CHAPTER : IV

STATUS AND WORKING LIFE

As early as 1890 Elizabeth Cady Stanton had stated, “When women can support themselves, have their entry to all the trades and professions with a house of their own over their heads and a bank account, they will own their bodies and be dictator in the social realm.”

In 1967, the United Nations General Assembly accepted the basic principle that men and women should be given the same rights, obligations and work assignments as an endorsement of the principle of equality in terms of access to opportunity for both the sexes.

The Indian Constitution guarantees equal Status to women. Article 16(1) and 16(2) guarantee, “equality of opportunity for all citizens in the matter relating to employment irrespective of religion race, caste, sex, descent, place of birth.”

All these indicate that the question of female employment has gained prominence as a worldwide phenomenon. In the world of today and tomorrow any discrimination between two sexes in the occupational field has no chance to survive and sooner the better; the females are
provided with economic opportunity to share the task of national development along with the males. The central idea is to introduce a work culture among all the able bodied persons irrespective of their sexes. As India has adopted a policy of planned economic development covering all the segments of growth, certainly women cannot be outside the process.

In this chapter we are going to discuss the status and working role of professional woman but “as far the question of status it is still rare for a woman’s occupation to determine her social status absolutely, the husband’s occupation is still the crucial thing”. 2

Profession is one of the significant occupations of modern India. Regarding the Status of the profession, it can be said that, “the occupations are differently rated in terms of status and prestige accorded to them. Status stratification is a very complex one and is very different from class stratification.” Sociologists to assess occupational status have used various criteria. Two criteria stand above all others in this attempt – the individual income and the level of educational attainment. Consistently it has been shown that these two individual characteristics correlated with the status afforded in occupation. 3 From this point of view, professional women of today have prestigious and significant status in the occupational hierarchy.

But this does not have an impact on their role in the family as the house maker. Many studies have proved the education and economic independence of women have undoubtedly raised their status but in spite of that, equality at per with men is far away. Men being the primary earner women’s participation in the world of work have been considered as extension of their family life. Therefore the status of the
working women as the equal earner is not estimated. Moreover, once they get employed they are entitled to receive the benefit of service equal with their male counter part but such equality is not enough to earn equal status in the true sense of the term if they are not treated equally.  

But with the changes of role images, expectation and capability are also changing and now in practical field the status of the working women depends upon her own occupation and her performance With all these dimension of working women’s life a micro-level investigation has been made in this specific area of erstwhile Goalpara to investigate the status and career of professional women.

Reasons for Employment:

Women are taking up jobs due to various reasons. A few women work as sole supporter of the family while others work as additional breadwinner of the family. In recent times women are seen working in order to make use of their education and also to contribute something as human being to the society. So the most important point of a professional women’s life is that why she has entered the job.

It is generally believed that socio-cultural changes play a very important role in creating a situation in which women would like to seek employment. But without this there are some other direct causes which may lead one to take decision to work, it may have one’s own reason for employment but scrutiny of data so far collected shows some pattern which may throw light on those underlying considerations.
Generally attraction of income and work are two important factors for women’s work participation. Once a woman joins the job, she may command high prestige and power. She may therefore be deriving a kind of satisfaction from her work, which further gives her a feeling of achievement in life.

She may also feel that by working she is utilizing her time and training in a productive manner and that she may have been enjoying enhanced prestige in the eyes of her family members and friends. This may be rewarding for her in life rather than to be completely engaged in the household routine. Fathers’ or husbands’ occupation determine the standard of living of the women, but their life is idle unless they themselves are engaged in some work.

Professional women may perceive the cause of their work more often in terms of personal satisfaction rather than in terms of economic factor.

Economic need has been repeatedly cited as one of the most important factor compelling woman to join work. But there are some exceptions. For example, the study by Kala Rani Shows that majority of the respondents [181 out of 893] are working to best utilize their professionals’ education. It is found, 170 out of 893 are working to utilize their spare time, 157 out of 893 are working to supplement family income.

