“SELECTED BIBLIOGRAPHY”
## SELECTED BIBLIOGRAPHY

### SYNOPSIS

<table>
<thead>
<tr>
<th>Part One</th>
<th>Books</th>
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<td>Magazines, Journals and Reports</td>
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<td>Part Three</td>
<td>Newspapers</td>
</tr>
</tbody>
</table>

Annexure : Questionnaire
“BIBLIOGRAPHY”

“PART ONE – BOOKS”


(22) Mazumdar Vina (1979), Symbols of Power : Studies on the Political Status of Women in India, Allied , Bombay.


(28) Sethi Raj Mohini (1976), Modernization of Working Women in Developing Societies, National, New Delhi.


(34) Stewart N. (1978), The Effective Women Managers: Seven Skills for Upward Mobility, John Wiley and Sons, New York, USA.


(37) Vohra Roopa and Sen Arun k. (1986), Status, Education and Problems of Indian Women, Akshat, New Delhi.


PART THREE

“NEWSPAPERS”

• Gujarat Samachar :

<table>
<thead>
<tr>
<th>Year</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996</td>
<td>August 28, October 3</td>
</tr>
<tr>
<td>1997</td>
<td>April 6, June 11, October 24, November 12</td>
</tr>
<tr>
<td>1998</td>
<td>August 21,</td>
</tr>
<tr>
<td>1999</td>
<td>March 5.</td>
</tr>
<tr>
<td>2000</td>
<td>March 27.</td>
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</tbody>
</table>

• The Economic Times :

<table>
<thead>
<tr>
<th>Year</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>April 11, “Model Entrepreneurs prove : Beauty Can become a Brand”.</td>
</tr>
<tr>
<td>1996</td>
<td>September 24, “Corporate Women in Boardrooms in America”.</td>
</tr>
<tr>
<td>1999</td>
<td>April 10, “Corporate India is going that extra length to retain its High-flier Women Executives”.</td>
</tr>
<tr>
<td>Date</td>
<td>Date</td>
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</tr>
<tr>
<td>1996</td>
<td>September 8</td>
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<td></td>
<td>October 18</td>
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<td>December 12</td>
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<td>1999</td>
<td>August 5</td>
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<td>2000</td>
<td>February 3</td>
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<td>March 9</td>
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<td>March 16</td>
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<td></td>
<td>September 7</td>
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</tbody>
</table>
“WELCOME TO THE QUESTIONNAIRE”

“WOMEN AS EXECUTIVES IN GUJARAT”

A. **PERSONAL DATA**

1. Name : 
2. Age : 
3. Educational Status : 
4. Place of Birth : Rural/Urban 
5. Place of Residence : Rural/Urban 
6. Religion : 
7. Marital Status : 

B. **FAMILY DATA**

1. Type of Family 
   1) Joint family 
   2) Nuclear family 

2. In your family, who makes the final decisions on the following?

<table>
<thead>
<tr>
<th>Decision-making power in the Family</th>
<th>Husband/Head</th>
<th>Jointly</th>
<th>Self (Respondent / Female)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Family budgeting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Purchase of real estates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Purchase of consumer durables</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Career of children</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Marriage of children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

C. **EMPLOYMENT**

1. FOR SELF

(1) Office or Department 
(2) Designation 
(3) Category (Gazetted, Non-Gazetted, etc) 
(4) Number of years in service
A = STRONGLY AGREE  
B = AGREE  
C = UNCERTAIN  
D = DISAGREE  
E = STRONGLY DISAGREE 

E.g. There is a statement: “Women cannot be aggressive in situations that demand it.”

If you strongly disagree with this statement, please put “E” in the bracket, provided for the purpose.

A. Issues of concern ON "HOME FRONT".

(1) A married woman’s place is in the home. 

(2) A woman’s first responsibility is to be a feminine companion of man and a mother. 

(3) Women have a choice to be a good mother and a house-wife or to be successful at work. They cannot do both. 

