

Global Management Journal for Academic & Corporate (GMJAC) Studies
Fall 2022, Vol 12 No. 2, PP. 104-118
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Corporate Studies

Published by Bahria Business School, Bahria University Karachi Campus

Stakeholders' Development: A Paradigm Shift of Human Resource Development (HRD)

Erum Khan¹, Ajab Lashari² & Nawaz Iqbal³

Abstract

Development of a nation is dependent over the development of children, which is further dependent over their parents and schools. However, in developing countries like Pakistan, the focus in schools is on the curriculum taught. But the development of a mother is generally ignored. The dire need is to identify the dimensions of mothers' development and its institutionalization so that the development of children and nation can be done systematically in the long run. The purpose of the research is to explore the factors that influence mothers' development for further nurture of child and generation development. A qualitative methodology has been adopted to conduct the research. Thematic analysis and content analysis has been selected as a tool for exploring the factors. The factors explored through transcribed interviews are Language, Technology, Financial planning and control, Ethics, Decision making and critical thinking. The themes are, Mothers are the custodian of the entire family and children nurture, Mother's plays a pivotal role in children education and personality development, A Society can be generated by Mother's contribution as a mentor. It is concluded that the development of a child and generation depends upon the development of a mother based on the avenues (explored factors) where a mother needs to be developed in the modern world and particularly in a country like Pakistan.

Keywords: human resource management, human development, financial planning, computer literacy, moral values

¹PhD Scholar, Sindh Madressatul Islam University, Karachi, Pakistan.

² Lecturer, Sindh Madressatul Islam University, Karachi, Pakistan.

³Assistant Professor, Sindh Madressatul Islam University, Karachi, Pakistan.

1. Introduction and Background

Maternal education plays an important role in child's development. The point of this discussion is to analyze how maternal education and mothers development affects

on children development. In this research the data have been collected from different sources to discuss about this study. The different factors that may affect children development include adolescent pregnancy, working mother, educated (vs uneducated mothers), mother's physical and mental health

and mothers control over her child. Also, the inquiry about the development of those children who have single mothers (divorced, separated or widowed) is made (Parveen & Alam, 2008).

The study by Mei Elansary (Pediatric specialist at Boston medical) along with five other scholars speaks in favor about the maternal growth mindset. The mothers who have a maternal growth mindset, believes in making their children learn things by their own struggles and efforts where as another study is about maternal fixed mindset, these mothers believe that no matter how much she makes an effort to make her child learn the child will remain the same (Parveen & Alam, 2008).

The researches made previously showed that the maternal stress resulted negatively on the relationship between infants and his mother. Later when the child entered to adulthood stage it was seen that these issues were impacting the brain development as well.

Another survey was conducted which included 33 mothers having the children of 12 months. The mothers were inquired about their mind sets and stress levels, children's brain development was also observed simultaneously. The results were quite obvious, the mothers with high level stress and fixed mindsets showed slow brain development among the children while the mothers with growth mindset had children whose brain development wasn't affected. Another factor that is discussed in this

research is adolescent pregnancy. This is usually common in rural areas where there is lack of education. Considering an example, the survey was conducted among 24 countries. Africa found out to be the most affected country in this cause. Nearly one-fifth of the girl population gets pregnant in their teens. The adolescent pregnancy results in no maternal education. Also the young pregnancy affects the mental and physical health of the mother.

The most important factor that is discussed in this research is about the children whose mothers are working (Lenes, 2020). It is true that working mothers can contribute well in the development of their child because they are more professional and connected more towards the outside world, but leaving behind the new born children is not acceptable.

It is recommended to take a break from work for at least 3 months after the child is born, to recover from the postpartum period and to give proper time to the baby. According to a study by the institute for social and economic research, mothers who join work before the kid starts going to school, chances are that child may not perform well in reading and math test. The affects start from the childhood and continue until the adulthood stage. The other two professors at Essex University, John Ermisch and Francesconi clearly states that mothers who resume their work early their children face difficulty while progressing towards A-level. However, the same professors also say that father's

employment does not cause a child to suffer during the development stages.

Mother should analyze, why is she working? Is it because of meeting the ends for her family or is it the name and fame game? If it is for fulfilling the financial needs, working is acceptable but she should know how to save her time and energy for the children who are waiting for her back home (Lenes, 2020). While if it is because she doesn't want her to waste her talent, it is recommended that she should set her children as a priority and give them the attention they require. Career can wait.

1.2 Problem statement

Development of nation is dependent over development of children, which is further dependent over their parents and schools. However, in developing countries like Pakistan, the focus in schools is on the curriculum taught. But the development of mother is generally ignored (Rasheed et al., 2021)

The dire need is, to identify the dimensions of mothers' development and its institutionalization so that the development of children and nation can be done systematically in long run.

