



IMPACT OF SOCIAL CONSTRAINTS ON THE CAREER GROWTH OF WOMEN PROFESSIONALS

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Abstract

In the Indian mythology women is consider as 'shakti' and it is prescribed in Manuscript that Yatranari poojante Ramanatetatra Devta. Indian women are not only the victim of several changes, but they are the part of changes. Women have not only set the benchmarks, but also shows strength of women through leadership. Besides all these efforts the actual picture of Indian women is different from our mythology. Gender inequality, gender discrimination, social stereotype and other more constraints are path blocker in the progression of her career. This study will scrutinize some of the issues that continue to wave women as they attempt to progress not only their professional life, but as women also.

Key Words: *Social Constraints, Women Professionals.*

Introduction

In India women are preached in the form of *Laxmi, Durga, Gauri, Saraswati* and many more. Our Indian history is also telling the story of some of great women. *Rani Padmavati, Rani of Jhansi, Indira Gandhi, Pratibha Patil, and Marry Komare* some of the Indian women who has picturised the strength of women through their work. This is the glowing part of the picture but picture has other side also. This side is tremendously different from shining side. In Indian families still, females are not gaining equal position as compare to male in various aspects. Usually we talk for gender equality, but birth of girl child is not the matter of happiness in Indian society. Females are supposed to beacceptive rather than expressive. If workplace is considered, other than gender inequality and discrimination they has to face harassment, pay gap, glass ceiling and moreover work life balance and stress.

Human beings are social elements, means we cannot survive alone. Need of society is originated for survival. We as human being cannot differentiate ourselves from society because society is made by us and we are the part of society. Indian society believes male is bread – earner for a family and female as homemaker. These social constraints vary from one society to another society. Indian society is considered as male dominative society and it is expected from women to express submissive nature. Indian society put female members in a frame of household work and presumes that various domestic chores are prime responsibility of women.

Objectives

- To study the social constraints face by women professionals.
- To study gender stereotype in Indian context.

Hypothesis

H1: - Society and its perception are responsible for confining women into some specific roles and pulls down in her career advancement.

Review of Literature

There have been several studies being done on the diverse problems face by women professionals at workplace and in the society like- glass ceiling, social constraints, harassment, work life balance and stress. In this segment few of studies have been summarised.

Mainuddin, (2012). This paper scrutinized role of women and her participation in our economy. The majority of countries is having less work participation rates as compared to male. Woman participation rate is not only varies in different countries, but it also has considerable difference from one state to another one. Level of education has increased in India during the last few years. In spite of this female work participation rate is low as per the survey of census of India 2001. **Krishnan, H. (2012).** Global and local view of glass ceiling is covered under this article. There are very few examples of women who have reached to the senior position in organizations. There must be various reasons behind this, but glass ceiling is one of the reason. **Gupta, D. M. (2012).** This article puts light on the protection of women employees against sexual harassments at the workplace. Fortification of Women from Sexual harassment at Workplace Bill, 2010 is a good initiative which is decided by women and child development ministry (WCD). **Abbas, Q., Hameed, A., Waheed, A. (2011).** The study focuses on three major issues, recruitment, promotion and facilities provided by the organization. Discrimination is not only coupled with



promotion and salary hikes, but it starts from recruitment and continue with training, salary discrimination and other more things.

Luthans, F.(2011). According to this book workforce diversity has increased in talent retention era. An increasing number of women in the workforce are one of the reason for change in workforce diversity. Path of career progress is not so easy for women; there are different hurdles on her path. Asia and some other developing countries are facing this problem seriously, but UK and US and some other developed countries are not untouched by this problem. **Sharma, A., Sharma, S., Kaushik, N. (2011).** This paper analyses position of India out of world in terms of glass ceiling and impact of glass ceiling in education sector. According to Gender Development Index (May 2010) India stands at 113th position out of 157 countries. **Masood, Z. R., Mahlawat, S. (2011).** This study emphasizes on the impact of different demographic variables on work-life balance. In India women are believed more accountable for domestic responsibilities and social life, so they are more demanding on this subject. **Neil, W.O., Davis, K. (2011).** Study make out some ordinary work stressors like interpersonal tensions at work and work overloads (e.g., technology not functioning). Study reveals whether there are differences in the types and frequency of work stressors face by employees in their job according to their job type (i.e., managers versus non-managers), gender, and marital status. **Goyal, M. (2011).** In the world, Indian women are most stressed, this truth come out of the survey of Nielsen. This study was conducted in different twenty one developed and developing countries.87% of Indian women accepted that usually they feel stress. Major reason of the stress for Indian women is social constraint. In India the image of women is a homemaker not as breadwinner. **Dhanalakshmi, M. (2011).** There are different reasons of stress, which varies from person to person or depend on the situation. Some of the main reasons of stress are due to environment, individual personality and organization. Stress may affect our lives in three different ways, physiological, psychological and behavioural. **Malhotra, S. (2010).** According to the study of one survey conducted by Sunday FE-Synovate on ‘Working Women’s. It observed that women are still feeling some problems of gender biasness at workplace. The majority of women has accepted that they would have selected a different profession one if they were men. Women generally choose teaching, medical profession because; these jobs provide them an opportunity to have balance in work and family life.**Bhatnagar, D., et al., (2009).** Different gender related workplace issues have explained in this article. It is assumed in the Indian society that men are the breadwinners and women are homemakers. **Buddhapriya, S. (2009).** This study focuses on different aspect of work life balance for Indian women professionals. Indian women professionals have to face various challenges in her career path, but one of the major concerns for her is work life balance because of her strong family commitment. **Andre, R.(2009).** According to this book glass ceiling can be define as it is the invisible wall between middle and top management position in an organization that is said to exist for women and other minorities called glass ceiling. Book put attention to some facts about glass ceiling. Male dominated culture does not accept women professionals on top position in hierarchy. **Davis, R.M., Dingman, M., Patterson, K. (2008).** This article throws light on the position of women in workforce in all around the world. In India percentage of working women is increasing day by day in different sectors like- IT, finance, hospitality, telecom, aviation and other more. The whole world is considering India as a talent hub with new investment opportunity. In spite of the increasing number of women professional India is having a slower rate than America and other western nation in this trend. **Budhraj, J., Jyoti A. (2008).** This article described different challenges of workplace for women in the 21st century. Picture of women has changed from home manager to multi-tasker. She has entered in different male dominated professions and come out from the conventional outlook of society. In one study by CII in the year 2005 only 6% of women is reaching in a higher level of hierarchy. Hindustan times reveal one surprising fact that 60% of males favor housewives rather than working.

