

5.1 INTRODUCTION

Within the framework of a theory of women participation and a methodology tailored to the needs, an attempt was made in the study to find out the different dimensions of women participation in administration. The present chapter of the thesis discusses the major findings of the study. It also contains suggestions to improve women participation in administration for further research.

5.2 FINDINGS BASED ON DEMOGRAPHIC PROFILE OF THE RESPONDENTS

- 1. Age Groups:** The study concluded that majority of the respondents (70%), belong to a comparatively younger age between 25 to 35 years. This age group of working women is generally looked upon as energetic and efficient age group participating in administration.
- 2. Educational Qualification:** Most of the women respondents (73.33%) participating in administration are well educated possessing post-graduation degree.
- 3. Marital Status:** It is found that most of the respondents (67.00%) were married-* backing with dual responsibility – family obligations and office responsibility under the study.
- 4. Total Experience:** The study evaluated that more than half of the respondents (54%) were having experience between 0 to 5 years.
- 5. Type of Family:** It is reported that maximum number of women employees (65.33%) prefer joint family lifestyle rather than living in a nuclear family under the study.

5.3 FINDINGS BASED ON THE RESPONDENTS' OPINION TOWARDS THEIR JOB

- 1. Financial need and to be self-dependent is the best reason for doing a job:** Out of the total 300 respondents, maximum number of respondents 204

(68.00%) strongly agreed, among which 101 (33.67%) were from government undertakings and 103 (34.33%) were from private organization. Looking to zone-wise, maximum number of respondents 56 (18.67%) those who strongly agreed were from Jamnagar.

- 2. Work environment is very comfortable in your organization:** Among total 300 respondents, maximum number of respondents 174 (58.00%) strongly agreed, out of which 88 (29.33%) were from government undertakings and 86 (28.67%) were from private organization. Considering zone-wise it is depicted that maximum number of respondents 49 (16.33%) those who strongly agreed were from Jamnagar.
- 3. Attitude of the people around you at the work place is extremely good:** Taking total 300 respondents, maximum number of respondents 152 (50.67%) strongly agreed, out of which 75 (25.00%) were from government undertakings and 77 (25.67%) were from private organization. Zone-wise it is cleared that maximum number of respondents 42 (14.00%) those who strongly agreed were from Jamnagar.
- 4. Facing workplace harassment and verbal abusement because of gender:** From total 300 respondents, maximum number of respondents 150 (50.00%) disagreed, out of which 85 (28.33%) were from government undertakings and 65 (21.67%) were from private organization. According to zone-wise it is observed that maximum number of respondents 39 (13.00%) those who disagreed were from Ahmedabad.
- 5. Giving immediate attention for urgent family and personal issues at the workplace:** Among total 300 respondents, maximum number of respondents 183 (61.00%) agreed, out of which 94 (31.33%) were from government undertakings and 89 (29.67%) were from private organization. According to zone-wise it is observed that maximum number of respondents 50 (16.67%) those who agreed were from Ahmedabad.
- 6. Get high degree of respect and fair treatment at the workplace:** Taking total 300 respondents, maximum number of respondents 192 (64.00%) agreed,

out of which 94 (31.33%) were from government undertakings and 98 (32.67%) were from private organization. Considering zone-wise it is concluded that maximum number of respondents 52 (17.33%) those who agreed were from Ahmedabad.

7. Coming up with new ideas to get appreciation, creates work pressure:

Looking to total 300 respondents, maximum number of respondents 175 (58.33%) agreed, out of which 82 (27.33%) were from government undertakings and 93 (31.00%) were from private organization. Looking zone-wise it is evaluated that maximum number of respondents 44 (14.67%) those who agreed were each from Ahmedabad and Surat.

8. Plan your work and perform orderly without any delay: Out of 300 respondents, maximum number of respondents 185 (61.67%) agreed, out of which 95 (31.67%) were from government undertakings and 90 (30.00%) were from private organization. From zone-wise it is cleared that maximum number of respondents 50 (16.67%) those who agreed were from Ahmedabad.

