

A Diagnostic Study on Women Employee Hardships

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Abstract :- Women play an important role in the economic development of a country. She encounters many challenges in managing her family and career. Women have to work under great constraints. The recent phenomena is that upcoming of middle class women as working , but the society has mostly remained a traditional one, leading to the women facing many problems. So, an attempt has been made to find out the various hardships encountered by women and examine the relationship between the personal characteristics and their perception on factors contributing to difficulties as well as to find out the least severe problem. Even today, there is sexual discrimination which impacts the life of working women to a large extent. The legislative measures and the organization mechanism already in place are either inadequate or not enforced effectively. Women need to empower themselves to face the problems.

Keyword:- working women, hardship.

I. INTRODUCTION

The nature of work is changing at whirlwind speed now more than ever before due to rapid socio-cultural changes, ecological changes, certain psychological factors, life styles etc. The story of economic development is associated with a country's labour force. Experiences of developed countries suggest that the role of women has become an important part of their economic growth. Women play a vital role in managing family and career with great amount of efforts. Working women in whatever fields, encounter the common challenge.

Traditionally, Indian Woman's position in all societies has been one of general subordination to men. The attitude of society towards her and constraints in which she has to live and work are not conducive. The UNO in 1948 opened the doors of freedom to woman all over the world by recognizing equality as a fundamental human right irrespective of sex, race etc. As a result, the woman of today is striving to bridge up the centuries-old gap between the man's and the so-called woman's sphere of work. Women employees today are increasing staffing our offices and the problem they face today are inevitable.

II. STATEMENT OF THE PROBLEM IN GENERAL

Since time immemorial, women have been discriminated against in every aspect of life. They have been portrayed as soft, fragile, indecisive and confined to home characters. There has been suppression from different segments. Having come from such as background, when women enter the corporate world, they face unrelating challenges. Even though recent history has proved that women are progressing, it has been only at a slow pace.

After independence, women in India in general, have been playing a significant role in all walks of life including social organizations and administration. The average annual growth rate of economically active women population during 1970-90 was just 1.2%. At present they constitute around 30% of the total economically active population.

Women have to work under great constraints. They have to play a dual productive economic role as unpaid labourer at home and paid workers in the fields, factories or offices. Moreover, they have to spend between 4 to 5 years in the child bearing and child rearing process.

However, due to the growth of industrialization, urbanization, education and democratic system in the country, the tradition – bound Indian society is now undergoing a change and women are now seeking gainful employment in several fields.

The emergence of middle class women as working is a recent phenomena, however the society has mostly remained a traditional one, leading to the women facing many problems. The atmosphere in the place of work, attitudes of the fellow workers and the authority, age of the women, kind of work, timings of work, distance of work place from the house etc are important factors in the lives of working women.

Women also have to cope with sexual harassment in the work place. Often the big bosses demand sexual favours in return for a hike or promotion and not to forget male colleagues, who make sexually explicit remarks. Most countries don't have proper laws to tackle these situations, which causes the menace to grow even further. The problems of working women are multi-dimensional and differ from woman to woman.

Therefore, an attempt is made to study the major employee hardships.

III. OBJECTIVES

- To list out the various hardships encountered by women.
- To examine the relationship between the personal characteristics and their perception on factors contributing to difficulties.
- To find out the least severe problem

IV. LIMITATIONS

- The sample collected for study was confined to a particular location in metropolitan area.
- The sample size is 150 out of which total response was only from 136 respondents.
- The respondents belong to different occupations.
- The response was collected using a specific period of two months only.
- The study being part of Behavioural Science, human behavior is always subject to change. Hence findings of the study cannot be generalized to all individuals.

V. METHODOLOGY

A. Research Method

This is an empirical study with multitude of dimensions and multiple objectives to examine women employee hardships, the degree of impact contributed by variety of causes and some of the coping strategies which the subjects in general resort to.

