CHAPTER – VI

FINDINGS AND POLICY PRESCRIPTIONS

6.1 Major Findings of the Study

The study has concentrated on the socio-economic conditions of women in information technology sector in the Chennai city, Tamilnadu. The findings of the study are as follows.

- The study points out to the positive correlation between the urban respondents and the expenditure pattern. In the case of urban respondents more expenditure is towards debt returns, total salary and cloth expenditure compared to the rural respondents.

- The study shows that as age increases the total expenditure on housing, food, healthcare increases. As age increases expenditure on entertainment, transport, debt returns and the total salary also increases. Days in tour are more in the younger age group. Yearly cloth expenditure is more in the middle age group.

- As experience increases the expenditure also increases on housing, transport, food expenditure, insurance, health care, entertainment, debt returns and monthly savings, total expenditure, total salary, days in tour and the yearly cloth expenditure also increases.

- Married respondents spend more on transport and the total debt returns compared to unmarried and separated. Food expenditure, health care
expenditure, entertainment and total expenditure is more in the separated compared to the unmarried and married.

✧ In the joint family respondent spend more on food, total expenditure on savings is more.

✧ The study points out a positive correlation between age and spinal problem and heart problem. Thus as age increases the occurrence of these problems also increases.

✧ Women in I.T. sector reported problem of inadequate sleep. The problem again has a positive correlation with age.

✧ The problems of high blood pressure and rising blood sugar levels are again associated with increasing age of the respondents.

✧ The study draws out an interesting result that the respondents belonging to all age groups suffer from the problem of depression. Similar result is observed in the case of over-weight women also. Thus the problems of depression and overweight dominate all the respondents in all age groups.

✧ Asthma is a problem affecting all people. In this study, it has been found that the percentage of women suffering from this problem is less in the younger age group. It increases as age group increases though it is 47 percent in the highest age bracket of 35 years and above.

✧ Another interesting finding of the study is the problem of indigestion affecting women in I.T. Sector; as age increases the occurrence of the problem also progresses.
The problem of physical inconvenience is analyzed in three aspects, viz, a) pain arising while working, b) pain causing sleeping difficulties, and c) pain impeding smooth functioning of the daily work. The study reveals a positive correlation between the age and the occurrence of the problem.

The study made a study of the status of mental stress of the respondents in relation to the work experience. It points out to the result that as experience increases the mental stress also increases.

The finding of the study concludes that as age increase, the respondents get more and more eye irritation and other eye related problems.

Again there is a positive correlation between experience and spinal problem of the respondents.

An analysis has been done to study the relationship between the experience of respondents and heart problem. It shows a positive correlation. Another result of the study is again a positive correlation between experience and inadequate sleep of the respondents.

The study shows that as experience increases the problems of blood pressures and blood sugar increase. A similar correlation is observed between experience and depression. Some observation is made between experience and over weight.

The following also show a positive correlation between experience and the occurrence of the problem. a) Asthma b) Indigestion and c) Physical inconvenience 1,2 and 3 that is Physical inconvenience 1 means they get pain
only during the work, physical inconvenience-2 means pain makes sleeping difficult and also stiff in the morning. Physical inconvenience-3 means pain in different parts of the body everyday work with great difficulty.

An analysis has been done to study the relationship between the marital status of respondents and the heart problem, blood sugar, over-weight, asthma, indigestion and physical inconvenience-2. It shows the positive correlation between the married women and the heart problem, overweight, indigestion and Physical inconvenience-2.

Again there is a positive correlation between the separated women having problem of high the blood sugar and asthma.

In an analysis relating family status with mental stress among women in I.T. sector, it is concluded that women in nuclear family have less mental stress; but it also shows that more women in nuclear family are affected with spinal problems, because of more responsibilities, towards household work and other activities.

A boring job can also be a health hazard. It can literally make a person sick. The men or women get bored in the job due to low pay, simple, insecure jobs; more workers complain illness, long working hours, heavy work and heavy responsibilities.

Job dissatisfaction turns to strain, which manifests itself in the form of anxiety, depression and irritation and worry. Such strain can elevate a person’s blood pressure, raise blood cholesterol level and cause the person to smoke, drink and eat too much. It can also cause low back pain, difficulty in
sleeping and can make the heart beat too fast. Strain can also lead to psychomatic illness, heart disease, high blood pressure and peptic ulcers.

- Medical authorities suspect that job stress, may have a more detrimental effect on the overall quality of human life than any of the physical hazards workers face on the job, such as toxic chemicals and radiation, noise and other threats to health. The problems of stress are found among the rank and file of all workers.

- The long working hours and meetings after working hours cause job dissatisfaction. These trends in employment conditions either directly or indirectly damage the mental and physical health of the employees.

- Lack of family support, lack of colleagues support, lack of social support will increase the responsibility to the women employees towards child care and child education, thus leads to stress. Stress related illness will be major occupational disease of the modern work place. This will affect the physical and mental health.

