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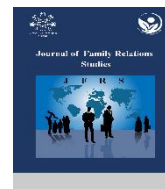
Research Paper

A Qualitative Investigation of the Upcoming Challenges to Working Nurse Mothers Choosing a Child Upbringing Method

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ABSTRACT

Objective: The present research aimed to determine the upcoming challenges to working nurse mothers using a qualitative method and Grounded Theory approach.

Methods: The study population of this research included all nurse mothers in Imam Reza Hospital in Bojnord city in 2018. 14 nurse mothers were chosen by purposeful sampling and the researcher conducted in-depth and semi-structured interviews with them. The data were analyzed using the qualitative method and Grounded Theory approach.

Results: The findings regarding the research question (What are the upcoming challenges to working nurse mothers in choosing   a child upbringing method?) suggested that the conditions governing any workplace, any family and any upbringing situation are among the general factors that are considered to be determining factors in choosing a child upbringing method.

Conclusion: It was eventually revealed that the factors related to family and work environments, which interfere with the nature of mother-child interactions, are among the upcoming challenges to working nurse mothers in choosing a child upbringing method.

1. Introduction

The phenomenon of employment had various changes in the past, and most of all, the human society modernization process has been emarged in employment; the increasing trend of women's employment in the society is one of the manifestations of the transition from traditional to modern society, the result of which is the rise of working married women (Dargahi et al., 2021). Therefore, the family institution and parents roles have also change. Compared to the past, women have more social activities and roles in meeting the economic needs of the family (Jowhi Park, 2000; quoted by Rohani & Aboutalebi, 2009).

Perpetual and frequent family and job demands lead to a phenomenon called "overload role " in working women. When the demands of a role are overwhelming to deal with easily, or when a single person is asked to undergo multiple roles, an "over-responsible" role emerges (Khanjani & Mahmoudzadeh, 2013).

On the other hand, mothers employment affects the family, especially the children, and this particularly affects their children's early years of life, since the mother has a more prominent role due to having the most emotional interactions with the child since birth.

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Therefore, women's tendency to work is one of the factors that most affect the family environment and especially the children's experiences, both in a positive and negative way, and it has caused mothers to not be able to spend the whole time with their children as they used to in the past. Considering nowadays life in the machine age and the change in women's role in society and their greater participation in society, mothers are facing many challenges in nurturing and parenting (Aflatoonian et al., 2014).

Regarding the importance of proper nurturing, merely it is enough to mention that parents' maltreatment and improper upbringing styles are one of the significant factors for children's emotional, behavioral and social disorders. Generally, it is assumed that inappropriate parenting methods leaves direct effects on children's emotional, behavioral and social disorders (Hatamnezhad et al., 2013). Considering the important role of child-rearing styles (nurturing patterns) in the children's overall developmental dimentions and the impact of parents' jobs in child-rearing styles application, the discussion of women's employment as the children's primiraly caretaker is crucial. Meantime, medical centers may cause numberous issues for partents in their child-rearing tasks due to specific job requirments including rotary shifts and long working hours (Abbasi et al., 2015). Nurses are the majority of providers in the health care system, which is considered a problematic profession and run by shifts. The National Association of Safety Professionals has listed nursing as top of the top 40 stress-related jobs and claims that nursing is the most stressful job among healthcare occupations (Wang & Liesveld, 2015). On the other hand, in addition to being extremely busy, nurses should also be responsible for their children, strive to nurture them and prepare them for future life; in fact, they should be able to fulfull the mothering role as well.

Several studies have also suggested that mothers' full-time employment reduces the family's mental health conditions. Nurse mothers often send their children to kindergartens due to their busy schedules and lack of time. In addition to the positive effects of kindergartens, the behavioral problems of children going to kindergartens are higher than those who do not (Ferdosi, 2010). The results of research in other countries also indicate that the mothers' employment indirectly affects the behavior and growth of children through parenting styles and nurturing attitudes (Johari Talib & Mamat, 2011). In another research, it was revealed that working hours, work schedule, job demands, and the type of job play an important role in working mothers choosing upbringing style.When

working women return home after long hours working outside, they must also fulfill the duties related to the role of being a wife and a mother. Compared to men, women are more responsible for caretaking and housework, therefore, such overloaded tasks cause psychological and physical tension, exhaustion, loneliness and isolation, and confliction and constant struggle to make a balance for being a mother, a wife and working outside (Reddy et al., 2010). Of course, all the researches did not came up with negative results about the effects of employed mothers, for example, the results of Hapusala & Puklas' study (1999) quoted by Khanjani and Mahmoodzadeh (2013) showed that working mothers are expecting more social opportunities for their children and care about their children's thinking and insight, especially purposive and creative thinking.

