

A STUDY ON ISSUES & CHALLENGES OF WOMEN EMPOWERMENT WITH RESPECT TO PRIVATE ORGANIZATIONS IN BANGALORE

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Abstract—Pandit Jawaharlal Nehru said “To awaken the people, it is the women who must be awakened. Once she is on the move, the family moves, the village moves, the nation moves”. There is a need for changing the mindset towards women so as to give equal rights as enshrined in the constitution. Women empowerment is a subject matter of pride, justice and equality for every country. As it is said the position of women reflects the character of a nation. This paper aims to study and understand the various issues and challenges regarding women empowerment in private organizations at Bangalore. Gender discrimination in the nation brings cultural, social, economic and educational differences which pushes a country back. The most effective remedy to kill such devils is making women empowered by ensuring the Right to Equality. Women empowerment ensures autonomy to women to practice, exercise, take decisions and make strategic life choices independently. It is the process in which women elaborate and recreate what it is that they can be, do, and accomplish in a circumstance that they previously were denied. This study is based on both primary and secondary data. This paper is a study on government policies, role of society and organization to understand the importance of women empowerment for inclusive growth in the private sector of any nation. This study brings up all the hindrances and barriers related to women empowerment in this competitive world and suggest changes in acceptance level, perception, education and employment opportunities can empower women to make a difference of significance.

Keywords—Family Support, Perception, Private Organizations, Women Empowerment, Work Life Balance.

INTRODUCTION

Women empowerment refers to expanding the spiritual, social, political, or economic strength of women and communities. It includes the creating self-confidence. It is a multi-dimensional practice that assists women gain control over their lives. It is a process that encourage women to control their own lives, their networks, and in their general public by following up on issues that they characterize as imperative.

In the world’s population women almost consists 50%, whereas as in India According to Census 2011, the India population is 1210.19 million including 586.47 million Females (48.5%) and 623.72 million males (51.5%). The male’s population is slightly higher than female’s population in India.

Pandit Jawahar Lal Nehru rightly said” To awake the people it is the women who should be awakened first. Once she is on the move the family moves...The nation moves”. There is a need for changing the mindset towards women so as to give equal rights as enshrined in the constitution.

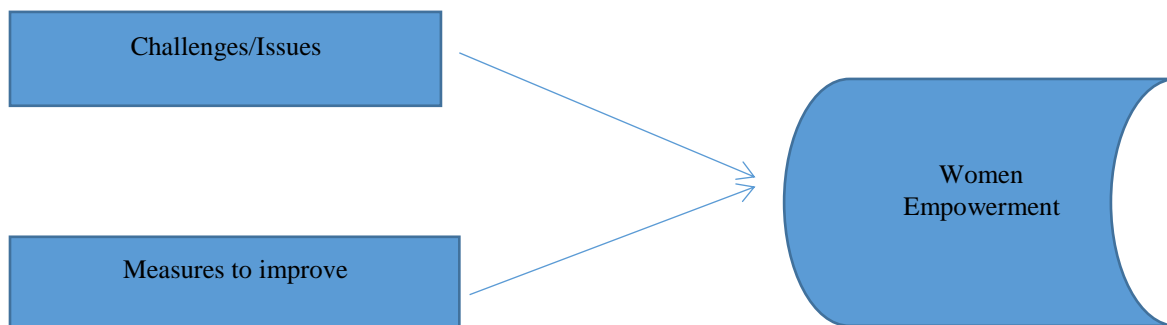
Strengthening is process, which makes a difference in individuals to pick up control of their lives through bringing issues to light, making a move and working in request to practice more prominent control. Strengthening is the inclination that enacts the mental vitality to achieve one's objectives (Indiresan, 1999). The term 'strengthening' has till-date not been expressly characterized and it might be expected that in view of setting the term might be deciphered relevantly & situational. In any case, in setting of ladies, strengthening basically alludes to a sentiment of consciousness of one's own circumstance supported up with the learning, aptitudes and data which could empower ladies to increase higher

confidence and encourage their part as chiefs in the current man centric culture where ladies have dependably been subordinate to men. Strengthening alludes to expanding the otherworldly, political, social or monetary quality of people and networks. It regularly includes the engaged creating trust in their claim limits.

