CHAPTER – V
FINDINGS, INTERPRETATIONS, RECOMMENDATIONS AND SUGGESTIONS

5.1. INTRODUCTION

After the analysis, the investigator summarizes the results in the form of findings. Based on the findings, interpretations are provided for further discussion. Moreover, the investigator gives some recommendations for improving the status of women in Tamilnadu. Finally, she lists out some topics for further studies.

5.2. FINDINGS

PART – I

1. The working women in the state of Tamil Nadu is found to perceive the society in a positive manner. That is, their Social Perception in toto is positive. On dimension-wise analysis of social perception, it is found that they are positive in Perception of Men – Women Equality (SP1), Perception of Measures to Safeguard Individual Rights (SP2), Perception of Fighting for Social Cause (SP5), Perception of Social Issues (SP6) and Perception of State Government (SP8). In the case of Perception of Social Institutions (SP3), they are neutral. In the case of Perception of Women Issues (SP4) and Perception of Local Bodies (SP7), equal percentage of them falls under both neutral and positive categories.

The study shows that the working women in Tamil Nadu have high Self-esteem. On computing correlation, it is found that there exists a significant correlation between Social Perception and Self-esteem of working women in Tamil Nadu. Similarly, their perception of SP1, SP2, SP3, SP4, SP5, SP6, SP7 and SP8 is also found to be significantly correlated with their Self-esteem.

2. The Social Perception of married working women in Tamil Nadu is found to be positive. The dimension-wise analysis reveals that excepting SP3, which is neutral, in all other cases, they are positive.

The Social Perception of unmarried working women is between positive and neutral, as equal percentage of them (44.83%) falls under both the categories. The dimension-wise analysis shows that excepting SP3, SP4 and SP7, which are neutral, in all other cases, they are positive.
From the differential analysis, it is found that the married and unmarried working women are the same as far as the Social Perception in toto and its dimensions are concerned. Professional degree holders are superior to their counterparts.

On studying Self-esteem of the married working women, it is found that they have high Self-esteem. In the case of unmarried working women, they are found to be between average (44.63%) and high (43.10%), as somewhat equal percentage of them falls under these categories.

However, they are not found to be statistically different in their Self-esteem.

On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem for married as well as unmarried working women. Similarly, in the case of the dimensions of Social Perception also, significant correlation is found both for married and unmarried working women.

3. The Social Perception of working women having higher secondary and degree qualifications is found to be neutral, but professionally qualified and diploma holders are positive in their Social Perception.

The dimension-wise analysis reveals that the higher secondary qualified working women are positive in all dimensions excepting SP4, in which equal percentage of them falls under between negative and positive categories. The working women with degree qualifications are found to be neutral in all the dimensions excepting SP2 and SP5. The working women with professional and diploma qualifications are positive in all the dimensions.

From the differential analysis, it is found that the working women having different educational qualifications are found to be significantly different in their Social Perception and its dimensions.

On studying Self-esteem of the higher secondary qualified and degree qualified working women, it is found that they have average Self-esteem. In the case of professional degree and diploma holders, they are found to be high.

On testing the significance of difference among their mean scores, it is found that they are statistically different in their Self-esteem. The working women with diploma qualifications are the highest among their counterparts.

On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem of working women with different qualifications. In the case of all the dimensions except SP5, significant correlation is found between the two variables in the case of diploma holders.

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4. The Social Perception of skilled workers, professionals and administrators is found to be positive. The dimension-wise analysis shows that the skilled workers are positive. The working women who are professionals are found to be positive in all the dimensions excepting SP3, SP4 and SP7, in which they are neutral. The working women in administrative cadre are positive in all the dimensions excepting SP3. The differential analysis shows that they are not found to be significantly different in their Social Perception and its dimensions except SP5. On studying Self-esteem, it is found that they have high Self-esteem. The differential analysis also shows that they are not significantly different in their mean scores on Self-esteem. On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women of different categories.

5. The Social Perception of women working in private and government organizations is found to be positive. The dimension-wise analysis shows that the working women of private and government organizations are positive excepting in SP3, SP4 and SP7, in which they are neutral. The differential analysis shows that they are not found to be significantly different in their Social Perception and its dimensions. On studying Self-esteem, it is found that the working women of private organizations have average Self-esteem; whereas those working in government organizations have high Self-esteem. However, they are found to be the same in their mean scores on Self-esteem. On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in private and government organizations.

6. The Social Perception of working women having 9 years of experience is found to be neutral; whereas the working women with 10 to 20 years, and 21 and above years of experience have positive Social Perception. The dimension-wise analysis reveals that the working women with upto 9 years of experience are positive excepting in SP3, SP4 and SP7, wherein they are neutral. The working women with 10 to 20 years of experience are found to be positive in all
the dimensions excepting SP3, and those with 21 and above years of experience are *positive* in all the dimensions.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women with upto 9 years of experience have *average* Self-esteem; whereas those with 10 to 20 years, and 21 and above years of experience are *high* in their Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women with different length of experiences.

7. The Social Perception of working women in Municipal areas is found to be *neutral*; whereas those in Town Panchayats and Corporations areas have *positive* Social Perception.

The dimension-wise analysis shows that the working women in Town Panchayat areas are *positive* excepting in SP3, in which they are *neutral*. The working women in Municipal areas are found to be *positive* in all the dimensions excepting in SP3, SP4, SP6 and SP7. Moreover, the working women in Corporation limits are *positive* in all the dimensions excepting in SP3, SP4 and SP7.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the women working in Town Panchayat and Corporation areas have *high* Self-esteem; whereas those working in Municipal areas have *average* Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of women working in different types of local bodies.

8. The Social Perception of working women belonging to SC/ST and BC communities is found to be *positive*; whereas the working women belonging to MBC and FC communities have *neutral* Social Perception.

