CONCLUSION

The present study in field of sociology of women has come to focus some important dimensions of working women in India. It has sought to ascertain some important aspects of working women that have rarely touched upon by the previous studies conducted by Indian social scientists in general and sociologists in particular. Thus, quite a few dimensions of working women have been highlighted in the present study such as personal and social traits, educational profile, role conflict, job satisfaction and socio-political outlook. These aspects of working women in general and nurses, bank employees, high school teachers and ‘D’ group employees in particular are not only of academic interest, but also of applied value in understanding working women’s activities and their roles in India. Many issues and problems thrashed out in the course of discussion of the findings could be looked upon as providing leads to more structured and organized research in the field of sociology of women and more particularly in the area of women in organized sectors.

This section is intended to summarize the major findings of the present study to provide intricacies and realities pertaining to the working women who are working in various occupations particularly in organized sectors. The sample size of the present study is consisting of 280 women working in different occupations like nursing, high school teaching, banking sector and ‘D’ group employees in Bangalore. The working women for the study are selected based on the purposive sampling. And the care has been taken in selecting 70 working women from the above mentioned occupational categories. With the increasing number of women getting entry into job market in Indian society, there has been radical changes observed with regard to the position and status aspired to them in the family, workplace and in society. Women with these new roles are the additional to conventional roles of household responsibilities. The present thesis is an empirical study to probe into intricate realities pertaining role conflict among working women; determine the level of role conflict among them and explore the copying strategies. Further, it is a well-known fact
that work-family conflict is a form of role conflict or inter-role conflict in which the demands of work and family roles are incompatible in some respect so that participation in one role is more difficult because of participation in the other role. In other words, both the roles at work and family are equally important in determining the quality of life of working women.

Thus, an attempt is made in the present study to present social profile of these working women. Social profile in the present study consists of personal, family and educational background. Our exploration of the working women began with the construction of personal profile of the respondents. With the help of information pertaining to age, gender, marital status, religion, caste and place of origin of the respondents, an attempt is being made to find the personal background of working women. The age of the worker is an indicator of relative position in her occupation or profession. As such, the age of the respondents is considered as an important demographic variable in the present study. It is assumed that age of the respondents may have implications for their occupational activities. The findings reveal that, the single largest group (46.8 percent) of the respondents is found in the age group of 18 to 26 years which clearly indicates that the entry of women in large scale particularly in these fields is a new phenomenon. While, significant proportion (33.2 percent) of them represent the age group ranging from 31 to 40 years. However, small proportion of the respondents is also from the age group of 41 to 50 years and the rest (4.6 percent) of them are aged about 51 years and above. The age of working women in the present study is cross tabulated with their present occupation. The study found that majority (51.4 percent) of the nurses and women bank employees studied are young who are aged between 18 and 26 years, whereas significant proportions (30 percent) of them are representing the age group of 27 to 36 years. Coming to women school teachers nearly three-fourths (74.3 percent) of them are found in the age bracket of 18 to 36 years. On the whole, majority of female nurses are quite young compared to other working women in the present study.
With regard to marital status majority of the respondents are married. And negligible proportion (8 percent) is widowed and divorced (3 percent). The data clearly signify that the respondents who have recently joined to the jobs are unmarried and the respondents who are already completed their service of more than two to three years are married and few aged respondents are widowed and some of them are divorced due to the social obligations, misunderstandings and so forth.

The data on rural-urban background of the working women suggest that more than three-fourths (76.1 percent) of them is from rural background and remaining respondents are from urban (15.4 percent) and semi-urban (08.6 percent) areas as far as the matter related to their native place is concerned. Similarly, in the case of present residence, sizeable majorities (83.6 percent) of the working women are residing in the urban locality due to proximity of work organizations centered in urban areas. With regard to the aspect of schooling, one-half (50.7 percent) of the respondents had completed their schooling in the rural areas and remaining had their schooling completed in semi-urban (28.6 percent) and urban (20.7 percent) areas. Thus, the data clearly signify that the majority of the respondents are from the rural background followed by urban and semi-urban.