9. Organisation provides good compensation for your work: From 300 respondents, maximum number of respondents 178 (59.33%) agreed, out of which 83 (27.67%) were from government undertakings and 95 (31.67%) were from private organization. Analysing zone-wise it is revealed that maximum number of respondents 47 (15.67%) those who agreed were from Surat.

10. Get adequate training when new systems are introduced in organization:

Among 300 respondents, maximum number of respondents 171 (57.00%) agreed, out of which 84 (28.00%) were from government undertakings and 87 (29.00%) were from private organization. Looking zone-wise it is observed that maximum number of respondents 40 (13.33%) those who agreed were from Surat under the study.

11. Welfare measures (like housing loan, medical facilities, canteen facilities, toilet, lunch room etc.) are exclusively provided by the organisation:

Among 300 respondents, maximum number of respondents 158 (52.67%) agreed, out of which 75 (25.00%) were from government undertakings and 83

(27.67%) were from private organization. According to zone-wise it is observed that maximum number of respondents 48 (16.00%) those who agreed were from Surat under the study.

12. Covered by the social security schemes (like pension scheme, insurance scheme and provident fund scheme) in your organization: Out of 300 respondents, maximum number of respondents 153 (51.00%) agreed, out of which 71 (23.67%) were from government undertakings and 82 (27.33%) were from private organization. From zone-wise it is observed that maximum number of respondents 43 (14.33%) those who agreed were each from Ahmedabad and Surat.

13. Exploitation by providing the work beyond the stated job routine in the organization: From 300 respondents, maximum number of respondents 163 (54.33%) agreed, out of which 76 (25.33%) were from government undertakings and 87 (29.00%) were from private organization. From zone-wise it is observed that maximum number of respondents 37 (12.33%) each from Ahmedabad and Jamnagar agreed.

14. Well informed about policies and procedures of the organization: Among 300 respondents, maximum number of respondents 98 (32.67%) agreed, out of which 51 (17.00%) were from government undertakings and 47 (15.67%) were from private organization. From zone-wise it is cleared that maximum number of respondents 26 (8.67%) from Surat agreed.

15. Ready to take challenging tasks and opportunities at work: Taking together 300 respondents, maximum number of respondents 196 (65.33%) agreed, out of which 99 (33.00%) were from government undertakings and 97 (32.33%) were from private organization. From zone-wise it is interpreted that maximum number of respondents 47 (15.67%) from Ahmedabad agreed.

16. Get opportunity to participate in the decision-making process: Considering total 300 respondents, maximum number of respondents 199 (66.33%) agreed, out of which 98 (32.67%) were from government undertakings and 101

(33.67%) were from private organization. Zone-wise analysis shows that maximum number of respondents 49 (16.33%) from Ahmedabad agreed.

17. Punished for the mistakes done at the workplace: Among 300 respondents, maximum number of respondents 167 (55.67%) disagreed, out of which 86 (28.67%) were from government undertakings and 81 (27.00%) were from private organization. Looking to zone-wise it is concluded that maximum number of respondents 38 (12.67%) from Ahmedabad disagreed.

18. Lose temper quite often because of tension or heavy workload: Out of 300 respondents, maximum number of respondents 103 (34.33%) agreed, out of which 52 (17.33%) were from government undertakings and 51 (17.00%) were from private organization. Looking to zone-wise it is examined that maximum number of respondents 35 (11.67%) from Jamnagar disagreed.

19. Domestic (house) obligations are barrier for succeeding in career growth: Taking together 300 respondents, maximum number of respondents 112 (37.33%) disagreed, out of which 56 (18.67%) were from government undertakings and 112 (37.33%) were from private organization. From zone-wise it is interpreted that maximum number of respondents 35 (11.67%) from Jamnagar disagreed.

20. Feel that you have been burdened with more work because of gender discrimination: Observing 300 respondents, maximum number of respondents 200 (66.67%) disagreed, out of which 103 (34.33%) were from government undertakings and 97 (32.33%) were from private organization. According to zone-wise it is observed that maximum number of respondents 46 (15.33%) from Ahmedabad disagreed.

