



A STUDY ON INVISIBLE BARRIERS OF WOMEN AT WORKPLACE

ANUSUYA, Dr. S. ARAVINDAN, MOHAN KUMAR M

ASSISTANT PROFESSOR, ASSISTANT PROFESSOR, ASSISTANT PROFESSOR
DEPARTMENT OF BUSINESS ADMINISTRATION

CHRIST COLLEGE OF ARTS AND SCIENCE, KILACHERY, THIRUVALLUR, TAMILNADU, INDIA

ABSTRACT

The welfare measure is “An effort to make life worth living for workmen”. It’s motivating women employee to a great extend which leads to organizational growth. It’s a major factor which affects the employee morale. The main objective of the study is to measure the effect of welfare measure on morale, level of satisfaction of employee regarding working condition and general attitude of employee towards the organization. Certain welfare measures provided by the company like medical facility, medical camp, education scheme, transportation facility, medical assistance. This was a descriptive research study. Nearly 100 samples were collected using Correlation coefficient and Chi square. Appropriate tools were used to analysis the data. From the study it is inferred that most of the employee were satisfied with the welfare measures provided by the company.

I. INTRODUCTION

The study was conducted to find the invisible barriers of women at Workplace. The study intends to see the women barriers at workplace. The Major factors arises in the company transport is not safe for women, low wages, not flexible work arrangements, unequal payments, race and gender bias, access to hot jobs sexual arrangements non inclusive workplace. The Main goal of this research are those studying the progression of women in Management examine the family life, childcare and glass ceiling are reasons why women do not progress as fast as men in management and also male dominated organization are reluctant to accept a women in a leadership role it was recognized institutionalized in family structure social customs and traditions, religions and education as well. The research updates the literature and identifies challenges and barriers in women way when programming in their careers. The women face still face in the workplace. work – life Imbalance, ego clashes, fear, exclusion from the boy’s club, office favoritism, Unsupportive managers. Welfare, measures also provided by the government, trade unions and non-government agencies in addition to the employer. The study on effect is what are the barriers faced by the women employees. This study helps to provide a practical exposure the upgrade organization welfare policy. Today women around the world still continue to face systematic barriers and frustration at the workplace. While phenomenon is universal, the details differ from company to company.

II. OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE:

To study the invisible barriers of women at workplace.

SECONDARY OBJECTIVE:

1. To study and analysis, the women safety measures in the company.
2. To analysis the important factors such as salary, maternity leave, medical assistance, medical camp, sanitation facility, and working hours etc.
3. To study the equal opportunity index between men and women.
4. To provide relevant suggestions to the company.

NEED OF THE STUDY

1. This study is carried out to find the perception and opinion from women employees about the proper facilities provided by the organization.
2. It helps the management to improve the welfare facilities and to make workers participate more effectively towards the work.
3. This study helps to find the satisfaction level of welfare measure provided by the company.
4. This study also suggests the way to increase women safety and women welfare facility.
5. This study helps us known about the women engagement in the company.

LIMITATION OF THE STUDY

1. To begin with the study covers only one company.
2. Further being a pilot study, the sample size is considerably 100.
3. Only certain factors are considered in the study to measure the effect of welfare measures on women employee morale.
4. The suggestion and conclusion were formed based on employee's spot response.

III. REVIEW OF LITERATURE

Okolo (1989)

Studied that another obstacle is the lack of role models of executive women due to their scarce presence in top managerial positions. Likewise, this study found out that there is no gender difference in organizational hierarchies when a woman has already gained access to them. "The lack of impact in women can occur because executive and managerial women have developed survival features becoming immune to the effects of men's hierarchies. A hierarchy composed by men solely may have an effect upon the election of a managerial board, and then its further influence is not very strong.

Mitra (1997)

Analyses the causes and comes to some important conclusions:

"Relationship between women and professions could be perceived as one of women in full-fledged professions, medicine, law, academics, etc. and another in the semi-professions-like nursing, teaching, clerks etc."

