



WOMEN AT WORKPLACE AND THE FACTORS EFFECTING THEIR PERFORMANCE

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ABSTRACT: India is a country where women are greeted with respect with upholding all the traditional values. The old saying "women that rocks the cradle rules the world" has come into existence in today's time, where you can find all women are educated and will like to stand by their own unlike the olden days. Industrialization and urbanization have been risen in a positive way rising employment opportunities and economic development. The post-independence has even more strengthened women employment and working for more hours and increasing in the number of employments. And there are problems faced by women in the workplace in terms of psychological, social, and biological aspects and in concern with the illiteracy. Therefore, in this paper it is discussed about the laws related to women and about the rights which will directly or indirectly will enhance the performance. A data is collected regarding this by preparing the questionnaire and analyzing the interpretation by following the test and the output on the performance of women employees

Keywords – Work life balance , Equal pay , Women leadership, Sexual harassment ,Health and safety.

I. INTRODUCTION:

The main problem which is faced by the women employees in the workplace is relating with the rights and privileges which each woman must be rewarded with. So, in order to enhance or to improve the social status of women and to respect the mental and physical wellbeing of women certain laws and rights in respect to is followed. And with respect to the revolutionary period and the changes which is brought by the constitution by India has led to more respectful ways of treating man and women equally and seeing everyone as one in the eyes of law. Constitution also aims at providing solution to women problem and empowering women on their development and making them independent.

The law also has made it clear that there should be discrimination on the aspect of gender or the caste and areas for which they belong to, and women health and safety has led to a major prominence and make a clear preference for the pregnant women and special care for the baby and the mother is given for overall development. The dignity of women will be taken care of by the government and good working environment will be provided and the laws against sexual harassment has been passed out, each detail with respect to the number of working hours and lowering the burden of heavy objects in the manufacturing sector or industry will not be allowed and there should be harmony in the working environment.

II. LITERATURE REVIEW:

To go with the scratch, the old system or the tradition does not allow women to go out and work for themselves or for family. The women in the family are always treated as a homemaker who will be always stuck in household work and take care of house, the old generation people believe the thought of man is the bread earner of the family and women is there only to prepare them and serve and the older generation people believe that women cannot work outside the home, and because of these reasons the women power did not come out and urge to serve also stayed quite as women were stuck with these kinds of beliefs. (Jacklin, 1989) .

Girls or the women in the family is not encouraged to work and earn money for the family, even after this in case they go out and earn money that money is not considered to run the house, women are meant to be in the kitchen always and do the domestic chores and more marriage are one more barrier to the employment of women as they will quit and reenter in the work due to marriage issues and for child care reasons. And from the small age itself girls and women will be bought up in the way of making them feel they are dependent on others and mostly on the male member of the family. (Ruble, 2006).

In general, maybe even in this generation also in many villages they do not believe in sending the girl child to the school and giving them education. And in the olden days it is obvious that girls we not to school and not given any preference with regarding to education, therefore women will not likely to an opportunity to get a job due to illiteracy. Even in any of the industry they preferred male over female as they cannot do much work and cannot do the heavy objects. Also, as women has so much responsibility in the household chores, women cannot concentrate on both the sides of work. And with respect to the infrastructure facilities there were

no good number of facilities which is given to women when coming to the part of maybe giving washroom facilities or changing room etc. (Sultana, 2017).

The belief where it is said that male of the family is the breadwinner of the family women employees will give wages with low payment and will not treat well in the work place and sexual harassment can also take place when there was no law implemented to the with regarding women protection or development. When a new technical work is introduced, a women will not lead that specific manual operation rather it is always the man who will give the priority Gender based division of work is followed in the workplace and women will be spotted in the workplace where there is use of less skill, and development. (Srivastava, 2015)

There should be proper washroom and changing facility for women should be followed and make the necessary arrangements regarding to it. There should be nursery to take care of the children while their mothers are working, the working hours is fixed for the women and they should not work over the limit, and night work is not allowed in the factory for safety measures of the women employees. (D, 2017)

Mines is a place where extraction of minerals and resources takes place, the operation includes with working in railway tracks and for the other areas as well it states that it does not allow women to work at night and the working hours should be between 6 a.m. to 7p.m, restriction of work in the dangerous area and facilities like creches, washroom and changing facilities must be provided. (Westfield, 1963).