1.3 Justification of the Study

The schools and colleges data is full of many drop out students who caused wonders. It means, schools or institutions can play their

role in educating but the role of educated and trained mothers is very significant. The required attention and consistency can only be possible by a committed mother, which is rare in any other institution or part of the world. It means; both mother and institution play their role in children development.

Such children development is highly dependent on mothers' development and the dimension of mothers' development is a critical aspect and it has multi dimensions.

1.4 Significance of the study

Mothers' education and development plays a vital role in children development. Better educated and smart mothers train their children well not only in terms of education but will also teach them basic manners and social ethics (Lenes, 2020). The personality that a child will make later when in the adulthood stage will be the result of a mothers training.

1.5 Research Objective

To explore the avenues of mother development for children development at institutional level.

1.6 Research Questions

1. Do mothers know how their children need to be developed?
2. Do mothers realize; they also need to be developed to develop their children?
3. Do institutions/schools have any development program for mothers?

4. What avenues should be to develop for mothers?

2. Literature Review

The main focus of this research is to know the impacts of mother's development over their children. There are few factors that were reviewed in this chapter that affect children development. The purpose is to collect relevant data about children development through different researches and surveys and verify the results with the given statistics (Englund et al., 2004). The research also discusses about the flow of education and impacts on children during the past two years (pandemic). These times have been tough not only for the children but for the mothers as well.

2.1 Challenges parents especially mothers faced during the covid-19 pandemic

During this period (covid-19) most of the schools all over the world terminated the physical classes and started giving online lectures using the soft wares like zoom and google class room. Considering a research made in UAE, it was observed that mothers were held more responsible for their children education during these time than their fathers. It was mother's responsibility to keep a watch on children if they are engaging on their online classes properly or getting distracted. It has been a tough time because all the children in the house required their own personal gadget and a quiet room to

attend and concentrate on their classes respectively. In this research mothers from UAE were interviewed about the situation. Mothers showed concern about their mental health, poor time management and the negative effects on their own work. All of this is because mothers are looking towards the household chores as well (Romanowski, 2010).

Out of the 203 surveys that were conducted only 183 were chosen as they were complete. The survey was uploaded online hence parents from all over the world participated. Out of 183 people 101 people that makes 55% parents were UAE national and other 52 parents which makes 45% includes Arab origins, British, Australian, Greek, Turk, and American.

The interviews session was about 15-20 minutes long and consisted of open ended questions and answers. The main focus was to inquire about how mother caters to children education along with house hold responsibility during this time (Parenting, 2022).

By this research it was concluded, during all this situation mothers were equally suffering as children and it was getting difficult for the mothers to pay attention to the children whilst being able to manage the home as well. Last but not the least, it was recommended to institutions to offer therapy talking sessions to children and their parents to come out from all the stress and resume physical classes for children as per the previous routine so that their mind doesn't get any more affected by all the situation.

2.2 Parents role in children learning during Covid -19 pandemic – Nigeria

Just like other countries Nigeria also implemented the virtual learning system during the pandemic and this was the best time where parents especially mothers were tested. At this time, parents being parents were also playing the role of teachers. The purpose of this survey conducted in Nigeria was to inspect how parents have responded to this situation and how they have played their part during their children learning (Parenting, 2022). Due to pandemic the survey was conducted online. The main participants for this survey were the parents because they were the ones who were in direct contact with the children taking online classes. Parents from 30 states of Nigeria were interviewed. A total of 626 parents participated in the survey. Out of the total figure 519 parents had completed their academic degree (Erawati, 2016).

In this research the factors that influence parent's ability to contribute to their child's education are also shared.

1. Parental background. Their beliefs, insights and experience of their life.
2. How teachers involve parents in their children education.
3. Confidence of parents counts. How parents participate and encourage their children influences child development
4. The socio-economic status and their personal relations.

The research concludes that parent's involvement and help during the children learning help them achieve good grades in early childhood and also encourages them to do better with time. (Mapp & Handerson, 2002).

2.3 How mothers' education affects children development

It is clear that mothers' education has a long lasting impact on her children. One person who has been there with her child since day one is the mother. Through all the thick and thins and in between it's the mother who has always been seen standing firm with her child. There is no doubt that her education has a profound impact on her child's development.