So purely economic view fails to explain all the causes of women’s employment. Thus it can be said that economic factors are important but not a sufficient condition for women to join the labour force. With higher educational qualification, especially those who have professional and technical degrees may also have some other causes.
The official document of Ministry of Labour, Government of India (Labour Bureau, 1964) states four factors that propel women to work. These are inadequate income of the principal earner, mishaps such as incapacity or death of the breadwinner; a woman’s desire for economic independence and for securing higher standard of living.\(^7\)

There is an overall acceptance of workingwomen, as a norm. Women have also become aware by earning wage that she can have a better home, better medical care, more luxurious holidays and the possibility for extending the children’s education. By working she can increase not only the family’s welfare, but can attain her personal status and an independent social standing. As Rajagopal, in his study ‘Indian Women in the New Age’ points out “Women are gradually realizing that they have personalities of their own as human beings and their mission in life does not end with becoming good wives and wise mother but also in realizing that they are all members of the civic community and of the body politic.”\(^8\)

With so many dimension, to find out the reason of the job and if it has a relation with Marital Status of the respondent, firstly they were asked “when did you enter’ the labour market?

**Initiation of Work:**

**Table 4:1**

**Initiation of work of the professionals**

<table>
<thead>
<tr>
<th>Variables</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Marriage</td>
<td>70</td>
<td>82</td>
</tr>
<tr>
<td>After Marriage</td>
<td>12</td>
<td>14</td>
</tr>
<tr>
<td>After Childbirth</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>After Husband’s death</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>86</td>
<td>100</td>
</tr>
</tbody>
</table>
The Table 4:1 indicates that most of them entered into the labour before their marriage. [Some of them are yet to marry.] data shows that 82 percent woman professionals entered their jobs before marriage and 14 percent after marriage. Just after completing their professional education they wanted to settle in their career, knowing that after marriage some problems may be created in joining the service. They gave more importance to their career than marriage. In the time of interaction it also came to light that some of them deferred their marriage for careers even. Only a minimum number (2) joined after childbirth and death of husband.

After discussing the time when she entered into the labour market the next investigation was why she entered into the labour market? Is it only to earn money?

The professionals were asked to give all the possible reasons, responsible for their decision to work and to give them a rank in order of priority. The result is presented in the Table 4:2. The analysis of the data clearly shows that the desire for career is the most frequently mentioned as the reason for working.

Table -4:2

<table>
<thead>
<tr>
<th>Reasons for joining the job</th>
<th>Career</th>
<th>Prestige related job</th>
<th>Utilizations of knowledge</th>
<th>Enhancement of family income</th>
<th>Service to the society</th>
<th>Economic independence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondent</td>
<td>44</td>
<td>12</td>
<td>7</td>
<td>9</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Number</td>
<td>51</td>
<td>14</td>
<td>8</td>
<td>11</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>Percent</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The Table 4:2 clearly shows that "Career" is the most important cause for joining the profession. 51 percent mention career as the cause for joining the profession. 14 percent women professional's reason for joining is the prestige and status. 8 percent woman professionals want to utilize their knowledge which they have gathered from the education and 9 percent mentioned 'to render service to the society' as their first preference to join the employment. All the above mentioned causes are the non-economic causes for joining the job which altogether forms more than 75 percent of the total. Only 11 percent mentioned that they joined to supplement family budget and 7 percent mentioned they joined to have economic independence of their own as the first preference. So economic factor makes only 18 percent together, which can be regarded as the less significant reason behind joining the professions.

Thus it can be said that for most women working in higher professions, economic necessity, or the need to supplement the family income is not the primary reason for decision of work. These findings, are in constraint with some other previous studies on working woman,
as Promila Kapur (1974)\textsuperscript{9} Rani (1976)\textsuperscript{10} are two important authors who identified "economic factor" as primarily responsible for women's earning role. Rajendra Prasad Jaiswal's (1993)\textsuperscript{11} findings also establish 'the most important reason had been the economic one, which is followed by cognitive, occupational and altruistic.'

It can be concluded by saying that, the findings of the present study differ with some other findings on working women due to the changes in the attitude, opportunity or existing socio-economic cause. Moreover, socio-economic background of the professional women may also be responsible for such non-economic reason for joining the profession.

