A Study on Women At Workplace: Geographically Mobile Qualified And Liberated A Global Phenomena

Amanat Khokhar

Educator, Management

ABSTRACT

Nowadays we are in a world of globalisation where women are fearless and wish to explore and use their talents, shaping their career in working environment. women's participation so far has been increasing each day. we live in 21st century nowadays legal, cultural, social, political practices favour women participation in management and having equal rights to men. But still we often come across few cases where women are prohibited or restricted or discriminated at work based on their pay, position and responsibilities at work. Women face various challenges each day both at work and home. challenges that stay for women in their workplace. for e.g.: to express discrimination, the "glass ceiling" that prevent women from reaching top positions in the company. All the high-status jobs such as CEO's, directors, operating officers of an organisation are usually men. we often come across various cases where its referred that hiring only male candidates. here come favourism which discourages women to apply for the job. despite all these barriers we often see women performing well in their respective field. when it comes to security of women's which still is a questionable at certain situations women are frightened to do night shift or to work at isolated areas. Which sometimes forces them to quit their jobs or stop working. though, there are also certain women which attain success and encourage other women to excel in their careers. on the other hand, there are cases where women work equal to men but still, they are not paid at par with men. but still we can say that things have improved far from before and are to be improved further. this study has also stated various problems that women are facing at work. The research was done using both primary and secondary source of data. through the questionnaire the study recorded views of 200 respondents across country. This study states that though women face issues, but they also have power to overcome these issues and excel in their fields.

KEYWORDS: Glass ceiling, Discrimination, Women, Workplace

INTRODUCTION

Women are excelling in many fields these days. The women have more or equal participation to men these days. Those were old days when women were considered to do only household work but now women coming out of their shells and giving neck to neck competition to men. Though we often hear few cases where women are not given 1st priority as compared to men . women's security still becomes a question mark in many cases due to which women stop working and give their careers a back seat . We often hear that many organisations still follow "GLASS CEILING" here women are not given equal opportunities and are denied major roles in the organisation this is often known as ethnographic situation in the

organisations that is there is sturdy relationship between entrepreurship and gender bias that create possible forms of gender bias . (Attilla Brunni , silvia and pugio 2004).

When given opportunities to travel abroad for career progressions we often find women facing too many problems and restrictions from their family like childcare , non supporting spouse , orthodox family which often restrict women to be at one place . Despite of all this there are various women who progree in their career after coming out of all obstacles . there are many factors and bases for relationship between career progression and gender. (V. Patwardhan, S.Maya and Joshi 2016). Women are empowering themselves by croosing all obstacles only with the help of their family support. Creation of more platforms will help women achieve their desired goals (S. Nandi and Shalini Kumar2014).

Maintaing a healthy work life balance often become difficult for women , we often see women in conflict when they have to choose between their personal life and work . there are various reasons which force women to work partime are illness and disabilities , family responsibility, childcare etc . women often feel that at times due to work pressure their family is comprosomised . there are certain issued created for shift based work where organsiations must take several measures in order to relieve stress and provide various remedied to women so that thye can work upon their stress. (Shivananda and Rohini , 2013)

Researcher with the help of primary sources using questionnaire recorded responses of 265 working women, and through various other secondary information wishes to analyse various problems that women are facing at workplace.

PURPOSE OF STUDY

Researcher through this study wants to analyse conditions of working women at workplace. And analyse various factors that disrupt their work.

There are various psychological and personal factors which affect their work efficiency.

with this study, researcher intends to explore how is satisfaction level and mental health of working women and how working women are reshaping each day and leading towards their goal and progressing in their career.

There are various factors which influences mobility of working women be it family, spouse, childcare, orthodox family etc. reason can be any. researcher wants to analyse one of such reasons.

Despite of all the challenges women are excelling in their work and each day there our new opportunities that come their way and women are grabbing the opportunities and reaching to heights of success.

