

Attachment, Entrepreneurial Role Stress and Quality of Life in Metal Shop Owners

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Abstract: Attachment is a deep and enduring bond that is emotional and it connects one person to another (Anisworth, 1973). Entrepreneurs are rational decision makers who assume risk and provide management for the firm (Kilby, 1971). Role stress can be defined as a discrepancy between expectations and behaviour; when such discrepancies exist, the entrepreneur will be exposed to role stress (Wincent & Örtqvist, 2009). Quality of Life is defined by as appraisal of and satisfaction with their current level of functioning as compared to what they perceive to be possible or ideal (Lehto, Ojanen & Kellokumpu-Lehtinen, 2005). The objective of this study was to find the relationship between attachment, entrepreneurial role stress, and quality of life among father and son metal shop owners and to observe whether fathers and sons differ with respect to these variables. A non-probability purposive sampling method was employed to collect data from 120 small scale entrepreneurs of metal supplying stockiest (60 fathers and 60 sons). The Inventory of Parent and Peer Attachment (Armsden, 1987), Entrepreneurial Role Stress Scale (Pareek, 1997), and WHO Quality of life-BREF questionnaire (WHOQOL-BREF, WHO, 1997) were administered to the participants. Results showed that sons experience a higher financial and health satisfaction than the fathers. Significant correlations were found between attachment, entrepreneurial role stress and quality of life in fathers and sons. These findings illuminate the role of family business succession and communication among fathers and sons in enhancing the level of satisfaction in the coming generations.

Keywords: entrepreneurial role stress, metal suppliers, parental attachment, quality of life

1. Introduction

Attachment is a deep and enduring bond that is emotional in nature and connects one person to his significant others, such as parents, teachers and peers. (Anisworth, 1973; Bowlby, 1969; Hirschi, 1969). Throughout adulthood and adolescence people become more attached to their partners and do not rely much upon their parents for attachment, but in spite of decrease in attachment parents play an important role during adolescence. (Allen & Land, 1999; Carlo, Fabes, Laible & Kupanoff, 1999). Secure attachment is important for self-development, self-confidence, healthy-adjustment etc. (Allen & Land, 1999). During late adolescence there is increased autonomy from parents. (Allen et al., 1994, 1998).

Using a unique sample of European and African American parent and adult children a study (Birditt, Miller, Fingerman & Lefkowitz, 2009) revealed that the majority of parents and adult children experienced at least a little tension with one another. Qualitative studies have established that tensions are common and cover many issues. (Fingerman, 1996; Morgan, 1989; Shaw et al., 2004). Parents are more emotionally invested in the relationship than adult children. (Rossi & Rossi, 1990; Shapiro, 2004). Researchers have found that warm and nurturing relationship helps to promote pro-social behaviour and decrease aggressive behaviour and also mediate the development of empathy (Coie & Dodge, 1998; Eisenberg & McNally, 1993; Hawkins & Lishner, 1987). Father and son attachment is important when both work in the same setup. One's behaviour may cause an

influence on the professional life of the other as both work in the same field.

Entrepreneurs are rational decision maker who assumes the risk and provides management for the firm (Kilby, 1971). Role-stress can be defined as a discrepancy between expectations and behaviour; when such discrepancies exist, the entrepreneur will be exposed to role stress (Wincent & Örtqvist 2009). Research into entrepreneurial stress reveals that stress may affect the entrepreneur's propensity to pursue growth, recognize emerging opportunities, or achieve balance between work and family or personal demands (Schindehutte et al, 2006).

The conceptual model of the entrepreneurial stress processes has been developed from McGrath's (1976) model it encompass the effect stress has not only upon the entrepreneur but also upon the venture, and that different operating environments will have impact upon the appraisal of stress, coping strategies employed and the outcome of the response selection upon the venture. Karve, (2011) concludes that Role Efficacy can indeed be a vehicle for entrepreneurs to become effective in their entrepreneurial role.