5.4 FINDINGS BASED ON THE RESPONDENTS' OPINION TOWARDS CAREER DEVELOPMENT

1. Family is very co-operative and supportive to me towards doing a job: Taking together 300 respondents, maximum number of respondents 149 (49.67%) agreed, out of which 73 (24.33%) were from government

undertakings and 67(22.33%) were from private organization. In case of zone-wise analysis, it is revealed that maximum number of respondents 41 (13.67%) from Ahmedabad agreed.

- 2. Motherhood very much affects your career growth:** According to total 300 respondents, maximum number of respondents 135 (45.00%) neutral, out of which 70 (23.33%) were from government undertakings and 40 (13.33%) were from private organization. From zone-wise it is cleared that maximum number of respondents 35 (11.67%) from Surat neutral.
- 3. Lack of time, lack of experience, family attitude, household obligations, etc. obstructs in managing career growth:** From total 300 respondents, maximum number of respondents 200 (66.67%) agreed, out of which 99 (33.00%) were from government undertakings and 101 (33.67%) were from private organization. From zone-wise it is exmained that maximum number of respondents 46 (15.33%) from Anand agreed.
- 4. Able to balance personal, family and career obligations:** Taking together 300 respondents, maximum number of respondents 225 (75.00%) agreed, out of which 111 (37.00%) were from government undertakings and 114 (38.00%) were from private organization. Further it is interpreted that maximum number of respondents 49 (16.33%) from Ahmedabad agreed.
- 5. Gender discrimination to a great extent is a constraint to career advancement:** Out of total 300 respondents, maximum number of respondents 209 (69.67%) agreed, out of which 103 (34.33%) were from government undertakings and 106 (35.33%) were from private organization. According to zone-wise it is observed that maximum number of respondents 50 (16.67%) from Anand agreed.
- 6. Top management's perception affects career progression to a great extent:** From total 300 respondents, maximum number of respondents 215 (71.67%) agreed, out of which 105 (35.00%) were from government undertakings and 110 (36.67%) were from private organization. From zone-wise it is concluded that maximum number of respondents 47 (15.67%) from Ahmedabad agreed.

- 7. Equal career development opportunities for men and women in the organization:** Looking total 300 respondents, maximum number of respondents 222 (74.00%) agreed, out of which 107 (35.67%) were from government undertakings and 115 (38.33%) were from private organization. Analyzing zone-wise it is reported that maximum number of respondents 47 (15.67%) from Ahmedabad agreed.
- 8. Women have to perform better than male counterparts for career development or promotion in your organization:** Out of 300 respondents, maximum number of respondents 208 (69.33%) agreed, out of which 105 (35.00%) were from government undertakings and 103 (34.33%) were from private organization. From zone-wise it is recorded that maximum number of respondents 46 (15.33%) from Jamnagar agreed.
- 9. Show competencies (i.e. abilities, skills, knowledge, etc.) towards career advancement:** Taking together 300 respondents, maximum number of respondents 228 (76.00%) agreed, out of which 110 (36.67%) were from government undertakings and 118 (39.33%) were from private organization. It is interpreted zone-wise that maximum number of respondents 51 (17.00%) from Ahmedabad agreed.
- 10. Geographical isolation is not a barrier in your career advancement:** From total 300 respondents, maximum number of respondents 220 (73.33%) agreed, out of which 101 (33.67%) were from government undertakings and 119 (39.67%) were from private organization. According to zone-wise it is evaluated that maximum number of respondents 49 (16.33%) from Ahmedabad and Anand agreed.

5.5 FINDINGS BASED ON THE RESPONDENTS' OPINION ABOUT THE ORGANISATION

- 1. Gender diversity is most important in the organization:** Among 300 respondents, maximum number of respondents 110 (36.67%) neutral, out of which 59 (19.67%) were from government undertakings and 51 (17.00%) were

from private organization. Considering zone-wise, it is depicted that maximum number of respondents 31 (10.33%) from Ahmedabad disagreed.