In plantation sector workers must be provided with offices, schools for the children and dispensaries, women are not allowed to work the night hours for their safety purpose. (John, 2016).

The maternity leave is followed by the organization and there is aim of safeguarding both the baby and mother, the leave will be given for a maximum of 12 weeks of paid leave, protection from discrimination, and leave for sickness and miscarriage is provided. And there is much more enhancement of the employment from these kinds of acts. The women who come to work will after the delivery will have to leave their children in the nursery and will get a permission to meet their babies for 15 minutes in the break time. Therefore, the whole purpose of safeguarding women in the workplace and even outside with baby benefits. (Baum II, 2003)

Sexual harassment is also considered as violation of fundamental of rights, this act is implemented to avoid harassment in the first place and providing safe and hostile free environment at work to women, most of women are unaware of these kinds of acts and are losing jobs when something related to this happens. These kinds of acts will increase the or enhance the concept of equality in the workplace therefore, these kinds of acts are meant for the overall development of women which will indirectly support their career and peace in workplace to contribute more to the firm and good working environment and this act are gender specific only to women. (Welsh, 1999)

Most studies seem to support the presence of a sex-based pay gap between men and women. However, the percentage of the disparity that can be attributed to discrimination varies greatly, which is a result of the difficulties in accounting for disparities in training, education, experience, absenteeism, turnover, and the occupational distribution of women. (Gunderson, 1975)

Both men and women need to be aware of the power dynamic both within and outside of the boardroom. Their skill and desire to forge alliances with the most powerful individuals, to invest time in planning, to participate in the most crucial decision-making forums, and to assume leadership responsibilities all play a role in their ability to contribute. (Huse, 2006)

Having more women on the board is arguable in terms of whether the company would make money from it. Having women on the board has an impact on the company's value, financial performance, and adherence to the moral and social standards that the organisation has established, according to a simultaneous equation model we employ to analyse the data. Collateral damage is what we discover, though. A board's financial performance, ethical behaviour, and social compliance are all improved by having more women on it, which also benefits the company's worth. (Isidro, 2015).

Due to societal demands and economic changes, the role of working women has evolved over time. This has led to a situation where working women are under extreme pressure to build a profession that is as strong as that of their male counterparts while fostering active involvement in their personal lives. Less time for oneself is being left for working women as a result of their ever-growing burden. (Lakshmi, 2018).

Women's mental health and overall wellbeing can be significantly adversely impacted by gender bias at work. Different manifestations of this discrimination include uneven remuneration, few possibilities for job progression, harassment, and stereotyping. (Batoool, 2020).

Pregnant women might be engaged at work even while they are disconnected in clinical settings. By observing improvements in productivity, employee happiness, and economic competitiveness, women and companies may gain from workplace health promotion. (Madden, 2020).

III. OBJECTIVE:

The main objective of the research paper is to understand the factors which is affecting the performance of women at workplace, and how these factors will influence the personal and work life balance of women.

IV. RESEARCH METHODOLOGY:

The primary data is collected by using google form and asking respondents to fill the form based their opinions , the respondents were both male and female and of different age category .The variable names are: Equity in Pay, Confidence in Pay Equality, Gender-Neutral Skill Recognition, Work-Life Balance Support, Satisfaction with Family Support, Gender-Equality in Caregiving, Safe and Inclusive Workplaces, Effectiveness of Harassment/Discrimination Laws, Culture of Respect, Women's Professional Success Recognition .The analysis is done by using factor analysis in SPSS software.

V. FINDINGS AND INTERPRETATION:

Table 1

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.853
Approx. Chi-Square		242.331
Bartlett's Test of Sphericity	df	99
	Sig.	.000

- From the above (table 1) of KMO 0.853 is well above 0.7, suggesting that the data is suitable for PCA.
- The higher the chi-square value, the more the suitable for PCA.
- The data has got 100 respondents and the degree of freedom is 99.
- The p-value is very close to zero, which suggests strong evidence against the null hypothesis of no correlation between variables. This says that the data is appropriate for PCA.

Table 2

	Initial	Extraction
Equity in Pay	1.000	.636
Confidence in Pay Equality	1.000	.511
Gender-Neutral Skill Recognition	1.000	.399
Work-Life Balance Support	1.000	.516
Satisfaction with Family Support	1.000	.428
Gender-Equality in Caregiving	1.000	.449
Safe and Inclusive Workplaces	1.000	.457
Effectiveness of Harassment/Discrimination Laws	1.000	.503
Culture of Respect	1.000	.708
Women's Professional Success Recognition	1.000	.499

Extraction Method: Principal Component Analysis.