Entrepreneurs have a positive role to play on societal development and they experience beneficial instances of increased self-esteem, sense of control over others and freedom (Dyer & Peay, 1989). Role-stress was the second best determinant of organizational commitment in working women (Bhagat & Chassie, 1981). Research suggests that the difference in work stress is a consequence of, work-

family conflict, societal expectations and behavioural norms that women face as they occupy a combination of roles (Beena & Poduval, 1992; McDonald & Korabik, 1991).

Sarani & Sarani, 2008 in their work attempted to bridge the disharmony between the entrepreneurial engagement and quality of life constructs. In father and son relation when any one of the both will be under stress then there are chances that it will have an impact on their way of approach which will in turn cause problematic or less intense relations. There may be a decrease in the quality of life of the individuals due to continued exposure to stress.

The World Health Organization (2005) tried to embrace the complexity of the term "Quality of Life", defining it as "the perception that an individual has as about their place in their own existence, in the context of culture and their value system in which they live and on relation to their objectives, their expectations, their norms, their concerns, etc. This is a very broad concept which is influenced by complex ways and complex issues than physical health of the individual factors, his psychological state, level of independence, their social relationships and their relationship with the environment".

In 1962, when Abraham Maslow published his book *Towards a Psychology of Being*, there were hardly many who could have guessed that by doing this he had established a theory of quality of life, which to this date is considered a consistent theory of quality of life. Maslow based his theory for development towards happiness and true being on the concept of human needs. Abraham Maslow (1962) characterized the good life as a fulfilment of needs. His perspective was simple: happiness, health, and ability to function come when you take the responsibility for fulfilling all your needs.

According to a study by Greenhaus, Collins & Shaw (2002) done on public employees it was observed that individuals who spent more time on family than work experienced a higher quality of life than individuals who spent more time on work than family. Dyer & Handler, (1994) in their study relating to Entrepreneurship and family business, recommended that future research and practice should marry the interests of the fields of entrepreneurship and family business to provide more robust theories, better research, and practical solutions to the dilemmas facing entrepreneurs. The business field chosen by the researcher is the individuals dealing with the dealership and supply of metallic raw material and how this small scale business is carried over by the son also. A study by Handler, (1994) suggested that there is still much research to be done, particularly in the areas of international family firms and family firms operated by different ethnic groups and succession issues. The current research endeavour intends to explore some of the different factors effecting father-son dyads engaged in the same family business. The present study aims to find whether there is a difference between fathers and sons who are metal shop owners with respect to attachment (3 dimensions viz., trust, communication, alienation), entrepreneurial role stress (9 dimensions viz., self-role distance, inter-role distance, role isolation, challenge stress, role overload, result inadequacy, role

irrelevance, resource inadequacy, role inadequacy) and quality of life (4 dimensions viz., physical health, psychological health, social relationships and environment). This study also intends to observe whether there is a relationship between attachment, entrepreneurial role stress, quality of life and their dimensions among the fathers and sons.

1.1.Objectives

1. To observe whether there is any difference between fathers and sons who are metal shop owners with respect to attachment (3 dimension viz., trust, communication, alienation), entrepreneurial role stress (9 dimensions viz., self-role distance, inter-role distance, role isolation, challenge stress, role overload, result inadequacy, role irrelevance, resource inadequacy, role inadequacy) and quality of life (4 dimensions viz., physical health, psychological health, social relationships and environment).

2. To observe whether there is any relationship between attachment, entrepreneurial role stress and quality of life in fathers and sons who are metal shop owners.

2. Method

2.1.Research Design

The present study adopts a between groups design to determine whether there are any differences between fathers and sons who are metal shop owners with respect to the three dimensions of attachment (viz., trust, communication, alienation) the nine dimensions of entrepreneurial role stress (viz., self-role distance, inter-role distance, role isolation, challenge stress, role overload, result inadequacy, role irrelevance, resource inadequacy, role inadequacy) and five dimensions of quality of life (viz., overall quality of life and general health, physical health, psychological health, social relationships, and environment). This study also adopts a correlational design to determine whether there is a relationship between attachment, entrepreneurial role and quality of life in fathers and sons who are metal shop owners.