B. Sample

Random and convenience sampling technique was adopted to select the respondents. The sample taken for study consisted of 150 women employees working in different types of establishments located in and around Egmore, Chennai. The sample also consisted of persons belonging to different age, educational qualification, monthly income, marital status, occupation and family groups.

C. Sources of Data

Primary data was collected through a formal questionnaire administered to the respondents to identify the impact of each one of the factors causing difficulties. Reliance was also placed on the secondary data made available on the subject and also the research of similar studies conducted in the same area.

D. Frame work of Analysis

The primary objective of the study was to understand the various hardships experience by the women employees in the order of severity and remedial measures which they normally undertake. A questionnaire consisting of twenty five statements were presented to the respondents for indicating their perceptions on a five point scale.

E. Tools of analysis

F. Hypothesis

The hardship faced by the women employees do not vary depending upon their age, educational qualification, income, marital status, occupation and type of family.

VI. REVIEW OF LITERATURE

Webb 1991: Reveals that the stereotypic notion of regarding women as lacking the abilities and personality traits required of managers is widely held and has contributed much to the lack of progress in this area of employment.

Macleoad – Gallinger 1992: reported discrepancies in labour force, occupation and earnings out comes between men and women in a follow-up survey of 4,900 deaf high school graduate respondents to annual follow up surveys. When deaf women earned less than a bachelor’s degree, they experience high under employment and unemployment relative to deaf men and their hearing peers 69.

Heilman 1994: Preferential selection had a negative impact on self evaluations only when women were not provided with any information about their abilities. When preferential selection was accompanied with positive information about abilities, negative effects were eliminated. For men, however, preferential selection did not result in negative self-views regardless of whether positive information about their abilities was provided.

Analysis and Interpretation

Table -I . Correlation Analysis –Age

S.No	Factors	Correlation Co-efficient
1.	Willingness to work hard	.0018
2.	Passion for work	0.09
3.	Proper planning	0.01
4.	Sociable nature	0.016
5.	Sexual discrimination	0.07
6.	Personal problems	-0.05
7.	Attention to dependents	0.04
8.	Conducive work environment	0.02

The values in the above table give a picture that age does not seem to have much significant positive or negative relationship with any one of the above factors.

Table -II . Correlation Analysis-Marital status

S.No	Factors	Correlation Co-efficient
1.	Willingness to work hard	0.11
2.	Passion for work	0.12
3.	Proper planning	0.11
4.	Sociable nature	0.22
5.	Sexual discrimination	0.03
6.	Personal problems	-0.09
7.	Attention to dependents	0.05
8.	Conducive work environment	-0.02

The values in the above table indicate a slight positive association with the first four factors taken up for this analysis.

Table -III . Correlation Analysis-Educational Qualification

S.No	Factors	Correlation Co-efficient
1.	Willingness to work hard	0.07
2.	Passion for work	-0.18
3.	Proper planning	-0.11
4.	Sociable nature	0.00
5.	Sexual discrimination	0.01
6.	Personal problems	0.09
7.	Attention to dependents	-0.05
8.	Conducive work environment	-0.07

The results of the analysis indicate that there exists a somewhat a negative relationship with passion for work and sociable nature.

Table -IV. Correlation Analysis-Occupation

S.No	Factors	Correlation Co-efficient
1.	Willingness to work hard	-0.04
2.	Passion for work	0.04
3.	Proper planning	-0.03
4.	Sociable nature	-0.12
5.	Sexual discrimination	-0.01
6.	Personal problems	0.04
7.	Attention to dependents	-0.08
8.	Conducive work environment	0.05

The values in the above table reveal that there is absolutely no strength of relationship either in the positive or negative

direction as far as the occupation of the respondents is concerned with regard to the eight factors selected for the purpose of analysis.