Wentling (2003)

Showed that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi, she has shown that “traditional authoritarian set up of Hindu social structure continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem.”

Sophia J. Ali (2011)

“Investigated the challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmers and women were discriminated against in career development opportunities. The study recommended that organizations should strive to ensure that career development programmers were set to enhance career development amongst women employees.

LEAN IN (2020) – WOMEN IN THE WORK PLACE.

Women in the Workplace is the largest comprehensive study of the state of women in corporate America. In 2015, McKinsey & Company and LeanIn.Org launched the study to help companies advance diversity in the workplace. Between 2015 and 2019, close to 600 companies took part in the study, and more than a quarter of a million people were surveyed on their workplace experiences. Now, in 2020, women in corporate America are facing a new challenge: the Covid-19 pandemic. This year’s report focuses on how the pandemic has affected women at work, including the unique impact on women of different races and ethnicities, working mothers, women in senior leadership, and women with disabilities. It also looks at the emotional impact of incidents of racial violence in this country on employees. Finally, it tracks the changes we’ve seen in women’s representation over the past six years and assesses how Covid-19 could disrupt those trends going forward.

IV. RESEARCH METHODOLOGY:

Descriptive research is exploratory in nature and seeks to identify the persons problem and challenges faced by women in workplace. Further the study also aims at finding out the organization supports for women employees so that the women employees are able to give their best to their organization and able to reach their full potential.

DATA COLLECTION AND ANALYSIS:

SAMPLING METHOD:

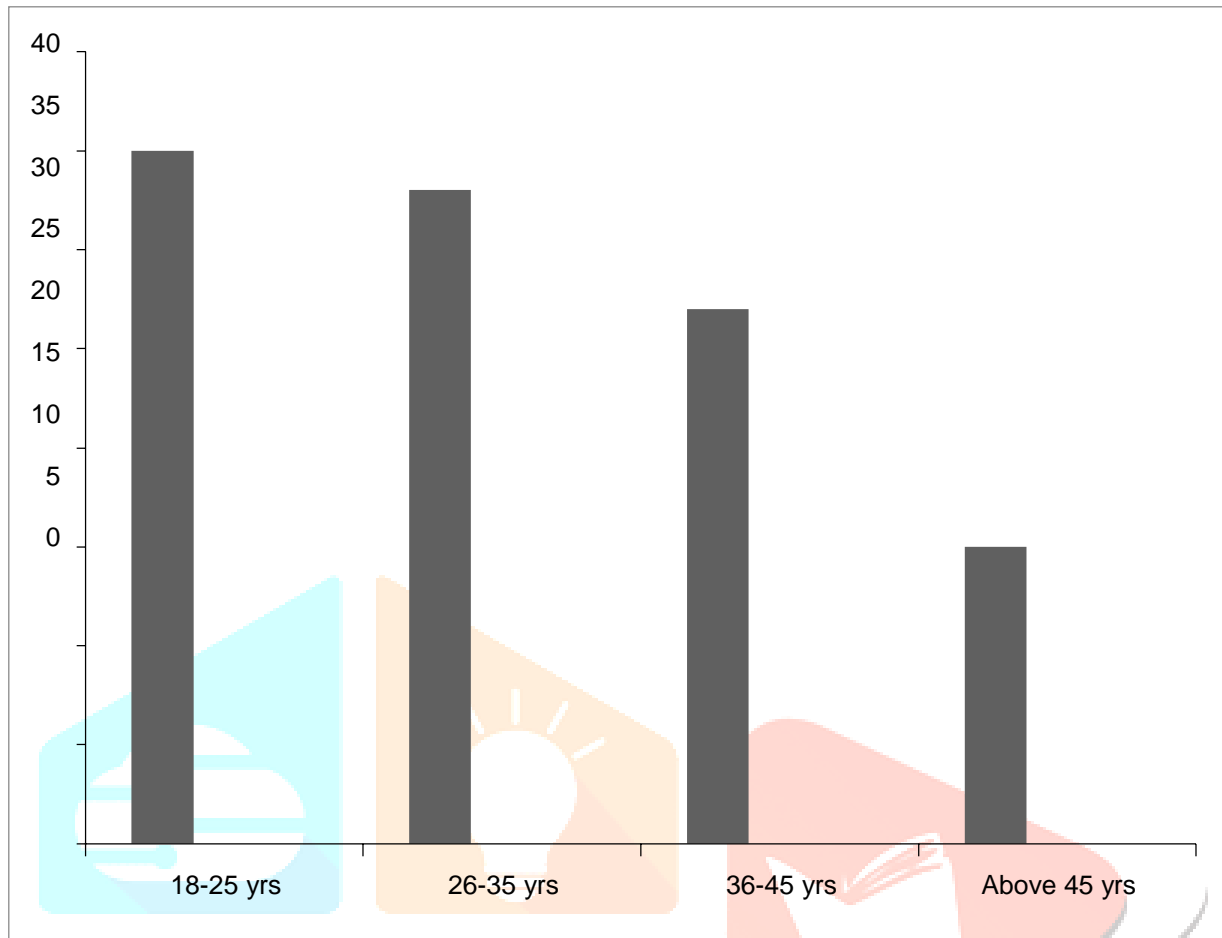
In this study Cluster sampling was used. Cluster sampling is the one in which the entire population will be divided into a number of clusters. The samples will be randomly selected from each cluster.