2.2.Sample

In the present study, non-probability purposive sampling was used to select a sample of 60 fathers and 60 sons owning metal shops. The sample included father and son dyads working together in the same shop and residing in different areas of Hyderabad. Sons owning a different business and other business owners (i.e. hardware shops) were excluded.

2.3.Instruments

Four questionnaires were used in this research. They were:

2.3.1.Information Schedule

Participants were asked to provide their gender, age, education, family information, socio-economic status, number of siblings, number of offsprings, physical and psychological health of the respondents as well as their

family members, and the like in writing, on the Information Schedule.

2.3.2. Inventory of Parent and Peer Attachment (IPPA)

The Inventory of Parent and Peer Attachment – revised form – is adapted from the Inventory of Parent and Peer Attachment that was designed by Armsden in 1987. The inventory assesses perceptions of the positive and negative affective/cognitive dimension of relationships with parents and close friends, in terms of the three dimensions of trust, communication, and alienation. Trust refers to the adolescents' trust that parents and peers understand and respect their needs and desires; communication refers to adolescents' perceptions that parents and peers are sensitive and responsive to their emotional states and assessing the extent and quality of involvement and verbal communication with them; and alienation refers to adolescents' feelings of isolation, anger, and detachment experienced in attachment relationships with parents and peers. The inventory consists of 25 items in each of the mother, father, and peer sections, yielding three attachment scores. In the present study, the father attachment scale was used. The items are rated on a 5-point Likert scale ranging from almost never or never (1) to almost always or always (5). The parent attachment scale of this inventory has a test-retest reliability of .93 and Cronbach's alpha of 0.89. In the present research, the father attachment scale was modified to measure the level of attachment of father to son. The Cronbach's alpha of the modified scale was found to be 0.57.

2.3.3. The Entrepreneurial Role Stress Instrument

The Entrepreneurial Role Stress Instrument was developed by Pareek (1997). It measures the various role stresses experienced by entrepreneurs. Role stress is measured in terms of 9 dimensions, namely, self-role distance, inter-role distance, role isolation, challenge stress, role overload, result inadequacy, role irrelevance, resource inadequacy, role inadequacy. The instrument consists of 27 items that are to be scored on a 5 –point Likert scale. The scoring ranges from 0 to 100. The instrument has a coefficient alpha of 0.632.

2.3.4. The WHOQOL-BREF Instrument

The scale was originally developed by World Health Organization in 2003 (Power, 2003) and then adapted and translated into Urdu language in 2003 by Khan, Akhtar, Ayub, Alam and Laghari. The instrument comprises of 26

statements to be scored on a 5 –point Likert scale. It consists of four dimensions, namely, physical health, psychological health, social relationships and environment. The physical health domain includes items on mobility, daily activities, functional capacity, energy, pain, and sleep. The psychological domain measures include self-image, negative thoughts, positive attitudes, self-esteem, mentality, learning ability, memory concentration, religion, and the mental status. The social relationships domain contains questions on personal relationships, social support, and sex life. The environmental health domain covers issues related to financial resources, safety, health and social services, living physical environment, opportunities to acquire new skills and knowledge, recreation, general environment (noise, air pollution, etc.), and transportation. The scores on each dimension of the scale are scaled in positive direction i.e., high score represents high Quality of Life. The overall score ranges from 24-120. The four domain scores denote an individual's perception of quality of life in each particular domain. Domain scores are scaled in a positive direction (i.e. higher scores denote higher quality of life). The scale has a test-retest reliability of 0.80.

2.4 Procedure

After selecting the measures, a few arrangements were made for data collection. The questionnaires and the Information Schedule were prepared and organized. The metal shop owners were approached for permission for data collection. The researcher visited the metal shop owners on the scheduled dates. Rapport was established with the father and the son and they were made aware that their participation in the study was purely voluntary. They were assured of maintaining confidentiality through-out the study. The metal shop owners (fathers and sons) who agreed to participate in the study were requested to sign an „Informed Consent Form“. Next, the Information Schedule was administered. On the next appointment the instructions for the questionnaires (namely, the Inventory of Parent and Peer Attachment, Entrepreneurial Role Stress Instrument and WHOQOL-BREF) were administered and the participants were requested to respond to the items. There was no fixed time limit for any of the questionnaires. However, the respondents were asked to complete each questionnaire in about 60 minutes.