The analysis pertaining to caste background of the working women, single largest group (48 percent) of the respondents are from OBC’s (other backward classes), whereas significant proportion (28 percent) of them are belonging to Schedule Caste and Schedule Tribes and nearly one-fourth (24 percent) are from General categories. It could be observed from the data that more than three-fourths (76 percent) of working women represent backward caste, scheduled castes and scheduled tribes. Thus, it is heartening to state that women from downtrodden sections of the society are keener to take up jobs and want to be empowered with economic independence and contribute to the process of national development.
Coming to deal with educational background, the analysis suggests that majority (60.3 percent) of working women of the present study are graduates and post-graduates. While considering their family background, it is found that one-fifth (20 percent) of the respondents come from families in which the head of the family is a professional. This might indicate that, some of the working women can also originate from families in which father is engaged in highly respected occupations. As expected, the data on mother’s occupation indicate that only about 7.1 percent of the respondents have mothers who are professionals, whereas more than three-fourths (75.4 percent) of them have mothers who are housewives and the rest (17.5 percent) of them have mothers who are engaged in non-professional occupations. When we look at the parental occupation, predominantly the occupation of the fathers, the study indicates to a probable correlation between the inter-generational occupational attainments. It may be observed that those respondents whose fathers are non-professionals represent the largest category, in terms of parental occupation. Thus, what is significant to note here is that most of the working women have come from very humble early stages, that is, with their fathers being connected with low or manual occupations on behalf of true cases of inter-generational occupational mobility.

Further, the single largest category (44.8 percent) of the respondents married at the age of 20 years and below. However, one-fourth (25.2 percent) of the respondents stated that they married at the age of 26 years and after. It could be stated that the poor economic and educational status of the working women pushed them for earlier marriage. On the other hand, attainment of education itself takes long time for some women and dowry supplements the age at marriage. The data regarding the Husband’s education reveal that, single largest group (48 percent) of them have completed graduation, whereas more than one-fifth (22.2 percent) of them got their diploma and job oriented courses. The data regarding their Husband’s occupation indicate that single largest group (40.4 percent) of their husbands were working in private sector in one or the other type of jobs, whereas significant proportion of the husbands of
working women in the present study are engaged in manual occupations and are working in Government sector. The data regarding the number of children of the respondents indicate that majority (64.6 percent) of them are having two children, whereas one-fourth (24.8 percent) of them are having single child to their credit and small proportion (10.6 percent) of them are having more than three children. Further, data regarding the present family size of the respondents, majority of them have revealed that the size of the family is 3 to 4 members. When it comes to family monthly income, the single largest group (39.3 percent) of the respondents has monthly income ranging between Rs. 10,001 and Rs. 20,000. While significant proportion (31.1 percent) of their family earns upto Rs.10,000. However, more than one-fifth (22.5 percent) of the respondents’ family income is upto Rs.30,000. Thus, the income distribution very clearly reveals that most of the respondents in the present study belong to families whose economic position is not sufficiently strong. Their families in most of the cases belong to lower class or lower middle classes.

With regard to socio-economic status, the analysis suggests that a higher representation (70 percent) of those originating from lower social stations, is found among working women which is otherwise the matter relates to women entering into job market looked upon as a domain or monopoly or even the prerogative of women who are socially better off. However, it may be observed from the analysis that significant proportion (30 percent) of the working women are from the higher social origins. Further, the data on socio-economic status, the composite variable, were cross tabulated with the age, rural urban background, educational status and marital status of working women. It is found that greater proportion of elder working women were recognized with low socio-economic status, and on the contrary most of the young working women have come from high socio-economic status.

Further, it is observed from the analysis that the working women from rural areas quite often tend to be from lower socio-economic status and on the
contrary, those from urban background tend to be from higher socio-economic status. In consonance to this, among the lower socio-economic status as many as 84 (83.6) percent are from rural areas and correspondingly only 26 (25.6) percent are from urban background. It is further evident that among those from urban background, 74 (74.4) percent are with high socio-economic status. Similarly working women with high socio-economic status are highly educated and most of them with low socio-economic status are poorly educated. The present study has successfully drawn a very fascinating finding pertaining to the association between socio-economic status and marital status of working women. The analysis suggests that more than three-fourths of the married working women belonged to lower socio-economic status and they appear to prefer marriage to job or career. These women might have compelled to be married under their precarious socio-economic conditions and later on felt the essentiality of livelihood and drifted into the world of job market. Now-a-days much has been debated and lamented on the increasing rate of divorce in our modern changing society. An attempt is made here to know the socio-economic status of divorced working women and found that sizeable proportions of divorcees tend to come from high socio-economic status indicating to a social reality that rate of divorce is higher and increasing among working women coming from higher stratum of the society.