The dimension-wise analysis reveals that the working women of SC/ST communities are *positive*. The working women of MBC community are found to be *positive* in all the dimensions excepting SP3, SP4, SP7 and SP8. In the dimensions SP3, SP4 and
SP7, they are neutral, whereas equal percentage of them are either neutral or positive in SP8. The working women of BC communities are positive in all the dimensions excepting SP3, SP4 and SP7. Those belonging to FC communities are positive in all the dimensions excepting SP3, SP4, SP6 and SP7. In SP3 and SP4, they are found to be neutral; whereas equal percentage of them falls under neutral and positive categories (42%) in SP6 and SP7.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women belonging to SC/ST and BC communities have high Self-esteem; whereas those belonging to MBC communities have average Self-esteem. In the case of FC communities, equal percentage of them falls under average and high categories of Self-esteem. However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women belonging to different communities.

9. The Social Perception of working women belonging to Hindu religion is found to be positive; whereas the non-Hindu working women have neutral Social Perception.

The dimension-wise analysis shows that the working women of Hindu religion are positive excepting SP3. The working women of non-Hindu religions are found to be positive in all the dimensions excepting SP3, SP4 and SP7.

The differential analysis reveals that no significant difference is found between them in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women belonging to Hindu religion have high Self-esteem; whereas those belonging to non-Hindu religions have average Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women belonging to different religions.
PART – II

Section – I: North Zone

1. The social Perception of working women in the north zone of Tamil Nadu is found to be neutral (64%).
   On dimension-wise analysis, it is found that they are neutral. The study shows that the working women in the north zone of Tamil Nadu have average Self-esteem (64%).
   On computing correlation, it is found that there exists a significant correlation between the Social Perception and Self-esteem of working women in the north zone of Tamil Nadu.

2. The Social Perception of married and unmarried working women in the north zone of Tamil Nadu is found to be neutral (married - 62.50% and unmarried - 70%).
   The dimension-wise analysis also reveals that the same neutral perception is found. However, from the differential analysis, it is found that the married and unmarried working women of north zone are the same as far as the Social Perception in toto and its dimensions are concerned.
   On studying Self-esteem of the married and unmarried working women of north zone, it is found that they have average Self-esteem.
   However, they are not found to be statistically different in their Self-esteem.
   On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem for married as well as unmarried working women.
   In the case of dimensions, significant correlation is found between all the dimensions of Social Perception of married working women and their Self-esteem; whereas significant correlation is found between all the dimensions of Social Perception excepting SP5 and Self-esteem of unmarried working women of north zone.

3. The Social Perception of working women in the north zone having higher secondary and professional qualifications is found to be positive. Moreover, the degree holders are neutral in their Social Perception; whereas the diploma holders have negative Social Perception.
   The dimension-wise analysis reveals that the higher secondary and professionally qualified working women in the north zone are positive. In all the dimensions, the working women with degree qualifications are found to be neutral. The working
women in the north zone with diploma qualifications are negative in all the dimensions. From the differential analysis, it is found that the working women in the north zone having different educational qualifications are found to be significantly different in their Social Perception and its dimensions. Professional degree holders lead their counterparts. On studying Self-esteem of the higher secondary and professionally qualified working women in the north zone, it is found that they have high Self-esteem. In the case of degree holders, they are found to be average. In the case of diploma holders, they are found to be low. However, they are found to be statistically different in their Self-esteem. The working women in the north zone with higher secondary qualifications have the highest Self-esteem among their counterparts.

On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem of working women in the north zone with higher secondary, degree and professional qualifications. In the case of working women with diploma, no significant correlation is found between the variables. With regard to degree and professional qualifications, all the dimensions are significantly correlated with the Self-esteem of working women in the north zone. In the case of diploma holders, no significant correlation is found between all the dimensions and their Self-esteem. The Self-esteem of working women in the north zone having higher secondary qualifications is significantly correlated with all the dimensions excepting SP4.

4. The Social Perception of skilled workers, professionals and administrators in the north zone is found to be neutral. The dimension-wise analysis shows that the skilled workers are neutral excepting SP4, in which they are found to be negative. The working women who are professionals and administrators are found to be predominantly neutral in all the dimensions.

The differential analysis shows that they are not found to be significantly different in their Social Perception and its dimensions. On studying Self-esteem, it is found that they have average Self-esteem. However, their mean scores on Self-esteem are not significantly different.
On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women in the north zone with different designations.

In the case of skilled workers in the north zone, all the dimensions except SP1 and SP5 are significantly correlated with Self-esteem; whereas all the dimensions of Social Perception are significantly correlated with the Self-esteem of professionals in the north zone. In the case of administrators in the north zone, all the dimensions excepting SP2 are significantly correlated with their Self-esteem.

5. The Social Perception of women working in private and government organizations in the north zone is found to be neutral.

The dimension-wise analysis shows that the working women of private and government organizations are neutral.

The differential analysis shows that they are not found to be significantly different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women of private and government organizations in the north zone have average Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in private and government organizations in the north zone.

6. The Social Perception of women working in the north zone having upto 9 years and 10-20 years of experience is found to be neutral; whereas the working women with 21 and above years of experience have positive Social Perception.

The dimension-wise analysis reveals that the working women in the north zone with upto 9 years and 10-20 years of experience are neutral. The working women with 21 and above years of experience are found to be positive in all the dimensions excepting SP3, SP4 and SP7.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the north zone with upto 9 years and 10-20 years of experience have average Self-esteem; whereas those with 21 and above years of experience have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.
On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women in the north zone with up to 9 years and 10-20 years of experience. No significant correlation is found between the Social Perception and its dimensions of working women in the north zone with 21 and above years of experience and their Self-esteem.

7. The Social Perception of women working in Corporation areas of north zone is found to be neutral; whereas the women working in Town Panchayat areas have either neutral or positive Social Perception.

The dimension-wise analysis shows that equal percentage of women working in Town Panchayat areas of north zone falls under neutral and positive categories excepting SP4, in which they are neutral. The women working in Corporation areas of north zone are found to be neutral in all the dimensions.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that equal percentage of women working in Town Panchayat areas in north zone falls under average and high categories of Self-esteem; whereas those working in Corporation areas have average Self-esteem. However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in Corporation areas of north zone. In the case of Town Panchayat areas in north zone, the Social Perception and its dimension excepting SP2, SP3 and SP7 are not significantly correlated with their Self-esteem.

8. The Social Perception of working women in the north zone belonging to SC/ST, BC and OC communities is found to be neutral; whereas the working women belonging to MBC communities have negative, neutral and positive Social Perception equally.