3. Results

Table 1: Mean, Standard Deviation and t-ratio of the three dimensions of inventory of parent attachment nine dimensions of entrepreneurial role stress, and the four dimensions of the quality of life for fathers (n=60) and sons (n=60).

Variables	Father		Son		t	Variables	Father		Son		t
	M	SD	M	SD			M	SD	M	SD	
Trust	37.05	5.86	37.72	6.49	0.59	Result Inadequacy	8.53	2.89	8.02	2.95	0.97
Communication	29.4	3.97	30.63	4.94	1.51	Role Irrelevance	7.52	2.87	8.47	2.7	1.87
Alienation	20.52	4.37	19.02	4.79	1.79	Resource Inadequacy	7.77	2.64	8.07	2.92	0.59
Self-role Distance	7.97	2.41	8.17	2.48	0.45	Role Inadequacy	7.75	2.63	8	2.43	0.54
Inter-role Distance	8.23	2.43	8.5	2.88	0.55	Physical Health	24.43	5	24.13	3.39	0.38
Role Isolation	7.78	3.2	7.77	2.6	0.03	Psychological	20.53	3.88	20.67	3.41	0.2
Challenge Stress	8.83	3.26	9.33	2.91	0.89	Social Relationships	12.43	8.25	10.73	2.29	1.54
Role Overload	9.07	3.11	8.78	2.97	0.51	Environmental	28.33	4.47	30.22	4.33	2.34**

**p<0.01, *p<0.05, df for fathers and sons = 118

Table 1 shows that there is significant difference between fathers and sons with respect to the environmental quality of life ($t = -2.34, p < 0.01$). As is evident from the mean scores in table 1 sons scored higher on the dimension of environment ($M = 30.2$) than fathers ($M = 28.3$). In other words, sons experience a higher satisfaction of financial resources, safety and health than the fathers. However, no significant

differences were found between fathers and sons with respect to the dimensions of trust, communication, alienation, physical health, psychological factors, social relationships, self-role distance, inter-role distance, role isolation, challenge stress, role overload, result inadequacy, role irrelevance, resource inadequacy and role inadequacy.

Table 2: Correlation(r) between three dimensions of attachment, nine dimensions of entrepreneurial role stress and four dimensions of quality of life for fathers($n=60$)

	Trust	Communication	Alienation	Physical Health	Psychological	Social Relations	Environmental	Self role Distance
Physical Health	.582**	0.198	.292*					
Psychological	.389**	.380**	0.154	.667**				
Social Relations	0.011	-.285*	0.164	.330**	.362**			
Environmental	.464**	0.227	.372**	.612**	.520**	0.124		
Self role Distance	-0.112	-0.121	0.145	-0.004	-0.018	-0.012	0.091	
Inter role Distance	-0.089	-0.096	0.092	-0.098	-.350**	-0.103	-0.003	0.253
Role Isolation	0.2	-0.193	0.225	0.106	-.312*	-.307*	0.009	0.074
Challenge Stress	0.127	0.028	0.158	0.186	-0.087	-.304*	.275*	0.174
Role Overload	-0.188	-0.093	0.07	-0.09	-0.123	-0.172	-0.063	.503**
Result Inadequacy	-0.131	0.104	0.019	-0.158	0.147	-0.178	-0.102	.514**
Role Irrelavence	-.479**	-0.163	-0.219	-.453**	-0.101	-0.043	-.347**	0.13
Resource Inadequacy	-0.165	-0.001	-0.064	-0.1	-0.07	0.046	-0.133	.282*
Role Inadequacy	-0.038	0.032	-.263*	-.264*	-0.136	0.063	-0.244	0.114

** $p < 0.01$, * $p < 0.05$

Table 2 –cont'd.

