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MANAGING THE PERFORMANCE OF THE WOMEN EMPLOYEES AT THE WORK PLACES

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ABSTRACT

In ancient times women are respected as like a god but when times moves slowly the importance of the women comes down because male generation wants to concentrate all power in their hand. This paper prepared with an intension that it is our duty to respect the women in the workplace and motivate them to achieve their dream. This paper prepared with an objective that every organization has to take care of the interest of the women employees in the workplace and make necessary arrangement that to provide all necessary facility to the women workers. Women employees are normally very hard worker and their work is very clean and you are not able to find any deficiency in their work. This paper also given a touch of empirical evidence and that will give more clarity over the theoretical part. On the basis of the empirical evidence theoretical part builds to make this paper more meaningful. It is decided to collect fifty women workers in the various sectors for the study. Findings of this study is to every management has to take active part in the protecting rights of women employees. The major suggestion that we can give in this paper is to provide a good work environment to the women employees in the workplace that will boost the performance of your organization in the corporate sector.

KEY WORDS: power, protecting, environment, corporate.

I. 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 co ordination among the men and women workers in the work place then company can achieve the desired result without any difficulty (Haines Victor Y. and St-Onge, Sylvie,2012). 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 (Heather A et.al 2009). Women workers will be given all rights that will safeguards the interest of them in the workplace. To achieve the national development through efficient use of human resource each organization has to give equal importance on the developmental part of the men and women workers (Michael Armstrong, 2009). To protect the

rights of the women employees' government makes many amendment but these amendments actually implemented and followed by the industry in their organization, then only we can fulfill the dream of the women empowerment (Mithas et.al, 2011). So it is the duty of the every organization to follow the rules and regulation that governed by the government to uplift the position of the women employees in the organization (Shiva G, 2013). Performance is the key indicator to decide the company's achievement, so make the best use of the human resources to reach the success in your corporate world.

II. OBJECTIVES OF THE STUDY

1. To know in what extent organization utilizing women power in the work place.
2. To know the developmental aspects of the women workforce.
3. To analyze the areas where you can achieve the success by giving equal importance to the male and female workers.
4. To make them competent to achieve the success in their career path.
5. To analyze the needs of the women employees to work better in the organization.

III. NEED FOR THE PRESENT STUDY

1. To identify the importance of the women workers in the organization.
2. To bring solution towards problems that faced by the women workforce.
3. To contribute towards improvement of women workers in the organization.

IV. METHODOLOGY APPLIED

Primary Data:-

The research is developed through observation and collection of data through questionnaires. Theory is developed on the basis of field visit and result of the data analyzed.

Secondary Data:-

Theory is developed on the basis of referring secondary data like books, journals and magazines. But the scope of the theoretical part referred from secondary data is very limited because on the basis of the observation and data analyzed author build his own theory in this research paper.

Sample Size:-

The sample size is determined as 30 male employees and 50 female employees who are working in the various organizations in and around Mangalore.

Statistical tool:-

To analyze the data X^2 technique and correlation is used and arrived conclusion from this analysis.

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

1. Concentration of power:-

In majority of the industry major role is played by the men employees, not because that women employees are not competent to perform their duty but with an intention that they want to concentrate all power with their hand itself.

2. Wage difference:-

In workplace women employees are working same as men workers but women employees are paid very less compare to the male workers. Sometimes same designation but normally they practice differential rate of wages in male and women employees.

3. 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.

4. 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.

5. Dangerous machine:-

In labour 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.

6. 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.

7. 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.

8. 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.

9. 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.

VI. AREAS WERE IMPROVEMENT HAS TO BE DONE TO MANAGE THE PERFORMANCE OF THE WOMEN EMPLOYEES

1. Education

Empowerment of women employees can be possible by upgrading their educational qualification and make them competent to work in the organization. Every organization has to give special preference to the women employees to improve their standards in the workplace to achieve the desired result.