Coming to deal with role conflict among working women, the core chapter of the thesis, an attempt is made here to measure the level or extent of the role-conflict by constructing a scale based on suitable scoring technique. It is found that most of the working women were of the opinion that they had to rearrange work and family obligations that conflict with one another and give them a feeling of mental stress and such stress is repeating quite often. Therefore, such respondents were categorized under the respondents with ‘high degree of role conflict’. The moderate degree of role conflict accounts for one-third of the respondents and small proportion of them are reported to be on the lower side of the role conflict. It is clear from the analysis that the role conflict is wide spread and therefore it is very much necessary to identify the factors
associated with role conflict and to suggest the suitable remedial measures to minimize the problem. The extent or degree of role conflict and length of service or span of career of the working women was cross tabulated and found that they are finding it difficult to cope up with dual role situation particularly at the beginning of their career. However, as they spend more and more years with work and family, they are slipping towards lower end of role conflict. To support this fact, there is significant association between length of service and extent of role conflict among working women. Thus, it could be inferred here that the extent or degree of role conflict decreases as one spends more and more years at work place and vice-versa. While examining the impact of socio-economic factors on the extent or degree of role conflict, it is observed that married working women with rural background, lower level of education, less income, nuclear families and lower castes are experiencing greater amount of role conflict. Thus, low socio-economic status of working women has a greater say in determining the degree of role conflict. Further, time management is also very important in the life of working women, with regard to this most of them say they are not finding sufficient time or not happy with the time spent to look after their family members. Moreover, domination of males still persists in the families of working women.

On the other hand, most of the working women have accepted that family life will have greater influence on their job situation. They are finding it difficult, to manage household responsibilities, cooking work, carrying of children and sick more effectively and efficiently because of their job conditions prevail at work place. Thus, most of them have ascertained the negative impact of work on family life. Further, an attempt is made to ascertain the reasons for role conflict in the present study. It is found that majority of working women expressed lack of understanding with spouse and children, increasing domestic responsibilities and improper health care as the primary reasons for increasing degree of role conflict. Thus, they are missing social functions of their family and hence feel the decline of social bondage.
Generally speaking, Women who spend more time in office have to sacrifice their domestic work. Working overtime without rest may affect her health. Therefore, many times women could not complete their domestic work. Sizeable proportion (85 percent) of the women reported that they encounter role conflict due to incomplete domestic work. Incomplete domestic work affects the quality and timeliness of food, cleanliness and hygiene in the family. Majority of the working women expressed their pain that due to their work commitments they are not able to take proper care of their children. Further, most of them expressed that they could not effectively supervise the education of their children and even failed in proper socialization of their children.

Further, an overweening majority of the respondents (91.5 percent) expressed that they are suffering from the stress. Proportion of working women in the high degree of role conflict is more among the respondents who are suffering from the stress. One of the important hypotheses of this study is that ‘there is association between the degree of role conflict and the stress’. Three-fourths of the respondents (78.9 percent) expressed that they experience the stress due to heavy workload sometimes. However, one-fifth (20.0 percent) of the respondents answered that the heavy workload always generates the stress in their mind. Three-fourths (75.4 percent) of the working women reported that they are experiencing the stress all the times due to multiple roles and about one-fifth (19.6 percent) of respondents reported that sometimes they are experiencing the stress due to this factor. The majority (96.4 percent) of the respondents expressed that they could always get relaxation from the stress by spending time with the family members. More than 90 percent of the working women reported that they always get relaxation from the stress by meditating or performing prayer.

Job satisfaction is one's feelings or state-of-mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors, for example the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their
work, etc. Hence, an attempt is made in this present study to analyze the level of job satisfaction among working women of various kinds such as; Nurses, Bank Employees, Teachers and ‘D’ group employees. Further, job satisfaction related factors such as hours of work, distance and mode of travel to work place, satisfaction regarding work time schedule, working conditions, male colleagues, gender discrimination and exploitation if any, were taken into account in order to have an estimation of job satisfaction among working women in the present study.