Thus the hypothesis that "Absolute economic need does not drive a woman to enter into the professional career" is found to be correct.

**Motivating Agent for job selection:**

Action or behavior of an individual depends on the degree of motivation provided by him or her. If the motivating force is strong enough to give impetus to an individual, the person gains moral support too, to pursue the desired work.

There are mainly three types of motivators, self-motivator, external motivator and situational motivator. There is another type of motivator viz. primary motivator which is created by Radio, Television, different types of magazine etc where Indian Women are openly advocating about women emancipation and ultimately economic independence.\textsuperscript{12}

Moreover, sex of the role models is also one of the important factors for career selection or motivation. It is said that the presence of a
female role model in the family and among acquaintances can provide an example of achievement and success. They can lend support and encouragement to young women (Epstein, 1970, 13).

As the socialization process differs considerably to men and women, to take a decision about joining the non-traditional and male-dominated profession is not a simple matter. Generally in the traditional society individual choice is largely influenced by the kinship, cast and community network. But with the growth of modernization and urbanization, individualism is on the rise and individual herself or she takes important decisions about their future plans and career. To explore the motivation factor, respondents were asked, who had influenced them the most in selecting this profession:

Table 4:3 indicates that the majority of the respondents have taken an independent decision about the choice of their occupational career for their own interest in the profession.

**Table: 4:3**

**Motivating Agent for job selection:**

<table>
<thead>
<tr>
<th>Motivating Agent</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parents</td>
<td>29</td>
<td>34</td>
</tr>
<tr>
<td>Friends/others</td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td>Self motivated</td>
<td>48</td>
<td>56</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>86</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Next to the self-motivation, parent’s choice plays an important role to select the profession. Some of the respondents were motivated by
the father to choose the profession. Some of the respondent mentioned that their mother could not fulfill their ambition of service. So they wanted to be fulfilled by their daughter. Either by friends or by others motivated only 10 per cent of them.

**Relation with co-workers:**

There is a close relationship between stress and job performance. Without healthy relationship in the workplace capability and productivity cannot assess properly. So the success and failure of a career to a large extent depends on the work environment, which is mostly related to the colleagues, superior and subordinate and their evaluation to each other. The degree of workplace support influences the mental condition and life satisfaction and to what they attribute towards success or failure.

Generally, it is assumed that the authority suspects the efficiency of a workingwoman, though she has the same qualification with the male co-worker. The authorities are doubtful whether she would be able to handle male subordinates, take independent decision, cope with crisis and manage her duties properly. The male co-workers in the office sometimes cannot accept the female colleague as their co-worker. They take extra point to ridicule her.

As the woman is brought up in a protected atmosphere within the family, she is not mentally prepared to face the worst environment of the workplace. As the result of her helpless condition, she often breaks down. 14

But the winds of modernization have change, the mentality of man folk and they have become more co-operative and supportive. In
order to understand the relationship between the professional women and their co-worker they were asked, “What is your relationship with your colleague?”

Table- 4.4
Relationship with Co-Workers

<table>
<thead>
<tr>
<th>Response</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good and cordial</td>
<td>45</td>
<td>52</td>
</tr>
<tr>
<td>Normal</td>
<td>25</td>
<td>29</td>
</tr>
<tr>
<td>Indifferent</td>
<td>12</td>
<td>14</td>
</tr>
<tr>
<td>Tense</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>86</td>
<td>100</td>
</tr>
</tbody>
</table>

The response was positive in average. 52 percent respondents mentioned that their relationship with male co-workers is good and cordial. 29 percent of them mentioned it as normal. Only five percent of them mentioned it as tense whereas 14 of the respondents said it to be indifferent. While analysing the data it was found that. Young women between the age group 22-40 years of age are more adjusted in than women in older age group. According to them, they do not have any problem with their male co-workers, as they are equally qualified with equal efficiency and equal salary. But few of them mentioned that they do have some problems with their male co-worker to work because of difference of attitude of male colleagues.