Strengthening is most likely the totality of the accompanying or comparable capacities:

1. Having basic leadership intensity of their own.
2. Approaching data and assets for taking appropriate choice.
3. Having a scope of alternatives from which you can settle on decisions (not simply yes/no, either/or).
4. Capacity to practice confidence in aggregate basic leadership.
5. Having positive reasoning on the capacity to roll out improvement.
6. Capacity to learn aptitudes for enhancing one's close to home or gathering power.
7. Capacity to change others' observations by popularity-based means.
8. Including in the development procedure and changes that is ceaseless and self-started.
9. Expanding one's sure mental self-view and beating shame.

Figure1: Framework for women empowerment in private organization.



OBJECTIVES

1. To understand the various schemes provided for women empowerment by the government.
2. To study the issues and challenges faced by a woman working in private organization
3. To understand the association between marital status and work life balance
4. To understand the relationship between family support and work life balance

REVIEW OF LITERATURE

S Padma and M Sudhir Reddy the study was conducted by the authors in Andhra Pradesh to understand the association between family support and work life balance, they have considered 56 sample size for their research according to their study it shows that there is a association between family support and work life balance.

Giriyappa (1997) dissected women empowerment with the comparing levels of segregation and adequacy of basic leadership by ladies in various country undertakings what's more, inferred that the female headed family units were successful in taking choice in regard of work versatility, tutoring, medicinal services, resource creation, business age and social investment in low societal position family units. The casual strengthening was far reaching through ladies procuring individuals, their choices were subjected to different degrees of segregation by guys.

Doepke M. Tertilt M. Study on Does Female Empowerment Promote Economic Development? This investigation is a correct examination suggesting that trade out the hands of mother's favourable circumstances adolescents. This examination developed a movement of non-accommodating family bargaining models to appreciate what kind of grindings can offer rising to the viewed observational relationship.

Jyothi (1998) revealed in her examination on work example and strengthening of country ladies in Kolar area that the conveyance of ladies as indicated by the level of strengthening demonstrated that a large portion of the ladies had medium level of strengthening (58), while couple of ladies (8) had a place with abnormal state of strengthening, remaining 54 ladies had low level of strengthening.

Duflo E. (2011) Women's Empowerment and Economic Development, National Bureau of Economic Research Cambridge the investigation contends that the entomb connections of the Empowerment and Development are presumably as well feeble to act naturally managing and that nonstop arrangement pledge to similarly for its own particular purpose might be expected to achieve equity amongst people.

H. Subrahmanyam (2011) thinks about women training in India at past and present. Creator featured that there has a decent advancement in by and large enrolment of young lady understudies in schools. The term enable intends to give legitimate power or expert to act. It is the way toward procuring a few exercises of ladies.

NEED FOR THE STUDY

Women supports in economic and social development of the country. The need of this study is to identify the issues and challenges of women empowerment with respect to private organizations in Bangalore.

RESEARCH GAP

The literature review which made was limited to the selected state and district (other than Bangalore); it wasn't fulfilling the research objectives. Therefore, there is a requirement of primary data for the research and to draw a conclusion.

LIMITATION OF THE STUDY

The study is limited only to the 30 women of selected groups in Bangalore, the time constraint was a major factor for data collection and the study is limited to private organizations in Bangalore

RESEARCH METHODOLOGY

Exploratory and descriptive research has been adopted to conduct the present research. Chi-square test is applied in order to understand the relationship between marital status and work life balance, Family support and work life balance. The research was conducted on 30 women who are working in a private organization in the Bangalore city.

Data collection

Primary data was collected with the support of questionnaire and schedules which had the following dimensions: Demographic profile of the respondents, Details of enterprise working, Purpose of working and Problems faced by women.

