



A STUDY ON THE OBSTACLES FACED BY WORKING WOMEN IN COIMBATORE CITY

Dr. G. Murali Manohari

Associate Professor, Department of Management, Sri Krishna Adithya College of Arts and Science, Coimbatore

ABSTRACT

Women are not only the backbone of nuclear and joint families but also the national economy. Women have proved their commitment and versatility for ages and have also carried different roles successfully. Working women those who are paid employment, face problems at work place just by virtue of their being women. This particular study aims at studying and the obstacles faced by working women in Coimbatore city and the facilities that a woman must be provided when at work place. The objective of the study is to know the problems faced by working women in Coimbatore city. Experiential Research Design is followed for this study. It is based on the primary data collected through questionnaire from 345 respondents. The data were collected on the basis of quota sampling. No restrictions were made on selecting the respondents

KEYWORDS : Stress, Working women, Empowerment

INTRODUCTION

In earlier days the contribution of a woman was restricted only to her home and family but now, crossing the thorny boundaries of the society, women have ventured into working field. The growth of education and awareness has led women to working in various fields.

A married woman has higher responsibility to take care of children and the family and hence encounter difficult situations sometimes. Problems of gender bias beset women in the industrial sector when technological advancement results in retrenchment of employees. Further they also face issues like discrimination at the work place, mental stress, sexual harassment, less support from the family, insufficient maternity, workplace adjustment, no safety of working women while traveling,

As organization's expectation from an employee is high, employees have to focus on their demands which creates work life imbalance resulting in stress. As the years have passed the societal framework for women has also been newly designed. Though the change is but slow, women are more liberated and the role of women has undergone changes. However there are instances when the safety and security of women at work place can be questioned.

RESEARCH METHODOLOGY

Statement Of Problem

Even though working women are secured economically, there is lack of care and negligence in their health and the way they balance their family commitments. Hence a study has made about the confidence level, problems, gender inequality and barriers faced by the working women in Coimbatore city.

The study runs with Experiential Research Design and is based on the primary data collected through questionnaire from the respondent. The sample size of the study was 345. The data was collected on the basis of uncontrolled quota sampling method. No restrictions were made on selecting the respondents

The objectives of the study are

- To know about the problems faced by working women in Coimbatore city.
- To identify the confident level of the working women.
- To ascertain the barriers faced by the working women.
- To examine the working women attitude towards gender inequality.

Limitations of the study

The findings of the present study are subject to the following limitations: 1. The study pertains to a certain time period. The result may not be valid for over a longer period of time due to

fast changing socio-economic and socio-cultural setting in this study area. 2. The result drawn from this study, therefore may have limited application it cannot be assumed to provide information, capable of generalization over other regions and could have regional biasness, but surely the broad similarities specific to a particular gender, will provide some insight to the study.

Analysis and Interpretation:

32% of women belong to the age of 26-30, 30% of women belong to the age of 18-25, 24% of women belong to the age of 31-35, 14% of women belong to the age of above 35.

64% of women are married 25% of women are single 11% of women widow.

45% of women's family income is up to 250000-300000, 25% of women's family income is up to above 300000, 23% of women's family income is up to 200000-250000 and 7% of women's income is up to 100000-150000.

58% of women is belongs to nuclear family and 42% of women belong to joint family.

52% of women are having 3-5 members in their family, 24% of women are having less than 3 members in their family, 21% of women are having 5-7 members in their family, 3% of women are having more than 7 members in their family.

56% of women working has a private employee in the organization, 17% of women working has a government employee, 15% are doing business, 7% of women are professional workers, 5% of women are working in other fields.

34% women having experience of 6-10 years, 32% women having experience of 1-5 years, 12% women are fresher's, 22% women having experience of more than 10 years.

32% of women are being in the same organization for less than years, 26% of women are being in the same organization for 5-7 years, 25% of women are being in the same organization for 7-10 years. 17% of women are being in the same organization for more than 10 years.

94% of women are satisfied with their working environment, 6% of women are not satisfied with their working environment. 91% of women have job security in their organization, 9% of women don't have job security in their organization.

33% of women are facing low wages for women employee in the organization, 28% of women are facing no promotion for

women employee in the organization, 26% of women facing communication problems in the organization, 13% of women are facing inequality between male and female employee in the organization.

40% of women are improving their confident level by receiving appreciation for their work, 32% of women are improving their confident level by getting recognition from higher authorities, 17% of women are improving their confident level by reward receiving, 11% of women improve their confident level by hearing motivational speech.

91% of the women says that their organization provide career development program, 9% of the women says that their organization does not provide any career development program.

With respect to the type of problem faced in their family 51% of respondent belongs to orthodox family, 21% in need of child care, 19% belongs to restrictions by in-laws, 9% belongs to non-supportive spouse.

