

# Hochschild viewpoint



Hochschild viewpoint Hochschild was surprised when was asked to give a lecture at Amerco company where an event occurred. At dinner time just after the talk, the professor was asked if she had ever looked forward to studying policies related to family-friendly in that place of work itself. To be frank Hochschild could not believe how lucky she was. The professor thought to herself that the best place for families to weigh work and home was there. In the year 1980 towards its ends, the company was troubled on discovering that there was loss of professional women faster compared to the rate at which professional men were being lost. Every time an employee was lost, much money was lost in the training and recruitment of new ones. The company tried to deal with this issue by offering a variety of remedial that included the solution to balance in work and family for instance, part time and sharing of jobs.

To her surprise many families preferred to work more than to be with their children and family members. Hochschild interviews like six families watching on how they operate during the day and night. She also interviews various levels of professional and is surprised by what she hears. The employees at Amerco concentrate so much at work that they forget the essentials.

Hochschild as a female analyzed the enormous entry of women into the labor force. It looked fair and obvious that as women left their various homes every morning along men to their various jobs to build the economy and maintain their families as they returned from work should share the house chores which never happened. Instead, as they came from work women took to all home responsibilities. Hochschild referred to it as a double shift as women worked both at work and at home (Hochschild, Pp 15)

Nevertheless, there is a superwoman who can multitask and perfect both at work and home. In the present most women are faced with the challenge of what was considered a full time works in the past generation. To make it worse, as cutting workers size has occurred, the hours of work have been added for everybody. Hochschild in her book tried to show the extent to which time is ever limited that they cannot fulfill their obligations both at home and work. Statistics show that women who have small children spend more time at work than the ones with no children.

“ Family values and reversed worlds” according to Hochschild tries to show how various family values have been invaded by work efficiencies and time pressures while places have turned out to be temporary homes for these parents. This has made roles of the family to be changed. For instance, instead of mothers raising their young ones from their homes, they prefer baby cares which evades family values as the child is more raised by outsiders rather than the family it belongs to. Fredrick Taylor was scholar who employed scientific techniques to manage an organization.

According to Taylor, the job of a manager was coercion of workers' body and mind not appealing to the employee's heart. This notion has affected the American company in that the workers of this company change offices to their homes and homes into places of work, families conform to the notion of efficiency back at home. These workers have turned out to be sociable and hospitable despite more hours of work. Quality time is time well spent.

Quality time enhance s efficiency hence solve work related problems. “ Outsourcing” of childhood means giving strangers the job to look after one's child due unavoidable circumstances. Compared to the notion of time bind, it meant that as women and men worked for many hours at the places of work,

their time was limited and therefore had no option but to leave their children with the day cares which is an example of “ outsourcing” of childhood

(Hochschild, pp26)

#### Works Cited

Arlie H. Russell. The Time Bind . New York Times, 2001. Print