

ANALYZING WOMEN EMPOWERMENT IN WORKING CONDITIONS: A STUDY ON WOMEN EMPLOYEES

(With Special Reference to Public Sector Banks)

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Abstract: Working states of each ladies people can fulfill their vital individual needs while utilized by the firm. Working conditions allude to the level of fulfillment, motivation, stress, involvement and responsibility of individual's need who's work to live. It is the procedure in Public division banks, which empowers its ladies representatives at all levels to take an interest effectively and adequately in forming the managing an account domain, strategies, and results.

The Objective of the Study:

1. To know the working way of the ladies representatives in the chose Public Sector Banks in Chennai
2. To dissect the negative effect on ladies and impediment to strengthening.

The analyst made an endeavor to recognize the components which impact ladies strengthening in working states of ladies representatives of open part banks.

The study was identified with expressive outline. The examining configuration being utilized here is basic irregular Sampling. The example size 100 has been utilized, subsequently the paper concentrated on essential information and optional information. Information accumulation is through magazines and sites. The instruments being utilized for examination and translation are Chi-Square test, ANOVA and Weighted Average strategy.

At long last, the outcomes discovered maintained development of ladies strengthening through working conditions in people in general part banks, Chennai city. Catchphrases: Working strengthening, Working conditions, Banking Working ladies

Keywords: Working strengthening, working conditions, Banking Working ladies.

1. INTRODUCTION

Government and banks assume an imperative part in helping ladies to accomplish the financial freedom and in this way appreciate and advantage from their different rights.

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India is in its 6th decade of autonomy and it is on the limit of the 21st century. Notwithstanding the five many years of arranged monetary advancement, the accomplishment in the circle of ladies strengthening is impressively disheartening. Henceforth, more exceptional looks into on ladies advancement are perceived as the need of great importance. The study makes it important in this connection.

In India, ladies constitute almost 50 for every penny of aggregate populace. In India particularly, just around 26% of ladies have a record in money related foundations, then again, 46% for men. Real strengthening of ladies would happen just by including more esteem their commitment to the family and the general public.

Ladies is an intense piece of social and financial setup of the nation. In the antiquated period, they were dealt with as works of the general public and they ran the family effectively. Presently in India, Women's commitment to the modern area is quickly developing in multidimensional premise.

Government empowers the ladies as free and self feasible individuals in the general public. Ladies face diverse difficulties at work equivalent to men, including separation and inability to secure their maternity rights. Lewd behavior of ladies by male chiefs and bosses is ordinary in numerous nations.

Ladies likewise endure to a more noteworthy degree than men from the results of an absence of access to different rights, including the privilege not to need to work extreme extra time Women Empowerment:

2. A NEW SCENARIO IN THE BANKING SECTOR

Indian ladies are getting themselves out of the helpful edge works of housewives or educators and they are setting themselves in enhanced territories.

The development in the keeping money division has made new windows of chance for ladies to discover occupation in the managing an account segment. Indian ladies are set at the top most positions of numerous real banks and they are turned out to be aggressive. They are included intaking real choices; they are presenting imaginative thoughts and contributing something towards the change of the financial development.

The initiative quality, administrative capacity and the regulatory abilities are assembled to get things going.

3. STATEMENT OF PROBLEM

The state of ladies in India by and large is thought to be extremely hopeless. Ladies' issues are connected with her general living conditions in the public eye. The issues

are diverse for various segments of ladies, for example, country and urban ladies, the informed and uneducated ones, single ladies and ones with family. Ladies in joint family, atomic or more distant family, of standard and advanced family and so forth once more, have their own issues. Indeed, even the environment in the work environment, states of mind of the kindred specialists and the power, time of ladies, sort of work, timings of works, separation of work-spot from the house and so on are critical elements in the lives of working ladies in general society division banks.

4. REVIEW OF LITERATURE

The keeping money segments today offer more prospects for employments for ladies - both subjectively and quantitatively. However there are some regular issues confronted by ladies administrators, officers and administrative gatherings in managing an account, throughout their vocation. These incorporate the weight of the double part, inappropriate behavior in the work environment, the refusal of men to acknowledge ladies as partners or seniors, the need to work twice and additionally men to pick up acknowledgment, and the absence of solidarity among ladies.

