

Constraints Faced by Working Women in Public and Private Sector in Distt. Etawah (U.P.)

Abstract

The present study was under taken to study the working women problems. For the study a total no of eighty working women from public and private sector from distt. Etawah. The finding indicate that majority of working women were in high caste cen per cent respondents feel job insecurity in private sector. No job insecurity in public sector working women, 97.50 per cent working women faced professional jealousy in both private and public sector. Maximum respondents considered the misunderstanding between boss and subordinate. Most of respondent reported too much paper work in their office.

Keywords: Women, Public, Private.

Introduction

A women plays so many role (of daughter, sister, wife daughter in law, mother in law) and for ages has been a multitasker, one who cook, food, does the domestic works, raises kids and cares for everyone, she works 24X7, Never complain and ask no remuneration. Working women in India are faced with lot more challenges than their counterparts in the other parts of the world. Women on the way up the corporate ladder discover that they must be much better than the top. One at the top colleagues and subordinates often expect much greater expertise and efficiency from a women boss than from a male boss. Conditional by social and psychological tradition women colleagues too don't lend support to their on sex. Working in such conditions inevitably put much greater strain on women than what men experience. These problems tend to make women less eager to progress in their careers.

A women faces numerous challenges and problems every day, every time and may be every second minute or second. Here what all the working women has to face in her daily life, the challenges and the problems in their work place.

The study was undertaken with the following specific objectives.

1. To study the general information of working women.
2. To study the constraints faced by working women.
3. To impart the suggestions for satisfactory job.

Methodology

The present study was conducted in purposively selected in distt Etawah (U.P.). The questionnaire cum interview method was utilized to collect informations from working women. A list of working women various private and public sectors was prepared such as college, school, Bank etc. A random sample of eighty working women was taken by using random number table. Forty respondents selected from private sectors and forty from public sectors. The data was gathered with the help of pretested schedule by using personal interview method. Percentage distribution was calculated interpretation of the results.

Results and Discussion

After analysis the interpretation of different information the following results have been presented and discussed below.

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| S. no. | Attributes | Category | Private Sectors N=40 | | Public Sectors N=40 | |
|--------|----------------|------------------|-------------------------|------------|------------------------|------------|
| | | | Frequency | Percentage | Frequency | Percentage |
| 1. | Age | 18-30 | 15 | 37.5 | 06 | 15.0 |
| | | 31-40 | 16 | 40.0 | 15 | 37.5 |
| | | Above-40 | 09 | 22.5 | 19 | 47.5 |
| 2. | Education | Illiterate | - | - | - | - |
| | | High school | 06 | 15.0 | 04 | 10.0 |
| | | Intermediate | 17 | 42.5 | 10 | 25.0 |
| | | Graduate | 08 | 20.0 | 16 | 40.0 |
| | | Post Graduate | 09 | 22.5 | 10 | 25.0 |
| 3. | Marital Status | Unmarried | 21 | 52.5 | 17 | 42.5 |
| | | Named | 16 | 40.0 | 19 | 47.5 |
| | | Separated | 01 | 2.5 | 01 | 02.5 |
| | | Widow | 02 | 5.0 | 03 | 07.5 |
| 4. | Monthly Income | Less-5000 Rs. | 24 | 60.0 | 14 | 35.0 |
| | | 5000-10,000 Rs. | 09 | 22.5 | 13 | 32.5 |
| | | 10,000-15000 Rs. | 07 | 17.5 | 06 | 15.0 |
| | | Above 15000 Rs. | NIL | - | 07 | 17.5 |
| 5. | Caste | General | 19 | 47.5 | 22 | 55.0 |
| | | Backward | 15 | 37.5 | 11 | 27.5 |
| | | Schedule Caste | 06 | 15.0 | 07 | 17.5 |
| | | Schedule Tribe | - | - | - | - |
| 6. | Family | Nuclear | 27 | 67.5 | 26 | 65.0 |
| | | Joint | 13 | 32.5 | 14 | 35.0 |

Table 1 revealed that the maximum percentage of respondents were employed in government sector (40%) and in the age group of 31 to 40 years. Minimum percentage of respondents were employed in public sector (15%) and age between 18 to 30 years.