So the findings of the analysis proves that in general the relationship of women professionals with their colleagues is good and cordial and in spite of traditional social set up, male colleagues are not prejudiced against the women employees. In close interaction with the
women professionals, most of them expressed their pleasure that they get co-operation and help from male co-workers when they felt it necessary with few exceptions.

**Relationship with subordinates:**

It is theorized that education of women by expanding their horizon of knowledge enhances their competence and promotes equalitarian ethos among them. This impact can be seen in their role performance, decision-making and behavioural pattern.\textsuperscript{15} But still sometimes they feel that they are resented if they display equal or superior capacity to men on either mental or physical work. But to promote an organisation’s success a team work with full assistance is necessary.

So the relationship of the professional women with their subordinates has a bearing upon their own performance in their profession. The traditional image of women are supposed to be dependent, passive, non-aggressive, non-competitive, weak, emotional, or less suited to responsible positions.\textsuperscript{16} So, in order to analyse the professional capability of women and their status in their working place, it is thought to be relevant to examine how far they are able to command authority over the subordinate, specially over the male subordinate.

To examine this the respondents of the study, were asked “Do your subordinates behave with you in the same way as they behave with their male superior?”
The findings show that majority of the women professionals are satisfied with their subordinates. They replied in the positive way that their subordinates are mostly gender neutral in their behavior.

Thirty eight percent of them said that the subordinate used to behave in the same way as male superior. Fifty percent of them said that the subordinates treated them equally as male superior. Only seven percent of them are not satisfied with subordinate’s attitude. On the other hand some of the respondents said that their male subordinates behaved more politely and more gently than their female subordinates. Only 5 percent respondents mentioned that their subordinates never behaved with them as they had with their male superior.

So in general it can be said that subordinate of the women professional behave equally with them as they behave with their male superior. So in their professional life they do not face any problem to command or maintain their position in this regard. It proves that professional women have their capacity to prove themselves as higher authority at any situation.
The newly formed professional women are a specific working class with special skill and knowledge. But the psychological attitude towards them is that females are to be meek docile and tolerant as against the courageous aggressive nature of man. This situation bring into existence the super ego in man and inferior ego in women. With such assumption, the women professionals of the study area were asked about their relationship with superior authority (male) giving four options.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cordial</td>
<td>27</td>
<td>31</td>
</tr>
<tr>
<td>Official</td>
<td>43</td>
<td>50</td>
</tr>
<tr>
<td>Indifferent</td>
<td>15</td>
<td>18</td>
</tr>
<tr>
<td>Not good</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>86</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

31 percent respondent reported the relation with the male superior authority as cordial. 50 percent of the professional said the relation as “official”. 18 percent showed indifferent attitude about the “Boss” and only minimum number i.e. one percent said it as not good.

So, in general it can be said that the relationship of the women professional with their Boss in general, is good.
Job Satisfaction:

With the development of social system, socio-economic and psychological causes inspired women to enter the various professions. But successes and failure of the career depends mostly on the job satisfaction of individual. Therefore it is important to analyse how much they are satisfied with their job in this related study. It is also important for the reason that job satisfaction leads to motivation.

Job satisfaction refers to an over all orientation of the individual towards work roles which they are presently occupying. Work satisfaction is also being viewed as part of general satisfaction with life and is related to the individual’s ability to adapt to the situation. A number of factors such as security, achievement, social aspects of job, benefits are related to job satisfaction. It is the interaction among these factors rather than any one of them in isolation that account for job satisfaction. It depends to a great extent upon the general atmosphere of the work place where she works.

In this study job satisfaction of the women professionals was ascertained by asking ‘How much are you satisfied with your job?’

The result presented in the Table 4:7 indicates that majority of the women professionals have satisfaction with their job.