- 2. Judgment of work performance is done critically than men in the organization:** Among 300 respondents, maximum number of respondents 197 (65.67%) disagreed, out of which 93 (31.00%) were from government undertakings and 104 (34.67%) were from private organization. Looking zone-wise, it is interpreted that maximum number of respondents 47 (15.67%) from Anand disagreed.
- 3. Organization believes that female heads are not consistent in discharging their duties:** Taking together 300 respondents, maximum number of respondents 206 (68.67%) disagreed, out of which 106 (35.33%) were from government undertakings and 100 (33.33%) were from private organization. From zone-wise it is concluded that maximum number of respondents 44 (14.67%) from Ahmedabad disagreed.
- 4. Organization believes that female heads are slow in decision-making and are not able to manage difficult issues:** From total 300 respondents, maximum number of respondents 207 (69.00%) disagreed, out of which 104 (34.67%) were from government undertakings and 103 (34.33%) were from private organization. In case of zone-wise analysis, it is observed that maximum number of respondents 49 (16.33%) from Anand disagreed.
- 5. Organization believes that female heads are not free to take time consuming task due to family commitments:** In case of total 300 respondents, maximum number of respondents 208 (69.33%) disagreed, out of which 103 (34.33%) were from government undertakings and 105 (35.00%) were from private organization. From zone-wise it is concluded that maximum number of respondents 48 (16.00%) from Ahmedabad and Anand disagreed.
- 6. Organization provides sufficient training to all the employees entering the firm, changing job or using new technique:** From total 300 respondents, maximum number of respondents 189 (63.00%) disagreed, out of which 91 (30.33%) were from government undertakings and 189 (63.00%) were from

private organization. According to zone-wise analysis, it is reported that maximum number of respondents 48 (16.00%) from Anand disagreed.

- 7. Organization lack policies to support women career progression:** Taking together 300 respondents, maximum number of respondents 169 (56.33%) neutral, out of which 89 (29.67%) were from government undertakings and 80 (26.67%) were from private organization. From zone-wise it is interpreted that maximum number of respondents 41 (13.67%) from Surat neutral.
- 8. Female heads receive fewer opportunities for professional development at work:** Considering total 300 respondents, maximum number of respondents 137 (45.67%) disagreed, out of which 66 (22.00%) were from government undertakings and 71 (23.67%) were from private organization. Further it is interpreted that maximum number of respondents 35 (11.67%) from Anand zone disagreed.
- 9. Effective remedial measures are put in place to solve the problems of female staff:** When total 300 respondents taken together, maximum number of respondents 163 (54.33%) disagreed, out of which 81 (27.00%) were from government undertakings and 82 (27.33%) were from private organization. Observing zone-wise, it is recorded that maximum number of respondents 45 (15.00%) from Anand disagreed.
- 10. Organization offers promotion opportunities to the next grade for better performance equally to male and female employees:** Among total 300 respondents, maximum number of respondents 149 (49.67%) disagreed, out of which 77 (25.67%) were from government undertakings and 72 (24.00%) were from private organization. Concluding zone-wise it is examined that maximum number of respondents 41 (13.67%) from Anand disagreed.

5.6 FINDINGS BASED ON THE RESPONDENTS' OPINION WHETHER THEY POSSESS SKILLS AND ABILITIES TO PARTICIPATE IN ADMINISTRATION WHERE THEY WORK