From (table 2) for "Equity in Pay," the initial variance is 1.000, but after PCA, only 0.636 of variance is retained in the extracted components.

Table 3

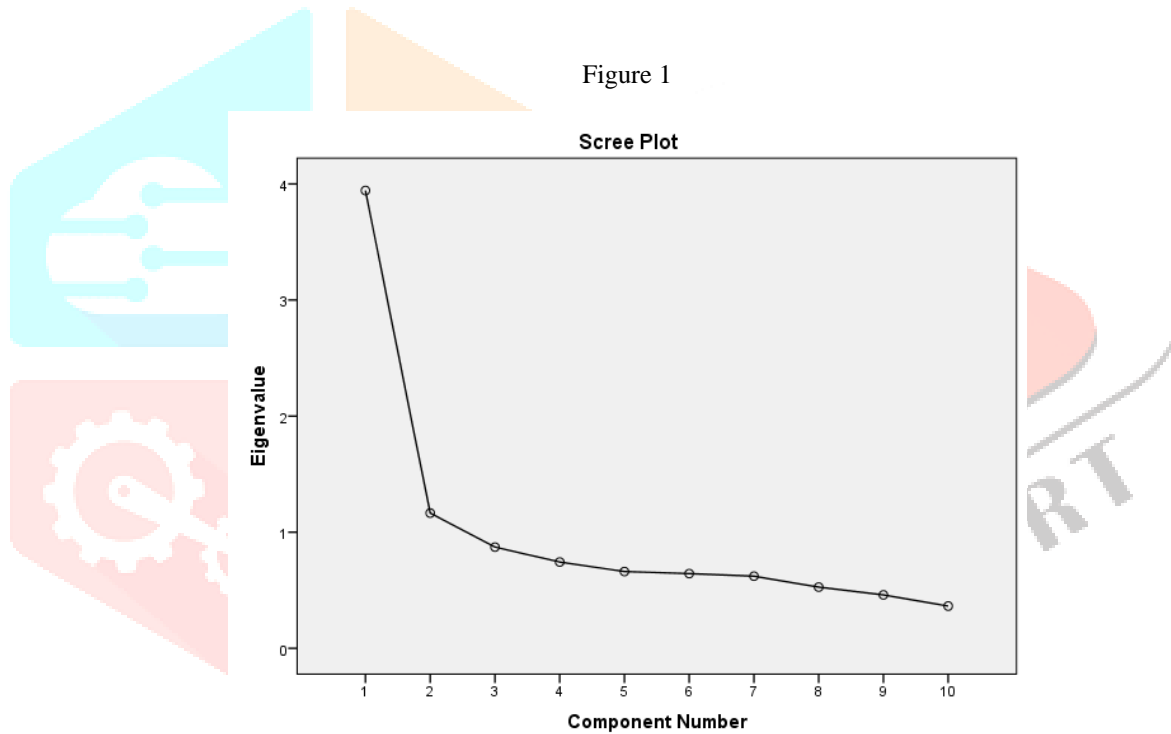
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.943	39.431	39.431	3.943	39.431	39.431	2.632	26.317	26.317
2	1.165	11.648	51.079	1.165	11.648	51.079	2.476	24.761	51.079
3	.872	8.720	59.799						
4	.743	7.434	67.233						
5	.661	6.613	73.846						
6	.644	6.435	80.281						
7	.621	6.213	86.494						
8	.527	5.267	91.761						
9	.460	4.600	96.362						
10	.364	3.638	100.000						

Extraction Method: Principal Component Analysis.

- In (table 3) Component 1 explains 39.431% of the total variance.
- Component 2 explains an additional 11.648% of the total variance.
- Together, these two components explain 51.079% of the total variance.

Figure 1



In (Figure 1) The scree plot shows that the first 2 components account for 80% of the variance in the data, while the remaining components only account for a small amount of variance each. This suggests that the first 2 components are the most important and informative.