The dimension-wise analysis reveals that the working women of SC/ST, BC and OC communities are neutral. An equal percentage of working women of MBC community in the north zone falls under all the three categories excepting SP5, SP7 and SP8.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the north zone belonging to SC/ST, BC and OC communities have average Self-esteem; whereas an
equal percentage of MBC communities falls under *low*, *average* and *high* categories
Self-esteem. However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women belonging to BC and OC communities. The Social Perception and its dimensions excepting SP2 and SP3 are *significantly correlated* with the Self-esteem of working women in north zone belonging to MBC communities. *No significant correlation* is found between the Social Perception and its dimensions of working women belonging to SC/ST communities in the north zone and their Self-esteem.

9. The Social Perception of working women belonging to Hindu and non-Hindu religions in the north zone is found to be *neutral*.

The dimension-wise analysis shows that the working women of Hindu and non-Hindu religions in the north zone are *neutral*.

The differential analysis reveals that *no significant difference* is found between them in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women belonging to Hindu and non-Hindu religions in the north zone have *average* Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women belonging to different religions in the north zone.

**Section – II: South Zone**

1. Social Perception of working women in the south zone of Tamil Nadu is found to be *neutral* (56.36%).

On dimension-wise analysis, it is found that they are *neutral* excepting SP5.

The study shows that the working women in the south zone of Tamil Nadu have *average* Self-esteem (56.36%).

On computing correlation, it is found that there exists a *significant correlation* between the Social Perception and its dimensions, and Self-esteem of working women in the south zone of Tamilnadu.

2. The Social Perception of married and unmarried working women in the south zone is found to be *neutral* (married - 55.17% and unmarried - 60.87%).
The dimension-wise analysis also reveals that neutral perception is found in all the dimensions except SP5.

However, from the differential analysis, it is found that the married and unmarried working women of south zone are not the same as far as the Social Perception in toto and its dimensions except SP2, SP4 and SP5 are concerned.

On studying Self-esteem of the married and unmarried working women of south zone, it is found that they have average Self-esteem.

However, they are found to be statistically different in their Self-esteem.

On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem for married and unmarried working women.

In the case of dimensions, significant correlation is found between all the dimensions of Social Perception of married and unmarried working women in the south zone and their Self-esteem.

3. The Social Perception of working women in the south zone having higher secondary and degree qualifications is found to be neutral. But, the professional degree and diploma holders are positive in their Social Perception.

The dimension-wise analysis reveals that the higher secondary qualified working women in the south zone are neutral excepting SP4. In all the dimensions, the working women with degree qualifications are found to be neutral. The working women in the south zone with professional degree and diploma qualifications are positive in all the dimensions.

From the differential analysis, it is found that the working women in the south zone having different educational qualifications are found to be significantly different in their Social Perception and all the dimensions excepting SP3. Working women with professional degrees lead others.

On studying Self-esteem of the higher secondary and degree qualified working women in the south zone, it is found that they have average Self-esteem. In the case of professional degree and diploma holders, they are found to be high in Self-esteem.

However, they are found to be statistically different in their Self-esteem.

On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem of working women in the south zone with degree, professional and diploma qualifications. In the case of working women with higher secondary qualification, no significant correlation is found between the variables.
With regard to degree and professional qualifications, all the dimensions are significantly correlated with the Self-esteem of working women in the south zone. In the case of diploma holders, significant correlation is found between all the dimensions excepting SP5 and their Self-esteem.

4. The Social Perception of skilled workers in the south zone is found to be positive. However, the Social Perception of professionals in the south zone is found to be neutral. In the case of administrators, it is found to be negative. The dimension-wise analysis shows that the skilled workers are positive excepting SP3, SP4 and SP7, in which they are found to be neutral. The working women who are professionals are found to be predominantly neutral in all the dimensions. The administrators in the south zone have negative perception in all the dimensions excepting SP2.

The differential analysis shows that they are not found to be significantly different in their Social Perception and its dimensions excepting SP6, wherein skilled workers lead others.

On studying Self-esteem, it is found that the skilled workers have high Self-esteem, professionals have average Self-esteem and administrators have low Self-esteem. However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of professionals in the south zone. However, in the case of skilled workers, their Social Perception and its dimensions excepting SP5 are significantly correlated with their Self-esteem.

In the case of administrators in the south zone, Social Perception and its dimensions excepting SP3 and SP5 are not significantly correlated with Self-esteem.

5. The Social Perception of women working in private organizations in the south zone is found to be positive; whereas those working in government organizations have neutral perception.

The dimension-wise analysis shows that the working women of private organizations are neutral in all the dimensions excepting SP3 and SP7. The women working in government organizations in south zone are found to be neutral in all the dimensions.

The differential analysis shows that they are not found to be significantly different in their Social Perception and all the dimensions excepting SP8.
On studying Self-esteem, it is found that the working women of private organizations in the south zone have **high** Self-esteem; whereas the women working in government organizations have **average** Self-esteem. However, their mean scores on Self-esteem are **not significantly different**.

On computing correlation, it is found that Social Perception and its dimensions are **significantly correlated** with the Self-esteem of women working in private and government organizations in the south zone.

6. The Social Perception of women working in the south zone having different length of experiences is found to be **neutral**.

The dimension-wise analysis reveals that the working women in the south zone with upto 9 years of experience are **neutral**. The working women with 10-20 years of experience are found to be **neutral** in all the dimensions excepting SP2 and SP5. The working women with 21 and above years of experience have **neutral** perception in all the dimensions excepting SP5.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the south zone with different length of experiences have **average** Self-esteem. However, their mean scores on Self-esteem are **not significantly different**.

On computing correlation, it is found that Social Perception and its dimensions are **significantly correlated** with the Self-esteem of working women in the south zone with different length of experiences.

7. The Social Perception of women working in Town Panchayat and Municipal areas of south zone is found to be **neutral**; whereas the women working in Corporation areas have either **neutral** or **positive** Social Perception.