Dr. R. Prakash Babu and K. Vembu (2014) The analyst infers that there are different stressors among ladies representatives openly segment Banks, for example, poor working conditions relating work shifts, worth over-burden, part equivocalness, absence of interest in basic leadership, in suitable administration style, absence of social bolster, exchange, poor working relationship and innovative changes in the association. Over the top anxiety may bring about substantial unsettling influences like peptic ulcers, headache, cerebral pain, fever and so on. Abnormal state of anxiety may influence fearlessness, lower self-regard, need in fixation and diminish work satisfaction. By testing the speculation, the scientist reasons that abnormal state of anxiety is experienced by ladies representatives because of factures like part uncertainty, part over-burden, absence of supervisory bolster, Technological changes.

P. Ashok Kumar and Dr. K. Sundar (2012) In the male - overwhelmed Indian culture, ladies endured to compelling levels of misuse. The study is simply exploratory in nature and looks to recognize the components keeping ladies representatives from trying for higher post and issues confronted by ladies officials in broad daylight segment banks identified with work execution. Information were gathered utilizing the individual contact approach. Polls were circulated to a specimen of 104 ladies administrators situated in Puducherry State ladies representatives in executives' unit working out in the open segment business banks

were reviewed. In the Questionnaire, Likert's five point scales was utilized to decide scores, where respondents were requested that rate every characteristic on 5-point scale running from exceedingly fulfilled to exceptionally disappointed. The 10 issue variables were pivoted by component investigation technique. The principal turn surfaced the variable anxiety coming about because of Physical strain included has been recognized as a prime component of issues to ladies officials out in the open segment business banks. Since the earth out in the open part banks is pretty much comparative, these two elements may turn out to be incredible prevention to ladies officials working out in the open division business banks. However people in general segment banks scarify their profession desire for family.

Skinner and Pocock (2008) explored the relationship between work over-burden, work plan control, work hours and their fit with inclinations and work - life struggle among full - time representatives (N = 887). It was found that the most grounded relationship with work - life struggle was exhibited by work over-burden, trailed by work routine control, work hours and work hours fit. Time - based work life arrangements, methodology and intercessions were discovered essential, however not adequate, for tending to work - life strife. They called for powerful administration of work over-burden to bolster a solid work - life relationship.

Buffardi et al., (1999) surveyed the effect of kid consideration, senior consideration (features of work - family adjust) and sexual orientation on work-family adjust and different aspects of occupation fulfillment. They uncovered that senior consideration duty was connected with lower levels of fulfillment and also saw authoritative bolster, pay, leave advantages and work-family adjust, though the negative principle impacts of kid consideration were restricted to leave advantages and work family adjust. It is patent from the above audit that investigation of ladies administrators in saving money segment is absolutely an unexplored region and no examination study has been directed in Pondicherry Union Territory. The present study is embraced to bring the hole left by before scientist.

5. RESEARCH GAP A PROPOSED RESEARCH MODEL

Above set surveys uncover the study on different viewpoints in nature of work life outcomes at different open division banks. In any case, there is no select study on the working states of ladies representatives in the saving money division, particularly businesses perspective on work life conditions among ladies workers in broad daylight segment banks. So the present study has made an endeavor to top off the exploration crevice with the assistance of proposed examination model.

