

“A Study of Psycho-social Challenges of Working Women”

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ABSTRACT

The researcher wanted to examine the Psycho-social problems faced by women employees and their variability with regard to demographics variables i.e. marital status and age. The researcher selected the working individuals (both male and female) from diverse industries as respondents for the study. Data were collected using a self administrated questionnaire; the respondent's answered various questions about different Psycho-social problems faced by women employees while balancing work & family. The finding suggested the high level of Stress as well as favoritism as a major psychological problem faced by working women, whereas balancing home and work, society/family pressures and expectations also hinders her success story. Mastering time management skills and organizing skills will help to a major extent. Therapies like dancing, listening to music, meditation and yoga will support in overall happiness and well being of a working women.

Keywords: Working Women, Psychological problem, Social problem, Balancing Work and Family.

1. INTRODUCTION

From the early ages women were very educated but has to suffer from the evils of society like Sati Pratha, child marriage etc. because of the efforts of broad minded men like Raja Ram Mohan, Swami Vivekananda, Ishwar Chandra Vidyasagar these evils demolished over a period, Even the father of Nation Mahatma Gandhi has also emphasized on demolishing of child marriage.

Martial Art training also were very common those days for women, in fact women occupies a significant position in politics as well, for example Sarojini Naidu was the first Indian woman to become the President of Indian National Congress and governor of a state in India.

Woman holds a special place and pride in Indian society; her role in nation building is well recognized. Like men she too has proved for excellence in every walk of life. The widespread of education and self consciousness among women has led to her progress over the period.

Globalization and Diversity at workplace were two policies added icing on the cake by opening up new opportunities for women in various field. This is the time when multiple roles to be performed and driving a balance among roles have become quite challenging for them. Dealing at workplace and handling day to day household responsibilities brought a drastic change in her lives.

In totality it can be said that the problems are mainly twofold, one is of inner psychological conflict due to dual commitment at home and work place and the other is the social problem at the workplace and around being a woman. The major difficulty lies in combining the work commitment with her role at home.

The various challenges that she come across can be broadly categories as psycho-social problems of women employees. Let's try to understand in detail what these Psycho-social problems are.

Psychological problem referred to as mental disturbance of the mind that results in persistent behavior patterns that can seriously affect your day-to-day function and life. Some of the Psychological Problems are Stress, Role conflict, Job security and Favoritism etc.

Social problems are problems that an individual has to face as a member of this society and is beyond their control. Some of the social problems with regards to working women are Glass ceiling, Gender discrimination, Balancing Home and Work, Health problems, Personal issues, Safety & Security, Society expectations & family pressures etc.

In modern society, there is a great need for research on working women, especially concerning the impact and occurrence of job stress. Hence there are many problems of working women in different fields. They face stress in managing the work life balance. It affects not only their physical health but also their mental well being.

2. REVIEW OF LITERATURE

The basic purpose of literature review is to refer the researches of other authors in the same field which help us to identify the gap and gives us scope for new researches further. To mention few are as follows:

Kichu Kurian ,M.B. Saikrishna(2020)in the article “Job Related Stress Among Working Women” concludes that there is a need to formulate policies by organizations to overcome organizational stress and at the same time motivate they to upgrade their skill set and knowledge base which in turn will lead to satisfactory work environment and personal life.

Badave, Manali B.; Bathia, Khushboo; Kanase, Smita; Jadhav, Amrutkuvar(Jan 2020) in the study “Effect of Dance Therapy on Stress and Anxiety in Working Women” the study reveals that aerobic dance therapy thrice a week for atleast 20 minutes in a day played an important role in reducing stress and anxiety in working women.

Merlin Mythili Shanmugam and Bhawna Agarwal (June 2019)studied in the article “Support perceptions, flexible work options and career outcomes: A study of working women at the threshold of motherhood in India” concluded that the flexible work policy of the organization will help in reducing work-life conflict as well as the rate of turnover among women and leads to increase job satisfaction, with organizational and supervisory perceptions playing a significant moderating role.

Sunrita Dhar-Bhattacharjee and Helen Richardson(April 2018) researched in article-“A tour of India in one workplace: investigating complex and gendered relations in IT” and concluded that the IT sector in India offers opportunities for middle- and upper-class women professionals and the cultural – including identity – barriers to working in technical areas often experienced in western countries are not replicated in India.