CONTEXT OF STUDY

Researcher in order to analyse women at workplace went on to gather information using primary and secondary sources. under primary source a questionnaire was framed and there were 24 questions and data of 265 working women was recorded analysing their opinion about their working in organisations. And researcher in order to understand working women more tried to gather information through secondary sources. research wanted to gather insight about problem women are facing at workplace, to trace out various factors that effect employee mobility, impact of health and stress issues on women's work and also to analyse what are companies doing for career progression of women. . There are many negative consequences for work life imbalance, for working women negative consequences involves less family interaction, conflicts in relationships, less interaction with children's experiences, depression, greater likelihood of alcohol abuse, and a decrease in their quality of life

.

SIGNIFICANCE OF STUDY

Educated urban women is more aware of the challenges and opportunities she has in workplace. and she is bold enough to understand for her rights and can put forth opinions well. despite of the face that women might not get support of her family and educated women find her own ways to fully develop her skills and abilities and an assessment of issues that working women face help them understand work dynamics.

During old era there were some societal boundaries for women, but todays women is breaking all those boundaries and is flourishing in her respective fields giving them a boost to fulfil dual responsibilities well that is both at professional and personal front. despite the fact that women are earning well these days and families need financial support from them there role still faces some dilemma and their work is still described to be more important at household front and they are considered to be weak and dependent on males.

SUMMARY

Women are excelling in many fields these days. The women have more or equal participation to men these days. Those were old days when women were considered to do only household work but now women coming out of their shells and giving neck to neck competition to men. Though we often hear few cases where women are not given 1st priority as compared to men. women's security still becomes a question mark in many cases due to which women stop working and give their careers a back seat. We often hear that many organisations still follow "GLASS CEILING" here women are not given equal opportunities and are denied major roles in the organisation this is often known as ethnographic situation in the organisations that is there is sturdy relationship between entrepreneurship and gender bias that create possible forms of gender bias. Nowadays we are in a world of globalisation where women are fearless and wish to explore and use their talents, shaping their career in working environment. women's participation so far has been increasing each day. we live in 21st century nowadays legal, cultural, social, political practices favour women participation in management and having equal rights to men. But still we often come across few cases where women are prohibited or restricted or discriminated at work based on their pay, position and responsibilities at work.

REVIEW OF LITERATURE

This section provides an overview of the present Literature collected, and then thoroughly analysed related to the subject of Women in Corporate Sector. The literature reviews various factors contributing towards the challenges that women predominantly face in work place. The literate also contains anecdotes comparing the challenges faced due to workplace challenges in relation to their Family Times.

- **Family Satisfaction**

Family Satisfaction is employee's connection with their family and how satisfied the person is at home which grants him a feeling of joy and tranquillity and safe. The term 'Family Satisfaction', does not limit only the spouse, children and/or parents but extends to the other key components of the family such as uncles/aunt, niece etc.

This term was used to help the participants to derive a difference between the Life Satisfaction and satisfaction with family and work. According to **Calvo-Salguero (2011)** Work and Family are amongst the most important roles on a person's life and fair amount of details are available on the topic.

- **Work Satisfaction**

Paton (2003) mentioned in his study that there are two things that impact work satisfaction. These are the items such as support received from the bosses and peers and the expectations met by the company that the individual possess. It also depends upon the things expected from an individual with regards to the skills sets he/she possess.

.**Zou (2015),** mentioned that women are relatively more engaged and satisfied with their than their male counterparts. The main reason noticed was that the both sexes i.e. Male and Females seek different satisfaction levels. It was also observed that the women working part time in possessed higher satisfaction level than women working full time with respect to the men achieving the lowest rate.

- **Career Progression**

D'Agostino's (2011) latest study pointed towards the idea that women in particular who excelled in their careers in the government were either devoid of kids or were unmarried. D'Agostino also notes the same with an example of the hospital, women using the facilities such as flexibility of work fell behind their male counterparts when it came to the career progression who were relatively more enthusiastic in their respective work who often kept their family at the backburners.

Doherty (2004), mentioned that a substantial number of women do not choose to pursue their careers to reach the pinnacle due to odd working hours at the higher level management. It was also noted that despite the fact the equal opportunity approach was not followed to the teeth since the females were offered special treatment with reference to the flexibility at work that was offered to women more.

