

# A STUDY ON PERCEPTION OF WOMEN EMPLOYEES ON GENDER EQUALITY

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## ABSTRACT

In India women are better off today both in Home front as well as in work place but at the top of Industry and Government remain stubbornly male. Although more women are working they are still paid less and most of time their growth in organizations are curtailed. Research shows that only few women occupies the top position In this context the paper tries to examine the perception of women employees on gender equality and the problems faced by them. For this purpose questionnaire was distributed to women employees working in public and private sector and data collected was analyzed with suitable statistical tools and the results were interrupted there on.

**KEY WORDS: Women employees, Gender Equality**

## INTRODUCTION

Researchers have proved that a country where there are more employment opportunities for woman tend to provide better and honest governance. In India more and more women are entering the working sector but their percentage of success and the extent of Gender Equality existing in work place is a question mark. This may be due to male dominated society, but scenario has changed now. Girl Childs are welcomed in the family and equal education is given to them. In the work force side has change taken place, are women employees treated well and equally is a million dollar question. Hence a attempt has been made to know the women employees perception of gender equality and whether they are facing problems.

## LITERATURE REVIEW

Sims, L (1997) in his study related Gender equality to the growth of the country and said that female education will improve gender equality. Healy and Zukka (2004) found that only 3% executives are female compared to men occupying top level. Klasen, S.,(2006) suggested that societies which create female employment are less prone to corruption. Song, Appleton and Knight (2006) felt gender equity is a luxury good and demand for female school is elastic. Shellenbarger, S. (2006) found that work allocated to children's are based on gender. . (Pollard, Tayler and Daher, 2007) found that there is wage discrimination in all the countries whether it is developed or underdeveloped. (Hulin et al.,(1996) felt that sexual harssement in organization will result in female employees leaving the organization.

## OBJECTIVES OF THE STUDY

1. To Study the perception of women employees on Gender Equality
2. To study the problems faced by women employees

## RESEARCH METHODOLOGY

The present study was carried out to know perception of women employees on gender equality and the problems faced by them in their work place. For this purpose structured questionnaire with yes or no type questions were distributed to 54 women employees working in public, private sector and their responses was collected. The collected data was subjected to statistical analysis. Percentage Analysis tool was used to analyze demographic variables, perception of women employees on gender equality and problems faced by them. A z-proportions test was used to test whether significantly more employees feel proud to work for the organization

## ANALYSIS AND INFERENCE

**Table 1**  
**Demographic Analysis**

Demographic Factors		Frequency	Percentage
Age	Upto 30 years	26	48.15
	31 – 40 years	12	22.22
	Above 40 years	16	29.63
	<b>Total</b>	<b>54</b>	<b>100.00</b>
Education	Under Graduate	5	9.26
	Graduate	16	29.63
	Post Graduate & Above	33	61.11
	<b>Total</b>	<b>54</b>	<b>100.00</b>
Marital Status	Married	36	66.67
	Unmarried	18	33.33
	<b>Total</b>	<b>54</b>	<b>100.00</b>
Years of Experience	1-10 years	37	68.52
	11-20 years	12	22.22
	21-30 years	2	3.70
	31-40 years	3	5.56
	<b>Total</b>	<b>54</b>	<b>100.00</b>

**Source: Primary data**

The above table shows the Demographic characteristics of the research paper. Majority (48.15%) of the respondents fall into below 30 years and the next category is the respondent above 40 years. As far the educational level is considered majority of women employees (61.11%) have completed post graduate and

above degree. Regarding marital status most (66.67%) of the women employees are married. Majority of the respondents (68, 52%) have experience below ten years.

**Table-2**

**Perception of employees on the practices in the organisation leading to equality**

Rank	Practices leading to Equality	Yes	%	No	%
1	Friendly relationship with Female colleagues	54	100.00	0	0.00
2	Free communication with superior	50	92.59	4	7.41
3	Co-operataion with Male colleagues	50	92.59	4	7.41
4	Friendly relationship with Male colleagues	48	88.89	6	11.11
5	Co-operataion with Female colleagues	48	88.89	6	11.11
6	Organisation considerate about problems of Women Employees	42	77.78	12	22.22
7	Reward for Performance	42	77.78	12	22.22
8	Personal growth and development	41	75.93	13	24.07
9	Freedom to try out new work method	39	72.22	15	27.78
10	Opportunity to bring out your best potential	38	70.37	16	29.63
11	Adequate opportunity for Training and Development*	37	68.52	17	31.48
12	Opportunity for Promotion	35	64.81	19	35.19
13	Regular Feedback	32	59.26	22	40.74
14	Opportunity to have a dialogue with your superior about career growth	26	48.15	28	51.85
15	Opportunity to participate in defining the long term objectives and direction of the company	26	48.15	28	51.85