Monica Verma, Kanika T. Bhal and Prem Vrat(Jan,2018) studied in the article “ Relationship between gender-sensitive practices and family support and its impact on psychological well-being of women employees in call centers in India” analyzed that gender-sensitive practices are positively related to family support through the mechanism of crossover.

Kumari, V (2014) in the MA thesis “Problems and challenges faced by urban working women in India” concludes in the thesis that the problems and challenges of working women varies as per age group, marital status, single parent etc effect the issues she face at workplace. Some issues are surely common like mental and physical stress, balancing work life, unfair treatment, discriminations etc. On the other hand few challenges are very specific to age and category such as ego hassles with colleagues, safety and security issues, prejudiced and stereotyped thinking and Glass ceiling.

Sarmistha Nandy, Arnab Bhaskar and Sovonjit Ghosh(2014) “Corporate Glass Ceiling: An Impact on Indian Women Employees” in their study conclude that organizations are hiring women but not with faith on their efficiency, because of this mindset women are still facing issues with career advancement, gender stereotyping and other threats within and outside of the organization.

Malavika Desai, Bishakha Majumdar, Tanusree Chakraborty, Kamalika Ghosh(2011)“The second shift: working women in India” concluded in their study that the home-based working women(work from home) are having less stress and are more satisfied with their careers with respect to those who physically work in office. The study also reveals that the friendly work policies – like flexible job hours and home office, stress relief programmes, yoga are needed will contribute in productivity enhancement of female workforce.

Abdul Gani and Roshan Ara(July 2010) “Conflicting Worlds of Working Women: Findings of an Exploratory Study” suggest that many factors contribute to make role conflict of working women a reality. The sources of conflict are dependent on the availability of various support systems within and outside the family as well as the organization where she works.

Kiran Rao, Mridula Apte, D.K.Subbakrishna(September 2003)”Coping and Subjective Wellbeing in Women with Multiple Roles” aimed to examine the role of work-related factors, availability of support and coping styles as predictors of wellbeing. concluded that in married working women greater use of support seeking system and less use of denial as coping strategy, absence of multiple role strain, working to be financially independent and refusal to job promotion were the significant predictors of wellbeing.

3. OBJECTIVES OF THE STUDY

The main objectives of the research paper are as follows:

1. To study the psycho-social problems of women employees.
2. To analyze the relationship between the demographic factors of age and marital status and the psycho-social problems faced by women employees.

4. RESEARCH METHODOLOGY

This section refers to the methods and data sources used to carry out this study and evaluate the research objectives.

4.1 Techniques of Data Collection

This study is conducted among the working women and men at various job levels in city of Pune in various sectors. They are chosen on the basis of keeping in mind, the variation in age, marital status and type of occupation. The research study involves reference of both primary and secondary data

Primary Data

In this study primary data is collected through a field survey with the help of a structured self administrated questionnaire distributing among 91 respondents including males and female with close ended questions by the means of convenience sampling. The scaling technique installed in the questionnaire is 5-point rating scale

Secondary Data

For the purpose of the study secondary data is collected by referring to the Journals, research magazines and published data of varied in nature.

4.2 Type of Research

The research paper adopted the descriptive research design methodology.

4.3 Sample Design, Sample Size and Sampling Method

The sample selected for the study is an Indian industry. The nature of the sample is restricted to working people and is collected through the convenience sampling technique.

4.4 Limitations of the Study

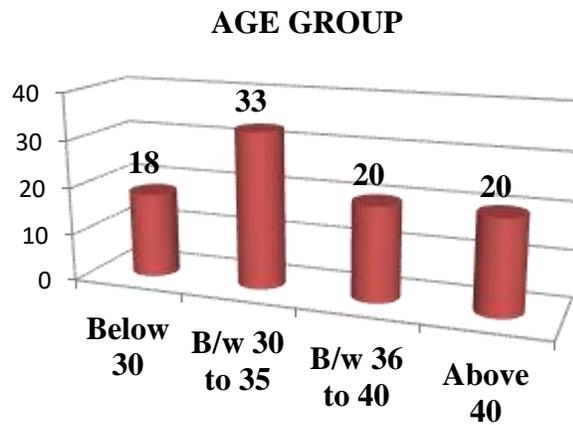
The research outcome is purely based on the personal opinion and the understanding level of respondents. There could be the chance of difference based on the thought process as well as family support extended to the respondents. There may be limitations to generalize the findings of the survey completely.

