



Study on the work-family role dilemma and intervention mechanism of rural female grassroots managers

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Abstract. With the rapid development of China's economy, the country pays more and more attention to the development of rural talents, and has achieved great success in China's rural areas. As rural grassroots female managers, multiple roles and responsibilities conflict and contain each other. It is necessary to make clear the expectations and responsibilities of various roles. In addition to the dual pressure of work and family, rural female managers also suffer from the public opinion of "budding" of local human feelings. This paper mainly analyzes the plight of rural female grassroots managers, and puts forward reasonable solutions to the existing contradictions, in order to form a strong support for women's social status and role dilemma.

Keywords: rural women; grassroots managers; working and family role; dilemma; intervention mechanism.

1 Introduction

This paper aims to explore the phenomenon and the causes of rural female grassroots managers in the role dilemma of work and family, and put forward corresponding countermeasures and suggestions. This paper will discuss the following aspects: firstly, summarize the plight of rural female grassroots managers and their performance; secondly, analyze the causes of the plight of rural women, including social culture, family responsibility, policies and regulations, discuss the coping strategies of rural female grassroots managers in the plight of working family; finally, propose the countermeasures and suggestions to alleviate the plight of rural female grassroots managers working family, and provide a reference for the growth and development of rural female grassroots managers.

2 Foreword

With the rapid development of China's social economy, rural grass-roots managers gradually show the trend of diversification, and female managers gradually come to the fore, playing a positive role in promoting the economic development of rural soci-

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ety, improving local people's livelihood, and maintaining social peace and stability. However, due to the bondage of traditional gender concepts and the particularity of rural society, their role in participating in social economy, promoting the development of rural society and improving rural people's livelihood is directly weakened. Therefore, rural female grass-roots managers face many dilemmas in the role of work and family. This study aims to deeply analyze the causes of these dilemmas, and explore effective intervention mechanisms to provide support for the comprehensive development of rural female grass-roots managers.

3 Social Relationship Role Pressure

Role pressure mainly refers to the individual in different social role, due to the role requirements, expectations and individual ability, cognitive differences, produced by the individual psychological, physiological and behavioral conflict and negative impact, the role of transformation makes female managers is difficult to find a balance in many relationships, easy to lead to different roles of conflict and pressure^[2]. For a more comprehensive understanding of the rural female grassroots managers career development dilemma and influencing factors, this paper invited five women in the interview, interview object mainly for township enterprises representative female managers, to dig about women in the family and work, at the same time interviewed five rural male managers, from the perspective of men to collect women in the work and family dilemma related viewpoint. The following conclusions were drawn from the responses of the 10 respondents above^[5].

3.1 The Relationship Between Mother-in-law and Daughter-in-law

In rural society, the contradiction between mother-in-law and daughter-in-law is a common problem. Female grassroots managers in rural areas are faced with special role pressure in the relationship between mother-in-law and daughter-in-law. They are both daughter-in-law and managers, who should not only respect the authority and traditional concepts of their mother-in-law, but also show their ability and independence in work. In this role conflict, it is difficult for the mother-in-law to identify with their management identity, lack sufficient social support and family support when dealing with the relationship between mother-in-law and daughter-in-law, faced with the problem of family resource allocation, the pressure of public opinion and the lack of legal protection, these problems make them feel isolated and difficult to deal with the relationship between mother-in-law and daughter-in-law. Due to the lack of mutual emotional understanding and trust support, lead to them and her mother-in-law lack of effective communication skills and methods, may also be because work is busy and ignore the care and care of her mother-in-law, the reality and expectations formed a strong sense of gap, makes their psychological and emotional confusion and anxiety, difficult to find a balance, thus further aggravate the daughter-in-law contradiction.

3.2 Parental Relationship

As grassroots managers they may face expectations and concerns from parents, parents may hope their daughter can have more time and energy to accompany them, especially when they are frail, but because of the busy work, both to deal with the villagers contradiction, shortage of funds, and need to take care of elderly parents, pay attention to parents' life and health, may not be able to often go home to visit their parents, this may make parents disappointed and worry. In addition, the traditional concept in rural areas and social pressure may bring their pressure, in some areas, there is still a "men, she" traditional concept, that women should be more family responsibility, rather than participate in public affairs, this idea may have a negative impact on women grass-roots managers, make them face more pressure and challenges in the family.