Table 4

Component Matrix^a

	Component	
	1	2
Work-Life Balance Support	.719	-.005
Confidence in Pay Equality	.702	.133
Women's Professional Success Recognition	.652	.271
Gender-Equality in Caregiving	.636	.212
Effectiveness of Harassment/Discrimination Laws	.629	-.328
Culture of Respect	.599	-.591
Gender-Neutral Skill Recognition	.594	-.215
Satisfaction with Family Support	.593	.275
Safe and Inclusive Workplaces	.591	-.328
Equity in Pay	.543	.584

Extraction Method: Principal Component Analysis.

Component Matrix:

- From the (table 4) for "Work-Life Balance Support," the loading on Component 1 is 0.719, indicating a strong positive relationship with Component 1.
- For "Equity in Pay," the loading on Component 1 is 0.543, also indicating a positive relationship with Component 1.

Table 5

Rotated Component Matrix^a

	Component	
	1	2
Equity in Pay	.796	-.051
Women's Professional Success Recognition	.660	.251
Satisfaction with Family Support	.620	.208
Gender-Equality in Caregiving	.608	.283
Confidence in Pay Equality	.602	.386
Work-Life Balance Support	.518	.498
Culture of Respect	.029	.841
Effectiveness of Harassment/Discrimination Laws	.231	.671
Safe and Inclusive Workplaces	.204	.644
Gender-Neutral Skill Recognition	.284	.565

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 3 iterations.

Rotated Component Matrix:

- From the (table 5) after rotation, "Equity in Pay" has a higher loading (0.796) on Component 1, indicating a stronger association with Component 1.
- "Culture of Respect" has a high loading (0.841) on Component 2 after rotation.

Table 6

Component Transformation Matrix

Component	1	2
1	.727	.687
2	.687	-.727

Extraction Method: Principal

Component Analysis.

Rotation Method: Varimax with

Kaiser Normalization.

From (table 6) "Equity in Pay" is heavily weighted in both Component 1 (0.727) and Component 2 (0.687), indicating that it contributes significantly to both components.

VI. DISCUSSION ON PERFORMANCE:

The laws and regulations which are passed by the Indian constitution which are favor of women development and women empowerment has led to improvement in the performance in the workplace. From the scratch itself it is found that the how women were treated and how women are treated in present times there is lot of difference both the way of thinking and giving opportunities as male workers and treating women night like how they wanted to be treated in each of their sector and workplace

For each law which is passed by the government there is a positive attitude towards the development of the women, it may be providing maternity leave for the pregnant woman which is paid for 6 months is all about thinking about the next future performance of the employees so that they could perform better when returning to work and contribute more to the working place or firm

The other acts such as the prohibition of sexual harassment has led to more peaceful working environment to the women employees. That is why because there are many women who are sensitive in nature and take any words too personally and make it as complicated problem in the workplace, so in order to take of this kind of negative thoughts or image the laws regarding these have been passed. And any violation of such acts will be dealt legally and respective compensation must be paid to the complaint filer.

The laws which mention the certain working hours and restricted night shifts to women and not to work near heavy objects and lift those heavy machines has passed due to the health and safety purpose the women employees. Women has more responsibility than men as they have to work outside the home as well as inside home she will be a homemaker too and take care of the family so these laws are in favor of these kind of women to participate well in the both the sides and be happy the responsibilities they have and limited working hours for woman has also led to most useful law which is favor of women and thereby all these directly or indirectly help in performing well both inside out and carry out their responsibilities monthly and work better at the workplace.

VII. SUGGESTIONS AND RECOMMENDATIONS:

- Government should make a survey on women harassment cases and the punishment or compensation must be on that degree of the harassment to which extent it has gone.
- Campaigns should be conducted to make aware of the laws and regulations which is passed by the law.
- Installation of GPS in company vehicles to ensure the safety of women and to check if they have reached the destined place safely.
- The workers must be suggested on a small size family so that they can take care of both the responsibilities of workplace as well as family.
- Steps and Innovative steps must be followed to increase women opportunities and empowerment.
- Giving more preference for women education.

VIII. CONCLUSION:

The study upholds the agenda of women development and women empowerment in society, and treating them with the dignity and respect which they need to be given. The paper also speaks about the various laws related to women in the sense of prohibition of sexual harassment, equal wages, hours of work, health and safety of women, no night shifts and with the dual responsibilities of women. And how the laws regarding it have been implemented and what are the benefits women are getting through these laws and impact on its performance maybe it is in a positive way or in a negative way, few recommendations and suggestion are given which

can be followed and pass out laws regarding it which are already existing and would create better world to live for both men and women.

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