It should be mentioned that technological advances and rapid social changes, and on the other hand, the need to raise thoughtful children who are able to face the unpredictable world, doubles the importance of studyining the mothers challenges related to the upbringing and nurturing children. Since in Iran, the number of full-time working mothers is increasing everyday, and according to what was mentioned and also elaborated in the research, various research have studied and investigated the effect of mother's employment on children. However, limited research can be found on the upcoming challenges to working mothers choosing upbringing style, especially in stressful jobs such as nursing. Also, no research that directly addresses these challenges in nurse mothers cannot be found. According to what disscussed above, the present study was qualitatively conducted to examine the upcoming challenges to nurse mothers choosing upbringing method .Therefore, in this research, we were looking to answer this question that what were the upcoming challenges to working nurse mothers choosing upbringing method?

2. Materials and Methods

The present study was conducted using a qualitative method and the grounded theory (grand theory) approach. The statistical population of this research included all nurse mothers in Imam Reza Hospital in Bojnord city in 2018. Inclusion criteria included the nurse mothers who were working at least one shift in the hospital as official staffs and were interested to participate in the research. The research was conducted by purposeful sampling and semi-structured interviews. The researcher reached saturated information after interviewing 10 nurse mother, but in

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order to be assured, continued the interview up to 14 of them.

In each interview, the researcher initiated the interview after introducing himself, naming the objectives of the research, emphasizing the confidentiality principle, and building rapport without giving any particular direction to the interviewees' statements. The interviews were conducted based on open and general questions that were designed in advance. At this point, interviews were conducted once with each research participant. Each interview took approximately about 25 to 35 minutes and the researcher continued and terminated interviews considering the general framework of the interview, reflecting the content and feelings of the participants. Under consent of all interviewees, their statements were recorded, each separately recorded interview transcripted by the researcher on paper and then the obtained data were analyzed. Key points in participants statements were extracted based on the checking their answers and were catagorized in open coding, then by continuously comparing the codes with each other, they were classified into sub-subject categories and classes based on similar

components, commonality and congruence among the categories. At this point, the relationships between the core classes were outlined by using axial coding. Upon reaching data saturation, all categories and classes were integrated and combined using the selected code.

3. Results

In the present study, the questions were answered by using interviews, understanding and experiences of the participants were investigated. The logic and method for the findings demonstrations are based on the general pattern of research conducted in the grounded theory. The research findings were presented in two parts: the first part included the research descriptive data and the second part presented the research findings and qualitative data. First, descriptive data including the demography of the participants were presented in a table, and then the research findings were presented. To demonstrate the research findings, tables of statements and concepts, open, axial coding, and selective coding related to the data obtained from the interviewees' answers were first presented.

Table 1. demography of the participants

Work experience	Number of children	Education	Age	No.
16	3	Bachelor	42	1
6	1	Bachelor	31	2
5	4	Bachelor	30	3
23	3	Bachelor	53	4
18	1	Bachelor	46	5
15	1	Bachelor	43	6
21	3	Bachelor	54	7
14	2	Bachelor	40	8
8	1	Master of Science	31	9
22	2	Bachelor	55	10
19	1	Bachelor	49	11
3	1	M.S student	28	12
22	4	Diploma	57	13
13	2	Bachelor	40	14

Altogether, 14 nurse mothers participated in the present study, who were 30 to 57 years old; Most of the sample had a bachelor's degree, at least one child, and at least 3 years of work experience.

After conducting interviews with nurse mothers, the challenges which nurse mothers face in adopting a child-rearing style were coded and the findings were reported in at the following.

