

**A STUDY ON THE WOMEN AT WORKPLACE WITH SPECIAL REFERENCE TO
THE GEOGRAPHICALLY MOBILE, QUALIFIED AND LIBERATED AS A GLOBAL
PHENOMENON**

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ABSTRACT

Women's participation within the work force has been a comparatively increasing and is developing. Nowadays, legal and cultural practices, combined with the inertia of long non secular and academic conventions, restricted women's entry and participation within the workforce. Particular barriers to equal participation within the geographic point enclosed a scarcity of access to academic opportunities; prohibitions or restrictions on members of a selected gender coming into a field or finding out a field; discrimination inside fields, as well as wage, management, and status hierarchies; and therefore the expectation that mothers, instead of fathers, ought to be the first child care suppliers. Challenges that stay for women within the geographic point embrace the gender pay gap, the distinction between women's earnings because of decisions and express discrimination; the "glass ceiling", that prevents ladies from reaching the higher echelons inside their companies; favouritism and sexual harassment; and network discrimination, whereby recruiters for high-status jobs area unit usually men who rent different men. In Spite of all these barriers women are exploring in all the fields. When it comes to the security of women's which still a question mark at certain situations which frightened many women which discourages them to extent where they either stop working or they drop out their plan to work. There are also certain women who reach higher levels and create many other budding aspiring women's with same interest. There also certain firms where women are taken

for granted where they are given minimal wages though they work more and also the UN pertained hours for work. This study has stated the issues with the women at workplace. This research is done by survey questionnaire method where the respondents were women belonging to various workforce. This study has recorded 80 respondents. And the findings and discussion are briefly discussed below. This study concludes that the women face issues but they achieve their goals by overcoming all the issues.

KEY WORDS: *Challenges, Discrimination, Glass ceiling, Women, Workplace*

INTRODUCTION

Women are exploring in many areas nowadays. The women are giving more or less equal level of participation as to men. Many women are breaking their shells and coming out. Though there are times where the women are ill-treated or not given 1st priority compared to men. Women security is also lacking in many areas due to which many women discontinue their work and their ambitions. This is because that many organizations still work under the polished term called as “GLASS CEILING” This is also known as the ethnographic description of the processes that position of men and women within the entrepreneurial practices. There is strong relationship between entrepreneurship and the gender bias which create the alternative and possible forms existing for gender bias. ([Attila Bruni, Silvia Gherardi and Barbara Poggio, 2004](#)). There are many issues related to women in the organization and there are some women who overcome these obstacles and build their career. There are many factors and regression on the relationship between the gender biases at the workplace. ([V.Patwardhan,S.Maya and H.G.Joshi,2016](#)). The women are empowering themselves by crossing all the obstacles. This is due to the encouragement and support from their family members. The creation of more comfortable platforms will encourage more women to develop and achieve their goals. ([S.Nandy and Shalini Kumar,2014](#)). There are certain economic conditions that aren't suitable for women to work. The work and life balance isn't manageable by many women with certain measures this can be managed. Gradually women are empowering both her womanly duties and her passion. ([Shweta Hotwani,2017](#)). There are certain issues created due to the shift bases at work for certain women. There must be necessary measures taken to manage the stress level of the women and these remedies must be effective and must be provided by the organization. ([Sivananda and Rohini,2013](#)).

The women constitute an important section at the workplace when it comes to complete certain duties and tasks. There are many women who take break in their career due to unavoidable factors and there are many ways that are present to manage the work and life balance. ([Vikrant Shastri and Charu Vohra, 2015](#)). There are many women who find difficulties with the maternity leave period. There are situations at the workplace where the women are underestimated and not given first priority at the organization. ([Khire Kawachi et al., 1995](#)). The women also experience a lot of discrimination at the workplace and at times they are also harassed by their coworkers. These are due to practice of the glass ceiling in the workplace. ([Akua Ahiya Adu Oppong and Cecilia Arthur, 2015](#)).

This gender inequality in the workplace is a complex phenomenon and these inequalities cause very high level of stress among the women at the workplace which also affects their personal life. ([Caitlin S. Stamarski and Leann S. Son Hing, 2015](#)). In spite of these many obstacles the women are making enormous advancements in their career building aspects. The organizations must stop recognizing the differences in males and females when it comes to working. ([Nicole Parcheta and Bella Kaifi, 2013](#)).

There are still situations prevailing in the society of workplace where many women are sexually abused at the workplace and there are many organizations where there are wage gaps present due to the practice of glass ceiling in the workplace. There are also many sociological barriers present. ([Natalie Hays and Kate Morrow, 2013](#)). The rising of inequality must be submerged and new forms of employment opportunities must be created which restructures the society. There must be more extra curricular activities brought in order to be more comfortable to work. ([Diane Perrons, 2009](#)).

