



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2017; 3(5): 128-131
www.allresearchjournal.com
Received: 25-03-2017
Accepted: 26-04-2017

Dr. Dhirendra Kumar
Associate Professor,
Department of Sociology,
Gandhi Smarak
Mahavidyalaya Surjan Nagar,
Moradabad, Uttar Pradesh,
India

A socio-study on employed females and their problems

Dr. Dhirendra Kumar

Abstract

The industrialization and modernization process changes the structure of the family from joint family to nuclear family. Likewise both the procedure pushes the women to go for work and the working women are facing lot of problems in the family life as well as in the working environment. The present study led among the women who are working in industrial area. The outcomes demonstrate that the workingwomen are facing lot of problems in their daily life. The main study was to comprehend the problems and issues faced by working women in India. The goals likewise included recognizing the key socio-economic attributes adding to women's status, safety and security, and to ponder women's involvement in different exercises/organizations for enhancing of family, community and society. The examination was bound to the workingwomen in white apprehended jobs in the city in India. Workingwomen have various types of problems and challenges and different categories as married, single, divorcee, single parent, separated, have different issues in question in the workplace. Some problems are unquestionably normal, as mental and physical stress, absence of legitimate harmony between employment and family care, unreasonable treatment in the workplace, unpleasant life and work put segregation and so forth. Be that as it may, some challenges are age or class particular, as preferential and stereotyped considering, safety and security issues, sense of self bothers with associates, and problem of unattainable rank and so on. Some probable solutions for problems working women that could help them to overcome the problems that they confront in the workplace are legitimate safety and security measures by the parent organizations, sensitive and supporting accomplices at home, effective childcare arrangements and fitting grievance changed components for women in place at the workplace.

Keywords: Working women, family, process, environment, industrial area, problems, daily life, India, socio-economic, safety, security, organizations, society, challenges, workplace, mental and physical stress.

Introduction

Women constitute a noteworthy piece of the work-force in India. The work investment rate keeps on being significantly less for females than for guys. There has been some improvement in the work investment rate of females since 1971. Work participation rate for women, which was 7.18 and 9.74 percent in urban areas in 1971 and 1991 separately, went up to in 2001. In the rural areas the female work support rate has indicated consistent change since 1971 when contrasted with urban areas. It has ascended from in 1971 to 27.20 of every 1991 and to 30.98 out of 2001. The workforce participation rate of females in rural sector was 26.1 and in urban sector it was 13.8 of every 2009-10. The workforce participation rate for males in rural sector was 54.7 and in urban sector it was 54.3. The work compel support rate of women across all age-groups was 20.8 in rural sector and 12.8 in urban sector contrasted and 54.8 and 55.6 for men in the rural and urban sectors separately in 2009-10 (NSS 64th Round).

Amongst rural women workers, 87% are employed in agriculture as workers and cultivators. Amongst women workers in urban areas, around 80% are utilized in sloppy segments like household industries, negligible exchanges and administrations, buildings and construction, etc. In this 21st Century, women are considered as the great home creator and furthermore dealing with the workplace of the today world. Because of progress in our lifestyle, it is inescapable that woman has to go for work to economically adjust her family even after her marriage. Due to this, woman needs to confront parcel of sociological and psychological problem in and outside her family. This is one of the major social problems of today in everywhere throughout the world. Particularly in Indian setting this issue is the latest one which requires more considerations and solutions.

Correspondence
Dr. Dhirendra Kumar
Associate Professor,
Department of Sociology,
Gandhi Smarak
Mahavidyalaya Surjan Nagar,
Moradabad, Uttar Pradesh,
India

In the present-day of our modern society, the procedure of industrialization and urbanization is expanding in our society in the meantime social problems additionally are expanding in our society. For instance, the problems confronted by woman due to her work environment weight, workload directly influences her family life. This is one of the important problems of workingwoman to adjust between family life and work life. Wharton and Blair-Loy (2006) allude to work-family strife as a circumstance, in which "the requests of the work interfere with satisfying family responsibilities". Part struggle is characterized as the 'simultaneous event of (at least two) arrangements of part weights to such an extent that consistence with one would make more troublesome the consistence with the other'. Greenhaus and Beutell (1985) [2], has conceptualized work family struggle into three wellspring of contention, to be specific time-based, strain-based and conduct based clashes. Inside the time based, for example, extended periods in paid work will decrease the measure of time accessible for family activities, accordingly making it troublesome for employees to perform family obligations and look after family relationships (Voydanoff, 2004) [2]. While, strain-based, for example, job demands are relied upon to increase employees' negative feelings, stretch, weakness (Voydanoff, 2004) [2] and it is emphatically identified with work to family conflict. Stress, health-related problems, job dissatisfaction, and lower psychological prosperity may come about when work requests, assets, and business facilities are in negative setting, and they may impact the specialist's effectiveness to satisfy family duties (Milliken and Dunn-Jensen, 2005) [3]. The research also demonstrates that work-family strife is identified with expanded turnover expectations and lessened job satisfaction, organizational commitment, and family satisfaction among employees. The present study is essentially concentrating on the problems faced by the workingwomen. Particularly after marriage, families like requests greater responsibility from the women and that cause unevenness between her work life and family life.