- **Work Life Balance Benefits**

Though there are many benefits with managing the work life balance, however, to find the exact balance remains a challenge. Though many suggests that in order to strike the right balance it becomes of the paramount importance to prioritise some aspects of the daily life and correct time management.

Kellet's (2011) Article on work life balance outlines the benefits to the main aspects of work life Imbalance. **Quuck, Garvin, Cooper (2004)** theorised that work life balance may mean differently to every individual as their priorities may be slightly different. Some may prefer spending time with family as a priority wherein some may be more inclined towards providing a quality lifestyle to their family.

- **Benefits of Well-Being**

Okhuysen, Lepak, Lee Ashcraft, Labianca, Smith & Steensma (2015) suggest that the workplace can help employees' wellbeing in many ways and there are also many other factors that contribute to help one's well-being. They suggest doing everyday work tasks, the work place plays a big role for employees who may be experiencing work-family conflict and due to its nature of formal work environment, work tasks, company structure, deadlines and development of goals, the work place can provide the best environment for an employee to negotiate personal preferences, roles or conflicts and form a sense of identity.

RESEARCH METHODS AND PROCEDURES

This research intends to understand women at workplace, analyse various problems that women face at workplace. There are various psychological and personal factors which affect their work efficiency. with this study, researcher intends to explore how is satisfaction level and mental health of working women and how working women are reshaping each day and leading towards their goal and progressing in their career.

Objective of the study

This study intends to address following key objectives:

1. To gain insight about the problem's women are facing in workplace.
2. To trace out various factors which influence mobility of working women
3. To study the impact of health and stress issues on women at workplace.
4. To explore various policies and practices which dispirit women's career progression.

Research method: Exploratory and descriptive Research Method

Participants

- sample size =265
- sample location = Across country
- sampling unit = working women
- sampling technique= convenience sampling, snowball sampling

SOURCES OF DATA

Primary Data Sources

1. Survey: a survey is conducted from working women at various organisations to analyse various problems they are facing .
2. Questionnaire: An online questionnaire was also provided wherein responses were received and were recorded from 265 working women Some women wanted to remain anonymous and hence that was respected.
3. Informal Interaction:. The researcher had also made notes of interactions with women and have also considered while compiling the report.

Secondary Data Sources

1. Various data journals from various researchers was taken into consideration and was imperative in the overall conclusion of the report. The reports helped in creating a base for the questionnaire.
2. Past records also served as a mean to formulate the study and research and to develop the connections that were otherwise missing.

DATA ANALYSIS

1. City of Workplace?
   Interpretation
   Around 265 women respondents filled the questionnaire across country.
2. No of years you have been working?
   Interpretation
   From the questionnaire it was observed that around 47.9% people working are below 5 years and around 8.3% women working have been serving for more than 15 years.
3. What is your marital status?
   Interpretation
   From the questionnaire it was observed that 43.8% working women are single , 36.2% of them are married around 11% are divorced and approximately 8% are widow
4. What is your highest level of qualification?
   Interpretation
   It was observed that approximately half of the women respondents 44.9% have their highest level of qualification as Master's and around 10% of the respondents had done Ph.d
5. Have you ever faced harassment in your organisation?

Interpretation

This question in the questionnaire was asked using Likert scale where 5 stands for strongly agree and 1 stands for strongly disagree and 7.5% of the respondents that is 20 out of 265 respondents claimed that they faced harassment in the organisation and around 81 respondents were neutral about it.

6. Do you think people draw conclusions about working women characteristics without any reason?

Interpretation

This question in the questionnaire was asked using Likert scale where 5 stands for strongly agree and 1 stands for strongly disagree and it was observed that 50

respondents out of 265 believed that people draw conclusions about working women characteristics without any reason. And around 91 respondents agreed to it.