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Table 2. Upcoming challenges to working nurse mothers choosing a child upbringing method

Selective codes	Axial codes	Open codes	Components and statements
Factors related to the work and family that disrupt the nature of mother-child interactions in the context of choosing upbringing methods	Workplace invironment	rotary shifts and long working hours	-Mandatory shifts are being set for me, against my will, as overtime, and this makes me unable to be with my child on that time. - I lose the important times when I should be with my child. -Me and my husband are trying to raise our children for the best, but our work hours does not allow us to be together all the time, because raising children together is definitely more effective.
		Carrying work stress home	- Our work hours won't allow us to have enough time to breastfeed our baby and it is not possible for us to be with the infant to breastfeed him on time and calm him down when he is restless. - Being a nurse has made me spend lots of time for housework when I'm home, so I don't have enough time for my child. - Our work environment is too stressful and I'm already too nervous , and I carry the stress home with me. - To me, a successful mother is who can avoid carrying this stress home, and I did my best but it's really hard and I can't help it. -Beside the stress, tension and work pressure affects our function in everything.
Factors related to the work and family that disrupt the nature of mother-child interactions in the context of choosing upbringing methods	Workplace invironment	Stressful work environment	-Because at work, we are dealing with people who are not mentally and physically well , and we might experience stress, agitation and negative emotions which interfere our relationship with family and raising our kids; it's such a huge challenge for taking care of our children. -We are under so much pressure coming from the head nurse and struggle with colleagues all the time. - Our managers put pressure on us instead of encouraging us and that raise the tension.
		Lack of comfort at workplace	- There have been times that I have taken my daughter with me to work, which caused an argument with my husband; even my colleagues are not comfortable with it and it makes me feel uneasy. -I don't feel fine at work and it consumes me. - A dull and structured atmosphere makes me uncomfortable.
		Lack of nurse workforce	-The other thing that keeps me from spending enough time with my child is the lack of workforce in this job that obligates me to take extra shifts; this is difficult for me as a mother.
		No maternity leave from the hospital	-the hardship for a nurse mother starts from pregnancy, when she has to stay for the night shifts and this causes so much trouble for a baby who needs her mother presence to get some rest, and makes her cry like crazy. Hospital won't get along with this. - I have to beg the head nurse to take my son to school.
Factors related to the work and family that disrupt the nature of mother-child interactions in the context of choosing upbringing methods	Family environment	An decrease in mental health conditions due to full-time employment	- We are working 24/7 at the hospital. We get overwhelmed and we can't spent desirable time we want with our kids. - Once I had a little physical issue, it was a pain and I was putting it off to go and see a doctor. I thought I need to take care of this or that for the sake of the kids and then my condition got serious. I realized I was negligent to myself. Now my kids are upset why I was so preoccupied with my jog that I forgot to take of my health and now I got to be on so much pain.
		Motherhood role displacement	-My mother-in-law takes care of my son when I'm not home. I really appreciate that. -The baby sitter does the housework and my child's upbringing. - Now my poor mother has to baby sit. I leave my child everyday to her house, till noon, that I go and get her …. My mother says my kid is too young to go to the kindergarten, and she has too much trouble with the housework, visiting guests and her sickness. It doesn't make sense. I mean it's time for her to get some rest, she has grown up children for God's sake.
		Being away from the family	-Being a nurse means that we are deprived from so many pleasures most women experience with family. - I myself, would love to raise my kid the best possible way. I always picture a nice future for her but my work doesn't allow me to raise her well.
		\Separation anxiety	- Say, my kid needs me caressing her at 7 A.M when she's sleeping, but I have to leave her to the babysitter, or a relative, like her granny or kindergarten.