The dimension-wise analysis shows that the women working in Town Panchayat areas of south zone have **neutral** perception in all the dimensions. The women working in Municipal areas are found to be **neutral** in all the dimensions excepting SP5. The women working in Corporation areas of south zone are found to be **neutral** in all the dimensions excepting SP1, SP5 and SP8, in which an equal percentage of them falls under **neutral** and **positive** categories.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.
On studying Self-esteem, it is found that equal percentage of women working in Corporation areas in south zone falls under *average* and *high* categories of Self-esteem; whereas those working in Town Panchayat and Municipal areas have *average* Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of women working in Town Panchayat, Municipality and Corporation areas of south zone.

8. The Social Perception of working women in the south zone belonging to different communities is found to be *neutral*.

The dimension-wise analysis reveals that the working women of different communities are *neutral*.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the south zone belonging to different communities have *average* Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women belonging to different communities.

9. The Social Perception of working women belonging to Hindu and non-Hindu religions in the south zone is found to be *neutral*.

The dimension-wise analysis shows that the working women of Hindu and non-Hindu religions in the south zone are *neutral* in all the dimensions excepting SP5.

The differential analysis reveals that *no significant difference* is found between them in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women belonging to Hindu and non-Hindu religions in the south zone have *average* Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women belonging to different religions in the south zone.
Section – III: East Zone

1. Social Perception of working women in the east zone of Tamil Nadu is found to be positive (58.24%).
   On dimension-wise analysis, it is found that they are positive.
   The working women in the east zone have high Self-esteem (57.14%).
   On computing correlation, it is found that there exists a significant correlation between the Social Perception and its dimensions, and Self-esteem of working women in the east zone of Tamil Nadu.

2. The Social Perception of married and unmarried working women in the east zone is found to be positive (married - 55.71% and unmarried - 66.67%).
   The dimension-wise analysis also reveals that positive perception is found in all the dimensions.
   However, from the differential analysis, it is found that the married and unmarried working women of east zone are same as far as the Social Perception in toto and its dimensions are concerned.
   On studying Self-esteem of the married and unmarried working women of east zone, it is found that they have high Self-esteem.
   However, they are not found to be statistically different in their Self-esteem.
   On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem for married and unmarried working women in the east zone.
   In the case of dimensions, significant correlation is found between all the dimensions of Social Perception of married and unmarried working women in the east zone and their Self-esteem.

3. The Social Perception of working women in the east zone having degree, professional and diploma qualifications is found to be positive. Moreover, the working women with higher secondary qualifications are either neutral or positive in their Social Perception.
   The dimension-wise analysis reveals that the working women in the east zone with degree, professional and diploma qualifications are positive. An equal percentage of the working women with higher secondary qualifications falls under neutral and positive categories excepting SP4 and SP6. In these dimensions, an equal percentage of them falls under negative and positive categories.
From the differential analysis, it is found that the working women in the east zone having different educational qualifications are *not significantly different* in their Social Perception and in all the dimensions excepting SP5.

On studying Self-esteem of the working women in the east zone with degree, professional and diploma qualifications, it is found that they have *high* Self-esteem; whereas an equal percentage of them with higher secondary qualifications falls under *average* and *high* categories of Self-esteem.

However, they are not found to be statistically different in their Self-esteem.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women in the east zone with degree and professional qualifications. In the case of working women with higher secondary qualification, *no significant correlation* is found between the variables. With regard to diploma holders, their Social Perception and its dimensions excepting SP5 are *significantly correlated* with Self-esteem.

4. The Social Perception of working women having different working cadres in the east zone is found to be *positive*.

The dimension-wise analysis shows that the women in the east zone working in different cadres are *positive* excepting SP3 of administrators.

The differential analysis shows that they are *not* found to be *significantly different* in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women of different cadres in the east zone have *high* Self-esteem.

However, their mean scores on Self-esteem are *not significantly different*.

On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of women working in different cadres excepting the dimension SP5 of administrators.

5. The Social Perception of women working in private and government organizations in the east zone is found to be *positive*.

The dimension-wise analysis shows that the working women of private and government organizations are *positive* in all the dimensions excepting SP4 and SP7 of private organizations.

The differential analysis shows that they are *not* found to be *significantly different* in their Social Perception and all the dimensions.
On studying Self-esteem, it is found that the working women of private organizations in the east zone have either *average* or *high* Self-esteem; whereas the women working in government organizations have *high* Self-esteem. However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in private and government organizations in the east zone.

6. The Social Perception of women working in the east zone having different length of experiences is found to be positive.

The dimension-wise analysis reveals that the working women in the east zone with different length of experiences are positive excepting SP3 of working women with 21 and above years of experience.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the east zone with different length of experiences have high Self-esteem.

Moreover, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women in the east zone with different length of experiences.

7. The Social Perception of women working in different places of east zone is found to be positive.

The dimension-wise analysis shows that the women working in different places of east zone have positive perception in all the dimensions excepting SP3 of corporation areas.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that women working in different areas in east zone have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in different areas of east zone.
8. The Social Perception of working women in the east zone belonging to different communities except SC/ST community is found to be *positive*. In the case of working women of SC/ST communities, an equal percentage of them falls under *neutral* and *positive* categories of Social Perception. The dimension-wise analysis reveals that the almost all the working women of different communities are *positive*. The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions. On studying Self-esteem, it is found that the working women in the east zone belonging to BC and OC communities have *high* Self-esteem; whereas those belonging to MBC communities have *low* Self-esteem. An equal percentage of SC/ST communities falls under *average* and *high* categories of Self-esteem. However, their mean scores on Self-esteem are *not significantly different*. On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women belonging to different communities excepting SP5 of MBC communities.

9. The Social Perception of working women belonging to Hindu and non-Hindu religions in the east zone is found to be *positive*. The dimension-wise analysis shows that the working women of Hindu and non-Hindu religions in the east zone are *positive* in all the dimensions. The differential analysis reveals that *significant difference* is found between them in their Social Perception and its dimensions excepting SP5 and SP6. Working women belonging to non-Hindu religions are superior to their counterparts. On studying Self-esteem, it is found that the working women belonging to Hindu and non-Hindu religions in the east zone have *high* Self-esteem. However, their mean scores on Self-esteem are *not significantly different*. On computing correlation, it is found that Social Perception and its dimensions are *significantly correlated* with the Self-esteem of working women belonging to different religions in the east zone.