A report states that mother education has a direct impact on children outcomes. It clearly shows how a child benefits in terms of economics and personal grooming from his mother's higher education – (The Foundation for Child Development)

Children growing in the families where mothers are educated usually have a good means of income and have this feeling of security financially. They do not have to worry about their higher education expenses. Children coming from college educated mothers tend to have good mathematics and English reading skills. These children are found to perform well in the high school phase where the studies become more tough and challenging. Children from uneducated mother also suffer from low birth weights which can

cause neurodevelopmental disabilities and result into poor child development.

Mother's education doesn't only impact children in terms of economics, academics and health in fact it is a long term impact beyond this. The three broad categories include human, social and cultural capital. - Journal of Marriage and Family (Erawati, 2016).

Human capital means how a mother coordinates with her child. Educated mother will interact with her child using good vocabulary comparatively. Young children have this habit of adopting words spoken in front of them (Romanowski, 2010). Mother is usually the one person who is in front of the child every day, therefore if the mother speaks and corresponds professionally in the house with other people the child will automatically adopt a good sense of vocabulary. Having a good vocabulary in young age leads to good results in academics later on.

College educated mother will develop a better sense of understanding in her child. She will not hesitate in helping her child with his homework nor will she require a tutor. She will be confident enough to do it all by herself.

2.4 Children development under working woman

A decade ago, traditionally it was seen, men were the only bread winners of the family and woman were considered to be caretaker but with time the perception of the society has changed. This intolerant behavior is very

common in country like Pakistan but across time the tables have turned upside down. Now the woman in herself has become strong and tends to be independent. She doesn't want to depend on someone else for her financial needs. It is also observed that workforce and economy and the development of country require equal contribution of women as men. This is the reason why the rate of females entering workforce in Pakistan has increased. (Qamar, 2022). But the society still perceives the same mind set and believes that woman working in work force may neglect her children which may result in under development of the child (Kassa et al., 2018).

Pakistan is the only country which has the lowest rate of women working in work force. However, the statistics shows an increase of 10.15 % from 1990 (13.2%) to 2017 (22.35%) (The World Bank, 2017). It is also witnessed; in Pakistan the employment of men is 3 to 4 times more likely than the employment of women and this is the basic cause of gender inequality.

The recent challenge includes corona virus pandemic where women were challenged big time, stress of managing work from home, stress of losing jobs, maintaining the work life balance and helping children with their online classes. (Kalsoom, 2021; Ali & Ullah, 2021, Horwood 2021).

This research concludes that working women should be supported by the family and society in order to contribute to child development optimally and to make her space in work place. When a working woman

becomes a mother she is already going through a lot of struggles in her work place. She required to take a break, don't know if the leaves are paid or unpaid depending on her workspace policies (Qamar, 2022).

A mother cannot easily take leadership position in her workspace because she cannot work after the work hours because she needs to go and take care of her kids at home (Petrie, 2006). If she's leaving her child to day care while she's at work she's bullied about being a bad mother just because she's working and not giving enough attention to her child. It is true that children who come from families where their mothers work full time may feel neglected and feel that they don't get enough attention.

They also suffer from low academic achievements but these are just the cons. Some parents also reported that the same children were independent and developed a sense of responsibility in an early age. One of the many advantages of a working mother upbringing a child is that she knows about what is going outside in the world and she can teach and train her child accordingly (Qamar, 2022)

3. Methodology

In this section the discussion will be about the methods that help us to achieve the objectives that are mentioned earlier (Introduction).

In this research, the researcher will have worked with exploratory research type

which means that the data collected is not very much explored and an in-depth study is needed to explore the given phenomenon (Raising Children, 2020). This research is based more towards the qualitative approach because most of the results will be driven through one to one interview. All these will include open ended questions and answers. The researcher will focus the results that will be obtained through interviews.

3.1 Thematic Analysis

Thematic analysis comes under the qualitative research techniques. By the name, it is quite clear that it emphasis on the theme, means that this approach helps to highlight the basic topic of entire research. This technique also depends on the research questions of the research. If the questions are open ended and may have subjective answers then this technique of qualitative research shall be used (Cherry, 2022).

Interviews are conducted from the mothers who have children from ages 3 to 16 years and from mothers who are single, divorced or widowed. Data was also gathered from teachers in school who could better observe and tell about how the mother's development was affecting the children. Mothers with a good educational background and mothers with no education at all will also be interviewed.

All the data that has been collected and analyzed through different researches requires a sample. A sample is a list of those

participants from whom the survey has been conducted. Since the surveys cannot be conducted from the entire population, it is required to have a sample (include small group of people) to draw valid conclusions. Several surveys were conducted and different researches were made which included different participants all together. The list of the participants is as below

1. Mothers with maternal growth mind sets vs mothers with maternal fixed mind sets.
2. Educated vs uneducated mothers.
3. Adolescent mother
4. Working mothers
5. Single mothers
6. Teachers who take care of newborns/infants/toddlers in daycares and schools.