- 1. Verbal and Written Communication:** Out of total 300 respondents, maximum number of respondents 284 (94.67%) agreed, out of which 139 (46.33%) were from government undertakings and 145 (48.33%) were from private organization. According to zone-wise, it is observed that maximum number of respondents 60 (20.00%) from Anand and Surat agreed.
- 2. Empowering others:** Taking together 300 respondents, maximum number of respondents 275 (91.67%) strongly agreed, out of which 132 (44.00%) were from government undertakings and 143 (47.67%) were from private organization. From zone-wise it is revealed that maximum number of respondents 59 (19.67%) from Surat strongly agreed.
- 3. Problem solving and conflict resolution:** From total 300 respondents, maximum number of respondents 277 (92.33%) strongly agreed, out of which 136 (45.33%) were from government undertakings and 141 (47.00%) were from private organization. It is observed zone-wise that maximum number of respondents 58 (19.33%) from Ahmedabad and Surat strongly agreed.
- 4. Stress Management:** Observing total 300 respondents, maximum number of respondents 268 (89.33%) strongly agreed, out of which 129 (43.00%) were from government undertakings and 139 (46.33%) were from private organization. Looking zone-wise it is examined that maximum number of respondents 56 (18.67%) from Surat strongly agreed.
- 5. Effective team building:** Out of total 300 respondents, maximum number of respondents 274 (91.33%) strongly agreed, out of which 134 (44.67%) were from government undertakings and 140 (46.67%) were from private organization. It is observed zone-wise that maximum number of respondents 59 (19.67%) from Ahmedabad strongly agreed.
- 6. Negotiating and decisiveness:** Taking together 300 respondents, maximum number of respondents 269 (89.67%) strongly agreed, out of which 133 (44.33%) were from government undertakings and 136 (45.33%) were from

private organization. From zone-wise it is concluded that maximum number of respondents 58 (19.33%) from Anand strongly agreed.

7. **Delegation:** Out of total 300 respondents, maximum number of respondents 278 (92.67%) strongly agreed, out of which 136 (45.33%) were from government undertakings and 142 (47.33%) were from private organization. Considering zone-wise it is reported that maximum number of respondents 59 (19.67%) from Surat strongly agreed.
8. **Maintaining detailed records:** Among total 300 respondents, maximum number of respondents 272 (90.67%) strongly agreed, out of which 132 (44.00%) were from government undertakings and 140 (46.67%) were from private organization. From zone-wise it is witnessed that maximum number of respondents 59 (19.67%) from Ahmedabad strongly agreed.
9. **Personnel management:** When total 300 respondents taken together, maximum number of respondents 280 (93.33%) strongly agreed, out of which 134 (44.67%) were from government undertakings and 146 (48.67%) were from private organization. It is evident from zone-wise analysis that maximum number of respondents 60 (20.00%) from Anand strongly agreed.
10. **Office administration:** Taking together 300 respondents, maximum number of respondents 276 (92.00%) strongly agreed, out of which 132 (44.00%) were from government undertakings and 144 (48.00%) were from private organization. From zone-wise it is evaluated that maximum number of respondents 59 (19.67%) from Surat strongly agreed.

5.7 FINDINGS BASED ON THE RESPONDENTS' OPINION THAT POSSESSING DIFFERENT ABILITIES IS IMPORTANT TO PARTICIPATE IN ADMINISTRATION

1. **Self-development:** Considering total 300 respondents, maximum number of respondents 270 (90.00%) strongly agreed, out of which 132 (44.00%) were from government undertakings and 138 (46.00%) were from private organization. Further it is observed zone-wise that maximum number of respondents 59 (19.67%) from Anand strongly agreed.