Sampling

Table 1: Showing about sampling

Sampling Element	Working Women
Sampling Unit	Women working a private organization at Bangalore
Sampling Design	Non-Probability Sampling (Convenience Sampling)
Sample Size	30 Working Women
Survey Technique	Questionnaire and Schedule

Secondary data used in the study through Text Books, Literature Review, Websites and Journals

RESULTS AND DISCUSSION

The study aimed to understand the issues and the challenges of a women empowerment in a private organization considering 30 sample sizes.

Around 33% of the women respondents indicated that they face inequality in wages compared to men, 17% of respondents specified that there is an inequality in termination, 67% of sample size stated that there is an inequality in hiring, 17% of them mentioned that there is a inequality in leaves, working women also specified that maternity leave is the issue they are facing (50%) in an organization, one respondent stated the other issue i.e. work from home, organization should provide work from home opportunity to women employees.

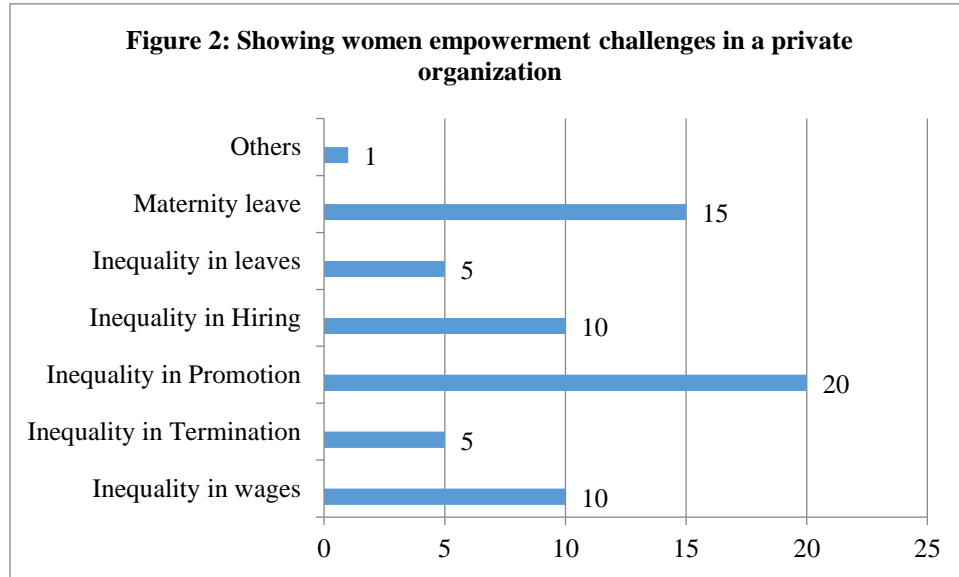


Table 2: Schemes initiated by government for women empowerment

1. Beti Bachao Beti Padhao Scheme
2. One Stop Centre Scheme
3. Women Helpline Scheme
4. UJJAWALA : A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation
5. Working Women Hostel
6. Rajiv Gandhi National Creche Scheme For the Children of Working Mothers
7. Ministry approves new projects under Ujjawala Scheme and continues existing projects
8. SWADHAR Greh (A Scheme for Women in Difficult Circumstances)
9. Revision under IGMSY in Accordance with National Food Security Act, 2013 in XIIth Plan
10. Support to Training and Employment Programme for Women (STEP)
11. Nari shakti puraskar

Chi-Square Test: To determine association between Marital Status and Work life balance.

