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SAFETY AND PERFORMANCE OF WOMEN EMPLOYEES AT THE WORK PLACE-A STUDY WITH REFERENCE TO MANGALORE CITY

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ABSTRACT

Women in the workforce earning wages or a salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men, but women have been challenged by inequality in the workforce. Majority of workplaces were not safe for the women to perform their work smoothly. Human resource management should be done properly in the organization. 'Workplaces are not safety for women' this we can see in discrimination among male and female employees in pay scale, job security, higher designations and so on. But at present every organization has to play a great role in the development of women workforce in the organization. Giving equal opportunity to women is part of business ethics. Women workers will be given all rights that will safeguard the interest of them in the workplace. This paper attempts to give information about safety and performance of women employees at the workplace. The present study was based on primary data collected from respondents of Mangalore city, Karnataka state.

KEYWORDS: Human resource management, safety, women employee, workplace

INTRODUCTION

Men and women workers are twin side of the coins both are very important to carry the various operations in the corporate sector. It is the duty of the every organization has to properly manage the performance of the men and women workers in the work place. When there is a proper coordination among the men and women workers in the work place then company can achieve the desired result without any difficulty. Human resource will have a greater impact on development of the organization if the performance of the men and women employees is managed in the right path. In the organization women workers has to be equally treated as men workers in the workplace. Every organization has to play a great role in the development of women workforce in the organization. Women workers will be given all rights that will safeguard the interest of them in the workplace.

OBJECTIVES OF THE STUDY

- ❖ To know the role of physical, environmental and organizational security or safety provided by the organization.
- ❖ To find-out the reason, this will affect the performance of women employee.
- ❖ To know the awareness of safety measures
- ❖ To study the motives behind the safety measures.

LIMITATION OF THE STUDY

- This study is limited to only Mangalore city.
- Personal bias.
- Age of responders not taken into consideration.
- Time constraints.

RESEARCH METHODOLOGY

The research is developed from collection of data through questionnaires from 40 respondents who are women employees of various companies from Mangalore city of Dakshina Kannada District,

Karnataka state. Findings and suggestions are developed on the basis of result of the data analyzed.

Some of the theory is developed on the basis of referring secondary data like books, Published paper, internet sources.

To analyze the data simple percentage method is used and arrived conclusion from this analysis.

PROBLEMS THAT WILL HINDERS THE PERFORMANCE OF THE WOMEN EMPLOYEES IN THE ORGANIZATION

- 1. Exploitation:** As we now seen women employees are sexually harassed in the workplace. It result women workers will lose their concentration and always work in a fear. It is really bad to say women exploitation is done frequently in the nation without any news to anyone.
- 2. No basic facility:** In most of the company where women workers are working no basic facilities like wash room, toilets, rest room etc. In these condition women workers are working means where we can see improvement in the performance of the women employees.

- 3. Dangerous machine :** In lab our law its clearly states that women employees are prohibited to work in the dangerous machines but with a shortages of employees in the name of the recession women employees are exploited to work with a dangerous machines. It sometimes result they may lose their life also.
- 4. No security:** Women workers are not considered so much safe in the workplace because company lack in providing proper facility to protect to the women employee.
- 5. Night Shifts:** In most of the BPO's women workers are working at the night shift. It result they are suffering from the health considered problem in their life.
- 6. Family Problems:** Work life balance is the one of the major problem of the women workers to work efficiently in the company. They have to manage the family and company, this makes some times women employees have to fall under stress and it will reduce their competency in their performance.
- 7. No child care:** In the industry they have to make separate arrangement to take care of their kids. But most of the company they do not have the crèches in the organization to look after the employees kids when they are going for work. This makes them they have to stop their working and they have to only take care of the employees in the organization.

DATA ANALYSIS

1. Education Qualification:-

Table no.1-Educational Qualifications

| Qualification | Respondent | Percentage |
|---------------|------------|------------|
| Puc | 6 | 15 |
| Graduate | 17 | 43 |
| Post graduate | 15 | 36 |
| Any other | 2 | 06 |
| Total | 40 | 100 |

Source: survey data

An analysis of the study reveals that majority of the women employees are graduates and post graduates.

2. Satisfaction with Physical Safety:-

This focuses on the physical security of

women employees in an organization. It ascertain the safety of women employees, while they are on the job or inside office premises—the work place need to be secure and women assured of basic safety on the job and in office.

Table no.2- Satisfaction with Physical Safety

| Satisfaction | Respondents | Percentage |
|--------------|-------------|------------|
| Satisfied | 32 | 80 |
| Unsatisfied | 8 | 20 |
| Total | 40 | 100 |

Source: survey data

The table 2 shows that 80percent of respondents are satisfied with the physical safety or security, and only 20 percent of respondents are not

satisfied with the physical safety provided, hence it is found that majority of the organization's female

employees are satisfied while they are on the job/inside office premises.

3. Reason for Dissatisfaction with Physical Safety:-

Table no.3- Reason for Dissatisfaction with Physical Safety

| Reason | Respondent | Percentage |
|--|------------|------------|
| Non availability of proper physical safety | 0 | 0 |
| Lack of employer concern towards physical safety | 2 | 25 |
| Lack of protection from harassment | 6 | 75 |
| Total | 8 | 100 |

Source: survey data

The table 3 shows that 25 percent of respondents are dissatisfied with the physical safety because of lack of employer concern towards the physical safety. Majority of respondents accounting for 75 percent are dissatisfied because of lack of protection from harassment.