The number of hours, that an employee put in at workplace, is one of the important variables to investigate the level of job satisfaction. Wherein majority (55.7 percent) of the total sample stated that they used to work upto 8 hours which is the standard timings for any type of work. However, significant proportion (30.4 percent) of the working women are at work for more than 10 hours. This factor is responsible for the dual role conflict particularly among the women employees due to the incomplete household work, taking care of children and so forth. Coming to the issue of distance, the analysis seems to indicate that one-third (33.6 percent) of the sample travel within 5 kilometer radius to reach their workplace which reveals higher job satisfaction compared to others travelling from the far distances. However, 23 percent of them travel between 15 and 20 kilometers daily to the workplace which may signify the lower job satisfaction than the other respondents. An attempt is also made to ascertain how do the working women commute the distance, wherein majority of the sample take bus or train, some come by own vehicle and others come by auto rikshaw. The majority (73.2 percent) of the sample is satisfied with their work time schedule in the work place and also could signify the higher job satisfaction than the other sample.

It is a matter of serious concern indeed to note that majority (74 percent) of the working women has expressed the presence of gender discrimination at the work place. However, more than one-fourth (26 percent) of them has indicated the absence of gender discrimination at the work place. Reasons
pertaining to gender discrimination indicate that majority (63.8 percent) of the sample has expressed the practice of gender discrimination in the process of decision making. This also indicates that even in the 21st century the stereotyped practice exists in one or the other form which has resulted in gender discrimination positive.

With regard to the issue of exploitation, sizeable majority (83 percent) of the sample have opined that the presence of exploitation is clear at the workplace. And the rest (17 percent) have ascertained the absence of exploitation in the workplace. It is also fascinating to understand the types of exploitation that working women undergo at their workplace. While dealing with the reasons for exploitation, significant proportion (40.1 percent) of the sample has stated that they have undergone the cases of physical abuse. Whereas, more than one-fourth (26.7 percent) of them have undergone psychological torture. Further, one-fifth (21.1 percent) of them have faced unequal distribution of responsibilities which would lead to some discrimination and remaining perceived that they have been paid less and thereby feel exploited in the matter of salaries.

The study indicates that out of 280 sample respondents, 131 working women revealed that they have high level of satisfaction which contributes to 47 percent approximately and 80 respondents nearly 29 percent exhibited moderate level of satisfaction and 69 of them, that is one-fourth (24.6 percent) of them are identified with low level of satisfaction. Thus, it is found that single largest group (47 percent) of them are highly satisfied with their overall job conditions and work environment of the work organizations which are organized sectors in which they work. It is observed from the data that most of the working women, who work for eight hours, travel less distance and who use train/ bus as mode of transportation are more satisfied. Further, women bank employees are relatively more gratified than women teachers. However, nurses and group 'D' employees exhibit low level of job satisfaction.
With regard to areas of discrimination and job satisfaction of the working women in the present study, the data suggest that most of them are discriminated in the process of decision making at work place. Thus, they feel that they are ignored while taking some important work related decisions at their respective work organizations. Another fascinating observation made in this study is that there is sphere amount of physical abuse from their colleagues. Coming to deal with the association between social traits and level of job satisfaction, the data indicate that married working women with young age, drawn from OBC with high monthly income and high educational qualifications are highly satisfied.

The chapter on socio-political outlook deals with attitudes or opinions of the individual working woman. It is particularly pertaining to social and political scenario in a given society or context. Historically, there has been much socio-psychological research work in the area of attitude and attitude formation. Social scientists in their researches conducted in the recent past have shown that attitudes and beliefs are linked, and attitudes are essentially likes and dislikes of individuals. Attitudes, generally, constitute some important social realities in the analysis of the role of working women and these could be determining the approaches and perspectives of the working women toward their work.

On the whole, when we take into account the socio-political outlook of working women in the present study, we have found some interestingly stated realities and intricacies. The findings related to attitudes of working women towards marriage indicate that social institution of marriage still holds good for the satisfaction of sexual as well as emotional needs of the individuals. Their prior intention to get married is to follow traditional customs by opting for arranged marriages at the age of 18 to 22 years. On the other hand, it is observed that majority of them are aware of the fact that there is an increasing rate of divorces, in our Indian society particularly in big cities like Bangalore, quoting the reason of the repercussion of modernization on family.
Further, working women are also aware of increasing domestic violence quoting the reason of misunderstanding among the couples. An attempt is also made to know the trend of alcoholism among young women. It is found that majority of them accepted the prevalence quoting the reason of economic independence. Coming to live-in-relationship most of them said that there is an increasing trend for this and attributed the fact to western impact. With regard to perception of employment opportunities, they have pointed out that majority of them are optimistic of getting more and more employment opportunities in private sector rather than in government services by considering their position as superior comparing it to housewives. It is also heartening to note that majority of the working women are highly respected in their families and supported by them. With regard to political outlook, working women in the present study stated that majority of them stated the necessity of social legislation to protect the interests of women in work organizations. They claim membership with professional or voluntary association of women helps the women. An increasing number of them claim the existence of politicization at work place. Majority of them are identified with congress party of the nation by casting their votes in elections. Finally muscular power, caste and money power are the significant factors respectively in influencing voting behavior. Despite some inconveniences, working women do not hesitate to respect and trust the politicians of our nation.