STATISTICAL TOOLS:

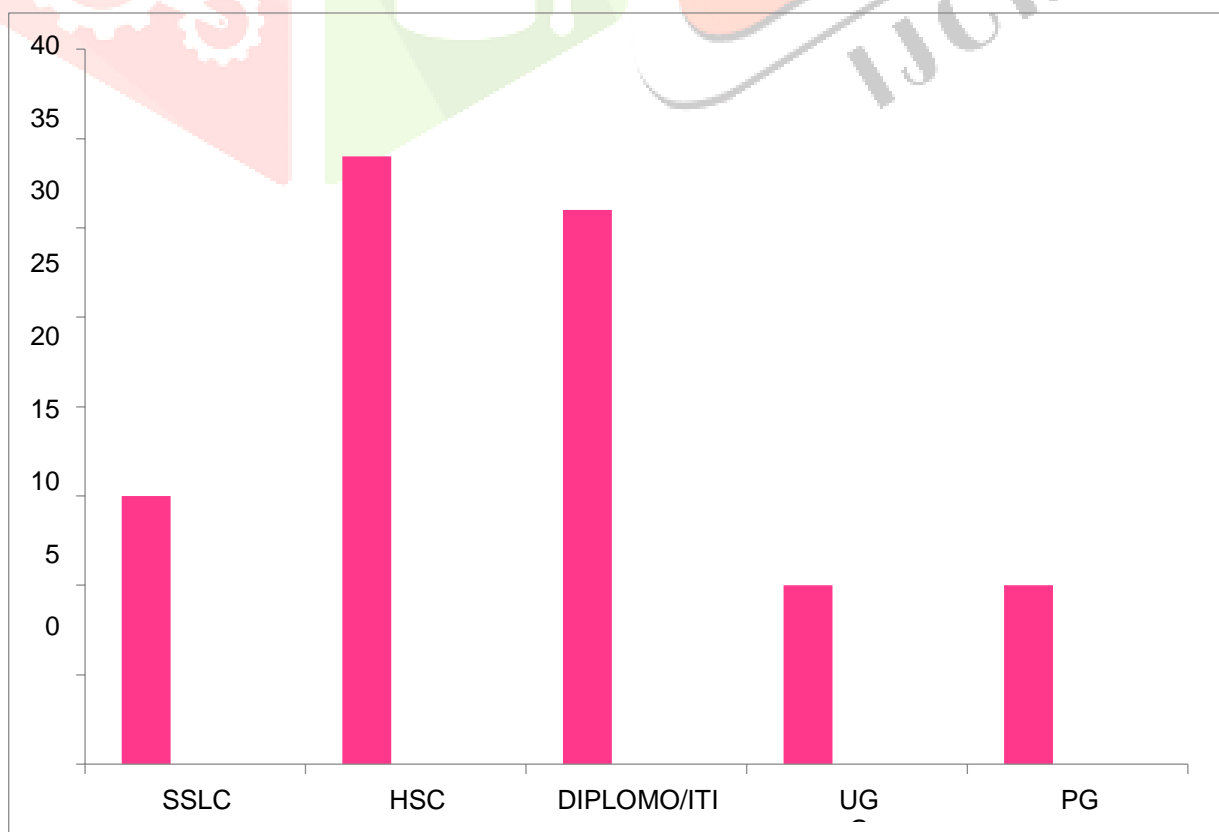
The researcher carries out analysis through various statistical tools. The statistical analysis is useful for drawing inference from the collected information.

