In fine, one can conclude that gender bias is a bigger societal issue. 'It needs to be settled in our culture and upbringing in order to achieve gender equality at and outside work' says one of the respondent. As Pooja rightly advices her co-workers "…..change your own attitude and perception. Decide your priorities and move ahead…..if you love your work, the challenges will convert into pleasures!"

7.5: Limitations of the Research:

The present study attempts to study the opportunities for women employees in IT sector in Mumbai as well as the challenges which they face. The researcher has made the best possible attempt for creating a comprehensive study. However, certain limiting factors have restricted the study. The main limitations of the study are presented below:

1. The study is based on primary sources of data. Therefore, its analysis is confined to the sample of 303 women employed in the IT sector in the city of Mumbai. This limits the scope of study to other women in the city, employed in diverse sectors.

2. It is possible that the challenges faced by women in IT companies in other parts of India may be different from that in Mumbai. Possibly, time management may not be as stringent a constraint in other towns or cities as it is in Mumbai.

3. Primary data was collected from respondents using the snowball technique. Hence the sample of 303 women may or may not be a representative sample.

4. The data was collected by means of eliciting responses from respondents via questionnaire. There is no means of cross verifying the views expressed by the women respondents.

5. The present study is constrained by the limitation of time and cost.

6. IT companies were extremely prohibitive and did not allow the researcher to enter their premises. The HR officials made it very clear that while the researcher could approach the respondents at a personal level, they were not in a position to share official data.

7. In case of interviews with senior managers, they were insistent on remaining anonymous lest it compromises with their employee code of conduct. Hence it was not possible to quote the name of the person interviewed or the name of the organization to which the interviewee belonged to.

8. It was very difficult to get information from NASSCOM. Despite several reminders, the researcher did not get the desired response from the organization. It is possible that some insights into the functioning of the sector may have, therefore been missed.

9. This study was limited to only one city, Mumbai, and it would not be desirable to generalize the findings for the whole country. Thus, the study may have a limited application.

7.6: Scope for Further Research:

In the present study, the sample was restricted to about 303 women employed in giant IT corporations in Mumbai and this may limit generalization of findings. There is a dearth of research on issues pertaining to employees engaged in the IT sector. A comparison of issues faced by male employees vis-

à-vis female employees, issues faced by employees belonging to LGBT community etc. can be studied in greater details. The opportunities available to women in IT sector as compared to the other sector may be studied. Similarly, there could be a comparison of challenges faced by women in IT sector vis-à-vis the other sector.

Socio-economic impact of glass ceiling across sectors, time management strategies adopted by women employees across sectors etc. need to be investigated in greater details. Also, the working conditions and work-life balance scenario of employees who are protected by trade unions vis-à-vis the issues faced by IT employees who hardly have a union to protect their interest, needs to be investigated.

7.7: Conclusion:

This study is one of the early attempts by an outsider to study the IT industry and to find out first hand, the opportunities and challenges faced by women employed in the IT sector in a bustling metropolitan city like Mumbai. The response to the challenges has been an eye-opener and the suggestions put forth by the very women who encounter those challenges; meaningful and relevant.

These suggestions will be helpful to IT organizations to walk their talk about diversity. The study is also expected to open new domains of knowledge to people who want to study the IT sector. It is expected that the findings of the study will open new frontiers for young researchers to carry this study forward, to undertake analysis of IT companies in other regions or to other sectors in the nation.

As Karl Marx has suggested, this thesis may churn the imagination of its readers to propose an anti-thesis and a synthesis will only add to the knowledge bank of the policy makers or the government, the organizations and others who seek information about this sector.