- 2. Inspirational vision:** Looking to total 300 respondents, maximum number of respondents 277 (92.33%) strongly agreed, out of which 132 (44.00%) were from government undertakings and 145 (48.33%) were from private organization. Concluding zone-wise it is depicted that maximum number of respondents 59 (19.67%) from Anand strongly agreed.
- 3. Intellectual development:** Among total 300 respondents, maximum number of respondents 272 (90.67%) strongly agreed, out of which 130 (43.33%) were from government undertakings and 142 (47.33%) were from private organization. Looking zone-wise it is observed that maximum number of respondents 58 (19.33%) from Ahmedabad strongly agreed.
- 4. Competitive efficiency:** Observing total 300 respondents, maximum number of respondents 265 (88.33%) strongly agreed, out of which 129 (43.00%) were from government undertakings and 136 (45.33%) were from private organization. From zone-wise it is examined that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.
- 5. Equal employment opportunities:** Taking together 300 respondents, maximum number of respondents 264 (88.00%) strongly agreed, out of which 126 (42.00%) were from government undertakings and 138 (46.00%) were from private organization. Analysing zone-wise it is cleared that maximum number of respondents 57 (19.00%) those who strongly agreed were each from Ahmedabad and Surat.
- 6. Delegating responsibilities to others:** Out of total 300 respondents, maximum number of respondents 261 (87.00%) strongly agreed, out of which 126 (42.00%) were from government undertakings and 135 (45.00%) were from private organization. Further it is interpreted that maximum number of respondents 56 (18.67%) from Ahmedabad and Anand strongly agreed.
- 7. Acquiring and management of budget and resources:** Among total 300 respondents, maximum number of respondents 270 (90.00%) strongly agreed, out of which 131 (43.67%) were from government undertakings and 139 (46.33%) were from private organization. It is depicted zone-wise that maximum number of respondents 58 (19.33%) from Anand strongly agreed.

- 8. Encouraging and promoting staff development:** When total 300 respondents taken together, maximum number of respondents 260 (86.67%) strongly agreed, out of which 125 (41.67%) were from government undertakings and 135 (45.00%) were from private organization. Observing zone-wise it is concluded that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.
- 9. Evaluating and appraising staff performance:** Observing 300 respondents, maximum number of respondents 261 (87.00%) strongly agreed, out of which 125 (41.67%) were from government undertakings and 136 (45.33%) were from private organization. It is cleared zone-wise that maximum number of respondents 58 (19.33%) from Ahmedabad strongly agreed.
- 10. Establishing working networks:** Taking together 300 respondents, maximum number of respondents 136 (87.00%) strongly agreed, out of which 125 (41.67%) were from government undertakings and 136 (45.33%) were from private organization. From zone-wise it is interpreted that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.

5.8 FINDINGS BASED ON THE RESPONDENTS' OPINION THAT POSSESSING DIFFERENT ABILITIES IS IMPORTANT TO PARTICIPATE IN ADMINISTRATION

- 1. Planner:** Among total 300 respondents, maximum number of respondents 271 (90.33%) strongly agreed, out of which 131 (43.67%) were from government undertakings and 140 (46.67%) were from private organization. Further it is concluded zone-wise that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.
- 2. Motivator:** Looking total 300 respondents, maximum number of respondents 264 (88.00%) strongly agreed, out of which 130 (43.33%) were from government undertakings and 134 (44.67%) were from private organization. According to zone-wise it is examined that maximum number of respondents 58 (19.33%) from Anand strongly agreed.
- 3. Decision-Maker:** From total 300 respondents, maximum number of respondents 264 (88.00%) strongly agreed, out of which 130 (43.33%) were

from government undertakings and 134 (44.67%) were from private organization. It is evaluated zone-wise that maximum number of respondents 58 (19.33%) from Anand strongly agreed.

4. **Delegator:** It is concluded from total 300 respondents, maximum number of respondents 261 (87.00%) strongly agreed, out of which 126 (42.00%) were from government undertakings and 135 (45.00%) were from private organization. Observing zone-wise it is evaluated that maximum number of respondents 56 (18.67%) from Ahmedabad strongly agreed.
5. **Leader:** Taking together 300 respondents, maximum number of respondents 259 (86.33%) strongly agreed, out of which 128 (42.67%) were from government undertakings and 131 (43.67%) were from private organization. From zone-wise it is interpreted that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.
6. **Innovator:** When total 300 respondents taken together, maximum number of respondents 262 (87.33%) strongly agreed, out of which 130 (43.33%) were from government undertakings and 132 (44.00%) were from private organization. Observing zone-wise it is reported that maximum number of respondents 55 (18.33%) from Ahmedabad and Surat strongly agreed.
7. **Communicator:** Out of total 300 respondents, maximum number of respondents 269 (89.67%) strongly agreed, out of which 134 (44.67%) were from government undertakings and 135 (45.00%) were from private organization. Concluding zone-wise it is witnessed that maximum number of respondents 58 (19.33%) from Ahmedabad strongly agreed.
8. **Coordinator:** From total 300 respondents, maximum number of respondents 262 (87.33%) strongly agreed, out of which 128 (42.67%) were from government undertakings and 134 (44.67%) were from private organization. Observing zone-wise, the study revealed that maximum number of respondents 59 (19.67%) from Ahmedabad strongly agreed.
9. **Resource Allocator:** Among total 300 respondents, maximum number of respondents 253 (84.33%) strongly agreed, out of which 123 (41.00%) were from government undertakings and 130 (43.33%) were from private