4. Environmental Safety:-

The environmental aspect complements the physical aspect of security and helps maintain a safe and secure standard in any premises. This plays a vital role in ensuring the basic yet critical aspects of safety of employees.

Table no.4- Environmental Safety

| Satisfaction | Respondent | Percentage |
|--------------|------------|------------|
| Satisfied | 11 | 28 |
| Dissatisfied | 29 | 72 |
| Total | 40 | 100 |

Source: survey data

An analysis of the table 4 reveals that 72% of the respondents are dissatisfied with the environmental safety provided by their

organization, and only 28% of the respondents are satisfied with their environmental facilities.

5. Reason for Dissatisfaction:-

Table no.5- Reason for Dissatisfaction

| Reason | Respondents | Percentage |
|---|-------------|------------|
| Transportation facilities in night shifts | 04 | 14 |
| Welfare facilities | 03 | 10 |
| Work life balance | 03 | 10 |
| All the above | 19 | 66 |
| Total | 29 | 100 |

Source: survey data

The table 5 shows that majority of them are not satisfied due to lack of transport facilities for women working in night shift, separate and secure welfare facilities and work life balancing. Hence it is found that environmental dissatisfaction due to all these reasons.

6. Satisfaction with Organizational Safety:-

It is for the employer to create a positive atmosphere at the work place where a women is encouraged to come to work, secure in the knowledge that she will be treated with dignity, respect and will be protected from harassment.

Table no.6- Satisfaction with Organizational Safety

| Satisfaction | Respondent | Percentage |
|--------------|------------|------------|
| Satisfied | 16 | 40 |
| Unsatisfied | 24 | 60 |
| Total | 40 | 100 |

Source: survey data

The table 6 shows that 40 percent of respondents satisfied with the organizational safety and only 60 percent of respondents are having dissatisfaction with the organizational safety provided. So it is found that majority of women employees

are not satisfied with the organizational safety provided.

7. Reason for Dissatisfaction with Organizational Safety:-

Table No.7- Reason for Dissatisfaction with Organizational Safety

| Reason | Respondents | Percentage |
|--|-------------|------------|
| Employer do not treated with dignity and respect | 04 | 17 |
| Violating the code of conduct | 7 | 29 |
| Prompt investigation of complaint not at done. | 13 | 54 |
| Total | 24 | 100 |

Source: survey data

An analysis of the table 7 shows that 54 percent of respondents are dissatisfied because of lack of proper investigation of complaints, remaining 29 percent of respondents dissatisfied due to violating the code of conduct and 17 percent of respondents are unhappy with their dignity and respect in the organization.

8. Gender Discrimination:-

Even today discrimination between male and female employees is a major problem in most of the organization, where women employees are not treated equally as men.

Table no.8- Gender Discrimination

| Awareness | Respondent | Percentage |
|--------------|------------|------------|
| Aware | 31 | 78 |
| Unaware | 9 | 22 |
| Total | 40 | 100 |

Source: survey data

An analysis of the table 8 reveals that 78 percent of the women employees aware about gender discrimination and also they believed that, women's are not treated equally as men.

9. Consideration of Safety Measures Before Joining Job:-

Table no.9- Consideration of Safety Measures before Joining Job

| Consideration | Respondents | Percentage |
|---------------|-------------|------------|
| Yes | 40 | 100 |
| No | 0 | 0 |
| Total | 40 | 100 |

Source: survey data

The table 9 shows that 100percent of respondents are considered the safety measures before joining into job. Hence it is found that women employees are evaluate safety measures adopted by the company before taking up a new

job. And it is also found that safety measures will encourage and boost performance.

10. Responsibility of Safety of Women Employees Lies with the Organization:-

Table no.10- Responsibility of Safety of Women Employees Lies with the Organization

| | Respondents | Percentage |
|-------------------|-------------|------------|
| Strongly agree | 33 | 83 |
| Agree | 7 | 17 |
| Strongly disagree | 0 | 0 |
| disagree | 0 | 0 |
| Total | 40 | 100 |

Source: survey data

An analysis of the table 10 reveals that out of 40 respondent 33 respondents accounting for 83percent strongly agree with the arguments that responsibility of the safety of women employee lies with the organization. Remaining 17percent is agreed with the same; hence it is found that organization is responsible in providing safety measures both inside and outside the organization.

FINDINGS FROM THE STUDY

- Majority of the respondents belong to the category of graduate and post graduate concerning more on the safety measures.
- Majority of the female employees are satisfied with the physical safety provided while they are on the job.
- It is found from the study that lack protection form harassment and employer

concern cause for physical safety and security.

- The responsibility of the safety of women employees lies with the organization.
- Women employees are not treated equally as men.
- Majority of the respondent opinion that, they are aware of safety measures and it is the major tool to motive and boost the performance.

SUGESSTION

- Company has to provide good safety or security to the women employee without discriminating them.
- The system adopted by the firm for providing safety measures must be systematic and proper implementation of the same.
- Women employees should treat with dignity, respect, and provide them equal opportunity in decision making and leadership and promote them to higher position.
- Provision of company transport, hiring of cabs/transport vehicle on a regular basis only from established agencies.

CONCLUSION

The present study is an attempt to analyses the importance of safety measures to improve the performance at workplace of women employees. Compare to past, now a days the awareness of women employees on safety and security is good.

It is the responsibility of the organization that, it should provide well and effective physical, environmental and organization safety. Each and every safety measure creates good atmosphere to the women employees.

Men and women employees are like twin side of the coin. Both are important in development of the organization, in most of the industries women employee are not given so much importance as men. This paper is developed to create awareness of safety measures and analyze the present status of the women employees.

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