5. DATA ANALYSIS & INTERPRETATIONS

Below is summary of analysis on survey respondents:

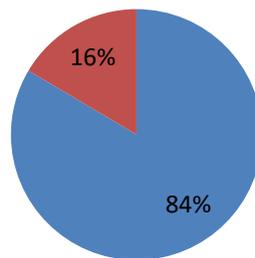
Age Group

Total respondents-91



Gender

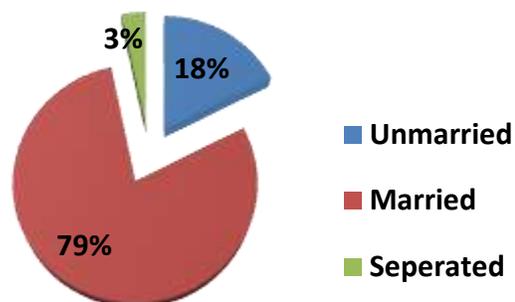
Total respondents-91



Marital Status

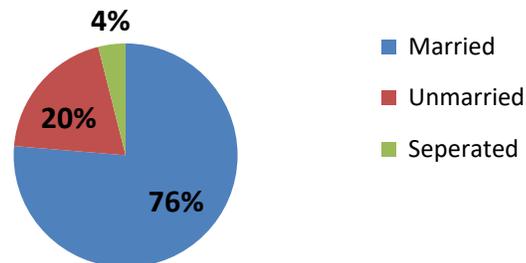
Total respondents-91

MARITAL STATUS OF RESPONDENTS

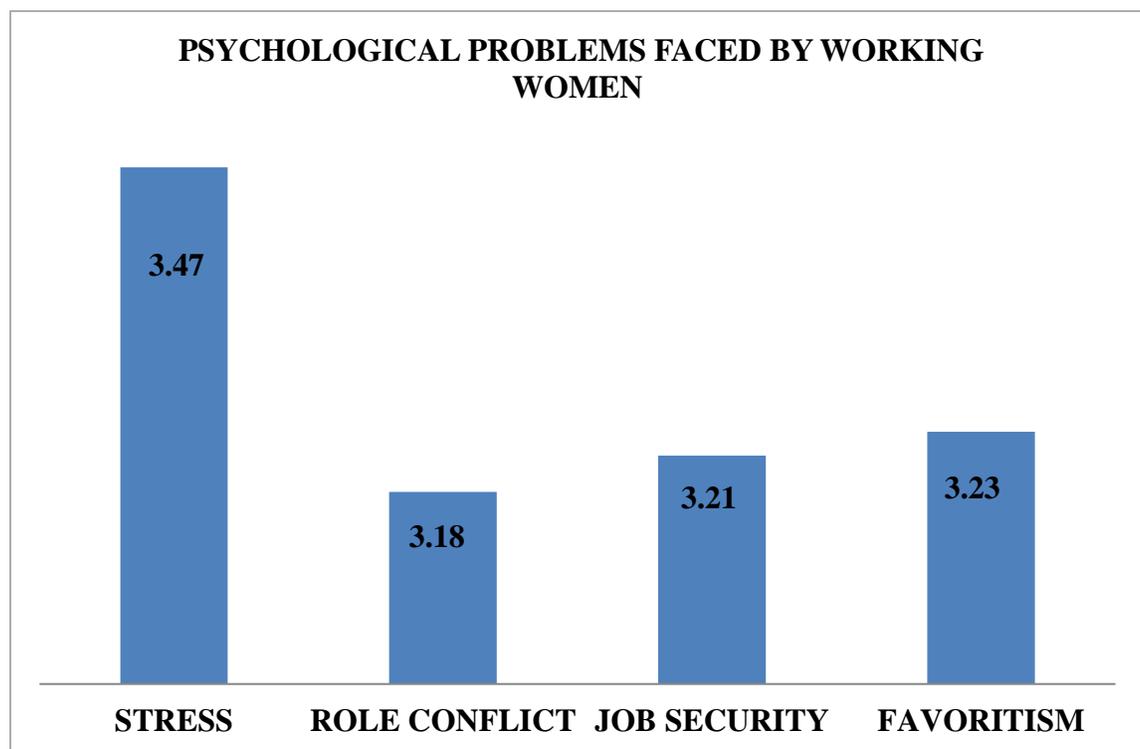


Marital Status of female respondents