7. Is glass ceiling practiced in your organisation?

Interpretation

This question in the questionnaire was asked using Likert scale where 5 stands for strongly agree and 1 stands for strongly disagree around 17% which is 45 out of 265 respondents believe that glass ceiling is practiced in their organisation which means that women are not equal to men and men are given more opportunities for career advancement in their organisation

8. On what basis are you promoted in your organisation?

Interpretation

On the basis of questionnaire it was observed that 7.2% of women respondents believe that promotion in an organisation takes place on the basis of gender which means that men are more promoted then women and quite a chunk also believes that promotion depends on the basis of superior subordinate relationship.

9. Are single mothers less likely to move for jobs?

Interpretation

This question in the questionnaire was asked using Likert scale where 5 stands for strongly agree and 1 stands for strongly disagree around 15.8% of the women respondents believe that single mothers are less likely to move for jobs because they might have more family responsibility at their disposal and around 30.6% of the chunk was neutral about it.

10. Females often refrain themselves from reallocation.

Interpretation

This question in the questionnaire was asked using Likert scale where 5 stands for strongly agree and 1 stands for strongly disagree from the questionnaire, it was observed that that approximately 17% of the people which is 45 out of 265 respondents believe that females often refrain themselves from relocation which is quite a chunk. And around 34% women were neutral about it , whereas only 5.7% respondents did not agree to it.

11. Family problems faced by women are huge:

Interpretation

There are various family problems that women are facing around 33.2% respondents believe that childcare, 29.4% respondents say orthodox family, 19.6% say social issues and rest believe that these are some major problems women face .

12. Do you think going for official tour and meetings is difficult for women?

Interpretation

This question in the questionnaire was asked using Likert scale where 5 stands for strongly agree and

1 stands for strongly disagree , it was observed that around 18% of the respondents say that going for official tours and meeting is difficult for women .

13. Factors that may affect career progression of women are.

Interpretation

From the questionnaire it was observed that around 23.8% of the respondents believe that gender inequality may affect career progression of women and 19.6% of women believe that management working style affect career progression and approximately 16% of women claim that credibility of fellow staff and sexual harassment plays equal role .

14. Do you think, maintaining work life balance might have adverse implication on career progression of women?

Interpretation

From the questionnaire, it was observed that around approximately 17% of the respondents strongly agree that maintaining work life balance might have adverse implication on career progression of women.

15. Do you think due to pregnancy, healthy issues and family issues women might take gap from work, does your organisation consider potential career gaps due to family responsibility?

Interpretation

It was observed from the questionnaire that approximately 14.3% of the respondents say that due to pregnancy, health issues women might take gap from work, but their organisation does not consider potential career gaps due to family responsibility.

16. Do you think HR policies embrace female employees?

Interpretation

From the questionnaire, it was observed that around 17% of the respondents think that HR policies do not embrace female employees and approximately 26% respondents agree to it.

17. Do you often feel in conflict, when arises a situation where your work and personal life makes you want to be at both places at a time?

Interpretation

Around 37.7% of the respondents which is 100 out of 265 which is quite a number believes that there arises a situation where your work and personal life makes you want to be at both places at same time. While only 4.5% of them disagree to it.

18. Do you think because of your professional role family is being compromised?

Interpretation

Around 30.9% of the respondents agree to it that because of your professional role family is being compromised and around 14% of the population disagree to it.

19. Do you feel that because of your long working hours at work, it impacts negatively on your personal life and health?

Interpretation

On the basis of questionnaire, it was observed that around 32.5% of the respondents believe that due to long working hours it had negative impact on their personal life and health. and around 18.1% strongly agreed to it.

20. Does your organisation take any of the following initiatives to maintain work life balance?

Interpretation

From the questionnaire it was observed that there are various initiatives that their organisation is taking

in order to maintain work life balance , around 29.4% of them feel that their organisation provide them with flexi timings and around 29.8% say that they are also given work from home facilities

21. Does managing work and household chores results in physical exhaustion?

Interpretation

Through the questionnaire, it was observed that around 32% of the respondents strongly believe that managing work and household chores result in physical exhaustion . only a small chunk of women approximately 3.8% that is only 10 out of 265 respondents strongly disagree to it.