organization. The study evaluated zone-wise that maximum number of respondents 58 (19.33%) from Ahmedabad strongly agreed.

- 10. Mentor:** Taking together 300 respondents, maximum number of respondents 263 (87.67%) strongly agreed, out of which 128 (42.67%) were from government undertakings and 135 (45.00%) were from private organization. From zone-wise it is interpreted that maximum number of respondents 58 (19.33%) from Ahmedabad strongly agreed.

5.9 FINDINGS BASED ON THE RESPONDENTS' OPINION ON THEIR STRENGTHS LEADS TOWARDS SUCCESS TO PARTICIPATE IN ADMINISTRATION

- 1. Self-esteem and ambition for career growth:** Observing total 300 respondents, maximum number of respondents 261 (87.00%) strongly agreed, out of which 128 (42.67%) were from government undertakings and 133 (44.33%) were from private organization. Also it is interpreted that maximum number of respondents 55 (18.33%) from Ahmedabad strongly agreed.
- 2. Firm attitude towards work:** Among total 300 respondents, maximum number of respondents 263 (87.67%) strongly agreed, out of which 125 (41.67%) were from government undertakings and 138 (46.00%) were from private organization. Considering zone-wise it is evaluated that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.
- 3. Good communication command:** When total 300 respondents taken together, maximum number of respondents 272 (90.67%) strongly agreed, out of which 130 (43.33 %) were from government undertakings and 142 (47.33%) were from private organization. Further it is interpreted that maximum number of respondents 57 (19.00%) from Ahmedabad strongly agreed.
- 4. Good knowledge, competent skills and abilities:** Out of total 300 respondents, maximum number of respondents 276 (92.00%) strongly agreed, out of which 134 (44.67%) were from government undertakings and 142 (47.33%) were from private organization. Observing zone-wise it is evaluated that maximum number of respondents 58 (19.33%) from Ahmedabad strongly agreed.

5. **Loyal and committed:** Taking together 300 respondents, maximum number of respondents 279 (93.00%) strongly agreed, out of which 136 (45.33%) were from government undertakings and 143 (47.67%) were from private organization. From zone-wise it is concluded that maximum number of respondents 58 (19.33%) from Anand and Surat strongly agreed.
6. **Attracting top level support:** From total 300 respondents, maximum number of respondents 256 (85.33%) strongly agreed, out of which 122 (40.67%) were from government undertakings and 134 (44.67%) were from private organization. Considering zone-wise it is depicted that maximum number of respondents 55 (18.33%) from Surat strongly agreed.
7. **Good inter-personal relationship:** Out of total 300 respondents, maximum number of respondents 264 (88.00%) strongly agreed, out of which 127 (42.33%) were from government undertakings and 137 (45.67%) were from private organization. Further it is evaluated zone-wise that maximum number of respondents 57 (19.00%) from Ahmedabad and Surat strongly agreed.