The life cycle dimensions of the woman change at once when she starts to work. The intersection practiced at the workplace which is a form of discrimination mentally disturbs the women. The wage gaps are also present at few firms which bring frustration among the women as they work equal to that of men employees. ([Manuela Tomei, 2000](#)). Even though there are a lot of obstacles for the women to come out and work there are increasing of the women's existence in the workplace. They not only have entered the workplace society there are many women who have reached higher standards and positions in the job by the developmental programmes. ([Ansu Akpina and Spostio, 2013](#)).

There are certain situations were despite the professional eligibility the women employees are suppressed and the women are being minority which has been integrated into the workplace and these women are not given first preferences and priorities. ([Dr.Osinbajo Adewale Omotayo, Dr.Nicola Oluwale Oladle and Dr. Anthonia Adenike, 2002](#)).

The glass ceiling culture practiced at many firms which are created due to the age old taboos which brings the reason to underestimate the working women.([David Purcell, Kelly Rhea Macarthur and Sarah Samblanet,2010](#)).

The inequality practiced at firms must be eradicated and the women must be treated equally with their men companions they shouldn't be ill treated and they must not be often suppressed and underestimated.([Manuela Baretu, Michelle K Ryan and Michael T Schmit,2004](#)). The corporate policies and the practices vary from one organization to another organization. There are certain stereotypes in every firm that embezzled power in the corporate culture practice at every firm. ([Nancy Lockwood,2004](#)).There are certain issues faced by the women employees when it comes to work during the maternity time period ([Dr.Lakshmi T and Rajeshkumar S 2018](#))

([Trishala A , Lakshmi T and Rajeshkumar S2018](#))where the women finds difficulty in managing her health and the work and certain organizations provide sufficient maternity leave period where some fail to do so and there must equal remuneration given.([Tatia Kerslidze,2014](#)).

There is certain organization which lacks high security for the women employees and they faced a lot of sexual harassment and even face difficulties for getting their promotions which isn't given at ease there is an increase in this gender gaps and discrimination which must be eradicated from the society. ([Jerry A Jacob, 1996](#)).

The objective of the study is to know the workplace atmosphere and environment for the women and to measure the problems faced by the women at the workplace and also to analyse the effective remedies taken by the organization for these issues.

HYPOTHESIS

NULL HYPOTHESIS:

There is no significant relationship between the women attitudes and the workplace.

ALTERNATE HYPOTHESIS:

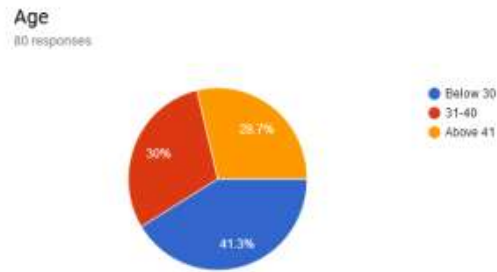
There is significant relationship between the women attitudes and the workplace.

MATERIALS AND METHODS

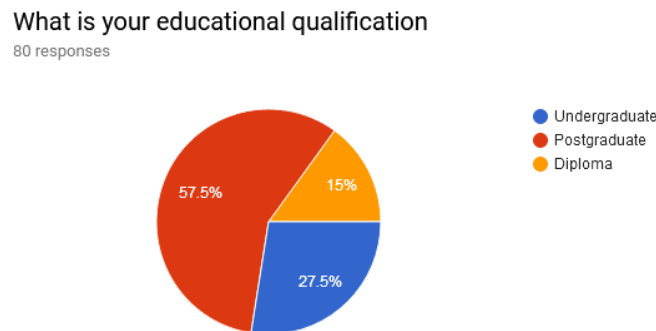
The present study is an empirical research which is done with the help of data collection by collecting the survey. The survey was conducted with help a well structured questionnaire which was prepared with the help of the objectives. The sample size of the data collection recorded was about 80 respondents who belong to various organizations. The present study is based on both the primary and secondary sources of data which included many research articles, newspapers, blogs and books. The questionnaire contained questions regarding the respondent's age, their educational and their designation in the organization and to which shift they belonged to and also they were asked regarding the security services provided by their organization. The satisfaction level was also asked and the reason behind for them to work was also asked. The income of the respondents were also asked and the respondents were asked for how long they have been working. And questions regarding their ability to communicate freely with their opposite gender and cooperativeness among them were also asked. And the attention given by the organization to the problems faced by women and whether Glass ceiling is practiced at your organization and related questions were also asked. And the respondents were also asked regarding the issues of men superiors suggesting for women subordinates were present at their firm or not. And question related to their maternity such as whether the given maternity time period sufficient and also whether they are paid during the maternity leave period were also asked. The respondents were asked whether they work over time and do they face difficulties due to the shift based work and what were the problems they faced due to the shift based work. Finally the respondents were also asked on what basis were the promotions given at their firm.