Review of literature: The literature review demonstrates that more concentrate is on married working women than on unmarried working women. It is additionally observed that emphasis is more on organized sector instead of chaotic segment of working women. Eggin advocates for more offices to women in the workplace, recommending that "... it is an essential piece of formative technique and also a demonstration of social justice" The World Bank (1991) gauges that Indian Women make up 33% of the labor force. Arnove, (2012) [4] is of the supposition that, "Cooperation of women in workforce is basic for economic development and population planning."

Chakraborty (2013) [5] examined the relationship of the apparent nearness of organizational hones intended to help women's career progression and their work attitudes and satisfaction and their psychological well-being. Information was gathered from 286 women in managerial and proficient jobs working in a huge Turkish bank, a 72 percent reaction rate. Five organizational encounters were viewed as: negative demeanors towards women, equal treatment, bolster, profession obstructions and male standards. Women reporting more strong organizational experiences and practices were more occupied with their work; more job and

career fulfilled, and demonstrated more noteworthy levels of psychological wellbeing."

Gaetano (2013) [6] "investigated the challenges facing women in career development. She found that a large portion of the women employees were disappointed with career advancement software engineers and women were victimized in career development opportunities. The examination prescribed that organizations should endeavor to guarantee that vocation advancement software engineers were set to upgrade profession improvement among women employees. Top management ought to likewise be focused on the vocation improvement of women, and associations ought to likewise acquaint governmental policy regarding minorities in society with desperately address career development of women."

Karat (2005) [7] investigated the connection between work overload, work schedule control, work hours and their fit with inclinations and work-life struggle among full-time employees (N=887). It was discovered that the "most grounded relationship with work-lifeconflict was shown by work over-burden, took after by work plan control, work hours and work hours fit. Time-based work life policies, techniques and intercessions were discovered essential, however not adequate, for tending to work-life conflict. They called for viable administration of work over-burden to help a sound work-life relationship."

Shyamalie (2011) [8] examined the work-family strife experienced by 239 married female generation administrators in double career families, the social support they got and the adapting procedures used to deal with the contention. "The women experienced more work obstruction with family than family interference with work. The power of work obstruction with family was essentially higher in the prior life-cycle arrange than in the later stage. Around 66% of the women indicated that they planned to leave their job upon having another child, mainly because of the increasing expense of kid care services. They got the slightest social support from their managers contrasted with different sources, and tended to adapt to strife utilizing receptive part conduct and individual part redefinition strategies."

Tomlinson, B. R. (2013) [9] in their study among married women employees of BPO companies followed the causes, results of work-life unevenness and intercessions for work life balance. More than two-third of the respondents expressed the accomplished work-life imbalance fundamentally by virtue of work interference with individual life. The reasons for work-life imbalance were named organizational and personal factors. The organizational factors included work-related factors, time-related factors and relationship-related factors. The personal factors included absence of family bolster, marital conflicts and visit change in dozing designs. As indicated by the examination, "the three primary results of work-life imbalance were stretch and burnout, sick wellbeing and poor work performance. The respondents likewise experienced blame of not having the capacity to invest energy with family, uneasiness about poor performance, relocation of negative feelings on family members and on co-specialists."

Sharma, A. (2007) [10] "examined the relationship of self-adequacy, work family strife, social help, and sex part state of mind, good example and profession yearning to best administration among ladies in center administration at the

assembling line. This study expected to decide the commitment of each variable to profession desire. Information was gathered from 109 married women in middle management at eight private manufacturing companies situated in Bangi and Nilai. This study found that self-adequacy; social support, sexual orientation part mentality and good example were altogether identified with vocation desire. In particular, self-adequacy and sex part state of mind were the most critical forerunners of vocation yearning among women in middle management in manufacturing line."

Women can either go about as purported super women in request to adapt to these contending requests or find different methods for taking care of the over-burden at work or at home. Women, who felt overburdened by the greater part of the weights they should bear, risk burnout and a conceivable end to their corporate aspirations. Macdonald, Phipps, and Let Bridge, utilizing new information on grown-up Canadian women and men found that women's greater hours of unpaid work contributed to women encountering more stress than men. Achievement in the working environment as super mom in terms of adjusting work and family may come at a high cost as stress. "This anxiety, if not took care of deliberately, could effects affect their professions and even their parts and commitments to their families."

Methodology

In the present research work, the researchers used illustrative research design with a specific end goal to depict the various problems confronted by workingwomen. In the present research study, the analysts utilized meeting plan as a tool for data collection. The meeting plan comprises of individual profile, psychological and sociological problem confronted by the workingwomen. For examining the data, the researchers used percentile score, mean and standard deviation.

