

A STUDY ON BARRIERS EFFECT ON WOMEN EMPLOYEES IN IT SECTOR

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Abstract

Despite the remarkable increase in the existence of women in the workforce, the entry of women into higher managerial positions remains restricted. Various studies have confirmed this fact. This phenomenon of hampering women's upward advancement to senior management positions has been referred to as the glass ceiling effect. Most of the countries accepted women and men are equal. Even though women could not come out of Glass ceiling effect. The women are stressed out with the corporate culture and family responsibilities. They are not able to balance both the family and work life. The main objective of this study is to evaluate, suggest and recommend problem solving for tackling the problem of glass ceiling. The primary data was collected in the form of questionnaire from the women employee. The questionnaire was formulated with six factors that are thought to be the main factors that are reason for glass ceiling. The sampling was collected based on simple random sampling and the tool used is person's R and Spearman Correlation. The major finding is that the most of the factors are negatively correlated with the demographic factors. We suggest them to be more opinionated and be fearless. We would like to conclude that in country like India it is necessary to educate people that women can do anything and are equal to men. Men should start looking them as equal to them.

Key words:

Introduction

Women representatives will be adaptable, compassionate, shared in a group and present with social affectability. At present, ladies have begun contemplating social qualities and morals because of the expansion in the level of training. With the approach of the incremental part in the self-observation, ladies are gradually taking an interest and advancing in the administrative positions in their associations. In any case, as a general rule, they don't discover any luxurious situation despite everything they understand an undetectable hindrance in their vocation way. The ladies in the corporate are depleted due to the current corporate societies and missed prospects to discover effective professions. Eventually, they choose to shun the association. An unattainable rank initially started in the 1980s and created as an idea by Morrison in 1987 is a garbled obstacle causing the concealment of ladies in their vocation advancement. It is an unvoiced obstruction which results in less extent of ladies in top-level administration. The principle boundaries may rise up out of society, government, inward condition, and basic approaches. A more elevated amount of self-assurance, ingenuity, passionate remainder and opportune exhortation of the tutors will influence a lady to prevail in her transporter.

According to Global Gap Index India stands in 108 the position out 144 countries according to latest data of 2017(November). It says India holds 1m9 position for the economic participation and opportunities. It also shows that India has 112 positions, 141 positions, and 15thposition in Educational Attainment, Health & Survival, and political environment respectively.

Men are the main barriers for career advancement for women in work Place like which they can associate with themselves in places like Reserve Bank of India. The places like these have male-dominated association or relationship which can actually help in communicating and sharing knowledge. According to "Lady you're not a man- The adventures of a woman" glass ceiling still exist in different sectors in educational, health, media & entertainment and manufacturing sector is 67%, 71%, 60%, and 63% respectively. It is visibly obvious that gender discrimination is there in the network relationship. A male is more comfortable in expressing their views of men and women both but in the case of women, it is difficult to give opinions and ideas. In the workplace, less support is given to women regarding the assistance and accessing the information. An organization which is

dominated by women, and men reach a successful position is appreciated by both the genders. But in the case of a male-dominated organization, successful women cannot be taken in a positive way by both genders. It is evident that men have an advantage over women in both the cases.

As per European Labour Force Survey and March Current Population Survey for the United States, it states that women can overpower men in a certain occupation like education, secretaries, nursing, domestic helpers, key bored operating and personal care. It says that most of the women in companies are in Nominal role or levels, not the Managerial roles or levels.

According to Mencher Report 2009, the percentage of women employee has increased in manger and entry level where the existence of mentoring and coaching and no supervisory role of less experienced staff. When you see in the directorial and top level the participation of women employees is less. Gender discrimination is identifiable in case of Indian IT industry is said by Ganesh Natarajan CEO, Zensar Technologies and Chairman NASSCOM. It also discloses that only 35 of the female are in the top level of 23 % in IT Industry India. Fortune 2018, states that out of 500 companies only 24 of them are women CEOs. male female ratios are 4:1 in big giant IT companies like Google (17% female), Pinterest (21% female), Face book (15% female), Apple (20% female). etc. it shows the dominance of male culture and isolation and women are unclear about their career goals. Women are given inconvenient position by giving them promotion in the organization compared to men. There are a different situation and different surveys which shows the glass ceiling exists among women employees. This study shows that the existence of a glass ceiling in IT company in the general area.

Even though there are gender legislation employment laws still women are majorly women are paid less, gender differences and lower grade employment. For a task like guiding, women are assumed to less worthy. the glass ceiling effect is seen in the managerial level for women. In an organization the compensation and world attitude are similar. Problems faced by lower level position women are more than the executive level. In a higher level, gender-based in-equality is there very evidently. Different factors like individual factors, social factors, organizational factors etc., impact the professional and family life of the women.

Objective of the study:

The objective of the study states the following:

1. To know the presence of a glass ceiling in the organization.
2. To know the influence of corporate hospitality and culture on the career development of women.
3. To know the factors on the challenge aversion.
4. To analyse the productivity of women employees in an organization and the means of eliminating inequality.
5. To recommend suitable measures for women to face a glass ceiling in their career

Research Methodology

The study is about women glass ceiling effect in different age group. It also studies the work culture and the family pressure they have. It shows the glass ceiling existence in the organization. It also shows the awareness about the inequality in opinions, performance, promotion, and compensation.

The study is on the glass ceiling effect in the It organizations. The area of the study is random sampling in some places from Chennai. The study is based on random sampling.

Findings And Recommendation

From the analysis employed on the observations that are collected, it has been found that most of the factors are negatively correlated which implies that the increase in the responsibility of family, decreasing their performance in work life and vice versa.

Conclusion

The three decades of the journey of the metaphor “glass ceiling” among India evidently indicated its presence by the reasonable number of studies on this area. Though the country is diverse culturally, traditionally and linguistically, the problems faced by the women for the career advancement are common in one or other respect and are grouped under the heads of – person-centred, organizational, social role, interaction centred, human capital and preference factors. The consequence of the glass ceiling mostly linked to gender inequality. Existing international initiatives on women empowerment and announcement of legislative measures on women welfare by the many Indian States give a women supportive environment for career advancement. More empirical studies on different aspects of glass ceiling may provide a vivid insight into women leadership and its barriers. Increasing level of education and high labor force participation of women make Asia a prospective door for reaching career heights by either breaking the glass ceiling or completely destroying it.

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