**Section – IV: West Zone**

1. Social Perception of working women in the west zone of Tamil Nadu is found to be *positive* (71.43%). On dimension-wise analysis, it is found that they are *positive*.
The working women in the west zone have high Self-esteem (71.43%).

On computing correlation, it is found that there exists a significant correlation between the Social Perception and its dimensions, and Self-esteem of working women in the west zone of Tamilnadu.

2. The Social Perception of married and unmarried working women in the west zone is found to be positive (married - 71.23% and unmarried - 75%).

The dimension-wise analysis also reveals that positive perception is found in all the dimensions.

Moreover, from the differential analysis, it is found that the married and unmarried working women of west zone are the same as far as the Social Perception in toto and its dimensions are concerned.

On studying Self-esteem of the married and unmarried working women of west zone, it is found that they have high Self-esteem.

They are also not found to be statistically different in their Self-esteem.

On computing correlation, it is found that Social Perception is significantly correlated with the Self-esteem for married and unmarried working women in the west zone.

In the case of dimensions, significant correlation is found between all the dimensions of Social Perception of married and unmarried working women in the west zone and their Self-esteem.

3. The Social Perception of working women in the west zone having degree, professional and diploma qualifications is found to be positive. Moreover, the working women with higher secondary qualifications are neutral in their Social Perception.

The dimension-wise analysis reveals that the working women in the west zone with degree, professional and diploma qualifications are positive. The working women with higher secondary qualifications have neutral perception in all the dimensions.

From the differential analysis, it is found that the working women in the west zone having different educational qualifications are not found to be significantly different in their Social Perception and in all the dimensions excepting SP4, SP5, SP6 and SP8.

On studying Self-esteem of the working women in the west zone with degree, professional and diploma qualifications, it is found that they have high Self-esteem; whereas those with higher secondary qualifications have average Self-esteem.
However, they are not found to be statistically different in their Self-esteem.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women in the west zone with degree and professional qualifications. In the case of working women with higher secondary and diploma qualifications, no significant correlation is found between the variables.

4. The Social Perception of working women having different working cadres in the west zone is found to be positive.

The dimension-wise analysis shows that the women in the west zone working in different cadres are positive excepting SP3 of administrators.

The differential analysis shows that they are not found to be significantly different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women of different cadres in the west zone have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in different cadres excepting the dimension SP5 of administrators.

5. The Social Perception of women working in private and government organizations in the west zone is found to be positive.

The dimension-wise analysis shows that the working women of private and government organizations are positive in all the dimensions excepting SP3 of private organizations.

The differential analysis shows that they are not found to be significantly different in their Social Perception and all the dimensions.

On studying Self-esteem, it is found that the working women of private and government organizations in the west zone have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in private and government organizations in the west zone excepting SP5 of private organizations.

6. The Social Perception of women working in the west zone having different length of experiences is found to be positive.
The dimension-wise analysis reveals that the working women in the west zone with different length of experiences are positive excepting SP3 of working women with 21 and above years of experience.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the west zone with different length of experiences have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women in the west zone with different length of experiences excepting SP5 of working women with 21 and above years of experience.

7. The Social Perception of women working in different places of west zone is found to be positive.

The dimension-wise analysis shows that the women working in different places of west zone have positive perception in all the dimensions excepting SP3 of Municipality and Corporation areas.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions excepting SP4, SP5, SP6 and SP8.

On studying Self-esteem, it is found that women working in different areas in west zone have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of women working in different areas of west zone excepting SP5 of women working in Corporation areas.

8. The Social Perception of working women in the west zone belonging to different communities is found to be positive.

The dimension-wise analysis reveals that the working women of different communities are positive excepting SP3 of MBC and BC communities.

The differential analysis reveals that they are not statistically different in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women in the west zone belonging to different communities have high Self-esteem.

However, their mean scores on Self-esteem are not significantly different.
On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women belonging to different communities excepting SP5 of OC communities.

9. The Social Perception of working women belonging to Hindu and non-Hindu religions in the west zone is found to be positive. The dimension-wise analysis shows that the working women of Hindu and non-Hindu religions in the west zone are positive in all the dimensions. The differential analysis reveals that no significant difference is found between them in their Social Perception and its dimensions.

On studying Self-esteem, it is found that the working women belonging to Hindu and non-Hindu religions in the west zone have high Self-esteem. However, their mean scores on Self-esteem are not significantly different.

On computing correlation, it is found that Social Perception and its dimensions are significantly correlated with the Self-esteem of working women belonging to different religions in the west zone.

PART – III

1. On analysing difference among the four zones of Tamil Nadu, significant difference is found among the working women of north, south, east and west zones in their Social Perception.

   In the case of the dimensions, it is found that significant difference exists among the working women of four zones excepting SP3. The working women of west zone are found to lead all their counterparts.

   On analysing the Self-esteem of working women in the four zones, no significant difference is found among them.

2. No significant difference is found among the married working women in the four zones of Tamil Nadu in their Social Perception and its dimensions.

   No significant difference is found among the married working women in the four zones of Tamil Nadu in their Self-esteem.

3. Significant difference is found among the unmarried working women in the four zones of Tamil Nadu in their Social Perception and its dimensions excepting SP3, SP5, SP6 and SP7. The working women of west zone are superior to their counterparts.
No significant difference is found among the unmarried working women in the four zones of Tamil Nadu in their Self-esteem.

4. No significant difference is found among the working women with higher secondary qualification in the four zones of Tamil Nadu in their Social Perception and its dimensions.

No significant difference is found among the working women with higher secondary qualification in the four zones of Tamil Nadu in their Self-esteem.

5. Significant difference is found among the working women with degree qualification in the four zones of Tamil Nadu in their Social Perception and its dimensions. The working women of west zone are superior to their counterparts.

Significant difference is found among the working women with degree qualification in the four zones of Tamil Nadu in their Self-esteem. The working women of west zone are found to lead all their counterparts.

6. No significant difference is found among the working women with professional qualification in the four zones of Tamil Nadu in their Social Perception and its dimensions.

No significant difference is found among the working women with professional qualification in the four zones of Tamil Nadu in their Self-esteem.

7. No significant difference is found among the working women with diploma qualification in the four zones of Tamil Nadu in their Social Perception and its dimensions.