22. I think, I am able to balance my personal and professional life well?

Interpretation

Through the questionnaire, it was observed that around 33% are neutral about the fact that they are able to balance their personal and professional life well. and around 38% of the people agree it too which is a large group of people.

23. Do you receive adequate support from family during busy days at work?

Interpretation

Through the questionnaire, it was observed that around 13.2% of the women say that they do not receive adequate support from family during busy days and around 29.8% women were neutral about it And approximately 21.5% respondents say that they receive adequate support.

24. Are you able to connect emotionally with friends and family post your work?

Interpretation

Through the questionnaire, it was observed that around 9.8% of the respondents disagree to the fact that they are able to connect emotionally with their friends and family at work.

Result Analysis using SPSS

Pearson's Correlation analysis between problem faced by women at workplace

						Do you think , maintaining work life	Do you think due to pregnancy, healthy issues and family issues women might take gap from work , does your organisation consider potential career gaps due to family

	Do you think people draw conclusions about working women characteristics without any reason?	Is glass ceiling practiced in your organisation?	Are single mothers less likely to move for jobs?	Females often refrain themselves from reallocation?	Do you think going for official tour and meetings is difficult for women?	balance might have adverse implication on career progression of women?	responsibility?
Do you think people draw conclusions about working women characteristics without any reason? — Pearson Correlation	1	.269**	.221**	.223**	.110	.335**	.145*
Sig. (2-tailed)		.000	.000	.000	.073	.000	.018
N	265	265	265	265	265	265	265
Is glass ceiling practiced in your organisation? — Pearson Correlation	.269**	1	.305**	.210**	.303**	.262**	.033
Sig. (2-tailed)	.000		.000	.001	.000	.000	.593
N	265	265	265	265	265	265	265
Are single mothers less likely to move for jobs? — Pearson Correlation	.221**	.305**	1	.243**	.286**	.161**	.177**
Sig. (2-tailed)	.000	.000		.000	.000	.009	.004
N	265	265	265	265	265	265	265
Females — Pearson	.223**	.210**	.243**	1	.196**	.230**	.220**

often refrain themselves from reallocatio n?	Correlation Sig. (2-tailed) N	.000 265	.001 265	.000 265	265	.001 265	.000 265	.000 265
Do you think going for official tour and meetings is difficult for women ?	Pearson Correlation Sig. (2-tailed) N	.110 .073 265	.303** .000 265	.286** .000 265	.196** .001 265	1 265	.212** .001 265	.157* .011 265
Do you think , maintainin g work life balance might have adverse implication on career progressio n of women ?	Pearson Correlation Sig. (2-tailed) N	.335** .000 265	.262** .000 265	.161** .009 265	.230** .000 265	.212** .001 265	1 265	.084 .172 265
Do you think due to pregnancy, healthy issues and family issues women might take gap from work , does your organisatio n consider potential	Pearson Correlation Sig. (2-tailed) N	.145* .018	.033 .593	.177** .004	.220** .000	.157* .011	.084 .172	1

career gaps due to family responsibility?		265	265	265	265	265	265	265
Do you think because of your profession al role family is being compromis ed ?	Pearson Correlation	.158**	.209**	.227**	.247**	.245**	.225**	.155*
	Sig. (2-tailed)	.010	.001	.000	.000	.000	.000	.011
	N	265	265	265	265	265	265	265

When done co relation test between questions we can see from the above table the when co- relating all the variables with each other it can be seen that all the variables are positively corelating with each other with .335 as the highest value of co-relation and .084 as the smallest all significant at the level of .01 2 tailed.