In this research the purposive technique is used. Although, the participants were easily accessible for carrying out the surveys. Teachers volunteered to inform the parents about their observations towards children.

The data used in this research is collected from different sources. In-depth interviews would be conducted to reach out for the results. Mothers would be interviewed in order to see and observe the mindsets of how it is affecting their children and to analyze the children development who come from educated (vs uneducated mothers) background.

Research Method	Primary or Secondary	Qualitative or Quantitative	What is the purpose
Interviews	primary	Qualitative	To make the first hand observation in order to analyze the results
Literature review	Secondary	Either of the two	To extract the relevant data from latest researches that talks about your research objectives

Primary research: the data is collected by the researcher. Basically the first hand information that are made during the research is known as primary research. Secondary research: The data that has already been collected in the previous researches by other scholars or professors.

4. Data Analysis

Following are the main themes found after transcribing the interview and analysis.
 (i) Mothers are the custodian of entire family and children nurture (ii) Mother's plays a pivotal role in children education and personality development (iii) A Society can be

generated by Mother's contribution as a mentor.

4.1 Theme 1: Mothers are the custodian of entire family and children nurture

*"...A mother is a custodian of the home and being custodian, she is custodian of all tangible and intangible resources of the husband, parents, brothers and sisters of the husband, children, financial custodian and all other aspects..."*AFS_1

The main focus was to inquire about how mother caters to children education along with house hold responsibility during this time (Parenting, 2022).

"...A Mother should have a capacity to look at the financial matters of home so that the financial matters can be in good control and important is that how a mother can play a role in performing different role at home..." GH_4

Mothers showed concern about their mental health, poor time management and the negative effects on their own work. All of this is because mothers are looking towards the household chores as well (Romanowski, 2010).

A mother cannot easily take leadership position in her workspace because she can't work after the work hours because she needs to go and take care of her kids at home (Petrie, 2006).

4.2 Decision Making

"...Another important aspect, no matter we talk about individual or professional is decision making and we desperately need people or our upcoming generation must be good in decision making..." FS_7

One of the most crucial abilities for your children to master in order to grow into healthy and mature people is decision making. Making decisions is critical because the choices your children make determine the course of their lives (Taylor, 2009).

4.3 Critical Thinking

*"...Critical thinking is the factor which are important for a mother to be nurture that good generation can be developed "*AFS_1

Children engage in critical thinking when they use their prior knowledge and experience, as well as their problem-solving abilities, to perform tasks such as compare and contrast. Explain what's going on. Form opinions and evaluate ideas (Nilson et al., 2013).

4.3 Theme : 2 Mother's plays a pivotal role in children education and personality development

"...As far as most important years for child development a concern, the research

findings says that the first three years are important rather five years, three to five years let assume that they are important for 80 % of personality development and this is the time when generally children develop their personalities by observing their parents..."

ZM_3

Educated mother will interact with her child using good vocabulary comparatively. Young children have this habit of adopting words spoken in front of them (Romanowski, 2010). Mother's education doesn't only impact children in terms of economics, academics and health in fact it is a long-term impact beyond this. The three broad categories include human, social and cultural capital (Erawati, 2016).

"...I believe two things, one is companionship and second is a mother, who could be a good companion of a child, So what my perspective is what is important for growth for development of a child is companionship and a good mother who could be a good companion of a child and these things are important in order to develop a good sound personality..." KR_2

it was seen that 83% of the parents in Nigeria were actively supporting their children with learning education at home. While the rest of the parents were inquired about why they could not contribute their part during the virtual classes, some of them said that they do not know how to do it and some of them were either found too busy or were unable to afford online education. Parents who are not supporting their children with online classes

are the ones who do not have a good education background (Lenes, 2020).

It is therefore possible to use an exogenous source of variation that impacts maternal education – i.e., an instrument – to estimate the causal effect of maternal education on children's development (Gennetian et al., 2008).

4.4 Language

"...The most important aspect is language and when we say language this could be an international language like English, yes we speak our other language Some people speak Urdu, Some people speak Sindhi, Some people speak Punjabi, Memon and all these languages, But the common and international language where their child or children may work may survive is English as an international language which is acceptable not only in our country, but across the world..." HG_8

The learner's age has a significant influence on their capacity to master a new language. The earlier a youngster can start learning a new language, the faster and more thoroughly they can grasp talking, writing, and reading (Sloman, 2003).