MARITAL STATUS OF FEMALE RESPONDENTS



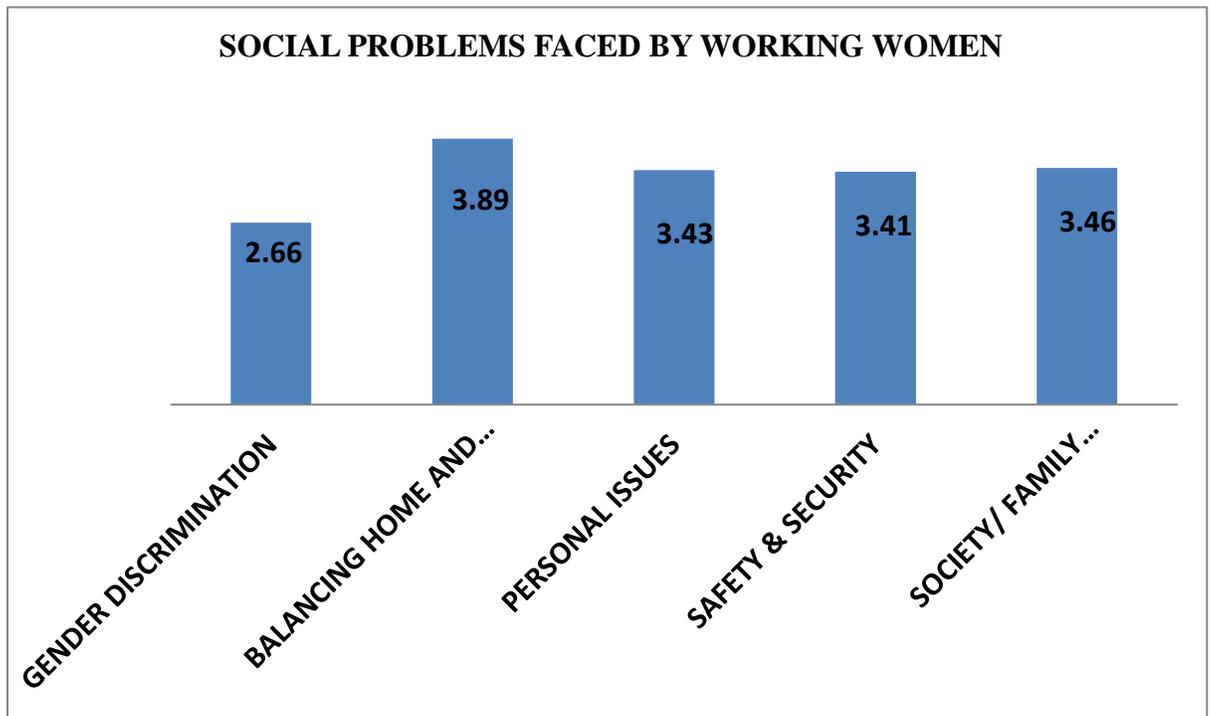
5.1 Psychological problems faced by Working Women.



Interpretations

- ❖ **Stress** and **Favoritism** are the mostly faced psychological problem by working women.
- ❖ **Job security** and **Role Conflict** are the least reported psychological problem by working women.

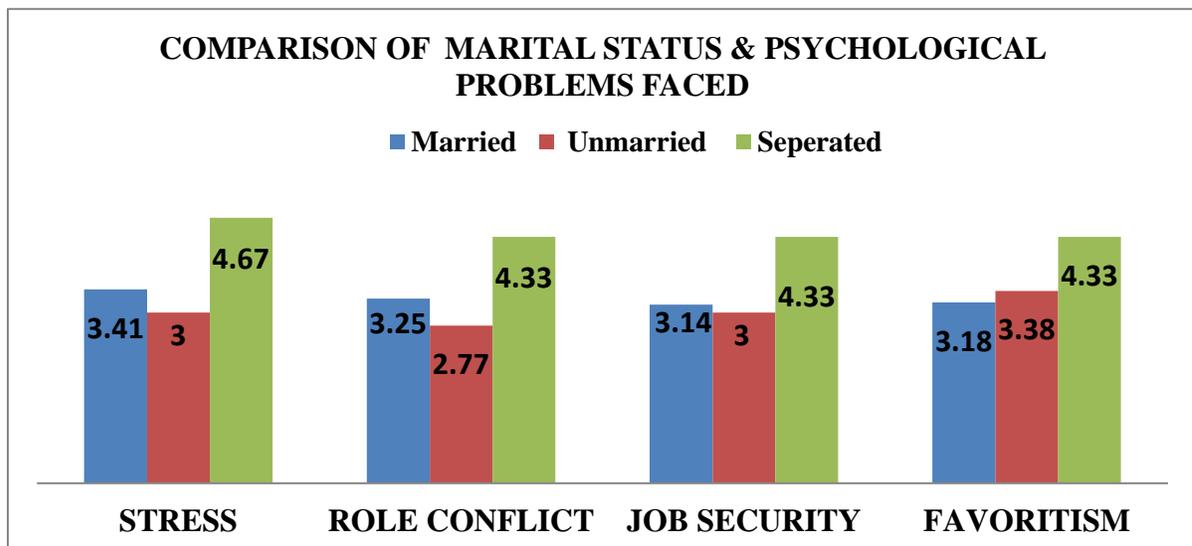
5.2 Social problems faced by working women