Table 4:7

<table>
<thead>
<tr>
<th>Variables</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly satisfied</td>
<td>55</td>
<td>64</td>
</tr>
<tr>
<td>Satisfied</td>
<td>23</td>
<td>27</td>
</tr>
<tr>
<td>Dissatisfy</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>86</td>
<td>100</td>
</tr>
</tbody>
</table>
Sixty-four respondents are highly satisfied with their job; whereas twenty-seven of them mentioned it as satisfied. A minimal number (9) of respondents replied negatively and said that they were not satisfied with their job. Their satisfaction level is very low. Findings also indicate that the higher level of occupation and increase in the income level enhance the job satisfaction: and in-depth analysis of data was considered. Moreover it also comes to light that medical professionals are more satisfied than the Engineering and Law professionals.\textsuperscript{18}

**Infrastructure facilities at the work-place:**

Infrastructure facilities at the work place are very important condition for professional women. Adequate facilities at work place are important not only for the satisfaction of the workers but also for the proper performance of work roles. These facilities range from furniture, light, arrangement, sitting accommodation, crèche and sanitary system. Generally, the work organizations are created for man-workers; woman in such work organization may not be satisfied because of inadequate privacy and segregation.

So, to have a clear idea about the matter, the respondent in the present study have been asked to state their opinion about the facilities provided to them at their work place. They were asked “Are you satisfied with the infrastructure facilities at your work place?”

Data collected in this regard and exhibited in Table 4;8 prove the insufficiency of the facilities in the work place. It was found that majority of women respondents were not satisfied with the facilities provided to them at their work place. 49 percent of professionals stated negatively about facility provided to them.
Only seventeen percent of them are fully satisfied and 34 percent respondents are partly satisfied with the facilities. The interview report found that the worst condition. Regarding the toilet facilities. Most of the organizations do not have private toilet facilities for women. Especially in the professional level where the number of women is very limited no special care has been taken by the authority for the women professional. In the time of personal interaction one of the women professionals informed that due to the poor toilet facility she requested the authority to allow his toilet to use or allow her to leave the office for the purpose.

Moreover, they face another problem regarding childcare. There are no crèche facilities, for which in the initial stage of childbirth, they suffer.

**Job Involvement:**

Conceptually job involvement defines the extent to which professional activity associate themselves with their job. But the involvement in the particular jobs varies from individual to individual where some other variables are also correlated.
It is well spread belief that the physical structure and maternal functions of women place her at a disadvantage. They have to put up with menstruation, pregnancy, childbirth, lactation, child rearing and some other complications. To measure the involvement in the job, respondents were asked ‘how much you are involved with your job?’ In the answers to the question some variables such as job satisfaction, demographic level, cultural impact, etc. are found to be correlated with job involvement. Job hierarchy or job level also influences job involvement.\textsuperscript{19}

The data analysis reveals that most of them are very much involved with their job as indicated in the Table 4:9.

<table>
<thead>
<tr>
<th>Job Involvement level</th>
<th>Response</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly</td>
<td>53</td>
<td></td>
<td>62</td>
</tr>
<tr>
<td>Fairly</td>
<td>26</td>
<td></td>
<td>30</td>
</tr>
<tr>
<td>Not very much</td>
<td>7</td>
<td></td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>86</td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>

62 percent of them mentioned that they were highly involved with their work while 30 percent mentioned that they were fairly involved with their work. They also mentioned that due to double role to perform they could not involve themselves very much with their official duties. Only 8 percent candidly expressed that they were not involved with their job.

So the findings prove that in spite of their familial barrier this professional class is strongly involved with their official duties, which demand commitment and motivation. Though they sometimes face
problem in household management they do not face problem at workplace.

**Allotment of Responsibilities:**

One of the major aspects of career is the allotment of responsibility, which is significantly related, with the psychological aspects of individual. How much responsibility is shared by the individual, is also related with the official status of the person. Generally men are considered as more independent, aggressive and have better ability to solve problems. As a result of such image they feel that sometimes qualified women are overlooked deliberately and less qualified men are promoted to higher position with greater responsibilities.20

Guided by such ideology, it may be said that the women who are selected to these professions are assigned relatively lower position where responsibilities are comparatively of lesser importance. It cannot be denied that the marital and familial responsibilities of women sometimes have negative effect on their job, but it cannot be regarded as making her a weak decision maker or less responsible in official duties. It is also assumed that married woman and mothers do not accept such assignments, which carry heavy responsibilities and are complicated in nature.