**Source: Primary data**

The above table shows 37 employees (68.52%) feel that they have got adequate opportunity for training and development whereas 17 employees feel that the opportunity provided was inadequate. 7 employees (12.96%) received training opportunity 1 time, 19 employees (35.19%) for 2 times, 10 employees (18.52%) for 3 times and 10 employees (18.52%) for more than 3 times whereas as 8 employees (14.8%) feel that they have not got training opportunity at all. 54 women employees (100%) have good relationship with their female colleague and 48 (88.89%) have friendly relationship with male colleagues. 50 employees (92.59%) get cooperation from male colleagues . 26 employees (48.15%) get opportunity and(51.85%) do not get opportunity to have dialogue with their superior about career growth and to participate in defining long term objective of the company . Women employees also feel that they have freedom to try out new work method and there is a personal growth and development.

**Table-3**  
**Problems faced by Women Employees**

Rank	Problems faced by Women Employees	Yes	%	No	%
1	Adequate job security	38	70.37	16	29.63
2	Local transport facility	34	62.96	20	37.04
3	Lack of training facility for women	20	37.04	34	62.96
4	Inequality between male and female employees	15	27.78	39	72.22
5	No promotion	14	25.93	40	74.07
6	Sexual Harassment*	13	24.07	41	75.93
7	Harassment by colleagues	5	9.26	49	90.74
8	Harassment by superiors	3	5.56	51	94.44

From the above table it was found out that 34 employees (70.37%) feel that they have adequate Transport facility. Majority of women employees (72.22%) say there is no inequality between male and female in their organization. Most of the employees (75.93%) said that there is no Sexual Harassment in their organization. Women employees also feel that they are not harassed by their superiors and colleagues. Majority of women employees (62.96%) felt there is lack of training facility for women. 29 employees (53.70%) feel that the situation has improved over the past two years, 21 feel that the situation remains the same and 4 feel that the situation has worsened.

**Table-4**  
**Z-test for the difference between two proportions**

**H<sub>0</sub>:** There is no significant difference between the people who felt proud to work for the organization and those who do not feel proud to work for the organization.

Statements	Yes	Proportion	z	Significance	LCL	UCL	Margin of Error
Proud to work for the organisation	42	0.78	4.08	Sig Diff	0.644	0.911	13.34

A z-proportions test was used to test whether significantly more employees feel proud to work for the organization. Of the 54 employees surveyed, 42 (78%) felt proud and 12 (22%) do not feel proud. The difference was statistically significant ( $z = 4.08$ ), indicating that there is significant difference between the proportion that felt proud to work for the organization and the proportion that do not feel proud and hence the null hypotheses rejected.. The margin of error for this survey was 13%.

## Major Findings

- Majority employees (68.52%) feel that they have got adequate opportunity for training and development
- Majority (100%) has good relationship with their female colleague and (88.89%) have friendly relationship with male colleagues
- Women employees (92.59%) get cooperation from male colleagues.
- Majority of employees (51.85%) do not get opportunity to have dialogue with their superior about career growth and to participate in defining long term objective of the company.
- Women employees also feel that they have freedom to try out new work method and there is a personal growth and development.
- Majority of women employees (72.22%) say there is no inequality between male and female in their organization.
- Most of the employees (75.93%) said that there is no Sexual Harassment in their organization. Women employees also feel that they are not harassed by their superiors and colleagues. Majority of women employees (62.96%) felt there is lack of training facility for women.
- 29 employees (53.70%) feel that the situation has improved over the past two years, 21 feel that the situation remains the same and 4 feel that the situation has worsened.
- There is significant difference between the proportion that felt proud to work for the organization and the proportion that do not feel proud

## CONCLUSIONS

Gender equality exists to a greater extent in the organizations whether it is public or private, but in two areas it is significantly absent. There is a huge gap in the area of training and development. Women employees should be adequately trained as their male counterpart and in the area of decision making significant changes should come. More women employees must be involved in fixing objectives for long term. If this change occurs then sure we can see more women employees occupying the top position.

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