



A Study on Barriers Faced by Working Women with Special Preference of Coimbatore City.

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ABSTRACT:

In this study on barriers' perception towards working women. It is different from other normal studies that are unique feature of working women. The present study is an effort to analyze the mental health of the working women. The present study has been conducted in Coimbatore city. It additionally demonstrates the emotional well-being of the youngsters and their families discernment towards working women. There review explores the issues looked by the women that facing barriers while in their workplace, surroundings, and their psychological well-being. To Study about background of the working women's mental health while in their work and the family's perception towards working women. For this purpose of study I have adopted Rank analysis Chi-square test are tools was used. As it for youngsters, family members wants to support the working women to enhance their knowledges, improves their skills and motivates to grab the high level in their career it only way to help them to solve the criteria.

Key Words: Working women, problems faced by working women, routine containing their works, features and facilities for working women, emotional well beings, mental and psychological aspects, current view of surroundings.

INTRODUCTION:

In earlier days the contribution of a women was restricted only to her home and family but now, crossing boundaries of the society, women have ventured into working field. The growth of education and awareness has led women to working in various fields. "Women are not only the backbone of nuclear and joint families but also the national economy". Women have started venturing into areas which were seen as dominated by men. Women in all fields have proved their excellence and skills. Women have proved their commitment and versatile for ages and also carried different roles successfully. Working women those who are paid employment, face problems at work places just by virtue of their being women. Social attitude to the role of women lags much behind the law. The attitude which considers women fit for certain jobs even when we'll qualified women are available, preference is given to male candidate of equal qualification. A gender bias creates an obstacles at the recruitment stages itself. When it comes to remuneration, through the law proclaims equality, it is not always practiced. The inbuilt conviction that women are incapable of handling jobs and are less efficient than men influences the payment of unequal salaries and wages for the same job. So the basic motive for seeking employment in order to gain economic independence is nullified in many women's case. Problems of gender bias beset women in the industrial sector when technologies advancement results in retrenchment of employees. Women workers are faced with lot more challenges than their counter parts in the order countries. Besides of so many efforts from past years, female section of society is deprived in compared to male section. They are not given first priority in social and economic decision in her own family.

Now days there is increasing need for getting some income for the family the women have to work harder. Women workers have to handle persecution's at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway. Many Indian families are still living as joint families along with parents and in-laws. Their adds to stress to further because they have to please all the family member of her husband listen to their complaints that they make against her and turn deaf ears towards them and so on. Overall, maximum of women in Indian look towards or live in the hope that things will change.

STATEMENT OF THE PROBLEM:

Women in India have been oppressed culturally, socially, economically and politically for centuries. They are exploited at home, in the families, in the society and in the country. In the multi ethnic and multi cultural society like that exists in India, such exploitation takes various forms. The core of the problem is that they shoulder a number of responsibilities, but they are not given adequate participatory or decision making power in the family or elsewhere. Women can gain such power, if their economic status, cultural and social status improves. Working women had enabled to gain greater control

over resources like material possession, intellectual resources like knowledge, information, ideas and decision making in home, community, society and nation.

As discussed above, working women even a secured economically, there is a lack of care and negligence of their health and due to lack of time. Hence the researcher has made an attempt to study about the confident level, problems, gender inequality and barriers faced by the working women in coimbatore city.

OBJECTIVES:

- ❖ To bring a solution and help in leading women empowerment.
- ❖ To ascertain the barriers faced by the working women.
- ❖ To study the various facilities factors of working women.
- ❖ To examine the working women's attitude towards gender inequality.
- ❖ To offer suggestions and conclusion based on the findings of the study.

SCOPE OF THE STUDY:

India is a country where women are given the status of a goddess. However, the problems they have to face just show the opposite of this concept. On hand they worship them as goddesses and on the other, they abuse them endlessly and consider them inferior. India women always had some problem or the other to face in society. People evolved and so did the problems, they did not go away but changed from one to another. We need to realize these problems and act on them fast to help our country thrive.

RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. The research methodology, which follows, is the back bone of the study. The study is primarily based on the primary data collected through questionnaire from the people's.

- **Area of the study:**

The area chosen for the study was coimbatore city.

- **Sampling Size:**

The study covered a sample size of 100 respondents belonging to coimbatore city.

- **Tools Used:**

- ❖ Rank Analysis
- ❖ Chi Square Test

- **Collection Of Data:**

Both primary and secondary data were collected for the purpose of the study.

- **Primary Data:**

The primary data are those, which are collected fresh and for the first time, and thus it happens to be original in character. The study was mainly based on the primary data so, first- hand information was collected and used for the study. The question sessions has been targeted the women Entrepreneurs and the problems faced by them in Coimbatore City.

- **Secondary Data:**

Secondary data are the data which is already available. They refer to the data which have already been collected and analyzed by someone else. The secondary sources such as various magazines and books, internet, newspaper have been referred.

- **Period Of The Study:**

The study of the performance of working women's has been recorded for the period of six months.