ANALYSIS AND INTERPRETATION

The study recorded 80 respondents out of which the majority of 41.3% of them belonged to the age group of below 25 years and 30% of them belonged to the age group between 31 years to 40 year and the remaining 28.7% belonged to the age group of above 41 years.



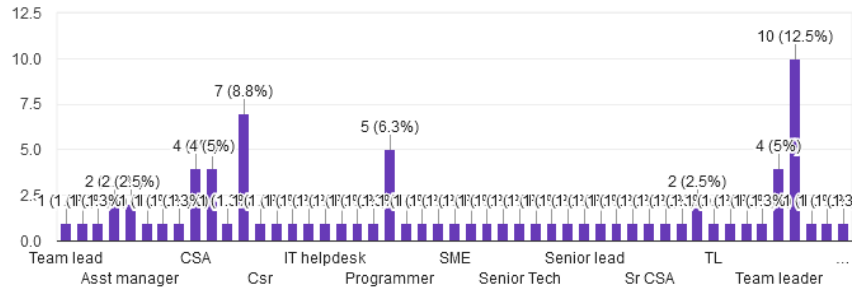
The respondent’s educational qualification recorded which recorded majority of 57.5% of them were postgraduates and 27.5% of them were undergraduates and the remaining 15% of them were diplomats.



The designation of the respondents at their organization was also recorded which recorded various designations such as team lead, assistant manager, CSA, CSR, IT helpdesk, SME, Senior tech, Programmer, Senior lead etc.

Your designation in your organization

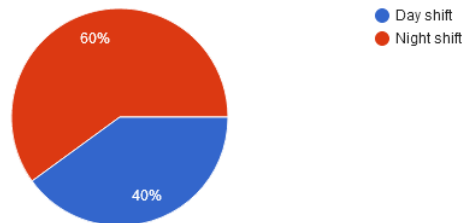
80 responses



The respondents were asked regarding the shift they belonged to which recorded that the majority if 60% of them belong t the night shifts and the remaining 40% belonged to the day shift.

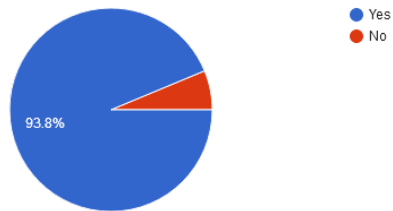
Which shift do you belong to

80 responses



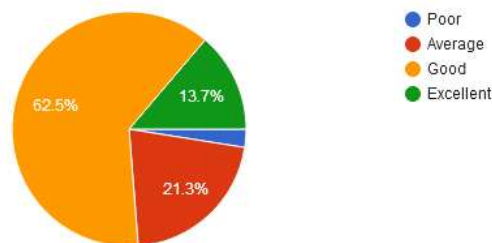
The respondents were also asked regarding the high security ensured by their organization which recorded that the majority of 93.8% of the respondents responded yes and the remaining responded as no.

Does your organization ensures high security
80 responses



The respondents satisfaction level with their current job were also recorded which recorded that the majority of 62.5% the respondents satisfaction level with their current job was good and 21.3% of them felt average and 13.7% of them felt excellent and the remaining felt poor satisfaction with their current job.

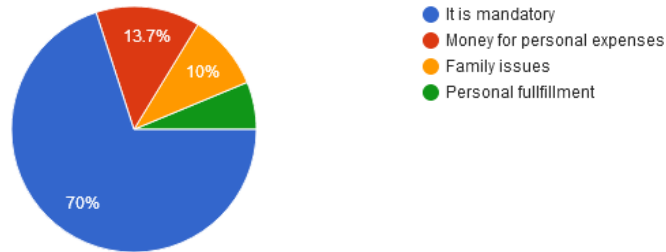
What is your satisfactional level with the current job
80 responses



The respondents were also asked regarding their reason behind why they started working which recorded that majority of 70% of them thought it was mandatory and 13.7% of them stated that money was necessary to purchase personal stuffs and bear personal expenses and 105 of the respondents started to work due to family issues and the remaining worked for personal fulfilment.