	Inter role Distance	Role Isolation	Challenge Stress	Role Overload	Result Inadequacy	Role Irrelavence	Resource Inadequacy
Role Isolation	.379**						
Challenge Stress	.386**	.666**					
Role Overload	.491**	.535**	.507**				
Result Inadequacy	-0.052	0.062	0.116	.370**			
Role Irrelavence	0.138	0.097	0.002	.373**	.347**		
Resource Inadequacy	0.069	0.187	0.195	.393**	.319*	.415**	
Role Inadequacy	-0.102	-0.154	-0.219	-0.118	.295*	0.209	.380**

** $p < 0.01$, * $p < 0.05$

Table 2 shows significant positive correlation between the trust dimension of attachment and the physical health ($r = 0.58, p < 0.01$), psychological ($r = 0.38, p < 0.01$) and environmental quality of life ($r = 0.46, p < 0.01$). The higher the trust, the better will be physical health, psychological and environmental quality of life. In other words, the higher the level of understanding between the father and son, the better will be the functional capacity, positive attitudes and physical environment. There is significant negative correlation between the trust dimension of attachment and the role irrelevance ($r = -0.47, p < 0.01$) dimension of entrepreneurial role stress. The higher the trust, the lesser will be the role irrelevance. In other words, the higher the

understanding between the father and son, the lesser will be the lack of time for other social roles.

Table 2 also shows significant positive correlation between the communication dimension of attachment and the psychological quality of life ($r = 0.38, p < 0.01$). The higher the communication, the better will be the psychological quality of life. In other words, the higher the response to emotional states, the better will be the self-esteem and self-image. There is negative correlation between communication dimension of attachment and the social relations ($r = -0.28, p < 0.05$) dimensions of quality of life. The higher the communication, the lesser will be the social relations. In

other words, the higher the response to emotional states, the lesser will be the social support.

Table 2 indicates positive correlation between the alienation dimension of attachment and the physical health ($r=0.29$, $p<0.05$), environmental quality of life ($r=0.37$, $p<0.01$). The higher the alienation, the higher will be the physical health and environmental quality of life. In other words, the higher the feeling of anger and isolation, the more will be the physical pain, and need for health related services. There is significant negative correlation between alienation and the role inadequacy ($r= -0.26$, $p<0.05$) dimension of entrepreneurial role stress. The higher the alienation, the lesser will be the role inadequacy. In other words, the higher the feeling of isolation, the lesser will be the feeling of inefficiency for a role.

Furthermore, Table 2 shows significant negative correlation between the physical health dimensions of quality of life and the role irrelevance ($r= -0.45$, $p<0.01$), role inadequacy ($r= -0.26$, $p<0.05$) dimension of entrepreneurial role stress. The higher the physical health, the lesser will be the role irrelevance and role inadequacy. In other words,, the higher the functional capacity, the lower will be lack of skills and knowledge for a role and lesser will be the helplessness of doing societal service among fathers. There is significant negative correlation between the psychological dimensions of quality of life and the inter-role distance ($r= -0.35$, $p<0.01$), role isolation ($r= -0.31$, $p<0.05$) dimension of entrepreneurial role stress. The higher the psychological

quality of life, the lesser will be the inter-role distance and role isolation. In other words, the higher the positive attitude and self-esteem, the lesser will be conflict between different roles and expectations from a role.

The above table also shows that there is significant negative correlation between the social relations dimensions of quality of life and the role isolation ($r= -0.30$, $p<0.05$) and challenge stress ($r= -0.30$, $p<0.05$) dimension of entrepreneurial role stress. The higher the social relations, the lesser will be the role isolation and challenge stress. In other words, the higher the social support, the lesser will be the conflict between different roles and stress associated with challenges. Moreover there is significant positive correlation between the environmental dimensions of quality of life and the challenge stress ($r=0.27$, $p<0.05$) dimension of entrepreneurial role stress. The higher the environmental quality of life, the more will be the challenge stress. In other words, the higher the opportunity to acquire new skills, the more will the stress due to challenges.