4.5 Ethics

"...If you want our generation to be morally and ethically sound, so we have to develop these manners or ethical perspectives among the mothers, so that they can brought up their

children on the same grounds, ethical grounds, put manners and spirituality...”AM_9

Parents in Pakistan usually depend their child's development on school curriculum and mothers training is ignored. Rasheed et al. (2021) whereas the school curriculum may not teach them things like social ethics, personal grooming and self-awareness.

4.6 Theme: 3 A Society can be generated by Mother's contribution as a mentor

“...When you talk about factors behind mother's nurture for professional development of a child, first thing we need to understand that the development rather professional development of a child is based upon the development of a mother and a development of a child is basically the development of generation...” MH_5

Mothers with good education background will always have good social circle. She would always sit with people who have an equal education as her. Children sitting in such environment will always stay encouraged and determinant towards their studies (Raising Children, 2020).

“...So in case of a mother the role is important and the development role of a mother is important because this mother is going to develop not only a child but a generation...” AFS_1

Children and adolescents in Korea are prone to helplessness due to sociocultural factors, including extremely competitive learning

environments, academic stress, and parental pressures for academic achievement (Lee & Bong, 2013).

“...The language, technology, financial control and financial planning, manner like a ethical manners decision making and critical thinking are the factors which are important for a mother to be nurture that good generation can be developed...” PR_6

Many researchers suggest that Korean 'educational fever' and 'parent's attention to children's academic achievement' need to be considered in the scope of parents-children relationship and it should be understood from the social context (Jang & Lee, 2020).

4.7 Technology

“...Now this become part of the people must be oriented with the technology. So second most important avenue for the mother's

development and that leads towards professional development of a child is technology...”MR_10

When parents use and experience technology with their young children, it can help them learn, develop vital relationships, and model good behaviors and constructive ways to engage with people, play, and learn (Kaye, 2016).

4.8 Financial Planning and Control

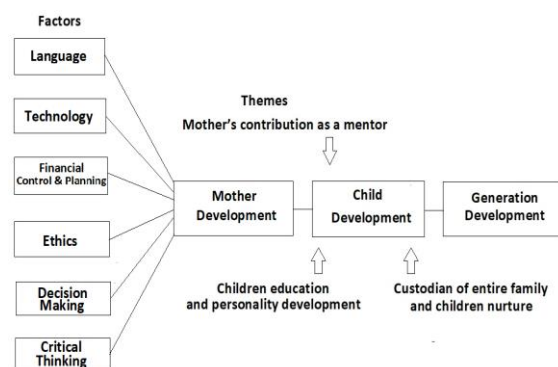
“...A Mother should have a capacity to look at the financial matters of home so that the financial matters can be in good control and

important is that how a mother can play a role in performing different role at home..."AFS_1.

Mother should analyze, why is she working? Is it because of meeting the ends for her family or is it the name and fame game? If it is for fulfilling the financial needs, working is acceptable but she should know how to save her time and energy for the children who are waiting for her back home (Lenes, 2020).

4.4 Theoretical Framework

Figure 1: Theoretical Framework



5. Discussion & Conclusion

Children who have been rewarded for making independent and autonomous attempts since childhood gradually internalize achievement, challenge, initiative, and self-compensation criteria (Jang & Lee, 2020). These experiences improve children's self-control and perceived competence, allowing them to take on difficulties in a variety of contexts. The effective motivation focuses on the impact of the environment on helplessness

and mastery-oriented reactions (Jang & Lee, 2020).

In this research we have discussed, the most pleasant thing for parents and particularly mother to Understanding how maternal education affects children's development has substantial policy implications, especially in low- and middle-income countries where schooling levels are lower and access to education is more difficult (e.g., due to school fees). Identifying education's "spillover" impacts on the next generation might inspire policymakers to invest in multisectoral policies that expand access to education and, as a result, promote favorable developmental trajectories for the next generation (Cuartas, 2021).

According to this research, development stages are always important. A Human Being passes through different stages of life and definitely most important stage of a men or a human being is the early childhood. It can be from one to three or five years. These are important but every stage of life is important and there is development at every stage.

Few research on the relationship between mother education and child development have used an exogenous source of maternal education variation that is unrelated to child development (Cuartas, 2021).

5.1 Conclusion

The engagement of a mother aids in extending the instruction beyond the classroom. This allows children to have a more positive learning experience and do

better in school. It also establishes their capability and confidence. The development of a child depends upon the development of a mother so what could be the avenues where a mother needs to be developed in modern world and particularly in a country like Pakistan. As per findings, these avenues could be the language, technology, financial control and financial planning, manner like an ethical manner, decision making and critical thinking are important for a mother to be nurtured that will make generation development possible.

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