Table -V . Correlation Analysis-Type of family

S.No	Factors	Correlation Co-efficient
1.	Willingness to work hard	-0.02
2.	Passion for work	-0.09
3.	Proper planning	0.06
4.	Sociable nature	-0.05
5.	Sexual discrimination	-0.08
6.	Personal problems	-0.05
7.	Attention to dependents	0.07
8.	Conducive work environment	0.04

The values in the above table reveal that there is absolutely no relationship between type of family and the eight factors.

Table -VI. Correlation Analysis-Monthly Income

S.No	Factors	Correlation Co-efficient
1.	Willingness to work hard	-0.03
2.	Passion for work	0.09
3.	Proper planning	0.03
4.	Sociable nature	0.09
5.	Sexual discrimination	0.06
6.	Personal problems	-0.09
7.	Attention to dependents	0.18
8.	Conducive work environment	-0.12

The data given in the above indicates that there exists negative relationship between the income of the respondents and their perception about the difficulties they experience at work place.

Table – VII. Factors

S.No	Factors	Mean Score
1	Sexual discrimination	2.38
2	Personal problems	2.54
3	Attention to dependents	2.72
4	Conducive work environment	2.92

The above table reveals four factors in the ascending order which have scored maximum responses starting from discrimination to conducive work environment.

Table – VIII .Factor Analysis

Component	Initial Eigen Values		
	Total	% of Variance	Cumulative %
1	5.883	23.533	23.533
2	2.271	9.084	32.618
3	1.876	7.503	40.120
4	1.620	6.481	46.601
5	1.447	5.788	52.389
6	1.293	5.172	57.561
7	1.175	4.702	62.263
8	1.045	4.181	66.444
9	.918	3.671	70.115
10	.814	3.257	73.372
11	.783	3.133	76.505
12	.732	2.928	79.433
13	.683	2.734	82.167
14	.623	2.493	84.660
15	.508	2.031	86.691
16	.476	1.905	88.595
17	.453	1.814	90.409
18	.406	1.625	92.034
19	.378	1.511	93.546
20	.345	1.379	94.925
21	.313	1.250	96.175
22	.291	1.164	97.339
23	.252	1.009	98.348
24	.219	.875	99.223
25	.194	.777	100.00

Theoretically there can be 25 factors if there are 25 variables in the analysis and the eigen values associated with a variate indicate the substantive importance of that factor. Therefore it becomes logical that we should only retain those of the factors which have a higher eigen values. And we find that the eigen values of the variates are nearer or greater than 2 only for the first three factors. Hence we can retain only three factors for the analysis.

Table – IX . Factor Analysis

Sl.No	Extraction Sums of squared Loadings		
	Total	% of Variance	Cumulative %
1	5.883	23.533	23.533
2	2.271	9.084	32.618
3	1.876	7.503	40.120

These three factors accounted for around 40.12% of the variation as seen from the table produced above.

Table – X . Least Impact Problems

Items	Frequency	Percentage
Finance	11	8.1
Work Pressure	17	12.5
Timing	49	36.02
Transportation	59	43.4

The above table indicates that as nearly as sixty percent of the respondents agree that transportation is the least impact difficulty experienced by them when compared to other three factors like finance, work pressure, timing.

Table – XI . Maximum impact problems

Items	Frequency	Percentage
Tension	43	31.6
Dual responsibility	37	27.2
Health problem	21	15.4
Hard work	19	13.9
Transportation	16	11.7

The above table depicts that 43% of the respondents agree that tension is the maximum impact problem faced by them when compared to other factors.

VII. CONCLUSION

The present study reveals that the employed women experience a better work environment compared to what was prevalent in 20th century. This might be due to the various legislative measures adopted by the Government of India in regulating the welfare of women at work place. However, it was notice in the study that sexual discrimination still seems to impact the life of working women to a large extent. It implies that the legislative measures and the organization mechanism already in place are either inadequate or not enforced effectively. Besides, women seem to perceive tension as one of the severe hardships experienced by them in addition to balancing their roles both at work place and the home front. Therefore, there is an imperative need for women employees to empower themselves so as to face such challenges.

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