To assess their status in working place regarding work responsibilities, respondents were asked “have you been ever discriminated regarding allotment of work responsibilities in spite of having same qualification and job status?”
Table-4:10

Discrimination regarding allotment of Work Responsibilities

<table>
<thead>
<tr>
<th>Response</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>48</td>
<td>56</td>
</tr>
<tr>
<td>Sometimes</td>
<td>31</td>
<td>36</td>
</tr>
<tr>
<td>Always</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>86</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 4:10 shows that in spite of different constraints, 56 percent respondent gave their opinion against discrimination. They said they have not faced any discrimination and had been given equal job responsibilities as their male colleges who are in the same rank with them. But 36 percent respondent mentioned that sometimes they face discrimination regarding responsibilities of work. They mentioned specially in the time of decision making, their decisions are hardly considered. They have to impose more effort than a male, who can easily establish their decision in any matter. Only 8 percent comments that they are getting discriminating attitude from the authority regarding job responsibilities.

While analysing the data it was also found that all the female engineers are mostly engaged in the official work than the field. It is yet to be ascertained whether it is the will of women Engineers or authority. Biological factor also may be responsible to some extent for such division of labour. But at present many women engineers are taking part in practical field as found by this investigator.

In close discussion with the respondents it was also found that regarding the job responsibilities, some of the professionals themselves express unwillingness to share equal job responsibilities and willingly avoid their duties for the familial role as mother and wife.
Fairness in the Recruitment process:-

It is generally felt that women cannot do all sorts of job which the menfolk can do. But with the passes of time, women’s achievement in new and adventurous field is also being heard. Now women are recruited in air force as pilot, cosmonauts, mountaineers, gliders, train drivers and even good politician. So women have entered almost all the areas of work and nearly all profession.

Though Indian constitution have provided equal opportunity for both the sexes but how far this equality of opportunity is reflected in the recruitment process of the area, to investigate this, the respondent ware asked “Are you treated fairly in the recruitment process.” They ware asked to give their opinion related to their present job in comparison to other job.

According to the opinion of the respondents doctors and lawyers face less discrimination in the appointment process then the engineers. They maintain, in the technical branches they are not treated equally with the male because of the traditional belief that women are unfit for such work due to biological difference and familial role. Therefore some of them stated that either they have to wait long for suitable job or change their choice or preference for job. For example a graduate in the electronic engineering branch joined Sarvashiksha mission Bongaigaon.
Table- 4:11

Fairness in the selection/recruitment process:

<table>
<thead>
<tr>
<th>Variables</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fair</td>
<td>32</td>
<td>37</td>
</tr>
<tr>
<td>Partly fair</td>
<td>41</td>
<td>48</td>
</tr>
<tr>
<td>Unfair</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>No comment</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>86</td>
<td>100</td>
</tr>
</tbody>
</table>

The findings indicated in the table 4:11, shows that highest number of respondent feel that the selection process to be partly fair (48 percent). According to them, when ever they have to face interview, some familial questions such as, whether married or not, when to get married, where to stay, what are her familial responsibilities and so on, which seem to have negative impact on their appointment. But second group (37 percent) said the process as absolutely fair. They confirmed that they have not faced any discrimination in the recruitment process. They are satisfied with the system and have no complain against it. But a small section of total respondents are completely dissatisfied with the system. According to them patriarchal ideology still go hand in hand with the authority, which never prefers women though having equal qualification and status. Discrimination in higher profession, they say, still exist. Five of them commented that they have no idea about their selection. So they denied commenting on the issue.

So, the findings establishes that no such discrimination prominently prevail in the selection of the higher professionals, as most of the respondents has mentioned.
Status of Self Evaluation or Self-perception

How a professional woman evaluates herself, is an important dimension to place her position in the work place. Self-evaluation is closely related with self-efficiency, which means a conviction that one can successfully execute the behavior required to produce the desired outcome. Self-efficiency at work is a significant measure exploring the job performance of the professionals and their feelings about the work they are into. Conceptually defined, it takes into account the actual job performance and the professional's own feelings of efficiency and confidence about their work. So, self-efficiency ultimately implies how much good the professionals consider themselves at their work. Thus, in modern work organizations, where both men and women are working together, the status self-perception has assumed new dimension. Moreover it is also important because performances are counted in career profile of professional women which indirectly related with their achievements.