- The study has an interesting finding regarding the food habits of urban and rural respondents. It shows more rural respondents opting for junk food compared to urban ones.

- The study also find the walking habit of the respondents, like rural respondents prefer to walk more, while urban respondents prefer to walk less.
Another important conclusion from the study is the respondents in the younger age group that is up to 24 years, they get the support of the in-laws, in bringing up the children. As the age of the respondents increases their support is unavailable or withdrawn, may be because children are growing old coming to understand the pressure of child rearing.

An another important analysis was made to find out the quality time spent by the respondents with their children. Most of the respondents reported spending three hours per day with their children. This has an important bearing on the mental development of the children, who are the future citizens of the country.

It is found that the respondent in all the age groups, meet the teachers once in a week. This finding is useful in putting more weight on the mother’s shoulders towards children’s studies.

An effort is also made to find out the responsibilities of the mother with a dependent child to be taken care of. An inference is arrived at, which leads to the conclusion that higher age group respondents are able to take care of the children themselves.

An interesting finding of the study is the preference of flexible starting hours by the women in the higher age group. Similarly the same group prefer flexible ending hours.

It is found that as age increase, the respondents get job sharing benefit both at home and office.
The study reveals that the younger age group do not opt much for career breaks. The number of women opting for career break is more in the case of women above twenty nine years of age. It has found that the as age increases, the respondents get more time for family engagement functions.

The relation between age group and long working hours is studied. It shows as age increases long working hour hinder the work-life balance more.

Similarly it is also seen that as age advance, the respondents report the meetings after the work hours is not relished as they affect their work-life balance.

The study also arrives at the conclusion that the higher age group respondents bring their children to work spot, may be because, children can take care of themselves, as they may be old enough.

The study reveals the inconvenience caused by the technological aids such as laptops and cell-phones. As age increases the respondents feel these facilities hinder their work-life balance.

In the study area, women reported frequent work out related travelling, it is however found that the younger age groups below thirty years, travel more and them among from family, whereas their phenomenon is less in the above thirty years of age. The older groups of respondents do not feel that travelling away from home hinders their work life balance.

The study reveals one important finding that age increases as advance the occurrence of hypertension.
Due to the problem of obesity, the higher age group of the respondents prefers vegetables and fruits. The study also reveals the healthy among respondents follow good food habits. The higher age group respondents prefer lower calorie food.

One of the findings of the study is that as age increases, the preference for organizations food increases.

The consumptions of snacks or drinks vary already to the age of the respondents. The consumption patterns of the respondents show variations of interesting nature.

The respondents spend more time for gym activities as they grow old, the study also concludes that the elder respondents go for walking.

The study reveals that all respondents, irrespective of their marital status employ servants either to take care of children or for help.

An attempt has been made to study the relationship between marital status and the flexible starting hours for the respondents. The study leads to the conclusion that respondents belonging to the separated category prefer to have flexible starting hours; regarding flexible closing hours, the study identifies a similar situations.

The study also shows that the separated respondents feel that paid time off help them more.

It is also found that married and separated respondents prefer job-sharing. The study also reveals the relation between marital status and career break.
It is found that married and separated respondents opt more for career breaks and unmarried respondents do not go for career break.

- The marital status of the respondents when studies shows that separated respondents feel time-off for family engagements is helpful in work-life balance.

- While studying the marital status and preference for meetings after working hours, all respondents feel, it affects the work-life balance.

- Most of the organizations encourage their workers to bring their children to work spot on occasions. This study shows separated women feel that their chance is helpful in maintaining work-life balance.

- While studying the marital status of the respondents, and family support they have, it is found out that separated women feel family support is very vital to maintain the work-life balance.

- Most of the institutions provide lap-tops and cell-phones. But it is hindrance to the work and family commitments to the married respondents.

- While most of the respondents report they experience negative attitude from peers, the separated women feel that it hinders work life balance.

- The study also brings out a fact, that it is again the separated category of respondents who suffer from hypertension more, when compared to the other two categories.
Another important angle of our analysis is the study of relationship between marital status and obesity of the respondents. Most of the respondents have tendency towards obesity. But among the separated respondents this problem is more prominent. Similarly in this category of women who suffer from diabetes.

An analysis is made between the marital status and consumption of fruits and vegetables. It has been found that more separated women prefer vegetables and fruits.

The study also reveals an interesting finding. It is observed that unmarried respondents work out less, when compared to married and separated ones.

It is also revealed from the study that separated respondents spend more time for walking compared to married and unmarried category.

The study brings out the fact most of the married respondents work five out of seven days in a week. It is also found more unmarried women prefer more working hours than married and separated ones.

The study draws the conclusion that respondents in the younger age like to work in general shift, whereas the other category opt for other shifts.