Interpretations

- ❖ **Balancing Home and Work, Society/Family pressures & expectations** are the mostly faced social problems of working women.
- ❖ **Personal issues, Safety & security and Gender discriminations** are least reported social problem faced by working women.

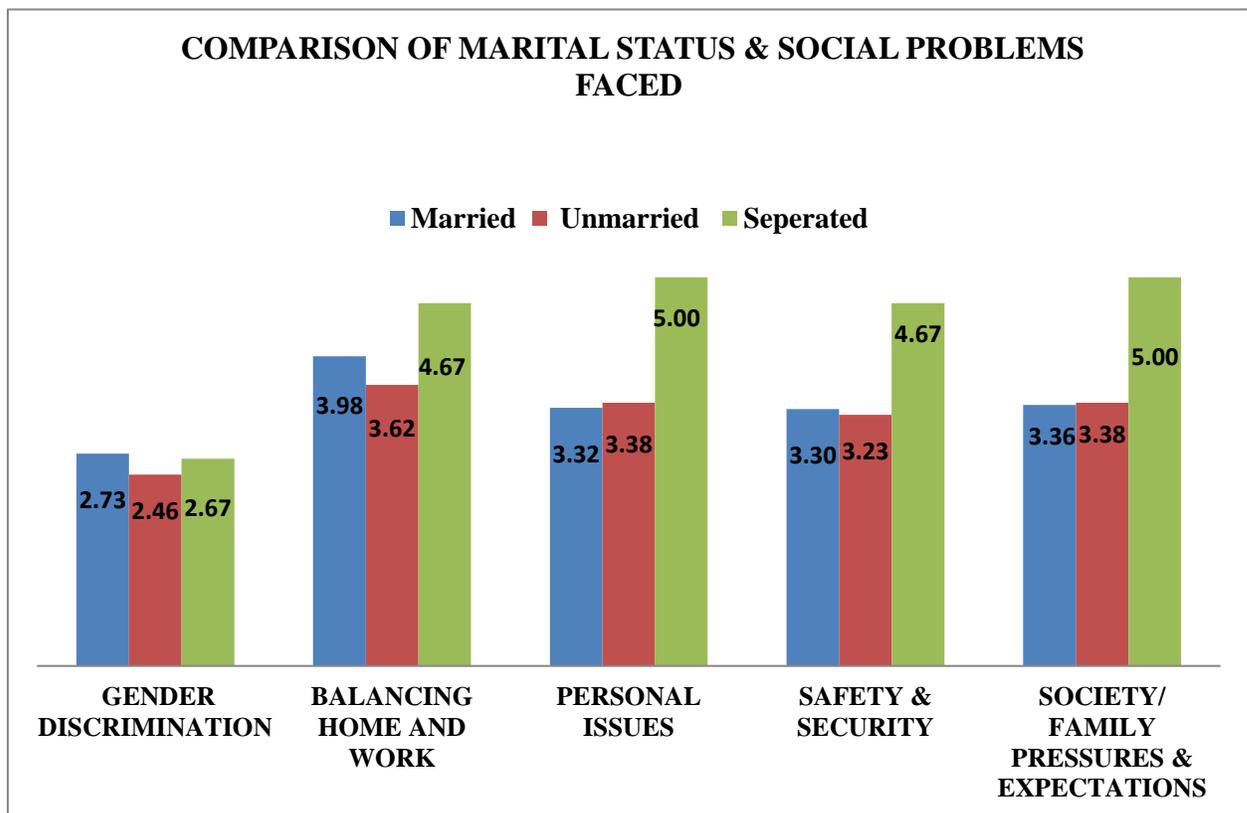
5.3 Marital Status and Psychological Problems Faced.