There is significant negative correlation between the environmental quality of life and the role irrelevance ($r= -0.34$, $p<0.01$) dimension of entrepreneurial role stress. The higher the environmental quality of life, the lesser will be the role irrelevance. In other words, the higher the opportunity to acquire new skills, more time for recreation and satisfactory living environment, the lesser will be the helplessness for societal service in fathers.

Table 3: Correlation(r) between three dimensions of attachment, nine dimensions of entrepreneurial role stress and four dimensions of quality of life for sons($n=60$).

	Trust	Communication	Alienation	Physical Health	Psychological	Social Relationships	Environmental	Self role Distance
Physical Health	.053	.059	.117					
Psychological	.514**	.533**	.294*	.401**				
Social Relationships	.338**	.011	-.264*	-.011	.476**			
Environmental	.574**	.488**	.139	.113	.528**	.362**		
Self role Distance	-.132	-.449**	-.270*	.231	-.116	.202	-.168	
Inter role Distance	-.135	-.223	-.056	.068	-.038	.054	-.105	.474**
Role Isolation	-.166	-.073	.126	-.069	.018	.052	.050	.151
Challenge Stress	.046	.161	.232	.214	.199	-.162	.044	-.071
Role Overload	-.077	-.147	.084	.194	.347**	.235	.145	.228
Result Inadequacy	-.258*	-.289*	-.368**	.059	.001	.171	-.167	.277*
Role Irrelavence	-.046	-.112	-.262*	.367**	.054	.029	-.083	.229
Resource Inadequacy	-.473**	-.340**	-.213	.184	-.084	.031	-.390**	.188
Role Inadequacy	-.289*	-.258*	-.255*	.049	-.104	.055	-.410**	.324*

** $p<0.01$, * $p<0.05$

Table 3 – cont'd

	Inter role Distance	Role Isolation	Challenge Stress	Role Overload	Result Inadequacy	Role Irrelevance	Resource Inadequacy
Role Isolation	.533**						
Challenge Stress	.267*	.170					
Role Overload	.327*	.344**	.422**				
Result Inadequacy	.442**	.115	.163	.147			
Role Irrelevance	.346**	.110	.315*	.051	.656**		
Resource Inadequacy	.314*	.154	.083	.091	.581**	.484**	
Role Inadequacy	.138	.086	-.086	-.066	.376**	.241	.633**

**p<0.01, *p<0.05

Table 3 shows significant positive correlation between the trust dimension of attachment and social relations ($r=0.33$, $p<0.01$), psychological ($r=0.51$, $p<0.01$), and environmental quality of life ($r=0.57$, $p<0.01$). The higher the trust, the better will be the social relations, psychological and environmental quality of life. In other words, the higher the understanding between son and father, the better will be the positive attitude, social support and opportunity to acquire new skill. There is significant negative correlation between the trust dimension of attachment and the result inadequacy ($r= -0.25$, $p<0.05$), resource inadequacy ($r= -0.47$, $p<0.01$) and role inadequacy ($r= -0.28$, $p<0.05$) dimension of entrepreneurial role stress. The higher the trust, the lesser will be the result inadequacy, resource inadequacy and role inadequacy. In other words, the higher the understanding between son and father, the lesser will be the stress due to inferior result, stress due to ineffective performance and lesser feeling of lack of skills.

Table 3 also shows significant positive correlation between the communication dimension of attachment and psychological ($r=0.53$, $p<0.01$) and environmental quality of life. ($r=0.48$, $p<0.01$) quality of life. The higher the communication, the better will be the psychological and environmental quality of life. This means the higher the response to emotional states, the better will be the self-esteem and recreation. There is significant negative correlation between the communication dimension of attachment and the self-role distance ($r= -0.44$, $p<0.01$), result inadequacy ($r=-0.28$, $p<0.05$), resource inadequacy ($r=-0.34$, $p<0.01$) and role inadequacy ($r= -0.25$, $p<0.05$) dimension of entrepreneurial role stress. The higher the communication, the lesser will be the self-role distance, result inadequacy, resource inadequacy and role inadequacy. In other words, the higher the response to emotional states, the lesser will be the conflict between self-concepts and expectations, stress due to unexpected results, stress due to ineffective performance and lesser feeling of lack of skills.