The reason behind why you started working

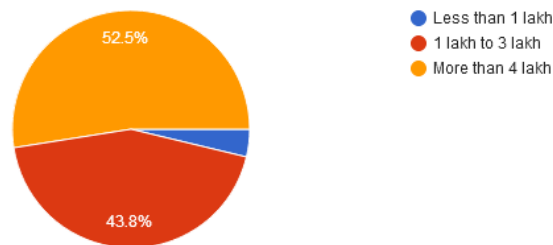
80 responses



The respondents were also asked regarding their income per annum which recorded that the majority of 52.5% of the respondent’s income per annum was more than 4 lakh and 43.8% of the respondent’s income per annum was recorded between 1 lakh to 3 lakh per annum and the remaining respondents income was less than 1 lakh.

Your income per annum

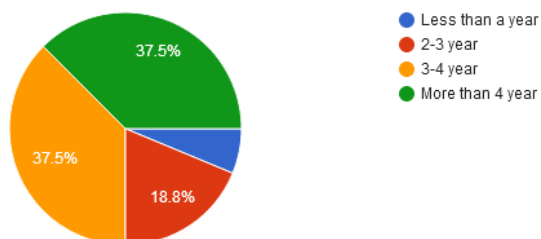
80 responses



The respondents was also asked how long they have been working which recorded that majority of 37.5% of the respondents have been working for more than 4 years and 3 to 4 years. And 18.8% of the respondents have been working for 2 to 3 years and the remaining respondent has been working less than a year.

How long have been working

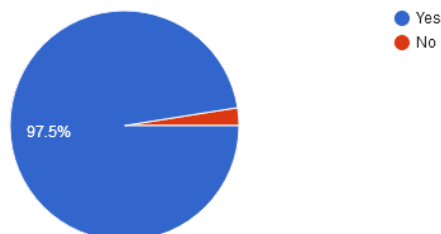
80 responses



The respondents were asked whether they were able to communicate freely with their opposite gender at work which recorded that the majority of 97.5% of them felt comfortable and the remaining felt slight troubles.

Are you able to communicate freely with your opposite gender co worker

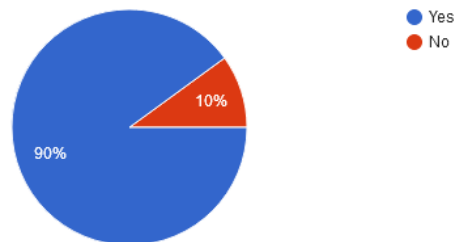
80 responses



The respondents were also asked whether they had proper cooperation with the men employees which recorded that 90% of them felt yes and the remaining 10% of them responded no.

Do you have proper cooperation with the men employees

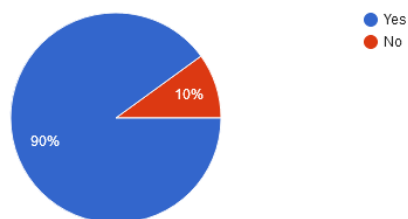
80 responses



The respondents were also asked whether their organization paid attention towards their problems which recorded that the majority of 90% of them said yes and the remaining 10% of them said no.

Does your organization pay attention towards the women employees and their problems

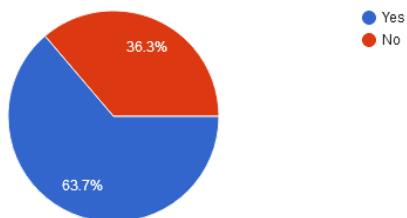
80 responses



The respondents were asked whether glass ceiling was practiced at their firms which recorded that the majority of 63.7% of them said yes and the remaining 36.3% said no.

Is glass ceiling practiced at your organization

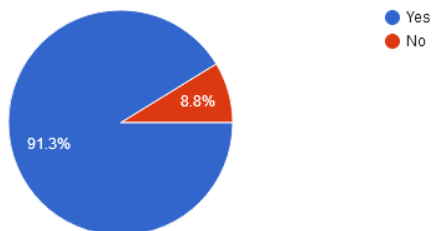
80 responses



The respondents were asked whether the men superior at their organization suggested for women subordinates which recorded that the majority of 91.3% of them responded yes and the remaining 8.8% responded no.

In your organization does the men superiors suggest women subordinates

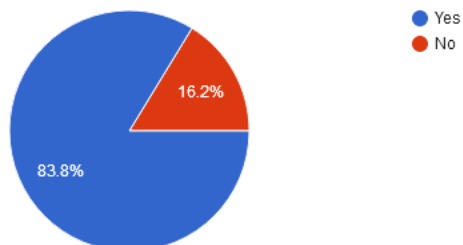
80 responses



The respondents were also regarding their maternity leave period was sufficient or not which recorded that the majority of 83.8% of them responded yes and remaining stated no.

