



An Emperical Study on Challenges of Working Women

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ABSTRACT

This paper endeavours to study the challenges faced by working women while balancing herself in the success arena along with routine work and future career option. She need to hedge herself with working environment, establish good networking, manage equality and respect with respect to her work nature and positions held in organizations. The challenges such as perception towards organization, networking opportunity, family influence were addressed to understand how she is successful in current scenario with these challenges.

KEYWORDS

Working women, organization environment, gender policy, family, career options.

Introduction

In 2003, 1.1 billion of the world's 2.8 billion workers, or 40 percent, were women, representing a worldwide increase of nearly 200 million women in employment in the past 10 years (ILO, 2004).

In a democratic country like India, merit, fairness and transparency should be the hall mark of career growth for any individual whether male or female. Despite the existing legal provisions women are often deprived of their basic rights, subjected to sexual harassment, given low-paid marginal jobs, excluded from the decision making process in both politics and economy, not acknowledged as contributors to the family and society as a whole. Women have faced discrimination both at home and at the societal level. Gender inequalities in many arenas have been on the agenda of social research and activism for decades, gender inequality in organizational leadership has been sadly overlooked.

However, India is among the countries witnessing an increased participation of women in senior levels along with places like Taiwan, the Philippines, Hong Kong and Sweden. "India is seeing an increasing number of women occupying management positions in leading companies, both listed and privately held". Women have attained remarkable success, Worldwide the number of women in the workforce has increased over the years with a corresponding increase in the number of highly educated women equipped with technical know-how. Working women have constantly battled against not only horizontal segregation, but also, the separation of women and men into gender specific jobs.

Working women challenges

Working women starts her profession with the challenge to prove herself in the society and personal life satisfaction. When she starts her career as women she also has to fulfil her family responsibilities throughout different stages of her life. A successful woman she practices to balance both work and life efficiently. But many factors influence her to prioritise work-life balance; they act as major challenges to her every day. Working women priorities and abilities are influenced by various factors like-

- Perceptions of women towards organization
- Networking
- Gender policies
- Career plans

- Aspiration/Motivation
- Family

Perception of women towards organization

According to Budhwar et al. (2005) unfriendly working environment and differences in treatment at workplace where most of the time women do not get proper credit or acknowledgement of their work negatively affects their performance. Organisational environment and attitude of colleagues/staff and supervisor have significant impact on employee motivation and performance and can play important role to manage work family life.

Networking

Networking is the channel to build good relationships, gather information about career opportunities in industry, information to handle the work life balance and manage professional life. Without networking is like thinking within the four wall of the box. family culture, bindings, and responsibilities of a Working women impacts her networking ability.

Family

According to Budhwar et al. (2005), working women face continuous tussle between their equal level of commitment to their dual roles as mother and as professional working women.

To keep family happy today women step herself to professional life. After marriage, with kids balancing her with job, demands lot of support from family.

Literature review

According to the study by Koshal, et al (2006), 2 women per 100 economically active men take administrative and managerial positions in India. Recently the Confederation of Indian Industry released report highlights that women comprise 16 percent at junior management level, 4 percent each at middle and senior levels and only 1 percent in organizational leadership positions (CEOs).

Empirical evidences of many researches have shown that social support (both from work and family) plays an essential role to manage work-family life. Afzal et al. (2010) have explored the experiences of mid-career professional women who combine their work and family roles. They have also studied the affect of their multiple roles on family systems (joint and nuclear). Malik et al. (2010) studied the relationship of social support to manage work-family conflict for working women.

Objectives

- To study the working women perception of challenges at organization.
- To analyse the need for role of networking at work place for working women.
- To understand the family support for career growth of working women.

Need of the study

It is observed that in India despite of increase in women's education and participation in work, representation of women in managerial jobs is significantly low as compared to men, every day working women faces lot of challenges at working place and in home. Professional life and personal life both are important to be successful, which is highly challenging. Such a challenge is influenced by various factors. Therefore it is necessary to analyse the challenges faced by working women and the factors influencing them.

Scope

This research covers the study of working women challenges like balancing family & work life, networking opportunities, and family support .

