

CONTEMPORARY FACTORS INFLUENCING THE STATUS AND SUCCESS OF WOMEN AT WORK: A STUDY AMONG THE SELECTED WOMEN FROM CHENNAI CITY, TAMILNADU

Thesis submitted to the
UNIVERSITY OF MADRAS
in partial fulfilment of the
requirements
for the degree of

**DOCTOR OF PHILOSOPHY
IN
(COMMERCE)**

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Reg.No: Ph.D/Regn/038/FT/01/2016/6039, Dated:18-7-2016

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JANUARY - 2021

hence, the regulatory should insist on such facilities and provisions establishment in the service organizations where, women is working at higher percentage and facing issues of work life balance and stress at work.

5.5 Summary and Conclusion of the study

The key factors influencing the working status and career growth of women are agile work environment, work life balancing initiatives and tenure of employment as independent factors, work culture and peer support, training, mentoring and development as mediating organizational factors is identified through the analysis. The success factors of women identified are work life balance, tenure of employment and agile work environment from the independent variables; work culture and peer support, training and mentoring from mediating factors are identified as factors influencing the success of women at work among the sample. This indicates that the women need special work environment and it is available to some extent in the sample area. Many of the firms are located within the urban limits and having very good connectivity.

The issues with work life balance are observed due to independent and nuclear families by not having the elderly people to look after the children at home. In some cases, it is noted that, the elderly care is required to take care of the elders at home. In both the cases, women are held up and unable to resume the work, though qualified and the job opportunities are available. In some cases, women are unable to cope with the latest and current technology base and hence, quit the job and taking care of the family. The training and up gradation is another neglected area of women in the sample area. This is revealed that, women find no time and resources to attend training along with the family responsibilities and work life balancing issues. an elderly woman feels that, the promotions at work after certain age may not yield much of benefits rather improves the responsibility and accountability and hence, women prefers to be at bottom of the pyramid as one

among the floor level executives and shy away from the managerial responsibilities.

Hence, the working status and success of women is also depending on the both organizational and personal reasons. A mutual discussion on vision and mission of the company and the preparedness of the employees before taking up the assignments can have a better idea about the future plans and responsibilities and to be prepared for the same. Such, arrangements can help in understanding each other and to have a better level of working status and success of women at work.

The role of organizational and behavioural variables influencing the status of work and success of women has definitely play a role, the Delphi technique (Expert opinion) based strategies design and development and implementation in consultation with the women employees' co-operation can pave better work environment, culture and there by improved level of status of women at work and the success rate of women in the employment positions and career. The role of regulatory and the industry associations, management advisory consultancy institutions and government in making the vision of providing the agile work environment and empowerment of women at work place is indispensable.

The possible things can be speedup by the regulatory measures like Companies Act 2013 amendments and protection of women and women employees through separate Acts like Disha Act of the Government of Andrapradesh, Women police stations, women police patrol, separate control rooms for women harassment control, dial free and CCTV surveillance in public places and transport models of the Government of Tamilnadu and the Government of India can definitely help in making the comfortable work place to the women employees. A comfortable and convenient work place with positive work culture and peer support a woman can create records in terms of productivity and the performance and there by many women managers, leaders can be blossom and there by the ultimate goal of success of women can become from dream to a reality in the sample area.

The implementation of existing Industrial relation acts and the other Acts and provisions government the work place health, safety and welfare facilities, workmen protection, workmen compensation, payment of wages act are also important to implement at the best possible degree to improve the physical environment at work place. This can be additional value addition to the comfortness of women at work and there by the working status improvement and success rate can be improved to other level from the existing. All such collective measures can help to improve the working status and success of women at work in the sample area.

5.6 Scope for further research

The present study is a comprehensive study focus on the assessment of existing work environment and identifying the factors influencing the working status and success of women at work in Chennai city from both organized and semi organized business firms. The industrial estates, textile factories, readymade dress design out lets, assembling industries located in the outside city is not considered, where the more number of women is working for peanuts and long working hours. The qualified women too, not provided either a good position or a good pay scale. The working conditions of mass manufacturing and assembling units are not regulated or managed as per the standards.

The real working women issues and the factors influencing the working status and success of women can be better identified in such environment. The studies on the working conditions impact on health and safety of the women employees can be the primary study in such cases. Similarly, welfare facilities are charged in many industries and the layoffs are given to women employees in many garment factories. The long working hours, poor ventilation, air circulation and dust creating lot of health issues to women. No protection is provided for the health and safety in many garment factories, auto component manufacturing units, leather processing

industries, export units and food processing units etc. similar studies can be conducted at different industrial estates, industrial corridors, clusters with similar industry units, comparative studies between the industries or districts or states can enhance the scope of the factors and the value of the findings in the research.

The regulatory role in making the sustainable and safe working environment to women is need of the hour. Such research projects can help in bringing the degree of implementation of the workmen protection and the role of regulatory in implementation of the same. The changing attitudes of the management and the working women in the recent past in the light of liberalization, increased level of employment opportunities, free movement of women from place to place for employment and its outcomes can be studied to know the changing patterns of women at work. This can help in boosting the confidence levels of women and to proceed with greater degree of potential and to succeed in careers.