2. Participation in decision making:-

Women employees also have to give freedom to express their ideas in the time of company want to take important decision. Sometimes women employees will have bundle of knowledge in the various aspect of management but they are not encouraged in the organization. If you provide one opportunity to show their talent in decision making they will run the organization very efficiently.

3. Equal pay:-

In every organization employers has to pay equal wages to the women employees without making any gender discrimination under equal remuneration Act 1976. In case employer failed to follow this act he must be punished by court of law.

4. Health:-

Organization has to take care of the health of the women workers in the workplace. Women workers are prohibited to work in the cotton openness because it will affect their health. Company has to provide free medical check up to the women employees as and when employees needed in the organization.

5. Welfare facilities to women employees:-

A good welfare facility like rest room, washing facilities, sitting arrangement, drinking water points, crèches, lunch room, canteen facilities has to be provided to the women employees in the workplace. This will make the women employees to work better in the organization.

6. Equal treatment to women employees:-

In the organization men and women workers has to be equally treated in the organization. Management should not make any differences in the men and women workers in providing facilities to the workers. Company has to provide better opportunities to the women employees to develop their competency in the organization.

7. Security:-

Company has to provide good security to the women employees in their workplace. It may be job security, promotion, life and good work environment. It will create a good atmosphere for women employees to properly utilize the all the recourses for the development of organization.

8. No night shift:-

Company has to reduce the night shift to the women workers in the work place. In case night shifts are given to the women employees proper facilities has to be arranged to take care of them.

9. Reduce stress:-

Company has to arrange yoga, meditation program to the women employees to handle their stress in the workplace. Women workers also have to get support from the family members to work effectively in the organization.

10. Recognition:-

Employer has to identify the good work done by the women workers in the organization. Recognition will motivate the women workers to perform better in the organization. Recognition will boost their confidence and encourages fellow workers to improve their performance in the organization.

11. Develop leadership:-

Women employees have to take leadership to lead the work force. To take the leadership they must be trained in each and every aspects of the management. Women workers has to take the authority to lead the group will motivates the other workers also to take active part in every activity.

VII. EMPIRICAL ANALYSIS

1. Company has to collect the opinion of the women worker in the time of taking important decision.

Particulars	Male (X)	Female (Y)	X ²	Y ²	XY
Strongly Agree	12	38	144	1444	456
Agree	13	12	169	144	156
Neutral	3	0	9	0	0
Disagree	1	0	1	0	0
Strongly Disagree	1	0	1	0	0
Total	30	50	324	1588	612

$$\begin{aligned}
 r &= \frac{n \sum XY - \sum X \times \sum Y}{\sqrt{n \sum X^2 - \sum(X)^2 \times n \sum Y^2 - \sum(Y)^2}} \\
 &= \frac{5 \times 612 - (30 \times 50)}{\sqrt{(5 \times 324 - 30^2) \times (5 \times 1588 - 50^2)}} \\
 &= \frac{1560}{\sqrt{720 \times 5440}} \\
 &= \frac{1560}{1979} \\
 &= .7883
 \end{aligned}$$

From this analysis it's clear that there is a positive correction between X and Y variable it shows that while taking important decision women workers also given to express their views.

2. A good work environment will always support to empower the women in the work place.

Particulars	Male (X)	Female (Y)	X ²	Y ²	XY
Strongly Agree	14	34	196	1156	476
Agree	11	12	121	144	132
Neutral	3	4	9	16	12
Disagree	2	0	4	0	0
Strongly Disagree	0	0	0	0	0
Total	30	50	330	1316	620

$$\begin{aligned}
 r &= \frac{n \sum XY - \sum X \times \sum Y}{\sqrt{n \sum X^2 - \sum(X)^2 \times n \sum Y^2 - \sum(Y)^2}} \\
 &= \frac{5 \times 620 - (30 \times 50)}{\sqrt{(5 \times 330 - 30^2) \times (5 \times 1316 - 50^2)}} \\
 &= \frac{1600}{\sqrt{600 \times 4080}}
 \end{aligned}$$

$$= \frac{1560}{1564}$$

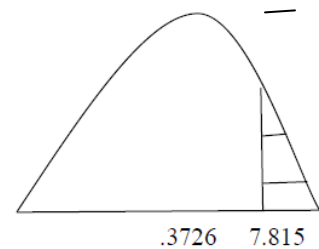
$$= .9974$$

From this analysis it's clear that there is a positive correction between X and Y variable it shows that a good work environment will helps the women workers to perform better in the organization.