Table 3 indicates significant positive correlation between the alienation dimension of attachment and psychological quality of life ($r=0.29$, $p<0.05$). The higher the alienation, the better will be the psychological quality of life. This means he higher the level of isolation, the more will be the negative thoughts. There is significant negative correlation between the alienation dimension of attachment and social relations ($r= -0.26$, $p<0.05$) dimensions of quality of life, the

self-role distance ($r= -0.27$, $p<0.05$), result inadequacy ($r= -0.36$, $p<0.01$), role irrelevance ($r= -0.26$, $p<0.05$) and role inadequacy ($r= -0.25$, $p<0.05$) dimension of entrepreneurial role stress. The higher the alienation, the lesser will be the social relations, self-role distance, result inadequacy, role irrelevance and role inadequacy. In other words, the higher the level of isolation, the lesser will be the social support, conflict between self and expectations, stress due to unexpected results, lack of time to take up social roles, feeling of lack of skills.

Furthermore, table 3 shows that there is significant positive correlation between the physical health dimension of quality of life and the role irrelevance ($r=0.36$, $p<0.01$) dimension of entrepreneurial role stress. The higher the physical health, the more will be the role irrelevance. In other words, the higher the pain and mobility, the more will be the lack of time to undertake other social roles. There is significant positive correlation between the psychological quality of life and the role overload ($r=0.34$, $p<0.01$) dimension of entrepreneurial role stress. The higher the psychological quality of life, the more will be the role overload. In other words, the higher the negative thoughts, the more will be the overlapping of demands.

Table 3 lastly shows significant negative correlation between the environmental quality of life and the resource inadequacy ($r= -0.39$, $p<0.01$), role inadequacy ($r= -0.41$, $p<0.01$) dimension of entrepreneurial role stress. The higher the environmental quality of life, the lesser will be the resource inadequacy and role inadequacy. In other words, the higher the financial resources, the lesser will be stress due to ineffective performance and lack of skills.

4. Discussion

The goal of the present study was to examine Attachment, Entrepreneurial role stress and Quality of life in metal shop owners. Accordingly, the analysis revealed that sons scored higher on environmental quality of life than fathers. Sons experienced a higher availability of financial resources, freedom, more opportunities for recreation and better health and safety resources than fathers. This hypothesis could be supported by a previous research by Zellweger et al, (2012) that brought to light that taking over the parents' family business by the next generation can be a rewarding career path, both emotionally and financially. According to Tua

Haldin-Herrgard, (2011), in certain cases, the present generation can have the older generation as a future safety network. Furthermore, previous studies on early adolescents reported elevated levels of life satisfaction than parents (Amanda, Nickerson & Nagle, 2004).

Positively significant correlation was found between the trust dimension of attachment, and the dimensions of quality of life in fathers and sons. Research in family business showed that mutual respect and understanding between next-generation successor and founder is a vital factor influencing succession and also marital conflict, neglect of children, and divorce can all be outcomes if work-family issues are not managed and brought to balance well by the entrepreneur. (Handler, 1992; Dyer & Handler, 1994). Also, McClelland (1965) has described children raised in a nurturing, supportive and challenging environment have a high need for achievement, and such a need is essential for entrepreneurial activity to take place.

The trust dimension of attachment was observed to be negatively correlated with role irrelevance, role inadequacy, resource inadequacy and result inadequacy dimensions of entrepreneurial role stress. In a study by Parasuraman & Greenhaus (1994) the results indicated that extensive parental demands necessitate increased time commitment to family, which in turn is associated with decreased work-to-family conflict. For a successful succession, various researchers suggest that there has to be a mutual understanding of the company values, transfer of knowledge, and strong functional relationships between the older and younger generations (Malinen, 2004; Higginson, 2010).