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Main category	Subcategory	Code	Quotes
Factors related to the work and family that disrupt the nature of mother-child interactions in the context of choosing upbringing methods	Family environment	Negative thoughts on child's safety	-Although my mother and my sister are responsible for taking care of my child, I'm constantly worried about his safety. -Since I'm not home a lot of times, and so does my husband, I have to take my children to acquaintance and I'm worried all the time about their safety, or what if they are being mistreated or even sexually assulted. -My daughter's kindergarten teacher spends more times than I do with her, and I'm worried about how she treats my daughter.
		Upbringing dichotomy	-When I leave my daughter to her grandmother, she raise my child as she want, like how they used to raise kids 30 years ago, which is not close to my ideals, even a bit.
		Emotional distance between child and mother	- I stay the night shifts most of the times and when I come home early morning, I fall sleep, because I'm tired. And this the time when kids get up, they are highly energetic while I'm sleep and that makes us not to get along very well. - Because of my job, being a nurse I mean, I send my little child to her aunt and grandmother, she gradually gets attached to them so that she knows one of them as her mother, and stays away from me, her mother, and she doesn't like to be with me.
		Leniency in upbeinging	- I barely see my son and when I go home I have to make it up for my absence and do whatever he wants and that blows my mind. I'm easy about my child's desires. We let him to be free at home. His father tells me that he has gotten difficult only because you let him.
	Family environmen	Inappropriate treatment with the child	- Patients make me feel irritable and nasty and that makes me to lose my temper with my child.
		Disrupted interactions with the child	- Sometimes I beat him up badly and five minutes late, I feel guilty and I go and pet her. -It's up to my neck. He makes so much trouble. I gotta threat him everyday.
		Over- responsibility	- I took responsibility for the family and doing the chores. I gave some work to others. Maybe if I let other family members do the chores as well and I don't bear it all myself, the pressure may goes away and I would have more time to spend with my child. - At first, after my maternity leave, I tried to breastfeed the baby very well, but I remember there were times when that little baby fell sleep or was sucking very slowly and I was in hurry to get on time. I used to cry as I was watching her and cursed myself. I wish I had enough time so she could be fully fed as slowly as she liked. - My daughter once told her aunt that I feel for my mom, she's very useful. She makes dinner, washes the dishes and do the chores despite her exhaustion.
		Guilt	- I was at work that morning when my mother-in-law called to tell me that my daughter has fever, and she nags and cries. This moved me. I was pissed off. I was anxious and I couldn't stop feeling guilty. I told myself that I have to be with my child now, she is crying, she is uneasy. - I have a two-year-old kid that makes me obsessed at work and sometimes I blame myself for not being with her.
		Low motherhood self-efficiency	- I wasn't a good mother for none of my children, you know, I mean I was supporting them financially but I didn't have time for being with them.
		Lack of mutual understanding	- Problems at home and my husband's poor understading can affect. - They expect me to work, to cook and do the chores and this is so much for me and my husband don't understand it.
Factors related to the work and family that disrupt the nature of mother-child interactions in the context of choosing	Upbringing general conditions	Family poverty	- My husband's income isn't good, he's always broke. He works hard, he has so much on his mind. - I didn't sign up for staying nights here, I have to work and make a living for my children. - My husband and I both are working but we can't meet the needs with all these expenses.
		Parents' insufficient jobs	- My husband works as a taxi driver at nights after his day job. - My husband can't put some food on the table with his job he has.
		Children's aggression and incompatibility	-My son fights with his friends at school and his teacher tells me to spend more time with him. -He is too stubborn. When he gets mad, he hits himself on the he and curses. -She is making drama everyday. She grabs our faces. She doesn't like to go anywhere with us.

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According to the table above, the analysis of the data obtained from the interview in the context of the upcoming challenges to working nurse mothers choosing a child upbringing method led to the identification of 23 open codes (rotary shifts and long working hours, carrying work stress home, stressful work environment, lack of comfort at workplace, lack of nursing workforce, no maternity leave from the hospital, an decrease in mental health conditions due to full-time employment, motherhood role displacement, being away from the family, separation anxiety, negative thoughts on child's safety, upbringing dichotomy, emotional distance between child and mother, flexibility in upbringing, inappropriate treatment with the child, disrupted interactions with the child, over- responsibility, guilt, low motherhood self-efficiency, lack of mutual understanding, family poverty, parents' insufficient jobs, children's aggression and adapting issues). Then, after integrating the obtained data, it was categorized into 3 main themes or codes (workplace environment, family environment, upbringing general conditions). In general, the findings suggested that the factors related to the workplace environment and the family, which disrupt the nature of mother-child interactions in the context of choosing a child upbringing method, are among the upcoming challenges for working nurse mothers.
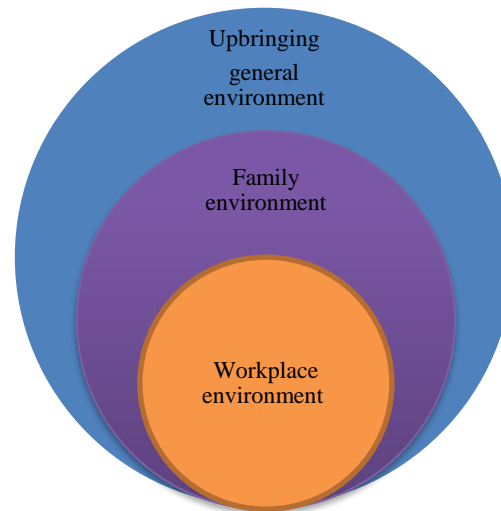
Figure 1. Upcoming Challenges to Working Nurse Mothers Choosing a Child Upbringing Method