3.3 Parentage

Because of their multiple roles, they have to deal with complex village affairs and family care, and they may invest relatively limited time and energy in the parent-child relationship. Long periods of busyness and exhaustion may make them feel difficult to give their children enough companionship and attention, resulting in guilt and anxiety, and children may feel neglected or lack of care and dissatisfaction^[2]. In addition, they also carry the double expectations of families and villagers, hope to provide a good education and living conditions, but is limited by their own resources and ability, but also meet the villagers to the grass-roots work, the expectations and reality gap may make them feel great psychological pressure, children may because of the mother's identity by classmates ridicule and discrimination, it will make them feel helpless and confused, may show in the parent-child relationship frustration.

3.4 Conjugal Relation

Although the society is progressing, there are still many prejudices in most rural areas, with the prevailing patriarchal thinking, requiring women to follow the three obedience and four virtues. They in different roles of frequent conversion, may lack of effective communication with your partner, which leads to insufficient spiritual support, especially in terms of family responsibility and career development, most of the rural female grassroots managers in the relationship say lower, spouse at home is almost the shopkeeper "cutting" role, the lack of certain family responsibility and bear consciousness. Female primary-level managers in rural areas need to show a decisive and courageous image in their work, and are more flexible and warm to both family members and housework. There are contradictions between their family career development expectations and their own career development needs. On the one hand, the family expects them to pay more attention to family affairs, and on the other hand, they hope to achieve some achievements in their work. This contradiction further aggravates the role pressure in the relationship between husband and wife.

3.5 Relationship Between Colleagues

In the workplace, gender bias and stereotypes may be a big challenge for them, due to the rural culture and social background, interpersonal relationship may be relatively complex, colleagues may exist between family, regional or other interests of the situation, also influenced by traditional ideas, that women should pay more attention to family rather than public affairs, this may directly lead to female managers in the team authority and decision-making ability, but also may suffer from same-sex contempt chain^[8]. In addition, during corporate recruitment, the interviewers will also ask the women whether they can balance their family and work, when to have children, whether to accept overtime, can accept frequent business trips, how to deal with emotional problems under high pressure, etc. For the maximum benefit, many enterprises fundamentally eliminate the recruitment of women and reduce costs.

4 Intervention Mechanisms for the Working-family Role Dilemma

In order to further promote the equality between men and women and break the difficulties and obstacles of women's work in work and family are the core problems to be solved in this paper. Combined with the development of The Times, this paper puts forward some countermeasures from the family level, social level, work level and individual level, aiming to help and improve the dilemma between women in family and work^[5].As shown in Figure 1.

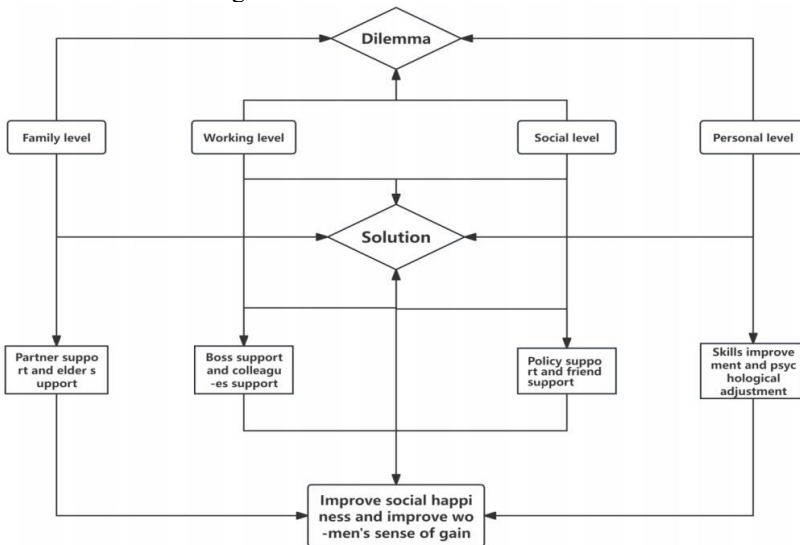


Fig. 1. The work of rural female grassroots managers- -family role dilemma promotion path

4.1 Social Aspect

Society should strengthen the understanding and support of female grassroots managers in rural areas, respect their work efforts, and create a more friendly working environment for women. First of all, domestic violence should be prevented to avoid the occurrence of "clean officials are difficult to break household affairs", and women should not be guaranteed. Women's federations, village communities, governments and local police stations should cooperate to improve the enforcement of the law and provide corresponding legal aid and support, so as to comprehensively protect the rights and interests of rural women. Secondly, in terms of medical and health care, the government should deeply popularize the science, including cervical cancer and breast cancer, to reasonably reduce the economic pressure of rural women. Du aims to enhance the happiness of rural women. Finally, in terms of employment, increase the intensity of enterprise monitoring, in the process of eliminate gender, education, appearance, fertility, hukou discrimination, face did not buy social insurance, no labor contract, withhold commission, forced to leave, was forced by pregnancy and not in accordance with the provisions of vacation enterprise to introduce corresponding punishment measures, the government should provide free legal aid and advice^[7].