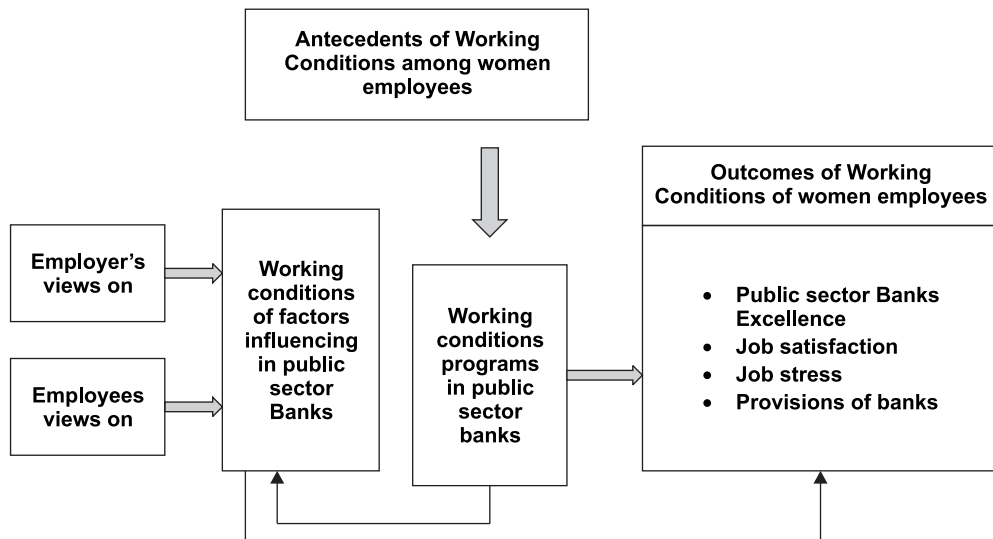


Figure 1: Research model

6. NEED OF THE STUDY

The achievement of any association depends to a great extent on the laborers, the representatives are measured as the foundation of "Open Sector Banks". The Study is to recognize the working states of ladies representatives. Because of disgraceful working conditions among ladies representatives there will be low return prompting misfortune in profitability. The critical requirement for the study is to lessen the anxiety and to enhance the working conditions among the ladies representatives in the general population area banks to enhance the nature of work and inspire ladies workers. So there is a need to direct the exploration.

7. SCOPE OF THE STUDY

This article depends on the working states of ladies representatives working in Public Sector banks. An endeavor is made to break down the ladies strengthening in working states of ladies representatives in broad daylight segment banks, Chennai city to land at proposals and suggestions to enhance and dissect the ladies strengthening in the working states of ladies representatives out in the open segment banks, Chennai city

8. OBJECTIVES OF THE STUDY

- To study the working states of the ladies representatives in the chose Public Sector Banks in Chennai city.

- To break down the negative effect on ladies and impediment to strengthening
- To recognize the elements in charge of fulfillment or disappointment of the bank representatives

9. RESEARCH METHODOLOGY

Sources of Data

Both Primary and Secondary information had been gathered to do this study. Books, Journals, and Periodicals are utilized as assets as a part of gathering auxiliary information and the data with respect to the study subject. Essential information were gathered through poll that had been made and circulated to the specimen of the study.

10. QUESTIONNAIRE

The poll depends on the underlying examination model and recommendations. The reactions are gotten through a very much confined survey. The respondents are requested that give their sentiment identifying with the part of working conditions among ladies representatives in people in general division banks in helping them diminish defenselessness which has been pushed all through the examination procedure as a structure for planning reasonable strategies for the improvement of working states of ladies representatives out in the open segment banks.

11. DATA COLLECTION TECHNIQUE

An aggregate of 100 polls are flowed to the ladies representatives by embracing a straightforward irregular system. Out of 100 surveys flowed, just 85 polls were returned by the respondents. The scientists reached the rest of the 15 respondents more than once however there was not empowering reactions. In the wake of investigating the 85 reactions it was found that 8 surveys were not finished appropriately. At long last, 77 respondents are considered for test size. Districts: In and around Chennai city, the analysts have chosen the specimens from different open areas banks in Chennai.

12. STATISTICAL TOOLS USED

The essential information have been translated with the assistance of straightforward measurable instruments, for example, Simple rates, Weighted normal Method, Chi-Square test.

Hypothesis of the Study

Invalid Hypothesis: There is no noteworthy relationship between the period of respondents and their supposition on the fulfilled by the exchange and posting.

Substitute Hypothesis: There is critical relationship between the period of respondents and their feeling on the fulfilled by the exchange and posting.

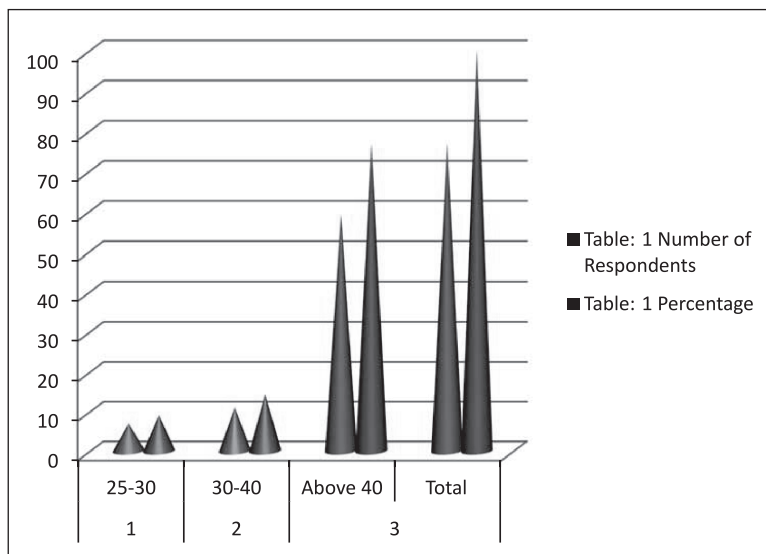
13. DATA ANALYSIS

1. Age of the Respondents

Table 1

S.No	Age Group	Number of Respondents	Percentage
1	25-30	7	9.09
2	30-40	11	14.29
3	Above 40	59	76.62
	Total	77	100