4. Discussion and Conclusion

In this research, using a qualitative method approach, upcoming challenges to working nurse mothers choosing a child upbringing method were investigated, and according to the findings, it was determined that these challenges fall into three general categories (workplace environment, family environment and upbringing general conditions), which finally revealed that the factors related to the workplace environment and the family that disturb the nature of mother-child interactions in upbringing are among the challenges working nurse mothers face for child-rearing. According to the findings, one of the upcoming challenges to working nurse mothers choosing a child upbringing method is long rotary shifts and long working hours. This is in line with Bianchi's research (2000), who emphasized that working women minimize the incompatibility between work and life by making changes in their jobs, such as working part-time, actually maintain their control over the their child's life. Also, Kavosi et al. (2017) conducted a research with the aim of determining the effect of shifts on the health problems and the risk factors that cause these problems in nurses working in Shiraz educational hospitals, and the results showed that the highest prevalence of problems caused by shifts was related to the individual, family and social life disturbance, which is consistent with the results of the present study.

Carrying workplace stress to home is one the current research result as upcoming challenges to working nurse mothers choosing a child upbringing method. Anderson and West (Nicpeyma & Gholamnejad, 2010), mentioned that the existence of peace of mind in the workplace environment and organizational supports from colleagues have all-round effects on work and personal life, background changes, motivation and attitudes of nurse staff, which is consistent with the results of the present study. In explaining this finding, it can be said that good

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communication in the workplace environment creates a reassuring relationship with colleagues, has a positive effect on the daily performance of employess, reduces their stress at work and personal life, and as a result, the employees' children also will benefit this organizational relationship.

According to the present study's findings, it was found that the stressful and agitatated workplace environment is one of the the upcoming challenges to working nurse mothers choosing a child upbringing method. Dargahi et al. (2017) examined the relationship between work and family conflicts and the stress experienced by working people. The results of their study showed that the stress experienced by working people is directly related to their family conflicts, which is consistent with the results of the present study. In line with Bedeiean et al.'s (1998) research, cited by Eftakhar & Bavi (2013), that showed life satisfaction decreases as vocational stress increase. Today, vocational stress is seen in every job and has caused many problems for individuals and organizations. Long-term exposure to these stresses leads to psychological complications, known as job burnout. Job burnout is defined as symptoms of emotional exhaustion and withdrawal, and affects individuals who deal with a lot of people in their jobs (Rezaiee Ahvanuiee et al., 2018). In explaining this finding, it can be said that nurses experience huge amount of stress at work due to the patients death, poor communication with colleagues, the unpredictable nature of their job, unstable shifts, lack of psychological support and ambiguity in their authority, which affect their personal lives and, consequently, their child upbringing and parenting.

Disrupted interactions with children and inappropriate treatments are other factors that affect working nurse mothers choosing child-rearing method. Karzareh et al. (2015) conducted a research titled 'family functioning examination and the role of mothers' parenting styles in predicting behavioral problems'. The results of the research showed that inappropriate functions of family and parents and ineffective communication patterns as well as permissive parenting style predict behavioral problems in children, which is consistent with the results of the present study. The way parents communicate with children is considered to be the most powerful factor affecting family interaction patterns, especially in the periods of children's lives when the basic psychological development go through. Research on children's psychological injuries shows that many families use unfavorable child-rearing methods that create fear, lack of trust, feelings of dissatisfaction,