No significant difference is found among the working women with diploma qualification in the four zones of Tamil Nadu in their Self-esteem.

8. No significant difference is found among the skilled workers in the four zones of Tamil Nadu in their Social Perception and its dimensions.

No significant difference is found among the skilled workers in the four zones of Tamil Nadu in their Self-esteem.

9. Significant difference is found among the professionals in the four zones of Tamil Nadu in their Social Perception and its dimensions excepting SP2 and SP3. The working women of west zone are found to lead all their counterparts.

No significant difference is found among the professionals in the four zones of Tamil Nadu in their Self-esteem.

10. No significant difference is found among the administrators in the four zones of Tamil Nadu in their Social Perception and its dimensions.
No significant difference is found among the administrators in the four zones of Tamil Nadu in their Self-esteem.

11. No significant difference is found among the women working in private organizations in the four zones of Tamil Nadu in their Social Perception and its dimensions.

No significant difference is found among the women working in private organizations in the four zones of Tamil Nadu in their Self-esteem.

12. Significant difference is found among the women working in government organizations in the four zones of Tamil Nadu in their Social Perception and its dimensions excepting SP3. The working women of west zone are found to superior to their counterparts.

No significant difference is found among the women working in government organizations in the four zones of Tamil Nadu in their Self-esteem.

13. Significant difference is found among the working women in the four zones of Tamil Nadu having upto 9 years of experience in their Social Perception and its dimensions excepting SP3. The working women of west zone are found to lead all their counterparts.

Significant difference is found among the working women in the four zones of Tamil Nadu having upto 9 years of experience in their Self-esteem. The working women of west zone are found to superior to their counterparts.

14. No significant difference is found among the working women in the four zones of Tamil Nadu having 10-20 years of experience in their Social Perception and its dimensions excepting SP4 and SP6.

No significant difference is found among the working women in the four zones of Tamil Nadu having 10-20 years of experience in their Self-esteem.

15. No significant difference is found among the working women in the four zones of Tamil Nadu having 21 and above years of experience in their Social Perception and its dimensions.

No significant difference is found among the working women in the four zones of Tamil Nadu having 21 and above years of experience in their Self-esteem.

16. No significant difference is found among the women working in Town Panchayat areas in the four zones of Tamil Nadu in their Social Perception and its dimensions.

No significant difference is found among the women working in Town Panchayat areas in the four zones of Tamil Nadu in their Self-esteem.
17. *No significant difference* is found among the women working in Municipal areas in the four zones of Tamil Nadu in their Social Perception and its dimensions. 

*No significant difference* is found among the women working in Municipal areas in the four zones of Tamil Nadu in their Self-esteem.

18. *Significant difference* is found among the women working in Corporation areas in the four zones of Tamil Nadu in their Social Perception and its dimensions excepting SP3. The working women of west zone are found to lead all their counterparts. 

*Significant difference* is found among the women working in Corporation areas in the four zones of Tamil Nadu in their Self-esteem. The working women of west zone are found to superior to their counterparts.

19. *No significant difference* is found among the working women belonging to SC/ST communities in the four zones of Tamil Nadu in their Social Perception and its dimensions.

*No significant difference* is found among the working women belonging to SC/ST communities in the four zones of Tamil Nadu in their Self-esteem.

20. *No significant difference* is found among the working women belonging to MBC communities in the four zones of Tamil Nadu in their Social Perception and its dimensions.

*No significant difference* is found among the working women belonging to MBC communities in the four zones of Tamil Nadu in their Self-esteem.

21. *No significant difference* is found among the working women belonging to BC communities in the four zones of Tamil Nadu in their Social Perception and its dimensions - SP2, SP3 and SP7; whereas *significant difference* is found among them in the dimensions SP1, SP4, SP5, SP6 and SP8. The working women of west zone are found to superior to their counterparts.

*No significant difference* is found among the working women belonging to BC communities in the four zones of Tamil Nadu in their Self-esteem.

22. *No significant difference* is found among the working women belonging to OC communities in the four zones of Tamil Nadu in their Social Perception and its dimensions - SP1, SP2 and SP3; whereas *significant difference* is found among the dimensions - SP4, SP5, SP6, SP7 and SP8. The working women of west zone are found to be the highest in their mean scores.

*No significant difference* is found among the working women belonging to OC communities in the four zones of Tamil Nadu in their Self-esteem.
23. **No significant difference** is found among the working women belonging to Hindu religion in the four zones of Tamil Nadu in their Social Perception and its dimensions - SP1, SP2, SP3 and SP7; whereas **significant difference** is found among the dimensions - SP4, SP5, SP6 and SP8. The working women of west zone are found to be lead all their counterparts.

**No significant difference** is found among the working women belonging to Hindu religion in the four zones of Tamil Nadu in their Self-esteem.

24. **Significant difference** is found among the working women belonging to non-Hindu religion in the four zones of Tamil Nadu in their Social Perception and its dimensions. The working women of east zone are found to superior to their counterparts.

**No significant difference** is found among the working women belonging to non-Hindu religion in the four zones of Tamil Nadu in their Self-esteem.

### 5.3. INTERPRETATIONS

The major findings of the study pertaining to the perception of working women on different social aspects reveals that they are positive in all those aspects. The dimension-wise analysis of their social perception shows that out of eight dimensions, they are positive in five of them. That is, in men-women equality, safeguarding individual rights, fighting for social causes, social issues and regarding state government. There are neutral in the dimensions - social institutions and local bodies. They are either neutral or positive with regard to only one dimension - women issues.

Though the findings of this sort is rather unexpected, it is heartening to know that the working women in the state of Tamil Nadu have developed a positive thinking about the rules and regulations, loss of the government, and all those allied activities stepping out of their total enforcement have had a positive impact on the thinking so as to reveal a positive perception about all those issues directly connected with their life. It may not be wrong if it is stated that they seem to approve of all those steps taking by the society to maintain a good men-women equality, to safeguard individual rights, to fight for social causes, to remedy the social problems and issues, and the functioning of state government with regard to restoring the status of women in equal terms with men.