Limitations Of The Study:

- ❖ The respondents opinion based on biased.
- ❖ The study was collected only from working women and was limited to coimbatore city.

- ❖ The present study was restricted to a 100 number of samples.

REVIEW OF LITERATURE

Sila Jana, Dipak Kumar Midya (2023): A society cannot develop without women's equal participation in the decision-making process within the family as well as in the society. Unquestionably, a woman can do this only when she becomes empowered at least to some extent to have control over resources. Women empowerment is a concept that enables women to enhance their status in their family as well as in society and helps to take active participation in every sphere of social aspects. **K Vidyakala (2020):** One of the basic challenges for societies involved in intractable conflict which aspire to embark on the road of peace is to overcome the sociological barriers and begin to construct a new repertoire that facilitates the process of making more women in leadership positions. The present study discusses the sociological barriers faced by in women leaders. **Sneha Menaria (2016):** the study says that work life and personal life are interconnected and interdependent. The study is attempted against the increasingly work hours that Indian organizations seem to demand and except in the course of time and what problems are faced by employees working in BPO's and how they can be encountered. This industry is positive impact on the society at large and adverse effect on work life. **Bhuvaneshwari (2013):** showed that the reasons for stress in working married women that were due to various family and official commitments, harassment at work place, working for long period and improper work life balance, as a result pro longed headaches, hypertensions and obesity were observed in women. She stated that stress can be relieved by balancing work and family by spending time with family and performing physical exercise. **Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010):** Examined the relationship of the perceived presence of organizational practices designed to support women's career advancement and their work attitudes and satisfaction and their psychological well being. Data were collected from 286 women in managerial and professional jobs working in a large Turkish bank. a 72 percent response rate. Five organizational experiences were considered negative attitudes towards women, equal treatment, support, career barriers and male standards. Women reporting more supportive organizational experiences and practices were more engaged in their work, more job and career satisfied, and indicated greater levels of psychological well-being. **Gunavathy and Suganya (2007):** In their study among married women employees of BPO companies traced the causes, consequences of work-life imbalance and interventions for work life balance. More than two-third of the respondents stated the experienced work-life imbalance on account of work interference with personal life. The causes for imbalance were classified as organizational and personal factors. The organizational factors included work related factors, time-related factors and relationship-related factors. The personal factors included lack of family support, marital conflicts and frequent change in sleeping patterns. According to the study, "the three main consequences of work-life imbalance were stress and burnout, ill-health and poor work performance. The respondents also experienced guilt of not being able to spend time with family, anxiety about poor performance, displacement of negative emotions on family members and on co-workers."

ANALYSIS AND INTERPRETATION:

RANK ANALYSIS

A ranking is a relationship between a set of items such that, for any two items, the first is either 'ranking higher than', 'ranked lower than' or 'ranked equal to' the second. In mathematics, this is known as a weak order or total pre order of objects. It is not necessarily a total order of objects because two different objects can have the same rating. The ranking themselves are totally ordered, for example, materials are totally pre ordered by hardness, while degree of hardness are totally ordered. By reducing detailed measures to a sequence of ordinal numbers, ranking make it possible to evaluate complex information according to certain criteria. Thus, for example, an Internet search engine may rank the pages it funds according to an estimation of their relevance, making it possible for the user quickly to select the pages they are likely to want to see. Analysis of data obtained by ranking commonly requires non-parametric statistics.

TABLE SHOWING THE RANKING LEVEL BASED ON PROBLEMS FACED BY WORKING WOMEN WHILE THEIR WORK

PROBLEMS FACED IN THEIR WORK	RANK
GOSSIPS	1
COMMUNICATION PROCESS	2
BULLYING	3
LOW WAGES FOR WOMEN EMPLOYEEES	4
NO PROMOTION FOR WOMEN EMPLOYEEES	5
HARASSMENT	6
INEQUALITY BETWEEN MALE AND FEMALE EMPLOYEEES	7

BEHAVIOR OF BOSS	8
UNDERESTIMATION	9
OTHERS	10

INTERPRETATION:

The above tables out of 100 respondents (45) respondents are represents gossips under RANK 1, (44) respondents are represents communication process under RANK 2, (42) respondents are represents bullying under RANK 3, (39) respondents are represents low wages for women employees under RANK 4, (38) respondents are represents no promotion for women employees under RANK 5, (35) respondents are represents harassment under RANK 6, (28) respondents are represents inequality between male and female employees under RANK 7, (27) respondents are represents behavior of boss under RANK 8, (24) respondents are represents underestimation under RANK 9, (20) respondents are represents other reasons under RANK 10.

CHI-SQUARE TEST

Chi-square test is the non-parametric test of signification differences between the observed distribution of data among the observed distribution of data among categories and the expected distribution based on the null hypothesis. The test (pronounced as chi-square test) is one of the simplest and most widely used non-parametric test in statistical work. The symbol is the Greek letter Chi. The test was first used by Karl person in the 1900.