Results

Table 1: Socio-economic Conditions of the Respondents

S.N.	Socio-economic Variables	No. of Respondents	Percentage
Age			
1.	Below 25 years	3	6
2.	25 to 35	24	48
3.	35 to 45	14	28
4.	45 to 55	9	18
Type of College			
1.	Government College	12	24
2.	Private College	38	76
Marital Status			
1.	Unmarried	16	32
2.	Married	34	68
Income			
1.	Below 10,000	42	84
2.	From 10,000 to 30,000	4	8
3.	From 30,000 to 60,000	4	8
Family Pattern			
1.	Joint Family	36	72
2.	Nuclear Family	14	28
Husband's Occupation			
1.	Govt. Service	8	16
2.	Business	26	52
3.	Agriculture	16	32

The above table shows that 48 per cent of the respondents are belonging to the age group between 25 and 35 years, 28 per cent of the respondents are belonging to the age group between 35 and 45 years, 18 per cent of the respondents are belonging to the age group between 45 and 55 years and remaining 6 per cent of the respondents are belonging to the age group of below 25 years.. With regard to nature of institution, 76 percent of the respondents are working in the self-financing colleges. While considering the marital status, 68 per cent of the respondents are married. As far as the monthly income, 84 per cent of the respondents are earning up to Rs.10, 000 per month. With respect to family pattern, 68 per cent of the respondents are living in the joint family. While considering the occupation of the respondents' husband is concerned, 16 per cent of the respondents' husbands are working in the government services, 52 per cent of the respondents' husbands are doing business and 26 per cent of the respondents' husbands are farmers.

Table 2: Socio-Psychological Problems due to work related problems

Sl. No.	Responses	No. of Respondents	Percentage
Anxiety due to work related problems			
1.	Strongly Agree	34	68
2.	Agree	16	32
Depression due to work related problems			
1.	Strongly Agree	30	60
2.	Agree	17	34
3.	Disagree	3	6
Inferiority due to work related problems			
1.	Strongly Agree	27	54
2.	Agree	17	34
3.	Disagree	6	12

The above table reveals that 68 percent of the respondents strongly agree that they are getting anxiety due to their work related problems and remaining 32 percent of the respondents agree that they are getting anxiety due to their work related problems. While considering depression due to work related problems, 60 per cent of the respondents strongly agree that they are getting depression, 34 per cent of the respond agreed and remaining 6 percent of the respondents disagree that they are not getting depression due to their work related problems. With regard to inferiority complex, 54 per cent of the respondents strongly agree that their work pressure brings inferiority complex, 34 percent of the respondents agreed and only 12 per cent of the respondents disagreed.

Table 3: Spoiling of family peaceful atmosphere due to work related problems

Sl.No.	Responses	No. of Respondents	Percentage
1.	Frequently	30	60
2.	Rarely	16	32
3.	Never	4	8
Total		50	100

The above table shows that 60 percent of the respondents mentioned that their work related problem has frequently affect the family atmosphere, 32 percent of the respondents indicated that their work related problem rarely affect the family atmosphere and 8 percent of the respondents told that their work related problem never affect the family environment.

Conclusion

The present study aims to comprehend the problems faced by the respondents in their day by day life because of work. Despite the fact that a large portion of the respondents (72%) are living in the joint family yet they are communicating the problems like nervousness, dejection and feeling of inadequacy in their daily life. Thus they are tolerating that due to these problems their family air additionally gets influenced. The respondents who are living in the joint family specified that they share just common kitchen with others yet the family members are not approached to share family duty. The economic condition of the family pushes them to go for work yet no one backing them in the family matters. So the present examination recommend that when the married women go for work then the family members including the husband should bolster them in different household activities and that ease them from various problems and weight of both family as well as work environment. In a patriarchal society like India a specific limit exists only for women, and on the off chance that they attempt to cross that limit at that point individuals begin censuring them. And still, after all that we can in any case attempt at comprehending a portion of the related issues and problems with some possible solutions that have been specified above so that women end up noticeably more grounded and can deal with any adverse situations.

References

1. Greenhaus JH, Beutell N. Sources of conflict between work and family roles. *Academy of Management Review*, 1985; 10:76-88.
2. Voydanoff P. Implication of work and community demands and resources for work-to- family conflict and facilitation. *Journal of Occupational Health and Psychology*, 2004; 9(4):275-285.
3. Milliken FJ, Dunn-Jensen LM. The changing time demands of managerial and professional work: Implications for managing the work-life boundary. 2005, 43-50.
4. Armove RF, Torres CA, Franz S. (Eds.). *Comparative education: The dialectic of the global and the local*. Rowman & Littlefield Publishers. 2012.
5. Chakraborty S. Empowering the Tribal Women through Education: Issue of Social Justice with Reference of West Bengal. *Afro Asian Journal of Anthropology and Social Policy*, 2013; 4(1):24-28.
6. Gaetano AM, Jacka T. (Eds.). *On the move: Women and rural-to-urban migration in contemporary China*. Columbia: Columbia University Press. 2013.
7. Karat B. *Survival and emancipation: notes from Indian women's struggles*. Three Essays Collective. 2005.
8. Shyamalie HW, Saini AS. *Socio-economic Status and Livelihood Security of Women in the Hills of India and Sri Lanka*. New Delhi: Read worthy. 2011.
9. Tomlinson BR. *The Economy of Modern India: From 1860 to the Twenty-first Century* New Delhi: Cambridge University Press. 2013, 3.
10. Sharma A. *Women in Indian religions*. New Delhi: Oxford University Press. 2007.