interviews and questionnaire.

Measurement Methods:

Sampling Plan:

- i. **Population:**
Single Parents of Karachi.
- ii. **Sampling unit:**
The sample unit will have people aged between years 30 to 50 years, of different income strata.
- iii. **Sample Size:**
A sample of 50 single parents' com professionals will be taken from residents of different areas of Karachi for responding to questionnaires.
- iv. **Sampling Method**
Convenience sampling will be used for drawing the sample.

Data Collection and Interpretations:

Q.1) Do you consider money is the most important factor to live a prosperous life?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
15	24	6	5	-

78% of the respondents were of the opinion that money is most important aspect of life and its most important for a prosperous life.

Q.2) Do you think marriage cause hindrance to achieve a valuable position at your profession?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
10	25	-	15	-

70% of the respondents among the sample of 50 respondents considered that marriage cause a hindrance for establishing a professional career.

Q.3) What is important for you, Self Interest or Sacrifices? (Open ended)

Majority of respondent were of the opinion that though sacrifices were considered to be good but in contemporary world self-interest is more important to pursue. According to respondents in order to be competitive and a winner one has to pursue self-interest.

Q.4) Does Prosperity in life comes from capital/money?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
10	30	2	8	-

A heavy majority of respondents were of the opinion that prosperity comes from money.

Q.5) Considering the fact that money is the major of all thing do you think that career is more important than family?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
12	24	2	12	-

Almost 70% of the respondents considered that career is more important than family since it is career through which one may earn money which is the key for a prosperous life according to these respondents.

Q.6) Is there any affect occurred on your professional life due to family grudges?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
16	21	8	5	-

More than 73% of the respondents were of the opinion that their work and professional life is being disturbed due to family grudges.

Q.7) what were the major reasons of disintegration of your family?

According to majority of respondents there were clash of interest among spouse. The major clash was priority of Profession and family life. Both, husband and wife, were not ready to sacrifice their profession for the sake of family.

Q.8) Does punctuality and working capability of an employ disturbed due to family problems?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
19	21	2	8	-

A huge majority among the respondents believed that punctuality and working capability of an employ is being disturbed due to family problems.

Conclusion:

Finally, I can conclude the capitalization of Pakistani economy has very deep and profound impact upon the traditional family structure. The divorce rate in Pakistan is increasing, according to Gallup Pakistan around 48% of Pakistani's believe that divorce rate in the country has drastically increased.

Among the main reasons of disintegration of the family is lack of Sacrifices, greed of money and professional Career. As Komal Tariq says, "In the last two decades there is a raise in divorce rate in Pakistan. The main reasons are: Lack of sacrifice, forced marriages, greed, Joint family system, difference in social status and one of the main reasons highly career-oriented women".

The result of the data gathered also substantiate this fact that increasing capitalization of the economy, priority of work over family, lack of sacrifices among spouses and self-interest-oriented individuals are the main cause of disintegration of the family. Furthermore, this family grudges among husband and wife affect the work place drastically. This affects the working capability as well the punctuality of the employ.

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