Interpretations

- ❖ **Level of stress** is highest in **Separated women** as compared to **Married and Unmarried women**.
- ❖ **Role Conflict** issues are highest in **Separated women** as compared to **Married and Unmarried women**.
- ❖ **Job Security** is reported majorly faced Psychological problem by **Separated women** as compared to **Married and Unmarried women**.
- ❖ **Favoritism** is major concerned shared by **Separated women** which in turn followed by **Unmarried and Married women**.

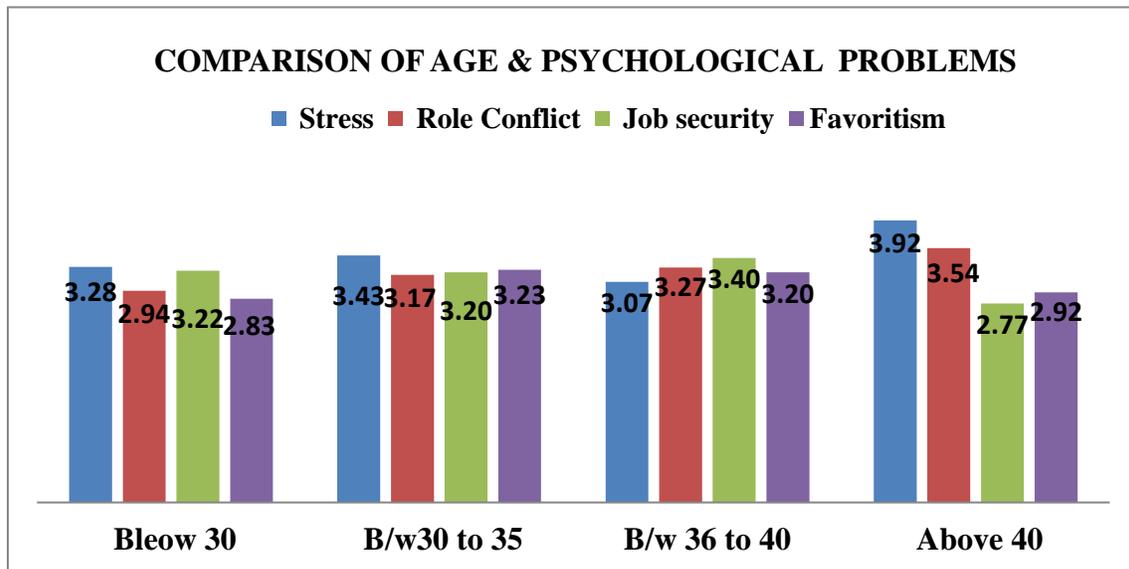
5.4 Marital Status and Social Problems Faced



Interpretation

- ❖ Social problems that are mainly faced by **separated women** are **balancing home and work, personal issues, family pressure and expectations also safety and security**.
- ❖ **Gender decimation** is reported less by **unmarried women** as compared to **married and separated women**