Forty per cent respondents in public sectors passed graduate. G. Shiva (2013) also reported most of respondents were graduates. Most of the respondents (52.5%) were unmarried employed in private sector and (47.5%) women married employed in public sector. Finding of the study indicate that most of the respondents (47.7%) were general caste

while 37.5% were backward category followed by schedule caste were fifteen per cent.

In case of monthly income, the table 1 indicate that only 17.5% of employe were those whose income was between 10000 Rs. to 15000 Rs., while majority i.e. sixty per cent and 22.5 per cent of them were income range up to Rs. 5000 and 5000 Rs. to 10000 Rs. respectively in private sector. Only fifteen per cent of women were those whose monthly income between Rs. 10000-Rs. 15000 in public sector. Most of the respondents belonged to nuclear family (67.5%). G. Shiva (2013) also reported most of respondents were nuclear family.

Table 2
General Constraints Faced by the Working Women

| S. No. | Constraints | N=80 | |
|--------|--|-----------|------------|
| | | Frequency | Percentage |
| 1 | Job in security in Private Sector | 80 | 100.00 |
| 2 | Lack of good working conditions | 75 | 93.75 |
| 3 | Less salary as the work | 60 | 75.00 |
| 4 | Professional Jealousy | 78 | 97.50 |
| 5 | Lack of Co-operation | 71 | 88.75 |
| 6 | Over time | 62 | 77.50 |
| 7 | Inadequate Training | 42 | 52.50 |
| 8 | Lack of Supporting | 67 | 83.75 |
| 9 | Lack of encouragement | 59 | 73.75 |
| 10 | Lack of motivation | 64 | 80.00 |
| 11 | Misunderstanding between boss and subordinates | 75 | 93.75 |
| 12 | Lack of interest in work place | 69 | 86.25 |
| 13 | Lack of Carrier progress | 72 | 90.00 |
| 14 | More work | 65 | 81.25 |
| 15 | Too much paper work | 45 | 56.25 |
| 16 | Lack of Family Support | 58 | 72.50 |

From Table 2, It can be concluded that cen per cent of respondents feel job insecurity in private sector. Women working in public sector having more organization satisfaction than private sectors. Majority of 97.5% working women faced professional jealousy

in both private and public sectors. Maximum 93.75 per cent respondents considered the misunderstanding between boss and subordinate and lack of good working conditions in the offices.

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The Majority of working women expressed that the lack carrier progress (90%), lack of cooperation (88.75%), lack of interest in working place (86.25%), lack of motivation (80%), and lack of encouragement (73.75), Seventy five per cent working women considered that less salary as the work. The women respondents working in different sectors expressed their opinion that inadequate training in the job (52.5%), only 56.25%. women respondents reported that too much paper work in their offices.

Suggestion for working women-

1. Counselor should be appointed by organization for understanding more about problems of working women.
2. Administrators need to create a climate where employees do not fear.
3. Manager can provide a supportive environments.
4. To reduce stress they can listening songs or singing song etc.
5. To give increment.
6. Concentrating at work.
7. Attend of official functions.
8. Do computer work.
9. Join carrier oriented programmer.

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10. Leave Professional Jealousy.

Conclusion

It is Concluded that a high percentage of the working women of middle age group and belonging high caste, having intermediate education and unmarried employed in private sectors. Where as in case of public sectors study concluded high percentage of above forty age group and belonging general caste having graduate education and married. From the study it can be concluded that major constraints of working women were insecure job in private sectors, misunderstanding boss and subordinate, professional Jealousy, lack of carrier progress and over time etc.

References

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