CHAPTER VI
SUMMARY, FINDINGS AND SUGGESTIONS

The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful. It is a fact that women are intelligent, hard-working and efficient in work. They put heart and soul together in whatever they undertake. India is the second largest country in the world in terms of female population, which constitutes about half of the population. A woman is not only a daughter, wife or mother, but, she is also a social being. Women in India now participate in all activities such as education, sports, politics, media, art and culture, service sectors, science and technology etc.

Although women constitute 50 per cent of India’s population, perform two thirds of work produce, 50 per cent of the food commodities only 25 per cent of them are literates. The number of working women has risen from 5.1 million in 1900, to 18.4 million in 1950 to 66.2 million in 2009. The number of women in the labor force is projected to be more than 78 million by 2018.

Indian women are doing so well as teachers. In country like India where millions are growing in the darkness of illiteracy and ignorance efficient teaching to the children is most urgently needed. By virtue of their love and affection for the children the women have proved the best teachers in the primary and kindergarten schools. They can better understand the psychology of a child than the male teachers. Small children in the kindergarten schools get motherly affection from the lady teachers. It is probably significant that the Montessori system of education is being conducted mostly by the women in this country.

Women have been serving India admirably as nurses. Nurses are considered as gods in white coats. Nursing profession is the largest force in health care system holding the central role as health care providers. People’s health depends on competent and highly educated nurses. They have been found to perform efficient work by virtue of their soft and accurate fingers. They have monopolised as nurses in
the hospitals and nursing homes. Very few men have been able to compete with them in this sphere because the women have natural tendency to serve and clean. It is thus natural tendency found in women who motivated Florence Nightingale to make nursing popular among the women of the upper classes in England and in Europe. She showed the way to women kind how nobly they can serve humanity in the hours of sufferings and agonies.

Since ancient times, women in India are making financial contribution for the betterment of their families. Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio-economic Conditions.

This study is a survey of problems, socioeconomic conditions and job satisfaction of women teachers and nurses in their jobs. It tried to find out the effects of marital status, experience and academic qualification on the job satisfaction of women.

A table of random numbers was used in the study. The instrument used in the study was a questionnaire.

The first section consists of eleven items which dealt with the demographic variables of marital status, age, level of education, number of children and years of job experience. The second section of the questionnaire dealt with the social and economic variables and the third section the level of job satisfaction of women. It was made up of questions that dealt with work itself, salary, creativity and autonomy on the job.

The respondents for the present study are teachers and nurses. The sample size is 50 teachers and 50 nurses. In the present study an interview schedule was prepared and used for data collection. A two stage sampling design was adopted for the survey. In the first stage of sampling, the sample size of 50 teacher level schedules has been determined. Further from the selected first stage sampling units, nurse level
schedules have been canvassed as second stage sample. The sample size has been determined in such a way that the estimates do not differ from the true values by more than 5 per cent with confidence co-efficient 95 per cent.

**OBJECTIVES OF THE STUDY**

The important objectives of the study are:

- a) To analyze the socio-economic conditions of women in India.
- b) To examine the social status and economic conditions of women employees working in education (Govt. colleges) and health sectors (Govt. hospital) in Chittoor district.
- c) To highlight the managerial aspects of women employees in education and health sectors (social sectors) in Chittoor district.
- d) To suggest the measures to improve the conditions of working women in social sector in Chittoor district.

**HYPOTHESES**

The major hypotheses are:

1. The social status of the sample women employees has not significantly improved between education and health sectors.
2. There is no significant deference in economic condition of women employees in education and health sectors.
3. There is no significant difference in the managerial skills of the sample women in education and health the study.

**FINDINGS**

1. The sample contrasts of 85 teaching (28.3%), 65 non-teaching (21.7%) staff, 66 Doctors (22%) and 84 Nurses (28%).
2. Around 39 per cent of the respondents are in the age group of 40-50 years and majority of them are in Madanapalle division.
3. About 40 per cent of the respondents belong to B.C community.
4. About 81 per cent of the respondents are Hindus.
5. More than 54 per cent of the respondents have P.G./ Ph.D. Degrees.
6. Three fourth’s of the respondents (75%) are married.

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7. More than 64 per cent are Urbanites.
8. Around 75 per cent of the responds families are headed by their husbands.
9. Around 47 per cent responds spend 3-6 hours per day in household work and 44 per cent spend 6-8 hours per day in daily household work.
10. About 52 per cent respondents have 3-4 hours daily leisure time.
11. Around 72 per cent respondents' husbands make purchase for home and 69 per cent respondents husbands do household chores.
12. It quite interesting to note that around 47 per cent respondents have no domestic servant.
13. More than 49 per cent of the respondents doing job to achieve position and status in the society.
14. Around 73 per cent of the respondents' husbands are decision makers in the family.
15. In case of children's education more than 65 per cent respondents opted that spouse jointly takes decision.
16. Regarding status of women on par with men around 60 per cent respondents wanted equal status to some extent.
17. About 77 per cent respondents have aspirations for higher education.
18. More than 53 per cent of the respondents have a monthly income of Rs 20,001-40,000.
19. Around 80 per cent are permanent, 19 per cent are temporary and 1 per cent on probationary employees.
20. More than 71 per cent of the employees have problems and the union did not represent to the management.
21. Around 21 per cent of the respondents expressed excess workload without extra (57 %) remuneration.
22. Regarding problems 74 per cent have low level and 26 per cent have high level.
23. Around 12 per cent of the respondents have impact of office work on health.
24. Around 54 per cent have less than 10 years of experience and 37 per cent have 10-15 years of experience.
25. Exactly 60 per cent of the respondents have loans.
26. Problems faced at work place and houses are not similar among the revenue
division and not significant as the ANOVA results are not significant.

27. The ANOVA results are significant at 1 per cent level and hence it can be
inferred that there is significant difference in problems face at work place
and house, cooperation from superiors at work place of respondents in Govt.
Degree and Jr. Colleges and Govt. Hospitals and PHCs.

28. The ANOVA results are significant at 1 per cent level indicate that there is
strong relation between problems faced at work place and house and
experience in the present post.

29. The ANOVA results are significant at 1 per cent level and indicate that there
is strong association between problems faced at work place and house and
reasons to do job.

30. The correlation analysis shows that the r value is positive and significant at 1
per cent level between problems faced at work place and house and
cooperation from superiors at work place.

31. The Chi-square value is significant at 1 per cent level and infers that level of
problems faced by respondent depends on the type of organization and level
of cooperation from the superiors at work place and type of organization.

32. The Chi-square value is significant at 1 per cent level and infers that level of
problems faced by respondent depends on the type of organization and level
of cooperation from the husbands at home.

SUGGESTIONS

1. Women in paid employment should be encouraged in their work places
because working gives them satisfaction.

2. Deserving women should be given opportunities to hold responsible
positions because these meet their self-esteem and self-actualization needs.

3. Pleasant working atmosphere should be providing because women cherish
cordial relationship with their employers.

4. The nurses are facing the problems of night duties and overtime. Hence
overtime must be reduced unless necessary and nurses strength must be
increased in order to avoid the overtime problem.
5. Majority of the teachers and nurses are facing the problem of negligence of their family members on them. Hence the bread earners must be given due respect and must be encouraged.

6. The problem of lavatory can be solved by constructing lavatory separately for women for their privacy.