The study also reveals the ignorance of the respondents about the work-life balancing policies of the organization.

It is observed from the study that respondents above 35 years of age endorse job-sharing more than their younger counterparts. Similarly the analysis shows that the 30-34 years age group opts for career breaks. The study also
reveals the willingness of the respondents to make use of the facility of career breaks.

- The provision for telephone facility by the organisation, is treated as an blessing by the respondents belonging to 30-34 years of age group.

- It is found the organizations policy of providing crèche and other family support services is appreciated by respondents above thirty five years of age. Again the study proves that the respondents belonging to 30-34 years of age, accept the provision of physical fitness facilities like spa, gym etc.,

- The organizations provide relocation facility to their women employees, which is of great advantage to them. Here also, it is found that it is the women belonging to above 35 years of age prefer the facility. Regarding the transporting facility provided by the organizations, it is the 30-34 year age group of respondents, who prefer the organizations transport facility.

- As a measure of encouragement to employees, institutions organize functions for a get-to-gather among family members of employees. The study shows that almost all age groups of employees enjoy such occasions, while a few feel that should be some more suitable timings for the conduct there functions. Supportive work-family culture has been found to be positively related to job satisfaction.

- The study shows that even though the companies provide lot of work-life balancing policies, married respondents are not aware of these things. The unmarried and separated respondents are mostly aware of their policies.
While relating the marital status and facility for flexible starting time, unmarried people feel the absence of such facility in the companies.

- Another important finding of the study is that most of the companies do not provide, flexible working hours, in general. This has been expressed by women of all marital status. Almost all respondents acknowledge the telephone facility provided by their employers

6.2 Policy Prescriptions

Policy prescriptions are for the organization, government and society.

- IT employees spend more home appliances, housing and entertainments causing increase in debt returns. With proper planning, they can channelize these expenditures into saving which will be beneficial both to the nation and individuals.

- **Organization**: Organizations should compulsorily provide a gym and yoga centers for the employees, so that every worker spends about an hour. This will make the employees healthier and keep their mind free of all other worries and tension and also increase the productivity.

- The organization should create smooth working environment which will reduce the stress, the organization should implement the facilities such as flexible work arrangement, Maternity leave and child care arrangement, flexible leave arrangement and other work-life balancing arrangement. Thereby improving health of the women employees. This will benefit both the organization and employees.
The working in IT field being brain squeezing exercise at most of the times, an hourly break or break once in two hours should be allowed to refresh their mind.

The I.T organizations should think over the option of distributing working hours as work at office for half of the working hours and balance working hours from home. This type of split working hours will help the women employees very much in balancing the role of family and work.

The H.R. (Human resource) manager should explain to the employees about the different work-life balance practice available in the organization in an effective way. Seminars, workshops, etc. should be conducted periodically by the organizations on work-life balance and stress management.

Proper training should be imparted to the IT professionals so that they can manage their subordinates. This will reduce the conflicts among the colleagues.

Work load for employee should be reduce, recruiting more employees.

Salary fluctuation, in accordance to the world economic should be avoided. There should not be any lay-off in the organization. Job security should be provided.

Sufficient time should be given for the completion of the project. Once or twice in a year employees should be sent on vacation.

**Government:** The Government institution should curtail the maximum working hours to 8 – 9 hours per day or 44 – 50 hours per week as in the
case of labour oriented sector. This will help employees to maintain the work life balance and also reduce the stress level to certain extent. This will also lead to increase the productivity of the organization.

- **Society:** The domestic work can be shared between the family members to their convenience. The society should not indulge by interfering in this. For example cooking of food can be done by either of the spouse. The society should not find fault with this.

- The role perform by the women (home maker) should not be compared to that of working women by the family members as well as the society.

- Women employees having multiple role, should be given co-operation by their family members.

### 6.3 Scope for Further Research

The study so far made is limited to Chennai area alone and that too limited to a few companies in I.T. Sector. There is a vast scope for further research in this area, as the employment of women in I.T. Sector is increasing. Such studies can be undertaken not only about women in I.T. sector, but also in all fields where women employees are found in large numbers. The identification of woman’s problems in various fields will not only pave way for welfare measures for women, but also make the men folk realize and understand the problems of their mothers, sisters, and wives working in all sectors. Thus, the study even though a tip of the iceberg, leaves a vast scope for further research of interstate, inter-regional and international levels. Such more and more in depth studies will enhance the status of women an also
empower them to a great extent. We can take a sample from non-working category on compare the parameters method of working women.

6.4 Conclusion

In India, women have come a long way from where they lived only for the welfare of their family life. After many decades, today Indian women focus on their career and their jobs. Now women have achieved extraordinary milestone in corporate sector, however still there is a long way to go. For women with physical and mental strength, it is possible to can attain their goals and achieve their objective. Such a situation will open up an egalitarian society in the long run.