With respect to the facilities provided in the organization, 50% of women were provided maternity leave in their organisation, 22% of women were provided transport facility, 14% of women having over time allowance, 9% of women receive wages when they were in maternity leave, 5% women were provided crèche facility for their children.

To improve friendly relationships in their working area, 43% of women have get together in their organization, 29% are women have official functions, 25% of women are having parties, 3% of women are having other programs.

With regard to retirement benefits, 60% of women were having PF, 17% of women were having ESI, 14% of women having Gratuity, 9% of women having old age security.

39% of women were having promotion through seniority, 34% of women were having promotion through career training, 21% of women were having promotion through sincerity, 6% of women were having promotion through merit.

With regard to the special facility, 39% of women having first aid kid facility in their organization, 30% of women having collaborations with hospital in their organisation, 17% of women having ambulance for emergency, 14% of women having on duty doctors in their organisation.

Chi –square Test For Type Of Family And Problems Faced In Their Family

TYPE OF FAMILY	TYPE OF PROBLEM FACED IN FAMILY				TOTAL
	CHILD CARE	NON-SUPPORTIVE SPOUSE	ORTHD OX FAMILY	RESTRIC TIONS BY IN-LAWS	
Nuclear	74	28	31	50	183
Joint	49	62	24	27	162
TOTAL	123	90	55	77	345

***SOURCE: PRIMARY DATA**

The type of family is taken into consideration to know whether the family has an impact over the problems caused for women. **Null Hypothesis (H₀)** _ There is no significant relationship between family type and problems faced by women in their family.

S.N	OBSERVED FREQUENCY	EXPECTED FREQUENCY	O-E	(O-E) ²	(O-E) ² / E
1	14	13.29	0.71	1.42	0.106
2	9	9.71	-0.71	-1.42	0.146
3	8	5.78	2.22	4.44	0.768

4	2	4.22	-2.22	-6.44	1.526
5	31	31.78	-0.78	-1.56	-0.049
6	24	24.72	-0.72	-1.44	-0.058
7	10	12.13	-2.13	-4.26	-0.351
8	11	9.44	1.56	3.12	0.330
TOTAL					2.418
Table value		Calculated value		DF	
7.81		2.418		3	

It is inferred that the calculated value 2.418 is less than the table value 7.81 at the of 5% significance. Hence the null hypothesis is accepted. Thus, it can be concluded that there is no significant relationship between family type of the respondents and type of problem faced in family. Hence the problems are always common invariable of their family type

CONCLUSION

Women feel isolated and burdened by the simultaneous demand of the new aspiration on one side and traditional way of life on the others. Women are discriminated against all ways of life. Women sub judged, dominated and exploited both at work places and home. Women are generally enabling to give proper and quality time to households, kids and family. Working women generally face working place sexual harassment, mental pressure and safety issues.

The researcher also recommends superiors about their reframing of positive attitude towards their women employees and induces them to encourage women employees to take an active part in various activities held in the organization. Superiors should provide equal treatment to their male employees as well as female employees in terms of payment of wages, salaries, incentives, and other facilities and also provide job security for making them feel more convenient at the work place. All these facilities will definitely help women employees to upgrade their life.

Suggestions

- A working woman needs motivation and support from both family as well as from organization to achieve.
- Working make a women empowerment and make them strong and independent.
- Work and education makes women more independent and strong.
- Working experience makes to gain more knowledge.
- The organization should encourage women employees to participate in the decision-making process in order to develop innovative ideas from women employees also develop the feeling of belongingness towards the organizations. It also helps to develop a sense of empowerment among women employees.
- A large number of women employees working at higher level jobs as well as lower-level jobs are highly demotivated due lack of availability of job security in their organizations. Organizations should take appropriate action for providing job security to their subordinates. After completion of sufficient number of years in the organization, women employees should be provided some sort of job security in the workplace. It will help to make women employees more relaxed and also increase their efficiency level in the organization.
- Due to lack of courage and self-confidence many of the women employees have a tendency to under estimate their ability. The researcher recommends these women employees to participate in various personality development programmes and build self confidence among them. Such programmes help to understand their own strengths and weaknesses.
- As far as maternity leave is concerned, women employees need maternity leave after their delivery. They should allow some sort of maternity leave to their women employees; it leads to improve the morale of women

employees in the organization.

- Most of the time, those women employees have small kids and face problems of taking care of their children. Due to non-availability of any arrangements many women employees leave their job and take care of their children on their own. The study suggests superiors to make arrangement of crèche facility at their work place for the small babies of women employees. In this way the strength of women employees will not be reduced and at the same time they can perform their jobs more comfortably and effectively.
- Women employees perform several duties at their home as well as at their office as compared to men. Women employees do maximum amount of duties in their day to day life. In the workplace also they are performing duties which are equivalent to men employees. Hence, the researcher suggests that the superiors should provide equal wages/salaries to both of them. It helps to create an atmosphere of equality within the organizations.

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