DATA ANALYSIS.

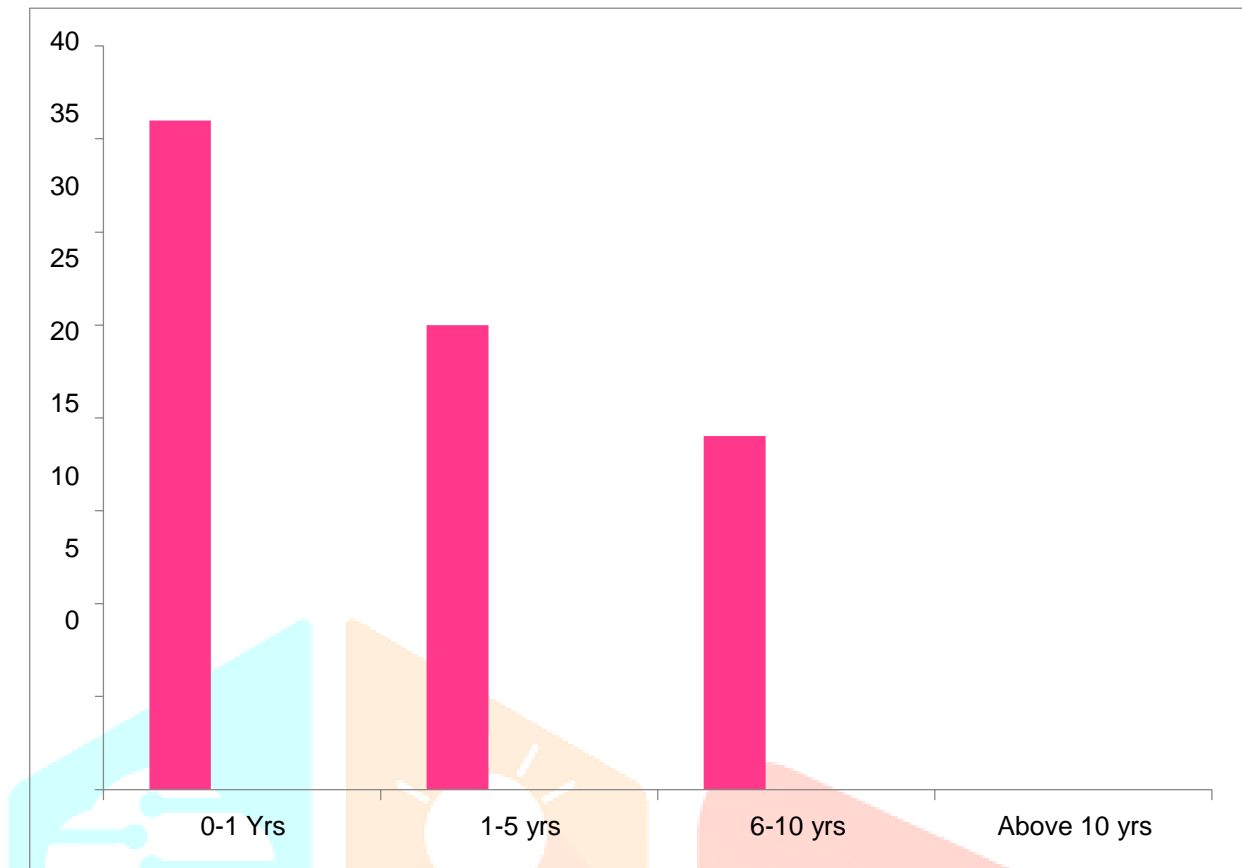
1. AGE GROUP



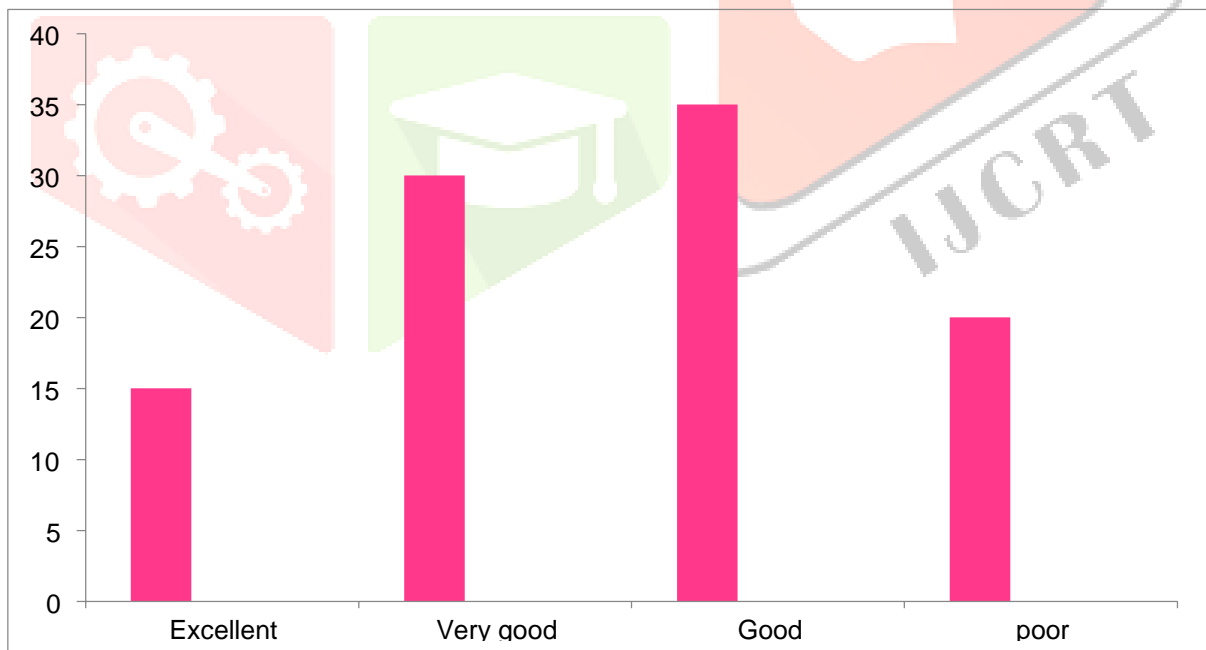
2. EDUCATIONAL QUALIFICATION



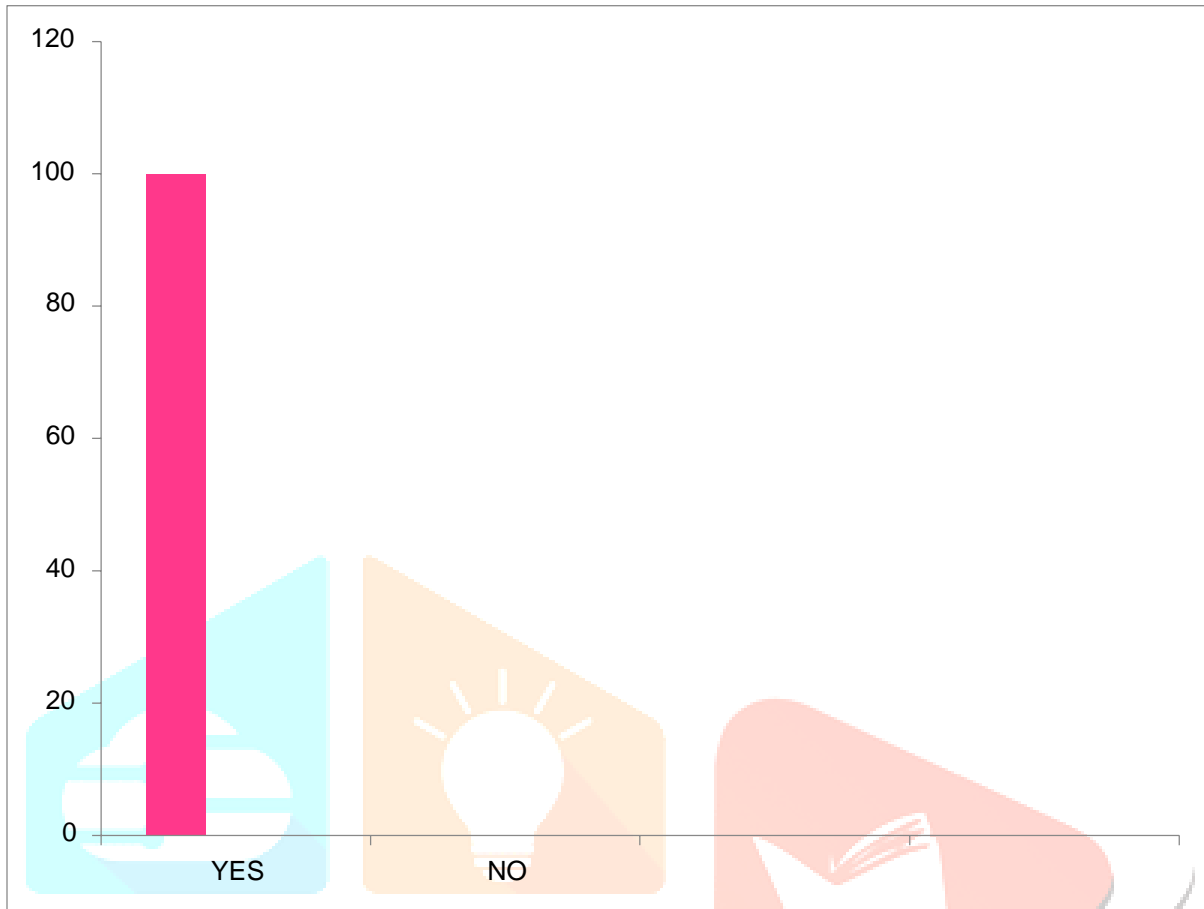
3. WORK EXPERIENCE



4. GENERAL HEALTH



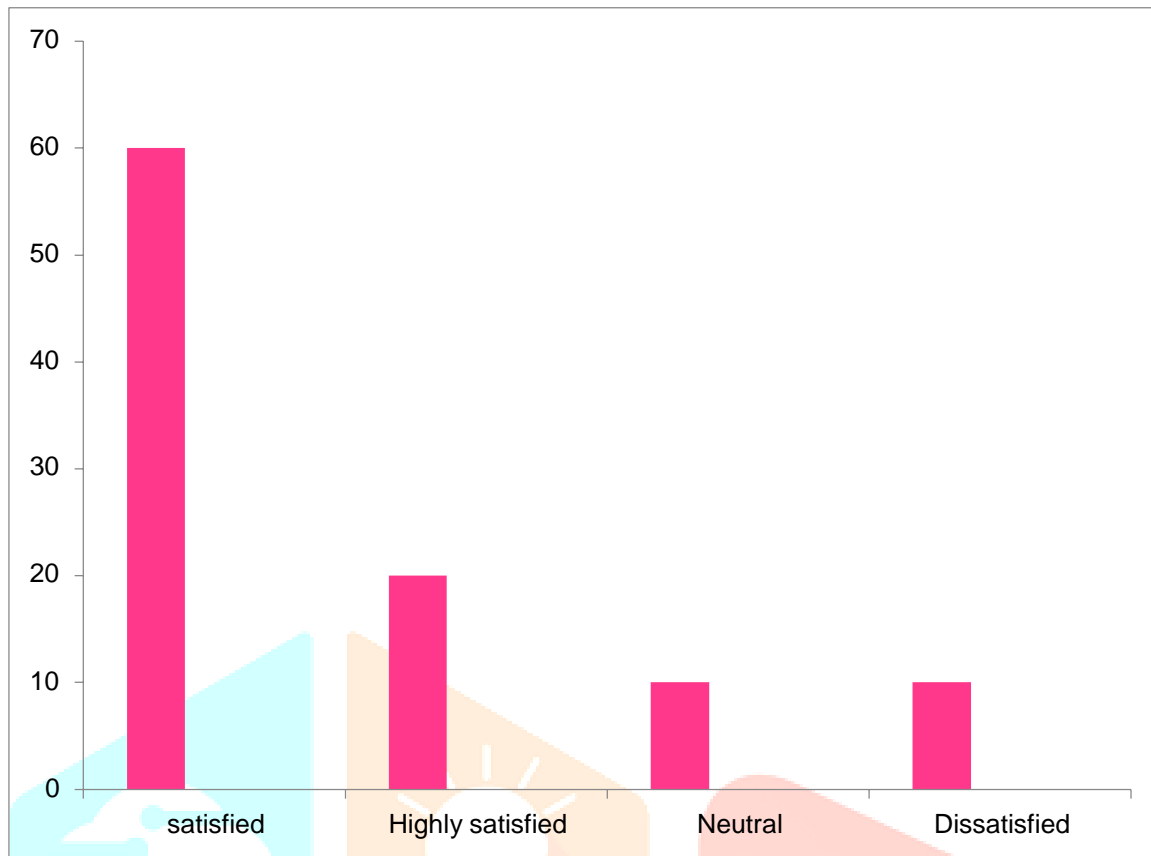
5. MATERNITY LEAVE



6. REST ROOM MAINTENANCE

Particular	No of respondents	Percentage