Thus, analysis in the present study indicates that majority (63.9 percent) of the total respondents stated that new social legislations are being implemented in order to protect the interest of women in organizations. This shows that keeping in view the modern development of technology and society; the legislations are framed in the interest of women worker to create a safer and friendly working environment. However, more than one-third of the total respondents stated that they are unaware of the new social legislations which are being implemented to protect the interest of women in work organizations. Thus, efforts must be persisted in order to create awareness among working
women pertaining to social legislations particularly at work place. The opinion of the working women pertaining to membership with professional or voluntary association of women helps the women, the analysis seems to suggest that majority (59.3 percent) of the total respondents stated that they are the members of professional or voluntary association of women helps the women in order to widen her social contact and gain social recognition and to develop herself well in her establishment.

With regard to the opinion of the working women pertaining to politicization at work place, majority (70.3 percent) of the total respondents stated that politicization is very much there in the work place. It ascertains the discrimination in the distribution of work. Similarly, the opinion of the working women pertaining to corruption in working environment is also extracted and found that majority (60.4 percent) of them agreed that prevalence of corruption in working environment because it has become normal part of administration and made people to openly accept it. In the sense, corruption in Indian society is institutionalized. It may be due to the influence of media and news, many incidents of corruption have come to light among general public. However, significant proportion (39.6 percent) of them disagreed with prevalence of corruption in working environment. The major reason why they do not agree with prevalence of corruption in working area is that they are honest to the service and they have the circle of colleagues and families which are non-corrupt in their service.

Regarding the issue of the political party support, significant proportion (43.9 percent) of the total respondents opined that they support Congress party. They have pointed out that the Congress party is the only oldest party existing in the society and till today individuals believe in this party even though there is option for many other parties. Similarly, the overwhelming majority (95.7 percent) of them have casted their vote in the elections. It reveals the awareness present among the individuals in the society and it also reflects the participation which is one of the important aspects in the democratic society. This
development reflects the present political scenario existing in the society. When it comes to the factors influencing voting behavior, nearly one-third (32.5 percent) of them opined that muscular power plays a dominant role in influencing voting behavior. Whereas, significant proportion (30.2 percent) of the respondents stated that it is the caste of an individual which attracts the voter to cast vote in the elections. The opinion of the working women pertaining to respecting and trusting of politicians is also taken into account. While, majority (56.4 percent) of them stated that they respect and trust the politicians. However, a significant proportion (43.6 percent) of them has stated that they don’t respect and trust the politicians as they have come across very bad experiences of modern day politicians.

One can suggest that in India, there are several legislations, policies and programmes that have been implemented to protect the interests of the citizens in general and working women in particular. It is need of the hour to prop up women to allow having job opportunities and promotions without any ambiguity. Simultaneously, more family and career counseling centers are need to be established for women to seek proper guidance. Work places are not sufficiently safe and conducive for women. Even the organized sectors are needed to take serious interventions in protecting their women employees’ safety, dignity and image. This is based upon the fact that most of the women workers of this study admit that gender discrimination is not completely rooted out from their work place and in many places. Attitudes of patriarchy can be diminished through the proper socialization of the girl child at home and school. Study materials particularly at the elementary level should cite proper examples and pictures maintaining gender equality. For example, women should be cited as useful, potential and skilful at workplaces. These values are needed to be inculcated right from childhood. Furthermore, there is a strong need to encourage organizations and activists working on gender issues in a large scale. Women workers should be aware to oppose any form of discriminations against them at work places.
The major findings summarized and discussed above could be viewed as of immense applied value. The scales and indices, devised and developed specifically for the study to ascertain and measure various traits of working women could be considered as a significant methodological contribution to the study sociology of women in general and working women in particular. It may be added that the present study brings rich empirical data to bear on the phenomenon of working women in organized sectors in Indian context.