5.10 FINDINGS BASED ON THE RESPONDENTS' OPINION WHETHER THEIR WEAKNESSES CREATE OBSTACLES IN SUCCESS TO PARTICIPATE IN ADMINISTRATION

1. **Lack of taking family care and family backing:** Observing total 300 respondents, maximum number of respondents 139 (46.33%) disagreed, out of which 64 (21.33%) were from government undertakings and 75 (25.00%) were from private organization. Looking zone-wise it is reported that maximum number of respondents 33 (11.00%) from Vadodara disagreed.
2. **Physical strain necessitating longer hours to stay in the office:** Among total 300 respondents, maximum number of respondents 171 (57.00%) disagreed, out of which 87 (29.00%) were from government undertakings and 84 (28.00%) were from private organization. The study zone-wise showed that maximum number of respondents 41 (13.67%) from Jamnagar disagreed.
3. **Difficulty of better judgment and quick decision-making:** Looking total 300 respondents, maximum number of respondents 166 (55.33%) disagreed, out of which 84 (28.00%) were from government undertakings and 82

(27.33%) were from private organization. Concluding zone-wise it is cleared that maximum number of respondents 40 (13.33%) from Jamnagar disagreed.

4. **Fear of transfer which disturbs family life and domestic peace:** Taking together 300 respondents, maximum number of respondents 158 (52.67%) disagreed, out of which 77 (25.67%) were from government undertakings and 81 (27.00%) were from private organization. From zone-wise it is examined that maximum number of respondents 45 (15.00%) from Jamnagar disagreed.
5. **Fear of challenges to be faced:** Observing total 300 respondents, maximum number of respondents 175 (58.33%) disagreed, out of which 85 (28.33%) were from government undertakings and 90 (30.00%) were from private organization. The zone-wise analysis concluded that maximum number of respondents 49 (16.33%) from Jamnagar disagreed.
6. **Burden of shouldering responsibility:** Taking together 300 respondents, maximum number of respondents 182 (60.67%) disagreed, out of which 93 (31.00%) were from government undertakings and 89 (29.67%) were from private organization. From zone-wise it is revealed that maximum number of respondents 47 (15.67%) from Jamnagar disagreed.
7. **Not able to utilize full potential because of family responsibility:** Considering total 300 respondents, maximum number of respondents 174 (58.00%) disagreed, out of which 91 (30.33%) were from government undertakings and 83 (27.67%) were from private organization. Observing zone-wise it is interpreted that maximum number of respondents 46 (15.33%) from Jamnagar disagreed.
8. **Difference in language barriers and mingling with strangers:** Looking to total 300 respondents, maximum number of respondents 169 (56.33%) disagreed, out of which 85 (28.33%) were from government undertakings and 84 (28.00%) were from private organization. It is evaluated zone-wise that maximum number of respondents 43 (14.33%) from Jamnagar disagreed.

5.11 RECOMMENDATIONS

The following measures are recommended to empower and to help for facing challenges by the working women participating in administration:

1. Even today, men are seen as the bread winner and women as the house-keepers and child bearers. This typecast role model continues to put obstacles before the working women to efficiently participate in administration. So fundamental change is required in the attitudes of the employers, policy makers, family members and other relatives and the public at large.
2. Top management of the organization, family members and their colleagues should continuously inspire, encourage, motivate and co-operate the working women participating in administration.
3. Top management support is essential to promote women in performing different roles to participate in administration.
4. The government as well as private organizations should be more sensitive to women situations and need as women generally have to look after family and work.
5. The organizations should provide good support system like work in flexi-timings, work from home and transport facilities at family and workplace which that would enable women to fulfill both without being pressurized to prioritize one above the other.
6. The organizations should establish leadership training explicitly for newly recruited women that promotion to middle-level and senior-level often entails appointment to leadership positions.
7. Working women should try to upgrade themselves in the changing times by adapting the latest technology benefits. This can facilitate women to excel in decision-making process.
8. Organizations must ensure and declare that they are ready with various work-life balance provisions which would help the women to balance their job and

family responsibilities. This will act as a competitive advantage for the organizations and also help them in establishing strong employer branding.

9. Women participating in administration have created a sense of consciousness but rape, humiliations, domestic violence etc. have become common in our society today. So organizations should implement various schemes and programmes for the welfare and empowerment of women.