pessimism and anxiety in their children (Alizadeh & Andries, 2002). Parents with low confident and unstable in their communication, are not consensus how to raise their children and adopt parenting patterns based on rejection, extreme support with indulgence or dominance, double discipline, lax moral standards, unreasonable perfectionism, rage and emotional instability, cause neurotic behaviors in children and make them emotionally needy and fail to develop trust and security which is the foundation of a healthy emotional development (McCarty et al., 2004). In explaining this finding, the basic assumption of psychoanalytical and psychological approaches must be mentioned , which recognize the early years of a child's life and the family's communication type as the most important factor in the personality formation. The family can be both a basis for growth and a cause of damage and illness for its members, and if it cannot play its essential role in providing a healthy and suitable environment, it may lead to countless damages. Many studies suggest that adolescents who have acquired their childhood experiences in an unfavorable family environments have shown behavioral and social abnormalities in their later stages of development.

Another result of the current research is flexibility in upbringing by working nurse mothers as a challenge in parenting. This finding is in line with Alhani & Vanaki (2020) research titled 'Explaining Nurses' Experiences of Work-Family Conflict and Children's Rights Fulfilling'.

One of their significant findings was the nurse parents negligence in fulfilling their children's needs which led to aggressive behavior and ignoring their emotional needs in psychological dimensions and neglecting the needs to sleep, rest, security, playing and fun in physical dimensions; based on participants experience, the main reasons were strict work hours, holidays and rotary shifts. Therefore, in explaining this finding, it can be said that the choosing a permissive child-rearing method in working nurses might be because of various reasons such as work difficulties, heavy workload, long working hours and the rotary shifts. This parenting styles might cause issues in children's development in future which not only affects the family function, but also the society. Providing proper child-rearing educations is recommended in order to improve these mothers function at family and work. Decreasing mental and physical health conditions as a result of full-time employment of mothers is another upcoming challenges working nurse mothers choosing a child upbringing method (Khanjani & Mahmoudzadeh, 2013).

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Therefore, about current finding explanation, it can be said that mothers neglect their physical and mental needs, including health-related needs, due to lack of time or prioritizing work demands, as well as the presence of stress and unpleasant experiences caused by playing mother and vocational roles at the same time. This led to conflicts that caused preoccupations and internal struggle, decreased energy, physical and mental exhaustion for these mothers over time. As a result of these pressures and the decrease in physical and mental health, mothers do not have enough time to take care of their children.

Another finding of this research was the over-responsibility of upcoming challenges to working nurse mothers in choosing a child upbringing method. A study by Maghsoodi & Bostan (2004) which examined the problems caused by the simultaneous domestic and social roles of working women in Kerman state, reported that 46% of women stated that they are responsible for taking care of childcare, 55% Women working 7 to 9 hours a day and 90% of women had problems in cleaning and establishing order at home, which is in line with the findings of the present study (Maghsoodi & Bostan, 2004). When a woman works outside home, gender and traditional division of labor changes and leads to an additional role. In other words, employment as an additional role has created more obligations and responsibilities for women (Haddadi et al., 2011); because they are forced to take household duties and work (Sheikhi, 2006). As we all know, when a person has a social status, he/she faces a series of interconnected roles that are recognized as necessary, which makes him/her face a network of expectations simultaneously. Considering this issue, working women, who in most cases have three roles of wife, mother, and an employee at the same time, face different role expectations that they must be able to meet them all; it is possible that in order to meet one role requirements, put aside other role's requirements. Since in our society, Iran, the most important role of a woman is her role as a mother, it is expected of her to spend most of her times with her family and raise her children. This finding is consistent with 'Tension role' theory. Based on this theory, the management of multiple roles and responsibilities is difficult when people are competing for limited time, physical energy and psychological forces. In other words, when the pressures in one role are incompatible with another role, role conflict will be experienced (Katz & Kahn, 1978). The effects of excessive work and lack of proper balance between work time and personal and family life, put many people's family and life quality at serious risk. Many people believe that this has not only caused them to not feel sufficiently joyous at work and not enjoy their work, but also affected their interpersonal and marital relationships. Today, conflicts between the demands of work and family are considered as an unavoidable problem in organizations and families. Globalization and organizations increasing demands and meed for productivity have loaded personnel's responsibilities of and this means creating conflicts in family responsibilities as well. This issue, in turn, causes psychological pressures in people's lives, and endangers their health (Berger et al., 2008). Another finding in current research is separation anxiety, which occurs as a result of the mother's employment and being away from her child. This finding is in line with Clark and Ladd's (Orgilés et al., 2018) findings in which permissive parenting style increases the risk of separation anxiety in children. In explaining this finding, it can be stated that mother's carelessness and lack of support increases the vulnerability and risks in the child, and as a result, levels up the probability of separation anxiety from the loved one.