Limitations

Due to time constraints sample size of 25 working women's taken based on convenience sampling method. The study is limited to only few of the challenges faced by working women. Results are purely based on the responses.

RESEARCH METHODOLOGY

Research design

Descriptive method is used to analyse the nature of working

woman behaviour towards the challenges they are facing day to day.

Sampling design

Sampling unit (respondent): Working women in Mysuru city

Sample size: 25

Sampling method: Convenience sampling method of non-probability sampling technique.

Data collection

Primary data: Used structured questionnaire and personal interview method for data Collection.

Secondary data: Research Journals and Magazines.

Statistical tool: t-test is used to analyse the relationships.

Data analysis & Interpretation

If significance level (P-value) is less than the 0.05, we can reject null hypothesis and if significance level (P-value) is more than the 0.05 we can accept the null hypothesis. From the following tables all the items whose value is less than 0.05 have rejected the null hypothesis and the remaining items are accepting alternate hypothesis.

Working women perception towards organization

H01: Working women have no perception about challenges at organization.

One-Sample Test						
Perception of women towards organization	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Equal opportunity	2.971	24	.007	.68000	.2076	1.1524
No discrimination w r to opportunity	2.177	24	.040	.52000	.0270	1.0130
No discrimination w r to employment	4.257	24	.000	.84000	.4328	1.2472
No discrimination w r to training	2.295	24	.031	.48000	.0484	.9116
Situation not same	2.000	24	.057	.40000	-.0128	.8128
Lose out opportunities	1.737	24	.095	.36000	-.0676	.7876
Again & again to prove capability	.000	24	1.000	.00000	-.5715	.5715
No additional responsibility	.625	24	.538	.16000	-.3686	.6886
Do not involve in strategic decision making	-.171	24	.866	-.04000	-.5237	.4437
Ego clashes proven disadvantages	.700	24	.491	.16000	-.3118	.6318
View as women instead of position achieved	-1.365	24	.185	-.24000	-.6030	.1230
Organization do not discriminate when promotion considers	3.361	24	.003	.64000	.2470	1.0330
Men chosen for gainful work and travel related	-.196	24	.846	-.04000	-.4610	.3810
Quality of work evaluated higher for men than women in orgn.	.723	24	.476	.16000	-.2966	.6166
Male colleagues treat me differently as i am women instead of my job position	-.795	24	.435	-.20000	-.7194	.3194
Women have to work harder than men to prove in orgn.	1.281	24	.212	.32000	-.1956	.8356

Networking

H02: There is no role of Networking at work place.

H12: There is role of Networking at work place.

One-Sample Test						
NETWORKING	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Familial responsibility is barrier for network development for career growth	.310	24	.759	.08000	-.4518	.6118
Networking & skills important for professional growth	1.100	24	.282	.24000	-.2103	.6903
Family responsibilities is barrier for devoting time for network	2.388	24	.025	.48000	.0652	.8948
Networking contribute for career growth	3.778	24	.001	.68000	.3085	1.0515

Family

H03: There is no family support for career growth of working women.

H13: There is family support for career growth of working women.

One-Sample Test						
Family	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Adjusting family responsibilities with work has proven great challenge	2.782	24	.010	.64000	.1652	1.1148
Experienced stress due to clash between family and professional duties	1.371	24	.183	.28000	-.1416	.7016
Guilt concious for neglecting children due to work in orgn	.371	24	.714	.08000	-.3646	.5246
Cannot get opportunity as already stressed with orgn work	.000	24	1.000	.00000	-.4296	.4296
Family supported throughout career.	4.201	24	.000	1.00000	.5087	1.4913

Findings

Perception

Equal opportunity, No discrimination w.r.to opportunity, No discrimination w.r.to employment, No discrimination w.r.to training, organization do not discriminate when promotion is considers.

Networking

Family responsibilities are barriers for devoting time for networking to contribute for career growth.

Family

Adjusting family responsibilities with work has proven great challenge & Family support is needed through-out the career.

Conclusion

Working women perceive that there is no discrimination in organization with respect to opportunity, employment, training & promotion related aspects. Even though networking is important for career growth, family responsibilities acts as barrier. Balancing family responsibility and career is challenging but, family support and advance planning offer good career opportunity.

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