Pearson's Correlation Analysis between professional role of working women and problems faced by them due to family issues

		Do you think because of your professional role family is being compromised ?	Family problems faced by women are huge :
Do you think because of your professional role family is being compromised ?	Pearson Correlation	1	.010

Pearson's Correlation Analysis between professional role of working women and problems faced by them due to family issues

		Do you think because of your professional role family is being compromised ?	Family problems faced by women are huge :
Do you think because of your professional role family is being compromised ?	Pearson Correlation	1	.010
	Sig. (2-tailed)		.876
	N	265	265
Family problems faced by women are huge :	Pearson Correlation	.010	1
	Sig. (2-tailed)	.876	
	N		265

As we can see from the above table when because of professional role family is being compromised and Family problems faced by the women are corelated they are positively co relating with .010 significant at .876

Regression Analysis of the level of impact of working hours on work life balance

- H_0 : Working hours and organizational initiates does not have a significant impact on work life balance
- H_1 : Working hours and organizational initiates have a significant impact on work life balance

Model Summary

Model	R	R Square	djusted R Square	Error of the Estimate
1	.001[a]	.000	-.004	1.113

a. Predictors: (Constant), Does your organisation take any of the following initiatives to maintain work life balance ?

one way ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.001	1	.001	.000	.983[b]
	Residual	325.660	263	1.238		
	Total	325.660	264			

a. Dependent Variable: Do you feel that because of your long working hours at work, it impacts negatively on your personal life and health ?

b. Predictors: (Constant), Does your organisation take any of the following initiatives to maintain work life balance ?

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.450	.150		23.030	.000
	Does your organisation take any of the following initiatives to maintain work life balance ?	.001	.048	.001	.021	.983

Dependent Variable: Do you feel that because of your long working hours at work, it impacts negatively on your personal life and health ?

From the above table results it can be seen that the value of significance is .983 which is too high than .05. So, the null hypothesis is rejected, and the alternate hypothesis is accepted which means that Working hours

and organizational initiates have a significant impact on work life balance

ANOVA analysis on issues faced by women at workplace
Hypothesis

Ho The woman do not face any problems in workplace
H1-The woman face any problems in workplace.

		F	Sig.
Have you ever faced harassment in your organisation?	Between Groups Within Groups Total	2.825	.025
Is glass ceiling practiced in your organisation?	Between Groups Within Groups Total	5.382	.000
Are single mothers less likely to move for jobs?	Between Groups Within Groups Total	3.494	.008
Females often refrain themselves from reallocation?	Between Groups Within Groups Total	4.113	.003

When Anova test is put for the testing hypothesis we can see from the above results that in every case value of significance is less than .05 which means that the above hypothesis is accepted and null hypothesis is rejected which means that The woman face problems in workplace.

Interpretation

The present study from the results and hypothesis it can be said 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. The various parameters taken in the analysis show results 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. This however requires to be confirmed through an observation of the woman problem in the connection to the position, which was not practical in our research, as a huge number of the respondents were unable to report on their present condition in the organization.

FINDINGS AND SUGGESTIONS

* From the analysis it was analysed that respondents believe that working hours and organisation initiates have significant impact on work life balance.

- The respondents believe that because of professional role family is being compromised and Family problems faced by the women are corelated they are positively corelating.
- When ANOVA test is put for the testing hypothesis, we could see that in every case that the working woman face problems in workplace. There are various problems that women are facing like glass ceiling, harassment, family problems, health problems etc.
- When ANOVA test is put for the testing hypothesis, we can say that There is discrimination in organization because of gender. Women face more discrimination then men.
- Through the study it was analysed that many respondents had faced harassment in their organisation at some part or another.
- Respondents believe that promotion in an organisation takes place on the basis of gender which means that men are more promoted then women and quite a chunk also believes that promotion depends on the basis of superior subordinate relationship.

SUGGESTION

- Partners can be more subtle to women's need, and forgetting all traditional ways they should support and help their wives in everyway possible be it childcare or household work.
- Organisation should have strict measures and checks for women security which means that organisation should ensure that women never becomes victim of harassment and in every case there should provide them with proper security and if at all she ever becomes victim of harassment there should be strict rules and regulations for it and also immediate action to be taken and no delay.
- Women should be asked to fill a questionnaire every month, keeping their names anonymous by the organisation in order to understand their satisfaction level at work.
- Government should make it mandatory for the for the companies to install GPS (Global positioning system) in cabs specially for women working in late night shifts to ensure proper security.
- Childcare facilities like creche facilities still remain, missing in many small organisations, such facilities should be part of every organisation And also there should be proper babysitters to take care of child an their needs.