Interpretation: It can be construed from the above table that 9.09 % of respondents are in the age gathering of 25-30 years, 14.29 % of respondents are in the age gathering of 30-40 years, 76.62 % are in the age gathering of Above 40 years.



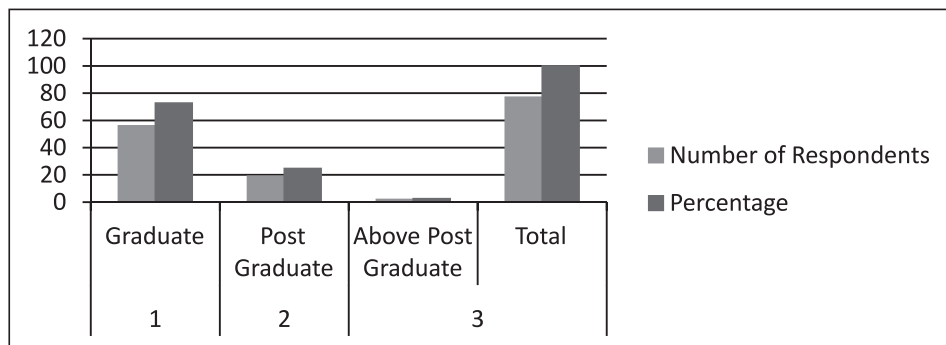
Graph 1: Age of the Respondents

2. Educational Qualification of the Respondents

Table 2

S.No	Educational Qualification	Number of Respondents	Percentage
1	Graduate	56	72.72
2	Post Graduate	19	24.68
3	Above Post Graduate	2	2.60
	Total	77	100

Interpretation: It can be induced from the above table that 72.72 % of respondents are in the instructive capability of Graduates, 24.68 % of respondents are in the instructive capability of Post graduates, 2.60 % are in the capability of Above Post Graduate.



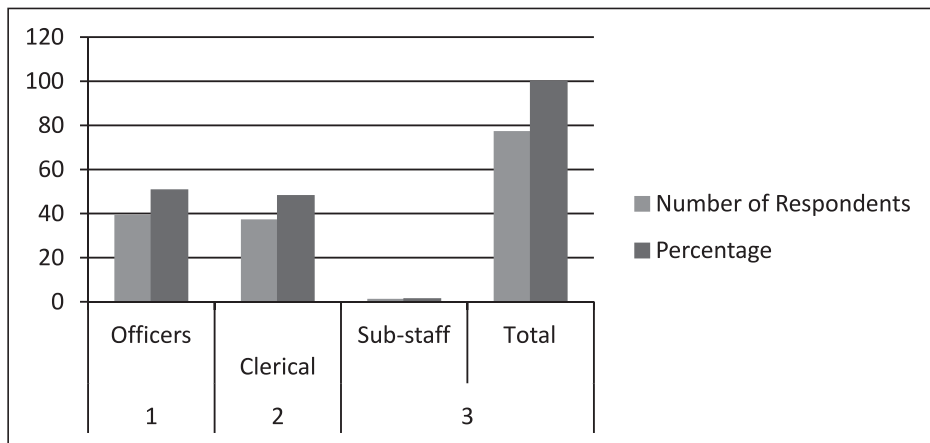
Graph 2: Educational Qualification of the respondents

3. Occupational Designation

Table 3

S.No	Occupational Designation	Number of Respondents	Percentage
1	Officers	39	50.65
2	Clerical	37	48.05
3	Sub-staff	1	1.30
	Total	77	100

Interpretation: It can be induced from the above table that 50.65 % of respondents are in the Occupational assignment of officers, 48.05 % of respondents are in the word related assignment of Clerical, 1.30 % are in the assignment of Sub-staff.