Do you have sufficient maternity leave period

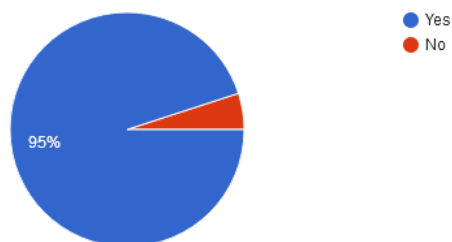
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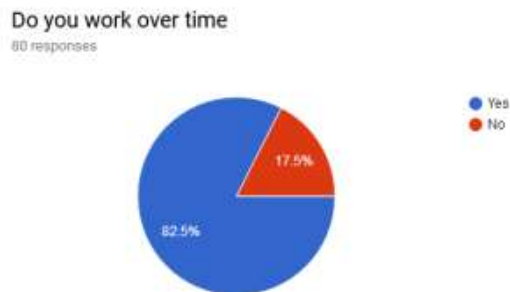
The respondents were asked regarding their pay during the maternity leave period which recorded that the majority of 95% of them responded yes and the remaining responded no.

Are you paid during maternity leave period

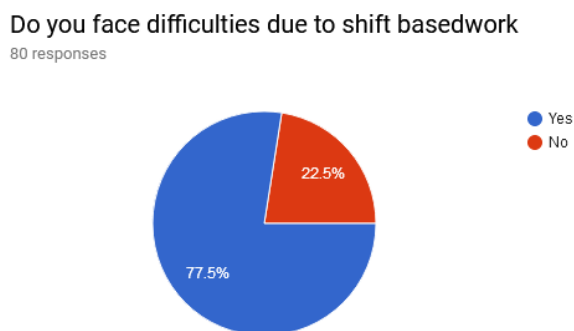
80 responses



The respondents were also whether they work over time which recorded that the majority of 82.5% stated yes and the remaining 17.5% stated no.



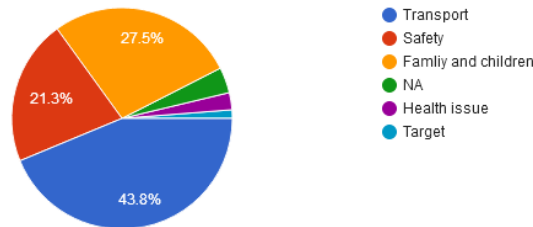
The respondents were asked whether they faced difficulties due to shift based work which recorded that majority of 77.5% of them stated yes and the remaining 22.5% stated no.



The respondents were also asked what kind of problems they faced due to shift based work which recorded that the majority of 43.8% of them sated transport issues and 21.3% felt safety issues and 27.5% of them felt issues from family and children. And the remaining faced issues with target and health issues and some had none.

What kind of problems you face due to the shift based duty

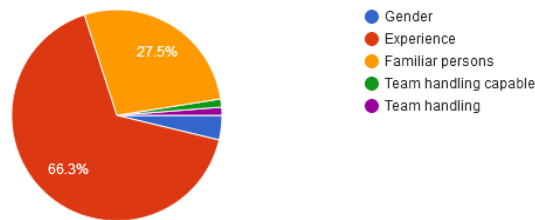
80 responses



The respondents were also asked regarding the promotions basis at their firm which recorded that the majority of 66.3% of them stated that the promotion were based on the experience and 27.5% of them stated that promotions were based on the familiarity and the remaining were based on gender, team handling capability .

On what bases the promotions are given at your organization

80 responses



DISCUSSIONS

The present study has stated that the women employees face many issues and problems at their workplace as well as in their personal life. The study shows the various opinions and experiences of the women employees at their organization. And this study also shows the way how the female employees feel at their organization.

There are various parameters discussed in this study such as the respondents atmosphere and culture at their workplace and the friendliness at their workplace and the difficulties and

consequences they face due to work which affects their personal life also and various other parameters are discussed in the above study on the women at workplace with special reference to the geographically mobile, qualified and liberated as a Global Phenomenon.

CONCLUSION

The present study concludes that there are many issues and problems faced by the women employees at their workplace which not only affects their workplace but also affects their personal life. This study has revealed various experiences of women employees and their views on the organizational culture and atmosphere.

Hence this study concludes that there are many problems faced by the women employees at their workplace but still the women employees are breaking these obstacles and emerging successful in their respective field and they stand as a role model of inspiration for many women who feel low about oneself.

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