The literature on perception shows that one’s nature of perception may be influenced by his or her personal as well as social characteristics. The environment in
which the individual is brought up will also have its impact on one’s perception. Therefore, the attempt made by the investigator to relate the nature of perception of working women with the personal and environmental characteristics has yielded the expected result. Of the eight background variables studied, only the educational level of the individuals seems to influence the perception of the working women. All the other background variables, are of no relevance with regard to the social perception of working women. The influence of the level of education over the social perception of working women in toto as well as in terms of its dimensions seems to vary according to the nature of their educational qualification. Working women with professional qualification seem to score the highest in their social perception followed by the less professionally qualified working women having diploma certificates. They are being followed by the degree holders and women with higher secondary qualification. It may be inferred from this that higher the educational qualification the better is the perception of social problems and social issues. It may also be understood that the efforts of the government both at the centre and in the state to encourage girls’ education and higher education for women have not gone waste. The educational qualification seems to over ride all the negative effects of the common influencing factors such as community, religion, place of employment, length of service, the type of management wherein employed, the job cadre and even the much expected marital status. All this focus on only one point - education as far as women’s perception is considered.

Apart from the background variables, the investigator has studied the social perception of working women in terms of their self-esteem. The target population being an educated one, the investigator assumed that their self-esteem would also be high. The fact that the working women are literates holding job according to their level of qualification, they may feel that they are capable of doing varied jobs, competent to fight against the oppressing and suppressing courses and can compete with men in their productivity. As they are satisfied with their being, they may derive pleasure in proposing and executing tasks of their interest. The thinking to achieve more and more by their own efforts without anybody’s assistance may foster a positive thinking about themselves. On the basis this rationale, the investigator assumed that the working women who enjoy a high self-esteem. The present study confirms the assumption of the investigator with regard to the self-esteem of working women.

Similar to the dependent variable, the independent variable - self-esteem has also be investigated in terms of marital status, educational qualification, cadre, type of
management in which working, length of experience, place of employment, community and the religion of the respondents. In all these, the impact of the level of education on self-esteem is found to be well-pronounced. The working women with diploma qualification seem to lead all the other women with different qualification in their self-esteem. They are followed by women with professional qualification, women with higher secondary qualification and finally women with degree qualification. This is slightly different from the hierarchy set by women of different qualifications in social perception. In the case of social perception, the nature of working women in perceiving social problems and issues is strictly in accordance with the level of educational qualification placing those with professional qualification at all, followed by diploma holders and those with higher secondary and the finally with degree holders. In the case of self-esteem, the diploma holders seem to surpass the professional degree holders followed by the same categories of people as with social perception. This may be attributed to the over acting constituent of self-esteem - the positive thinking about oneself. Though these diploma holders are professionals, they are given lesser status in the society when compared with the professional degree holders. However, the diploma holders have good number of openings to more upward in their profession by acquiring additional and higher qualifications in their respective fields. In the case of women, the desire to better the qualification and climb up the ladder of profession may be stronger when compared to their men counterparts. The society too favours these women professionals to move higher and higher in their professional status. Therefore, the working women with diploma qualification may have an edge over the women professionals in their thinking about oneself and thereby having a boost in their self-esteem. As in social perception, all the other background variables seem to be of not significant in influencing the self-esteem of working women.

Another interesting finding brought out by the present investigation is the significant relationship existing between the social perception of working women and their self-esteem. Though the assumption of the investigator has come true, the relationship recorded between social perception and self-esteem of working women is found to be overwhelming even when the target population categorized on the basis of the background variables and also when the social perception is studied in terms of each one of its eight dimensions with self-esteem. The target population has show a significant correlation between self-esteem and social perception in toto. The literature shows that self-esteem is an important factor capable of influencing the characteristics
pertaining to cognitive, affective and psychomotor domains. That is, the individuals having reasonably higher level self-esteem are likely to achieve the goal in the tasks, they have chosen and also they strive to put up a better performance in activities when compared to those of lesser category. An urge to perform well is the under current flowing from self-esteem. Thus, the individuals with higher self-esteem are found to be distinct in their striving to show the different and many performances.

The influence of self-esteem over the perception of individuals about different aspects of life does appear possible when self-esteem is capable of influencing individuals even at the thinking level. The concept formation in individuals occurs in different stages in accordance with the type of experiences, the individuals meet within their life situations. Too many the concept of mother is positive, at the same time, there are individual having negative concept about their mothers. It is attributed only to the life situations through which the individuals have undergone for a pretty long period of time. Though there are several theories regarding development of concept, all of them finally rest on the unique experiences of the individuals. The experiences pave way for perceiving the occurrences that would in turn strengthen the type of perception, the individual will form during the course of time. If the perception is negative, about a particular concept, the individual would develop a negative thinking about it, and the individual would always act according to what he feels or think about that particular concept. That is, the positive experiences evoke a positive perception and thereby the individual will have a positive thinking about the act or object. Therefore, the perception of working women about varied social acts, problems, issues, agencies etc., could be attributed to their self-esteem which is capable of acting on the thinking process. From this, it is understood that why the self-esteem of working women is found to be a significant correlate of the social perception of working women.

It is equally interesting to note that the dimensions of social perception are also significantly correlated with the self-esteem. The dimension - SP1 - Perception of men-women equality - is positive in working women when they are taken as a category and when divided into sub categories on the basis of marital status, cadre, type of management, length of experience, place of employment, community and religion. But, when they are subdivided on the basis of educational qualification, working women with higher secondary and degree qualifications are found to be neutral in this aspect. However, when social perception of working women with regard to its dimension - SP1 is correlated with their self-esteem, it has shown a significant positive correlation.
Similarly, the other dimensions - SP2 - Safeguarding individual rights, SP3 - Perception of social institutions, SP4 - women issues, SP5 - fighting for social causes, SP6 - perception of social issues, SP7 - perception of local bodies, SP8 - perception of state government, too have significant correlation with self-esteem, though there exists minor variations in the perception of SP3, SP4 and SP7. Significant correlation is recorded between the two variables even when the sample is categorized to form sub-samples on the basis of background variables. Therefore, it may be inferred that in the case of working women irrespective of the differences in their background and minor variations in their nature of perception with regard to some of its dimensions, their self-esteem is strong enough to influence their social perception.