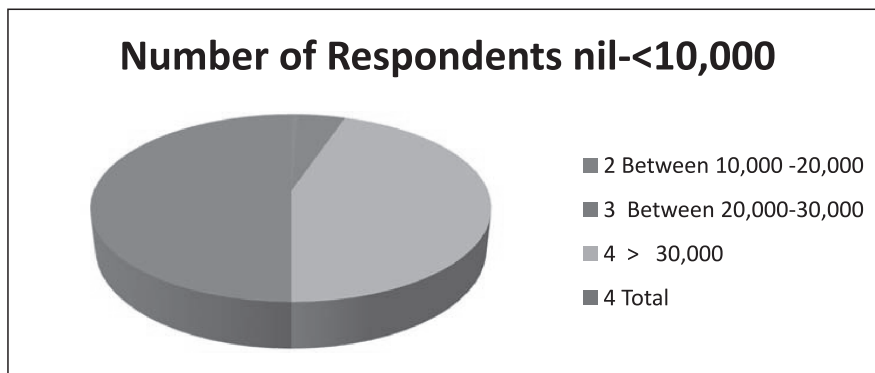
Graph 3: Occupational Designation

4. Monthly Income

Table 4

S.No	Monthly Income	Number of Respondents	Percentage
1	< 10,000	nil	nil
2	Between 10,000 -20,000	1	1.30
3	Between 20,000-30,000	7	9.10
4	> 30,000	69	89.60
	Total	77	100

Interpretation: It can be induced from the above table that 1.30 % of respondents are in the Monthly salary of between 10,000-20,000, 9.10 % of respondents are in the month to month pay between 20,000-30,000, 89.60 % of respondents are in the month to month pay more than Rs. 30, 000



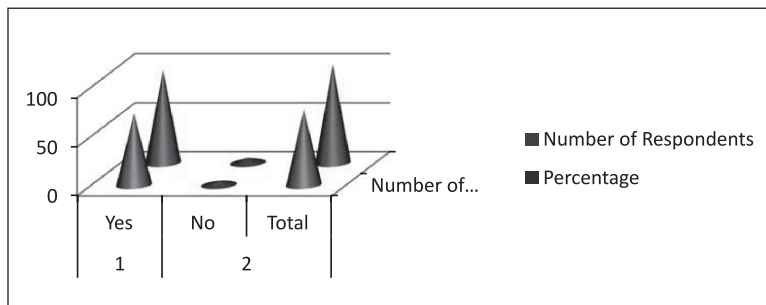
Graph 4: Monthly Income

5. Allow Maternity Benefits

Table 5

S.No	Maternity Benefits	Number of Respondents	Percentage
1	Yes	73	94.80
2	No	4	5.20
	Total	77	100

Interpretation: It can be gathered from the above table that 94.80 % of respondents of ladies representatives said yes and 5.20% of the respondents of ladies workers said no.



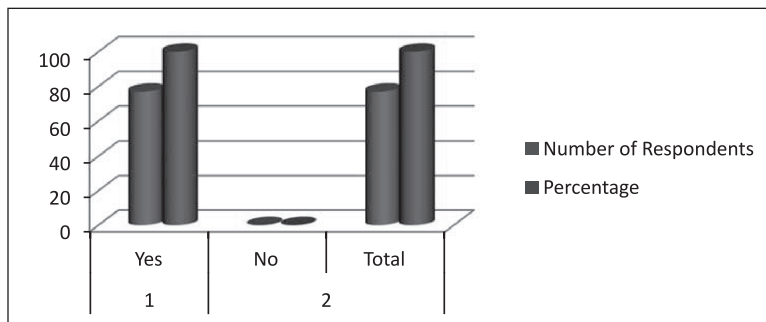
Graph 5: Maternity Benefits

6. Work Place Environment is Safer

Table 6

S.No	Work place environment	Number of Respondents	Percentage
1	Yes	77	100
2	No	0	0
	Total	77	100

Interpretation: It can be gathered from the above table that 100 % of respondents of ladies workers said yes.