Keeping in view of these factors, the respondent of the present study have been asked.

As a professional woman what is your self-perception and how do you compare yourself to your male colleagues regarding your performance?

The respondents were very positive about their self-perception. But at the same time they were conscious of the fact that they are woman with some biological constraint, but, inferior to man in no way.

Though professional a few of them complained that even today inspite of higher educational qualification prestigious job the world is man’s world and they have to suffer because of man orientation of
society. According to them, society imposes some restrictions on them, which ultimately create deprivation.

Table- 4:12
Self-Evaluation

<table>
<thead>
<tr>
<th>Variables</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absolutely equal</td>
<td>58</td>
<td>67</td>
</tr>
<tr>
<td>Almost equal</td>
<td>20</td>
<td>24</td>
</tr>
<tr>
<td>Unequal</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Inferior</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>86</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

The findings show that almost 67 percent women professional think themselves to be as absolutely equal with their male colleague. The capacity of performance has no difference at all. They can perform all the duties as man. 24 percent women think themselves to be not as absolutely equal but as almost equal with male colleges. They mentioned that biological factors restricted them from performing some functions. But except that their efficiency is equal to that of men. 2 percent women are guided by traditional ideology and think themselves to be inferior to man. They think it as natural to be inferior to men’s capacity. They mentioned biological and physical factor as the cause of inferiority.

It has been stated that belief in one’s own efficiency can affect behavior in number of ways. It can affect both the initiation and the persistence of coping or problem solving behaviour. People may not
initiate any action if they believe they have low competence or efficacy for the task.

So it can be concluded from the data that most of the professionals are people with high expectations, and they have a high perception of being successful. So they are the achievers of their expected goal. They join their jobs not for the sake of earning money alone. Economic cause is one of the reasons, but it has a very insignificant role in some of the cases. The love for ones career is found to be the prime reason for joining a profession. They are mostly self-motivated. They are no longer guided by parents and guardians in taking their decision in matters related to their career. The relation of professional women with their colleagues, superiors, and subordinates is cordial and good in general. In the field of professionalism, gender discrimination has not been reflected much.

The findings show that the women professionals are mostly satisfied with their job. But they are not much satisfied with infrastructure of the work place. Most of the women professionals are involved with their job. Male dominated social structure is not reflected in the allotment of responsibilities among the professional of both the sexes. Majority of them have not faced any discrimination with few exceptions.

Finally, as regards the self-evaluation of status, it has been found that majority of women evaluate themselves as equal to their male counterparts.
CHAPTER : IV
Status and Working Life.

1. Kaul, Vinita (2000) 'Women and the Wind of Change: GYAN-
P.163
2. Dunkerley, David. 'Occupations and Society'-Rutledge & Kegan
Paul 1975 P-15
3. Ibid p.44
4. Devi, holitha U (1982), 'Status and Employment of women in
India' B.R. Publishing House.
5. (a)Gordon, Margaret S. (1979)'Women and Work: Priorities for
(b) Weller, R.H.(1968) 'A Historical Analysis of Female Labour
force Participation in Purerti Rice 'Social and Economic Studies
'Pp.60-69
(c)Nath. Kamla(1968), 'Women in the Working Force in India'
Economic and Political weekly, Vol-III Pp-1205-13
6. Gulati, Leela (1975) 'Female Work Participation: A study of
Inter-State differences '- Economic and Political Weekly, Vol-10. 
Pp-35-42.
Pp.14-15
8. Desai Neera, 'Women in Modern India' P-254 Vora & Co.
Bombay.
women in India. Vikash Publication
10. Rani, Kala (1976) 'Role-Conflict in Working Women' Chetna
Publishing House.
P-76
progress. P.48
13. Epstein, Cynthia F (1970) 'Women's Place: Option and Limit in
Professional Careers. University of California.
living. P.178