Satisfied	20	20%
Highly satisfied	60	60%
Neutral	10	10%
Dissatisfaction	10	10%
Total	100	100%

7. SANITATION FACILITY



8. HIREARCHICAL STRUCTURE

Particular	No of respondents	Percentage
Excellent	66	66%
Good	14	14%
Fair	10	10%
Poor	10	10%
Total	100	100%

9. WORKING HOURS

Particular	No of respondents	Percentage
7 Hrs	05	05%
8 Hrs	88	88%
9 Hrs	04	04%
10 Hrs	03	03%
Total	100	100%

10. BREAK DURING WORKING HOURS

Particular	No of respondents	Percentage
0	0	0
1	10	10%
2	85	85%
3	05	05%
Total	100	100%

11. SUPPORT FROM MALE CO-WORKERS

Particular	No of respondents	Percentage
Satisfied	55	50%
Highly Satisfied	15	15%
Neutral	15	15%
Dissatisfied	15	15%
Total	100	100%

V. STATISTICAL ANALYSIS

The role of statistical is functioning a tool in designing towards analyzing its data and drawing conclusion there from the important statistical tools used in analysis are,

1. Chi square test
2. Rank Correlation test

1. CHI SQUARE TEST

AIM: To find significant relationship between support from male coworkers and hierarchical structure.