H₀: There is no significant relationship between Marital Status and Work life balance

H₁: There is a significant relationship between Marital Status and Work life balance

Table 3: Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Work Life Balance * Marital Status	30	100.0%	0	0.0%	30	100.0%

Table 4: Work Life Balance * Marital Status Cross tabulation

			Marital Status		Total
			Unmarried	Married	
Work Life Balance	Yes	Count	10	6	16
		Expected Count	6.9	9.1	16.0
		% within Work Life Balance	62.5%	37.5%	100.0%
	No	Count	3	11	14
		Expected Count	6.1	7.9	14.0
		% within Work Life Balance	21.4%	78.6%	100.0%
Total		Count	13	17	30
		Expected Count	13.0	17.0	30.0
		% within Work Life Balance	43.3%	56.7%	100.0%

Table 5: Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.129 ^a	1	.024		
Continuity Correction ^b	3.593	1	.058		
Likelihood Ratio	5.336	1	.021		
Fisher's Exact Test				.033	.028
Linear-by-Linear Association	4.958	1	.026		
N of Valid Cases	30				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.07.

b. Computed only for a 2x2 table

P<0.05 (0.024<0.05) Reject the Null hypothesis

The test is significant (There is a significant relationship between marital status and work life balance), $\chi^2 (1, N= 30) = 5.129, p=0.024$.

Unmarried women are balancing the work life easily compared to a married woman.

Chi-Square Test: To determine association between Family Support and Work life balance.

H₀: There is no significant relationship between Family Support and Work life balance.

H₁: There is a significant relationship between Family Support and Work life balance.

Table 6: Case Processing Summary

	Cases					
	Valid		Missing		Total	
	<i>N</i>	<i>Percent</i>	<i>N</i>	<i>Percent</i>	<i>N</i>	<i>Percent</i>
Family Support * Ability to Manage Work Life	30	100.0%	0	0.0%	30	100.0%

Table 7: Family Support * Ability to Manage Work Life Crosstabulation

			Ability to Manage Work Life		Total
			<i>Yes</i>	<i>No</i>	
Family Support	Yes	Count	12	3	15
		Expected Count	8.0	7.0	15.0
		% within Family Support	80.0%	20.0%	100.0%
	No	Count	4	11	15
		Expected Count	8.0	7.0	15.0
		% within Family Support	26.7%	73.3%	100.0%
Total		Count	16	14	30
		Expected Count	16.0	14.0	30.0
		% within Family Support	53.3%	46.7%	100.0%

Table 8: Chi-Square Tests

	<i>Value</i>	<i>df</i>	<i>Asymp. Sig. (2-sided)</i>	<i>Exact Sig. (2-sided)</i>	<i>Exact Sig. (1-sided)</i>
Pearson Chi-Square	8.571 ^a	1	.003		
Continuity Correction ^b	6.563	1	.010		
Likelihood Ratio	9.046	1	.003		
Fisher's Exact Test				.009	.005
Linear-by-Linear Association	8.286	1	.004		
N of Valid Cases	30				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 7.00.

b. Computed only for a 2x2 table

$P < 0.05$ ($0.003 < 0.05$) Reject the Null hypothesis

The test is significant (There is a significant relationship between family support and work life balance), χ^2 (1, N= 30) = 8.571, $p=0.003$.

Family support plays a significant role in balancing work life.

SUGGESTION

- Private organizations should consider the opinions of women employees on the ways to empower the women employees at workplace
- Organizations should remove inequality in pay or compensation management.
- Regardless of gender, performance appraisal should be done and promotion should be based on the performance appraisal
- Work from home should be provided to the working women
- Maternity leave policy has to be implemented in organizations to empower women employees.
- A committee should be formed in an organization which helps women employees to readdress the issues.
- Flexible working hours must be provided to the married women and especially to mothers

CONCLUSION

As a conclusion the study which is conducted in private organizations in Bangalore considering women employees, Women employees still facing the various issues and challenges in organizations such as maternity leave, work from home, inequality in pay and promotion in a globalized world both the men and women should be treated equally. Organizations should see the performance of women neither in determining pay nor in the promotion.

From the study it can also be concluded that there is a relationship between marital status and work life balance, Unmarried women are balancing the work life easily compared to a married woman.

From the present study it shows that there is a relationship between family support and work life balance.

In conclusion, Family supports and organizational policies affects the women employees work life balance, if a woman face difficulty in managing work life it leads to poor job performance and attrition. Organization should provide good working culture for women.

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A Study on Issues & Challenges of Women Empowerment with Respect to Private Organizations in Bangalore

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