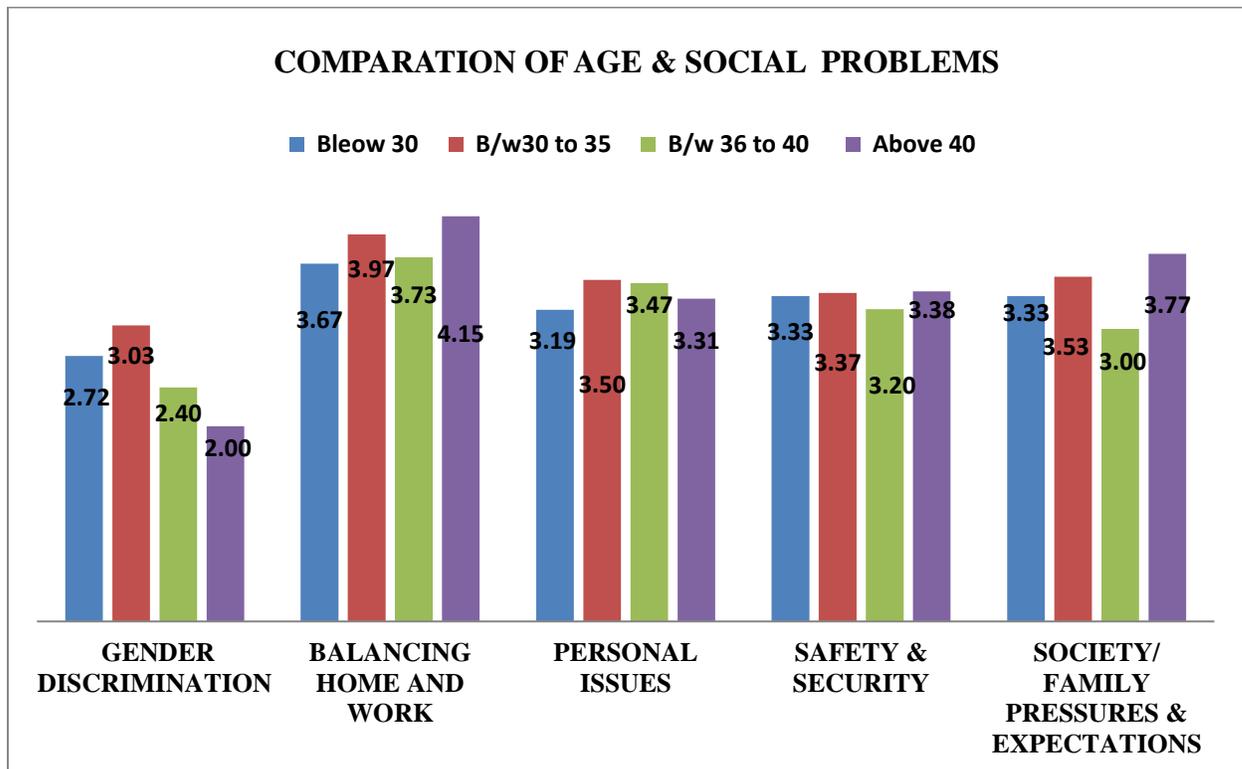
5.5 Age and Psychological Problems Faced



Interpretations

- ❖ Stress levels are very high in the age group **above 40** as compared to other age groups.
- ❖ Favoritism is reported **less** by **below 30** age group as compared to **other age groups**
- ❖ Job security is a concern in the age group **between 36- 40**.
- ❖ Role conflict is reported majorly by the age group **above 40**.

5.6. Age and Social Problems Faced



Interpretations

- ❖ **Balancing home and work, Society/family pressure and expectation** are the major social problems faced by the age group **above 40** as compared to the **age group between 30 to 35**.
- ❖ **Gender discrimination** is rated less by the **age group of above 40** as compared to **age group between 30 to 35**.
- ❖ **Safety and security issues are faced by all the age groups**.

6. SUGGESTIONS & RECOMMENDATIONS

The research finding suggests that psycho-social problems are prevalent among working women. The major psychological issues reflected are high level of stress and favoritism. The social problem faced by majority of respondent is Balancing Home and Family; another aspect which cannot be overlooked is Society/ Family Pressures and Expectations. There is no doubt that demographical factors like age and marital status holds a direct or inversely propositional relationship with some of these problems.

Below are some recommendations to overcome the issues;

- **Reducing the Stress** levels among working women needs her personally adopting techniques like listening to music, dance therapy, practicing meditation and yoga, also by attending the stress relief programmes organized by the organizations on the regular basis for the employees.
- **Balancing Home and Work** needs open communication with spouse and family members, wherein the house workload can be shared by other members of the family in case of joint family, In case of Nuclear family Domestic help and outsources can be done.
- **Flexible working hours and work from home** can be encouraged for working women.
- Working women have to chalk out a plan with clearly **defined priorities** in order balance home and work.
- Following the **80/20 Rule of Attitude/ Aptitude** for successful **work life balance**.
- Working women should master the **Time management skills**.
- Adopting **Work-home transition approach-** plan for next day while leaving from work

7. CONCLUSION

It's an open fact that working women has to face challenges due to dual responsibilities at home and work. Her challenges are of varied domain such as psychological, social, emotional etc. These issues must be addressed by her at the personal front as well as with the support of organization. The research evident that the psycho-social problems vary as per age and marital status. With proper planning and executing time management skills, working women will succeed and cope up with these issues effectively. Nevertheless family support and open communication at all the levels will act as the strong pillars in this regard.

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