NULL HYPOTHESIS: The is no relationship between support from male coworkers and hierarchical structure of the company

ALTERNATIVE HYPOTHESIS (H1):

There is relationship between support from male coworkers and hierarchical structure

Particular	X	Y	Total
Satisfied	55	50	105
Highly satisfied	15	30	45
Neutral	15	10	25
Dissatisfied	15	10	25
Total	100	100	200

CHI SQUARE CALCULATION

Expected frequency:

$$E(55) = 105/200 * 100 = 52.5$$

$$E(10) = 10/200 * 100 = 5$$

$$E(15) = 15/200 * 100 = 7.5$$

$$E(10) = 10/200 * 100 = 5$$

$$E(15) = 15/200 * 100 = 7.5$$

$$E(50) = 50/200 * 100 = 25$$

$$E(15) = 15/200 * 100 = 7.5$$

$$E(30) = 30/200 * 100 = 15$$

CALCULATION OF CHI SQUARE TEST:

O _i	E _i	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i) ² /E _i
55	52.5	2.5	6.25	0.119
15	7.5	7.5	56.25	7.5
15	7.5	7.5	56.25	7.5
15	7.5	7.5	56.25	7.5
50	25	25	625	25
30	15	15	225	15
10	05	05	25	05
10	05	05	25	05

$$\text{Chi square} = \sum (O_i - E_i)^2 / E_i$$

$$\text{Degree of freedom} = (c-1)(r-1)$$

$$= (2-1)(4-1)$$

$$= 3$$

Significance level = 5% = 0.05

We may accept our alternative hypothesis H₀ (I.e.) There is no significant relationship between support from male coworkers and hierarchical structure.

2. RANK CORRELATIONS

AIM:

NULL HYPOTHESIS:

There is no relationship between working hour and intervals during working hour.

ALTERNATIVE HYPOTHESIS:

There is relationship between working hour and intervals during working hour.

Working hour	7	8	9	10
Respondents	5	88	3	4
Intervals	0	1	2	3
Respondents	0	10	85	5

Solution:

Formula for rank correlation

Rank correlation = $1 - \frac{6d^2}{n(n^2 - 1)}$ Where $d = R_x - R_y$

R_y

RANK CORRELATION

Working Hour (X)	Intervals (Y)	R _X	R _Y	D = R _X - R _Y	D ²
05	0	2	4	-2	4
88	10	-1	2	-1	1
03	85	4	1	3	9
04	05	3	3	0	0

SUBSTITUTION

$$\begin{aligned} \text{RANK CORRELATION} &= 1 - \left(\frac{6d^2}{n(n^2 - 1)} \right) \\ &= 1 - \left(\frac{6(14)}{4(4^2 - 1)} \right) \\ &= -0.4 \end{aligned}$$

There exists negative correlation between working hour and intervals during working hour.

Default value of rank correlation = -1 to +1 The result is = -

0.4. Therefore, X and Y are negative correlated.

VI. FINDINGS AND RECOMMENDATIONS

- Sufficient rest rooms and washing facilities with adequate water supply must be provided separately for women employees to secure privacy.
- To create awareness among the women employee on women safety and their health is vital. Workshops, open group discussions or activities can help to create awareness on women's safety in the workplace.
- Work inspections should be done on regular basis with evaluation of inspection reports by workers.
- Appointment of the women welfare officers and psychologist is to be compulsory for solving the women issues both physically and mentally.
- Better transportation facility to be made available.

VII. CONCLUSION

Women have as good or better qualifications than men, but often their skills are not valued the same as men and their career progression is slower. This study has concentrated on the welfare measure of women employees. The concept seems to be moving in the right lines where welfare measures is concerned. Welfare measures provided by organization is not remarkable position however a few drawbacks were found, it's necessary for the organization to care of areas like medical facilities, rest room facility, supervising quality. Intend to boost the employee morale by stepping actions towards the above areas. Welfare is the key area to make smooth relationship between employee and employer which lead to attainment of organization effort. So, the organization should periodically review or monitor the welfare facilities and do the necessary arrangement to improve the same with support of updated or modified welfare strategies.

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