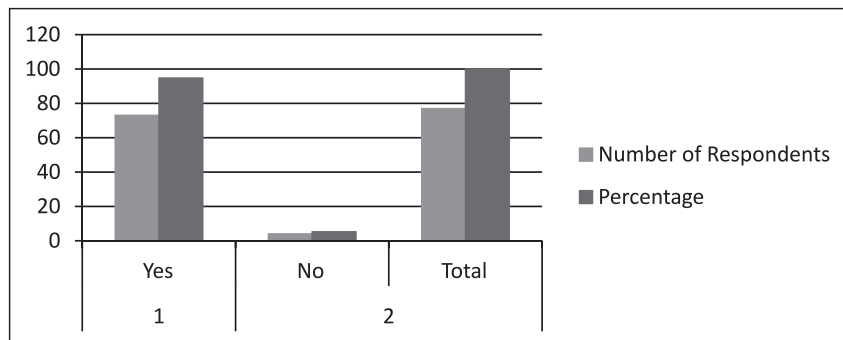
Graph 6: Work place environment is more secure

7. Bank Taken Appropriate Steps to Prevent Sexual Harassment at Work Place

Table 7

S.No	Sexual Harassment	Number of Respondents	Percentage
1	Yes	73	94.80
2	No	4	5.20
	Total	77	100

Interpretation: It can be deduced from the above table that 94.80 % of respondents of ladies representatives said yes in finding a way to avert lewd behavior and 5.20% of the respondents said no.



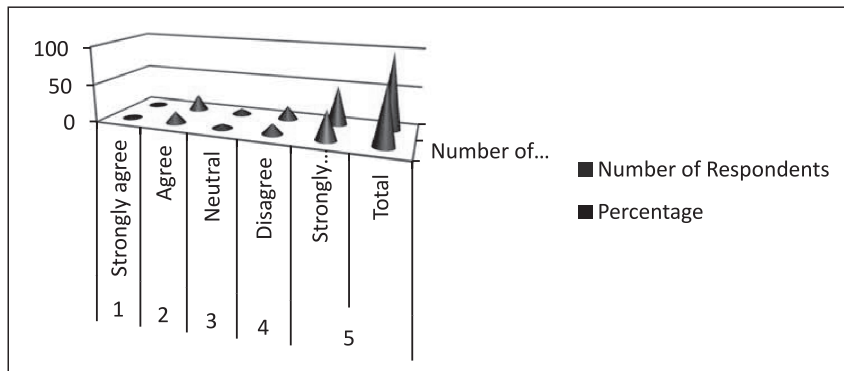
Graph 7: Steps to counteract inappropriate behavior at work place

8. Creche facility

Table 8

S.No	Crèche facility	Number of Respondents	Percentage
1	Strongly agree	2	2.60
2	Agree	16	20.78
3	Neutral	6	7.79
4	Disagree	14	18.18
5	Strongly Disagree	39	50.65
	Total	77	100

Interpretation: It can be gathered from the above table that 2.60 % of respondents were unequivocally concur and 20.78% of the respondents were concur with the crèche office, 7.79% of the respondents were impartial, 18.18% of the respondents differ and 50.65 % of the ladies respondents emphatically oppose this idea.



WEIGHTED AVERAGE METHOD

Graph 8: Creche Facility

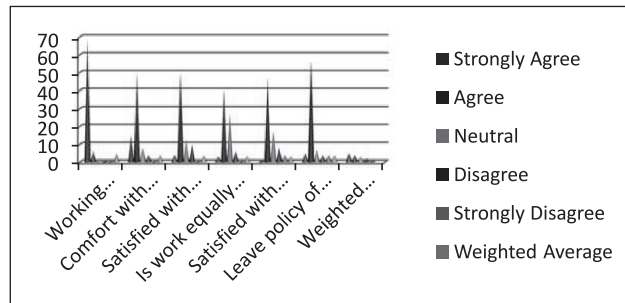
9. Opinion of the Respondents with Respect to the Factors Regarding the Working Conditions

Table 9

Factors	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Weighted Average
Working atmosphere in banks	69	6	2	-	-	4.87
Comfort with timings of bank	15	50	8	4	-	3.99
Satisfied with medical facilities provided as per service rules	4	50	13	10	-	3.62
Is work equally distributed or stress	3	41	27	6	-	3.53
Satisfied with transfer and posting rules	1	47	17	8	4	3.43
Leave policy of your bank	5	57	7	4	4	3.71
Weighted Average	5	4	3	2	1	

(S.A - Strongly agree, A - Agree, N - Neither agree nor disagree, D - Disagree, S.D - Strongly disagree)

Interpretation: It can be derived from the above table that a weighted normal of 4.87 shows that the respondents firmly concur that working environment in banks, a weighted normal of 3.99 demonstrates that the respondents emphatically concur that solace with timings of bank, a weighted normal of 3.62 demonstrates that the respondents unequivocally concur with the restorative offices gave and a weighted normal of 3.53 shows that the respondents unequivocally concur that work similarly dispersed, weighted normal of 3.43 shows that the respondents emphatically concur with the exchange and posting rules and weighted normal of 3.71 demonstrates that the respondents emphatically concur with the leave arrangement of banks.