Another finding of this research is the guilt and remorse that working mothers feel as a result of not taking care of their children. Braunstein-Bercovitz et al. (2012) showed that working mothers feel that they have not been good mothers as they should. They are always worried and the anxiety caused by not being with their children leads to guilt. It can be said that guilt is the most prevalent negative feeling among mothers with young children, along with anxiety, worry and self-blame. These results are consistent with the findings of the present study. Therefore, in explaining this finding, it can be said that the guilt that some mothers experience in role conflictions or motherhood short comings makes them feel negative emotions such as hatred, pang of conscience, and self-blame.

Among the other challenges are the low economic status, poverty, family deprivation, and aggressiveness and incompatibility of the children. This finding is consistent with Conger et al.(1992) results Conger et al found that difficult economic conditions causes emotional distress for parents. These negative emotional states directly affect the parents capacity to educate and communicate their children and ultimately lead to adjustment problems such as anti-social behavior, aggression, depression, hostility and loneliness. Jackson et al. (2008) also concluded in a study that increasing mothers' wealth reduces depression symptoms and improves parenting.

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Therefore, various factors such as income and wealth, job satisfaction, education, and mental health affect working mothers' parenting style (Karimi & Salehi, 2017) According to some studies, the supervisory role of a working mother (especially mothers who are out of the house for long hours during the day) on various aspects of a child's life is hugely lower compared to non-working mothers, and due to this lower supervision, there is less possibility of behavioral problems and the difference in parenting styles increases (Kalil & Dunifon, 2007).

Since the child is a vulnerable being and is not able to take care of himself/herself, the parents support and protection from birth to after childhood is necessary for child' survival. Parents are the influencing factors on their children's lives and throughout the history, they have been responsible for children's education, discipline and management. Considering the parents' significant role in child-rearing style and the influencing factors such as their job in applying educational methods, the issue of working women is considered one of the most important discussions. Since the entry of women into the labor market, the question has always been raised whether women having a job outside the home are able to behave their children as good as housewives (or in other words always present) in a way that their children will not experience any psychological damage? Based on this, the aim of the present study is to qualitatively investigate the upcoming challenges to working nurse mothers choosing upbringing method. Based on the information obtained from the interviews conducted with nurse working mothers participating in the current research, it seems that these challenges include 23 general themes and 3 main themes including workplace environment, family environment and the upbringing general conditions. It was eventually revealed that the factors pertinent to family and work environments, which interfere with the nature of mother-child interactions, are among the upcoming challenges to working nurse mothers in choosing a child upbringing method.

Every research faces some limitations. Since the sampling included working nurse mothers in Imam Reza hospital in Bojnourd city, it cannot be generalized to other hospitals, occupations, and cities. It is impossible in qualitative research to omit the interviewer's bias and control the researcher's conclusion validity and the interviewee's honesty. Therefore, the results must be considered cautiously. According to the results of the present study, it is suggested that such a study be conducted on working mothers in other organizations so the generality of the results would be discussed more accurately. It is suggested that further studies survey the nurturing methods in housekeeping mothers and compare the results with this study. Considering the sensitive nature of the early developmental years of the children, it is suggested to some facilities be provided so that mothers could able spend the first two years- a vital period- taking care of their children. It is also suggested to instruct working mothers on nurturing methods and prepare them to compensate for their physical absence; these mothers can spend enough time with their children at home and care for their psychological needs. In the end, it is suggested to provide coordinated measures to take place in order to modify working hours for mothers at the hospitals.

5. Ethical Considerations

Compliance with ethical guidelines
Compliance with ethical guidelines in designing and compiling this research, ethical principles have been considered. The purpose of the research was explained to the participants and the information was received confidentially and used only for research purposes.

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Authors' contributions
All authors have contributed in conducting this study.

Conflicts of interest
The authors declared no conflict of interest.

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