The impact of regional differences on the social perception of working women in Tamil Nadu has also been investigated. The target population has developed social perception at different levels in the four zones formed with a certain number of districts. The population in western zone seems to lead all the other three zones with eastern zone in second position and south and north zones in third and fourth positions. In the dimension-wise analysis also, the same ranking is possible with a not significant difference in the dimension - SP3. Previously, it has been stated that the social perception of working women largely depends on their educational level. But, the same interpretation does not seem to hold good when another finding shows that women of western zone top in the social perception. Until recently, the population in districts coming under western zone were not noted for a good percentage of literacy. Moreover, the districts in western zone are noted for small scale industries and business trades. Only recently, good number of educational institutions have come up in the zone cater to the needs of those in school education, university education and professional education. The well-known southern zone population though noted for a long history of education at all levels is able to secure third position in the social perception of working women followed by this, the north zone which was a little underdeveloped with regard to education and industrialization has secured the fourth position. The population of the eastern zone with a high percentage of literacy and a high per capita income has occupied only the second position in the social perception of working women. It is interesting to note that similar ranking is observed in the case of all the eight dimensions with regard to west, east, south and north zones. The unexpected supervacy of west over the much expected south and east may be attributed to the economic factor. The large scale employment of women in the west with good educational qualification may be
responsible for enabling that population to develop a positive social perception. Though
the southern districts are noted for education, the women population is still lagging
behind at all levels of education when compared with the women of the western zone.
Moreover, the employability of women in southern districts is less when compared with
that of west and still they do not enjoy a good encouragement in the society owing to
traditional and communal practices. Therefore, it may be interpreted that since the
women in the western zone are in an elevated position as far as education and
employment is concerned they are able to put up positive social perception in toto as well
as in terms of its eight dimensions.

When the social perception of working women in all the four zones is studied in
terms of marital status, educational qualification, cadre, type of management, length of
experience, place of employment, community and religion, it is found that significant
difference is found among all the four zones in the case of the unmarried working
women, working women with degree qualification, working women in the professional
cadre, women in government services, the working women below 10 years of
experience, those working in corporation areas, those belonging to OC and BC
communities, and those profession other than Hindu religion. In all these sub samples, it
is interesting to note that the same ranking is kept up with west occupying the top
position, east the second, south the third, and north the fourth. From this, it may be
understood that the background factors seem to be of some importance when the
population is stratified on the basis of regions. Hence, the investigator concludes that the
differences in social perception of working women is explicit only when the population
is categorized in a larger scale say the zonal level, wherein the cultural and subcultural
factors may dominate.

5.4. RECOMMENDATIONS

Without striking any negative note, the study has come out with positive findings
in favour of the society and societal organizations. The very fact the working women do
manifest a positive social perception with regard to the functioning of local bodies and
state government is an applaudable one. However, the findings pertaining to zonal
differences and background factors call for the following recommendations:

The educational level of the working women shows a telling effect over the social
perception of working women. That is, when the women go higher and higher
educational qualification, their self-esteem to become more and more positive. Presently, it may be attributed to education being important to women with the efforts of the central, state as well as the local bodies. The investigator therefore recommends that the same trend may be strengthened further so as to give still better education to women, and open avenues wider and larger to place all the educated ones on suitable jobs. The state government may enact laws that would force girl education remain in schools as long as they prefer to study without being a burden to the family. The concept of free education now in vogue in the state of Tamil Nadu may be made more meaningful if a separate body or agency is constituted to track the growth of girl students in academic, technical and professional fields.

As social perception of working women is perceived to be a factor of importance in the development of the society, the investigator would like to address the leaders of the community to work for the safety and security of women population with regard to physical, emotional, social and economical well-being. Still it is important from the different parts of Tamil Nadu that girl children become victims of traditions and taboos being encouraged in communities. The people may differ in religion, caste and language, but they should not be different as far as their thinking about the welfare of girl children is concerned. The government may bringing laws to govern the growth and development of girl children, but the enforcement of the laws largely in the hands of the community leaders. Therefore, the investigator recommends that the leaders of major and minor communities may be drawn into a common fold, wherein they may be made to believe that they are the pillars and role models of the respective communities and what they think possible will certainly get frutified in the community to which they belong. In short, preparing good community leaders really caring for the development of girl children is the need of the hour to modify the community in general and society at large.

Tamil Nadu is in fact leading other states in India in promoting Self-Help Groups among women for increasing the employability of women for better economic and social positions. It is rendering a good job in bringing the unemployed women together and nourishing the unfortunate ones with new and job oriented skills.

Similar to this, it is recommended that the government may work out a scheme by which self-help group of women for educating girls. This concept though akin to the Self-Help Group of Women in practice, is bound to be a highly useful one in concentrating solely on women education. The members of this group will have easy
access to the children in schools or colleges and the parents in the village or in
neighbourhood. The cultural blocks, religious practices and other unwanted factors may
easily be curbed by the members of this group. Moreover, the financial assistance and
the process involved in getting suitable technical and higher education may easily be
handled by the members of this group, for the advantage of girl students in prosecuting
their studies. Therefore, the investigator would like to recommend to the government
that to make a serious study of diplomatic the scheme with all financial and legal
provisions. The investigator is of opinion that when these proposals are accepted and
made functional in their near future, it is certain that the education of the poor girl
children will get a fillip towards higher and better education which in turn safeguard the
interest and aspirations of the unfortunate ones.

5.5. SUGGESTIONS FOR FURTHER RESEARCH

The investigator would like to suggest the following topics for undertaking
research pertaining to women so as to fill the gaps identified during the process of
present investigation.

1. A Comparative Study of Working and Non-Working Women with regard to their
   Perception of Health, Job and Entertainment
2. Social Perception of Women in Panchayat, Corporation and Metropolitan Areas
3. A Critical Study on the Social Perception of Women Students in Higher Education
4. Value Orientation of Employed and Unemployed Women in Tamil Nadu
5. Self-Perception and Self-Actualization of Women with different Educational
   Qualification

5.6. CONCLUSION

Hence, the investigator would like to draw a line of conclusion by stating that the
present study will offer a small quantum of information, which may be a humble
contribution to the field of women studies expanding in length and breadth to find
solutions for the problems of women of different categories.