3. H0: Welfare facility helps the women employees to perform better in the organization.

Particulars	Rest room	Crèches	Lunch room	Washing facilities	Total
Male	23	24	25	22	94
Female	42	45	42	46	175
Total	65	69	67	68	269

f_0	f_e	$(f_0 - f_e)^2 / f_e$
23	22.71	.0037
24	24.11	.0005
25	23.41	.1079
22	23.76	.1303
42	42.28	.0018
45	44.88	.0003
42	43.58	.0573
46	44.23	.0708
Total		.3726

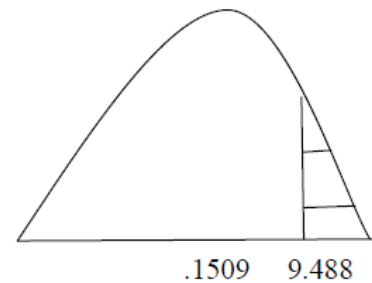


Here the X^2 value .3726 falls under acceptance region there for accept the null hypotheses from this we can conclude that welfare facilities motivate the women workers to perform better in the organization.

4. H0: Company has to give equal importance to male and female employees in the various aspects.

Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree	Total
Male	24	5	1	0	0	30
female	42	8	0	0	0	50
Total	66	13	1	0	0	80

f_0	f_e	$(f_0 - f_e)^2 / f_e$
24	24.75	.0227
6	5.475	.0503
42	41.25	.0136
8	8.75	.0643
Total		.1509

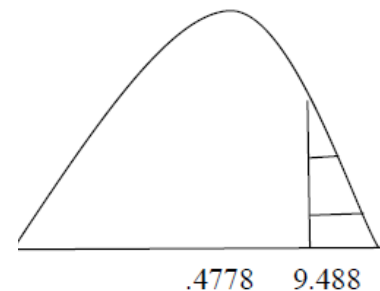


Here the X^2 value .1509 falls under acceptance region there for accept the null hypotheses from this we can conclude that company has to give equal importance to men and women workers in the workplace.

5. Ho: Women employees have to develop leadership qualities to perform better in the organization.

Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree	Total
Male	22	5	3	0	0	30
female	40	8	2	0	0	50
Total	62	13	5	0	0	80

f_o	f_e	$(f_o - f_e)^2 / f_e$
22	23.25	.0672
8	6.75	.2314
40	38.75	.0403
10	11.25	.1389
Total		.4778



Here the X^2 value .4778 falls under acceptance region there for accept the null hypotheses from this we can conclude that women workers has to develop the leadership qualities to empower themselves in the organization.

VIII. FINDINGS

1. Employer has to motivate the women workers to perform better in the organization.
2. A good work environment will helps the women employees to show their talents.
3. Employer has to recognize the good work done by the women employees.
4. A good education will make the women employees to take active role in the organization.

5. Organization has to give equal importance to the men and women employees.

IX. SUGGESTION

1. Company has to provide a good welfare facility to the women workers.
2. Provide equal salary to the men and women employees for the same designation.
3. Develop leadership qualities in the women employees.
4. Family members have to support the women employee to balance their work and life.
5. Company also has to collect the opinion from the female employees in the time of taking important decisions.

X. CONCLUSION

Men and women workers are like twin sides of the coins both are important in development of the organization. But in most of the industries women employees are not given so much importance as the men workers. So to create a awareness about their right and to provide maximum benefit to develop the women employees this paper is developed. As a human two eyes are how important to the human male and female also have to give equal importance to perform better in the organization (Susi S and Jawaharrani K, 2011).

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