Research Design

Here the Research Design used would be exploratory research. The specific and structured questionnaire would be designed so as to target the conclusion by covering officials. The study will be based on primary data, which will be collected from the women employees with the help of a well-drafted structured questionnaire.

A pilot study was conducted to see the relevance of the questionnaire and it was changed at few places giving it a proper meaning for respondents. The questionnaire was pretested in order to ensure clarity, readability and logical arrangement of questions. The pilot study was done by some women professionals working in various industries. During the pilot study interview and questionnaire method were used to get better knowledge of their hurdles face from them.

Results and Discussion

In this section the results of the statistical techniques used to test the study hypothesis are presented and interpreted.



Table-1

	Test Value = 18					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Q11_SCORE	18.065	138	.000	5.799	5.16	6.43

Opinion of women about herself is also important. Here table depict that women agree that they are equally capable as men, but still they have to face some societal constraints and society consider them as secondary earner and there are some other constraints like domestic work and child care responsibilities are under the part of women. [Note: Sig. (2-tailed) is the p-value for a two-tailed hypothesis test.] Since p-value = 0.000 < 0.05, that means we may conclude that the response is agreement. Gender stereotype puts women into some roles and it is expected from her to manage all those role is her prime responsibility. It is assume traditional role with feasible working hours is advisable for career.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Q12_SCORE	138	9.91	1.702	.144

One-Sample Test

	Test Value = 9					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Q12_SCORE	6.279	138	.000	.906	.62	1.19

Table-2

Respondents are agree that working women has to face some challenges while working in various sectors. On [Note: Sig.(2-tailed) is the p-value for a two-tailed hypothesis test.] Since p-value = 0.000 < 0.05, it means we may conclude that the response is agreement.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Q14_SCORE	138	11.96	3.504	.297

One-Sample Test

	Test Value = 15					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Q14_SCORE	-10.214	138	.000	-3.036	-3.62	-2.45

Table-3

Women agree that perception of others are not markable on her career path.[Note: Sig.(2-tailed) is the p-value for a two-tailed hypothesis test.] Since p-value = 0.000 < 0.05, we reject the null hypothesis that response score is 15. That means we may conclude that the response is not markable.

Discussion and Conclusion

Women professionals are as capable as men in performing challenging task of an organization. In Indian society it is assumed that domestic chore and child care are responsibilities are prime concern for females. Responses of women show their direction towards an agreement that it is expected from women to join the traditional occupation with timing of 9 to 5. Roles of women are also influenced by culture. Results also show that gender stereotype puts women into some specific roles and it is expected from her to manage their role on a prime basis. It is observed in the study and supported by review of literature



that gender inequality has not fold its wings yet in Indian context. Society and gender stereotype pull down women to make career in this field.

Limitation of the Study and Scope for Future Research

This study has several limitations that suggest possible directions for future research. The main limitation of this study that all the data was collected from a single region of Rajasthan.

Although this research has generated some interesting findings, the study considered only some of the variables due to constraints of time and money. In order to overcome the limitation of this, future studies should consider other variable also such as pay discrimination, relocations, maternity, health issues, safety and night shifts. It will help to provide depth understanding of the elements that work as constraints for women employees.

Present study focuses only on Indian society. Future research should be conducted to confirm the relevance of the finding of this research in differing nation and culture context.

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