Significant, positive correlation was noted between the communication, alienation dimension of attachment and environmental, psychological quality of life in fathers and sons. According to Friedman (1991), conversations form the basis for guiding a family firm into the future, thus, need of communication is important in the succession process of family firms.

A significant negative correlation was found to exist between the communication, alienation dimension of attachment and social relations domain of quality of life. Intergenerational research reports that the two most common types of conflicts between adult children and their parents are concerned with or associated with communication and interaction and habit and lifestyle choices (Clarke et al., 1999). According to Cassel (1974), social support is a protective factor buffering the individual from the consequences of exposure to the stressful situations. In addition, psychiatrist Caplan (1974) speaks of the concept of the support system as "an enduring pattern of continuous ties that play a significant part in maintaining the psychological and physical integrity of the individual".

The communication, alienation dimension of attachment was found to have significant negative correlation with self-role distance, result inadequacy, role inadequacy and resource inadequacy dimensions of entrepreneurial role stress. Supporting the hypotheses of the present study, other studies by Davis (1982), Patrick (1985), and Iannarelli (1992),

reinforce the importance of not just looking at succession from the perspective of the entrepreneur, but also of recognizing his/her relationship to the heir. Among older adolescents and young adults, security of attachment to parents is also associated to emotional functioning, social competence, a smoother balance of autonomy and attachment, problem-solving abilities, and life satisfaction (Cotterell, 1992; Rice, 1990).

The study also indicated significant positive correlations between dimensions of quality of life and role irrelevance, role overload and challenge stress dimensions of entrepreneurial role stress. According to Mathew & Panchanatham (2011) the increasing health care issues of entrepreneurial role were clearly followed by physical and emotional stress. Role conflicts could lead to "psychological distress, poor health, decreased family and work satisfaction, and increased intention to leave the profession or business" (Waddell & Carr, 2007).

Lastly, significant negative correlation was found between the domains of quality of life and role irrelevance, role inadequacy, inter-role distance, role isolation, challenge stress, and resource inadequacy dimensions of entrepreneurial role stress. Conclusively, the interface of family and work had negative impacts on family life quality, and life satisfaction (Weigel et al., 1995). Among the significant variables influencing the quality of life, satisfaction with business role had the strongest effect (Greenhaus et al 2002). The findings of a study on „Working adolescents in Canadian family enterprises“ by Halyk (2012) indicated and discussed that the adolescents working in their family firms had a higher level of psychological well-being, developed their self-esteem to a higher level, and had better relationships with their parents.

Dasgupta (2010) in a study on IT professionals explored the relationship between psychosocial variables (quality of work life, work family role conflict and perceived happiness) and emotional intelligence of women employees. The findings indicated that better quality of worklife contributes toward greater perceived happiness. It also indicated that emotional intelligence tunes down the perception of role conflict and thereby helping the stress produced by it. Davis and Tagiuri (1989) in their empirical work drew conclusions that the quality of the father-son work relationship is affected by their life stages, they suggested that, the father should gradually relinquish some control to the son, while the sons should be given increasing responsibilities in the company. Dutta (1997) and Sharma and Rao (2000) discussed the father son relationship in India and found the following: (a) the relationship is usually formal and compromises are obligatory; (b) sons rarely openly pose a challenge to their fathers due to respect, formality and obedience and therefore (c) the relationship is more formalized and less spontaneous in India compared when to the west.

Therefore, the present study revealed that father-son has different forms of entrepreneurial stresses, and there is difference in quality of life from father to son as the son experienced higher satisfaction than the father. The study highlights the importance of understanding and communication among fathers and sons working in the same

business will improve the quality of life. It proposes that high functional capacity will lead to active participation in societal service and proper physical health environment will improve the quality of life of entrepreneurs. The study also revealed the difference of satisfaction level among fathers and sons. These findings illuminate the role of family business succession and communication among fathers and sons in enhancing the level of satisfaction in the present generation.

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