TABLE SHOWING THE COMPARATIVE RELATIONSHIP ON THE EDUCATIONAL QUALIFICATION AND REASON TO CHOOSE FOR WORK

REASON TO CHOOSE FOR WORK	EDUCATION				TOTAL
	SCHOOL LEVEL	DIPLOMA	GRADUATION	POST GRADUATION	
BY FAMILY SITUATION	16	8	4	2	30
TO EARN MYSELF	2	3	4	2	11
TO DEVELOP CAREER	12	7	12	2	33
NONE OF THE ABOVE	6	6	12	2	26
TOTAL	36	24	32	8	100

Hypothesis:

H₀ There is no significant relationship between education qualification and reason to choose for work.

H₁ There is a significant relationship between education qualification and reason to choose for work.

INTERPRETATION:

In the above comparative analysis, the calculated value (**0.117**) is less than the table value **16.919** at 0.05 level of significance. Hence Null hypothesis is accepted.

Thus, there is no significant relationship between education qualification and reason to choose for work.

FINDINGS, SUGGESTIONS AND CONCLUSION:**FINDINGS:**

- ❖ 42% respondents are from the age of 18-26.
- ❖ 54% of respondents are married.
- ❖ 64% of respondents are from the nuclear family.
- ❖ 40% respondents are from the family size of 5 & above.

- ❖ 34% of respondents graduated.
- ❖ 92% of respondents are belongs to private employees.
- ❖ 80.8% respondents are from the age of 18-26 were joined in their work
- ❖ 36% respondents are from the working experience of 1-4 years.
- ❖ 52% respondents are working in the same organization for 0-3 years
- ❖ 80% of respondents are comfortable in day shift.
- ❖ 82% respondents are convenient with their shift type.
- ❖ 50% respondents having a reason for inconvenient with their shift type as a timing,
- ❖ 40% respondents are having their own vehicle to reach their working place.
- ❖ 36% respondents choosing a reason for work by family situation and 36% respondents choosing a reason for work to develop their career.
- ❖ 54% respondents are choosing a reason to increase the confident level while their working by family support.
- ❖ 46% respondents are reacting while the harassment based on gender discrimination in place as a fight against injustice.
- ❖ 44% of respondents are the company provides all medical facilities above mentioned in the table for employees.
- ❖ 28% of respondents are facing a problem as inequality between male and female employees.
- ❖ 86% respondents are the organization treated employees in a professional manner.

RANK ANALYSIS:

The level of employees prefers the problem faced while their work with the highest rank of gossips, second rank towards communication process, third rank towards bullying, fourth rank towards low wages for women employees, fifth rank towards no promotion for women employees, sixth rank towards harassment, seventh rank towards inequality between male and female employees, eighth rank towards behaviour of boss, ninth rank towards underestimation and tenth rank towards other reasons.

CHI SQUARE:

Thus there is no significant relationship between educational qualification and reason to choose for work.

SUGGESTION:

- ❖ A working women needs motivation and support from both family as well as from Working make a women empowerment and make a women strong and independent organization to achieve. Work and education makes women more independent and strong.
- ❖ A large number of women employees working at higher level jobs as well as lower level jobs are highly demotivated due lack of availability of job security in their organizations. Organizations should take appropriate action for providing job security to their subordinates. After completion of sufficient number of years in the organization, women employees should be provided some sort of job security in the workplace. It will help to make women employees more relaxed and also increase their efficiency level in the organization.
- ❖ Due to lack of courage and self confidence many of the women employees have a tendency to underestimate their ability. The researcher recommends these women employees to participate in various personality development programmes and build self confidence among them. Such programmes help to understand their own strengths and weaknesses.
- ❖ Working experience makes to gain more knowledge. The organization should encourage women employees to participate in the decision making process in order to develop innovative ideas from women employees also develop the feeling of belongingness towards the organizations. It also helps to develop a sense of empowerment among women employees.
- ❖ As far as maternity leave is concerned, women employees need maternity leave after their delivery. They should allow some sort of maternity leave to their women employees; it leads to improve the morale of women employees in the organization.

CONCLUSION:

Women feel isolated and burdened by the simultaneous demand of the new aspiration one side and traditional way of life on the others. Women are discriminated against all ways of Women sub judged, dominated and exploited both at work places and home. Women are really enable to give proper and quality time to households, kids and family. Working women rally face working place sexual harassment, mental pressure and safety issues. Female are highly judgmental and other female colleagues and try put one at any give an opportunity Women face problem living lids at home and going to go

for work. Child rearing problem are faced by working women. People make particular perception or drawn conclusion about characters of working women. The social system cannot cope up with the new roles of women who end up feeling, misunderstood and distressed. The researcher also recommends superiors about their reframing of positive attitude towards their women employees and induces them to courage women to take an active part in various activities held in the organization. Superiors should provide equal treatment to their male employees as well as female employees in terms of payment of wages, salaries, incentives, and other facilities and also provide job security for making them feel more convenient at the workplace. All these facilities will definitely help women employees to upgrade their life.

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