4.2 Work Level

Women in the workplace can make reasonable use of their gender advantages, give full play to flexible management, foster strengths and avoid weaknesses, and make themselves trustworthy, respected and leaders^[1]. Facing customers, bosses and subordinates, they need to show different characteristics and styles, but the core is professionalism, respect and communication. When subordinates need to show an attitude of care and support, understand their work conditions and needs, provide necessary guidance and support, and help subordinates improve ability and achieve goals^[3]. When communication, female managers need to show confident and responsible attitude, clearly express their views and ideas, provide valuable suggestions and solutions to show their ability and value, and need to show professional and friendly attitude, understand the needs and expectations, provide targeted solutions, and always maintain integrity and transparency to establish trust relationship^[4]. As a working woman, they should always maintain a sense of crisis, constantly improve their business negotiation ability and contingency decision-making ability, and pay close attention to the industry trends at any time, enhance their sensitivity to the industry, so as to enhance their market value.

4.3 Family Level

Family is the smallest social organization, is also the most basic of the world, with the economic development, women's personality is more and more independent, happiness index is also higher and higher, the greater the family support, the higher the understanding, women in the workplace, family support and tolerance, the more women in the workplace. In the family, women should reduce emotional thinking, use

wisdom and skills in life, reduce the possibility of quarrel, consolidate the feelings between husband and wife, so as to better deal with the interpersonal relationship in the family. In terms of parenting, we should break the traditional rigid social division of labor, husband and wife learn together, accept new ideas and new ideas, break communication barriers, and parents help pick up their children, so as to save time and cost. In terms of housework, the husband and wife should be reasonable division of labor, such as the wife is responsible for three meals a day, the husband is responsible for housework and the world, the husband and wife should learn together, help and understand each other.

4.4 Individual Level

First of all, as a female manager, they should not only read more books on strategy, social economy and management philosophy, but also pay more attention to social and international news, enrich their knowledge reserve, improve their knowledge and wisdom, and enhance their own drive. Secondly, we should pay attention to physical and mental health, maintain good work and rest habits, reasonable diet and moderate exercise, help to relieve pressure, maintain a clear mind and abundant energy. In addition, women can also create a serious, steady and professional image through light makeup and professional dress up, and find a dress style in line with their own, which can not only improve the authority and deterrence of subordinates to a certain extent, but also show their own personality and charm. Finally, pay attention to self-cognition and self-improvement, understand their own advantages and deficiencies, formulate clear career planning and development goals, and constantly reflect and practice, so as to achieve a win-win situation of self-value and social value.

5 Conclusions

Family is the smallest unit of the society, which can promote social progress, and may also bring turbulence and unrest to the society. At present, the phenomenon of late marriage and late childbearing and negative population growth in China is particularly significant. In the long run, this is also a huge hidden danger of social problems in China^[6]. Early prevention is not only conducive to social stability, but also conducive to solving the dilemma of women's work and family. Our country there is no specialized agencies engaged in family policy management and research, there is no "family experts" in the society, family policy spread in various functional departments, the contradiction of policy fragmentation, communicate view is relatively fuzzy, practical application of "three" policy cold, reflects the role of the family policy play is not obvious^[6]. Therefore, the country needs to pay attention to the family policy. On the one hand, a special organization should be set up to coordinate and study the family policy, and reconstruct the family policy in a planned way, so that the family policy can play a corresponding role. On the other hand, women's participation in policies should be expanded. Women's perspective can help relevant family policies to accu-

rately solve the "fundamental problems" and avoid the problem of "off-target" of policies.

In terms of education and training, vocational training and education opportunities should be provided for rural female grassroots managers to improve their comprehensive quality and ability, but the allocation of training resources may be uneven, and some female managers are still unable to obtain sufficient education and training opportunities. In terms of social support, all sectors of society are encouraged to pay attention to the plight of rural female grassroots managers and provide support and help, social attention may not be sustained and the intervention effect is limited, so interaction and cooperation mechanism between female managers in rural and urban areas should be established to allow them to face the difficulties and share experiences together.

To sum up, in order to solve the problem of rural grassroots female managers between work and family, through policy support, education and training, social support and mutual cooperation, gradually improve the survival and development environment of rural female mutual assistance and cooperation.

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