Graph 9: Opinion of the respondents as for the components in regards to the working conditions

CHI - Square Test

Table 10
Showing the relationship between the age of the respondents and their opinion on the satisfied with the transfer and posting

Age in years	Opinion the satisfied with the transfer and posting			Total
	SA	A	N	
25-30	2	2	2	6
30-40	2	5	3	10
Above 40	2	38	21	61
Total	6	45	26	77

Null hypothesis: (Ho)

There is no significant relationship between the age of the respondents and their opinion on the satisfied with the transfer and posting.

Chi Square Table

O	E	(O-E)	(O-E) ²	(O-E) ² /E
2	0.46	1.54	2.37	5.152
2	3.50	-1.50	2.25	0.642
2	2.02	-0.02	4	1.980
2	0.77	1.23	1.51	1.961
5	5.84	-0.84	0.70	0.119
3	3.37	-0.37	0.13	0.038
2	4.75	-2.75	7.56	1.591
38	35.60	2.40	5.76	0.161
21	20.50	0.50	0.25	0.012

$\chi^2 = 11.656$

Result

<i>Degree of freedom</i>	<i>Table chi-square value at 5% level</i>	<i>Calculated chi-square value</i>
4	9.488	11.656

14. INTERPRETATION

At 5% level of importance and 4 degrees of opportunity the figured estimation of chi-square is 11.656 and chi-square esteem is 9.488 from the table.

15. INFERENCE

Since the figured worth is more than the table esteem, the speculation is rejected. Subsequently, there is noteworthy relationship between the period of respondents and their feeling on the fulfilled by the exchange and posting. Further, as the quantity of firmly concur and Agree is more on account of the age bunch above 40 years, it could be deduced that more established workers are fulfilled by the move and posting in the general population division banks.

16. FINDINGS

The greater part of the representatives secured under my study have not been observed to feel any anxiety in the occupation related and working environment. It has been an intriguing disclosure that there is no lady representative in broad daylight segment banks is working only for the occupation and the greater part of the workers are agreeable in doing their work. The representatives working in people in general part banks can fulfill and accomplish the keeping money areas objectives through their experience totally. It would be seen from the previous that the greater part of the lady representatives are fulfilled by the working conditions furthermore with the pay bundles, leave arrangements, preparing and improvement programs, execution examination frameworks and exchange and posting, which are as per their desires. The representatives by and large felt that the work society in the bank is great. The expanded stream of pay through ladies' paid occupation improved the monetary flourishing of the family, and of society all in all.

17. SUGGESTIONS

It is ideal to keep lady representatives mindful of the bank objectives, vision, mission and keep them educated of the considerable number of changes occurring in people in general division banks then it would go far in the proficiency of the workers. Convenient and consistent check of the working states of lady representatives will add to a ladies strengthening in solid advance and to the general improvement of ladies. Make more mindfulness among the lady representatives in general society

segment banks by leading preparing programs on inappropriate behavior, Work society etc. The endeavors to assist enhance the work society in the association ought to be proceeded. It is proposed to the bank to enhance the accompanying variables that influence the workplace for a superior working conditions is Crèche office to be given in all general society division banks. It is ideal to take auspicious preventive measures that the work would not be over-burden and keep up better working conditions among lady representatives out in the open segment banks.

18. CONCLUSION

General investigation of working conditions among lady representatives in the general population area banks are fulfilled. This can be guaranteed from the above investigation and if the recommendations given are actualized in a right way general society segment banks can broaden their accomplishment later on. At the end of the day ladies representatives of open segment banks are performing great on occupation information, interpersonal relationship and unwaveringness and duty while ladies workers of private segment banks are having an edge over their open area partners in parameters like state of mind towards work and aspiration for vocation development. Every one of these measures can possibly address the present difficulties confronted by ladies representatives and in this way empowering them to enhance their execution rapidly. Thus the working states of lady representatives are not an issue to be understood.

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