(4) Full job equality for woman means loss of femininity. 

(5) Women executives do not get emotional and moral support from family members.
(6) Life is much more difficult for the married man and his children whose wife works when she does not really have to.

(7) Women executives neglect home responsibilities when on tour.

(8) Women executives neglect job responsibilities during domestic crises.

(9) Women experience role conflict in achieving balance between work and home.

(10) On an average a woman who stays at home all the time with her children is a better mother than a woman who works outside the home at least half times.

B. Issues of Concern ON “OFFICE FRONT”

(1) Male employees do not like working for a female boss.

(2) Basically, most women are too emotional to be able to handle positions of great responsibility.

(3) Women can withstand both emotional and professional stress to a greater extent than men.

(4) Women cannot be aggressive in situations that demand it.

(5) I prefer male to female employees because female employees take more sick leave and leave their job more readily.

(6) Women are not found to be good scientists or engineers because they inherently lack the mathematical and mechanical skills, required.

(7) Women are good at public relation jobs but not at hardcore jobs.

(8) Men generally complain that as women climb up the organizational ladder, they become insensitive to the emotional needs of others and at times, label themselves as “hard nuts to crack.”
(9) Women experience discrimination in promotion and overall growth opportunities.

(10) To be a successful executive, a woman does not have to sacrifice some of her femininity.

C. Issues of concern ON "SOCIAL FRONT"

(1) Successful woman executive has a limited social life at her disposal.

(2) This country's children would suffer greatly if women work more at the job-places.

(3) Women have to work harder to prove their merit in this male-dominated society.

(4) Society passes baseless comments about the character of women executives.

(5) Women aspire to be recognised as competent professionals and citizens.

(6) Women executives should always try to build their men up in the society, not break them down.

(7) The development community should some day accept women in key managerial positions.

(8) Society should regard work by female managers as valuable as work by male managers.

(9) Women feel that the position they occupy within the family, in the work place and in society, is secondary to that of men.

(10) Women are no longer related with only three P's namely, Pickle, Powder, (masala) and Papad. They are now equally competent on all social fronts.
Please give your sincere responses to the statements, as per the 3-point scale as follows.

A = Yes  
B = To some extent / sometimes  
C = No

A. Interactions of woman executive with her subordinates

(1) You believe in dominating your subordinates.  

(2) You are easily available to them.  

(3) You extend your help in solving their problems about the working conditions.  

(4) You are sympathetic, polite and nice to them.  

(5) You believe in and do have friendly relations with them.  

(6) You are respectful to the senior (in age).  

(7) You sincerely try to fill up the conceptual gap between them and the top boss.  

(8) You freely mix up with them.  

(9) You listen to their problems, sincerely and honestly.  

(10) As an executive, you keep a safe distance between you and your subordinates.
B. **Interactions of woman executive with her colleagues.**

(1) You freely share your job experiences with them.

(2) You mix equally with both, the male and female colleagues.

(3) You do try to maintain your independent position.

(4) You differentiate between healthy competition and cut-throat competition from your colleagues.

(5) You possess high need for affiliation with the colleagues.

(6) You have free and frank discussion with them about the departmental problems.

(7) Your colleagues do help you to do your job in a better way.

(8) You like to have and do have personal relations with them.

(9) You believe and do maintain informal and friendly communicational and motivational relations with your colleagues.

(10) You firmly believe in “Tit for Tat” philosophy in your dealings with the colleagues.

C. **Interactions of woman executive with her superior/s :**

(1) You firmly put forward the genuine demands of your subordinates.

(2) You respect only the official orders of your boss.

(3) You ask for the superior’s help to develop greater skills and to march up the organisational hierarchy.

(4) Relevant information is made available to you by your boss for solving the problems.
(5) In risky and emergency situations, you do go to your boss for Guidance and suggestions.

(6) You forcefully express your point of view on a debatable issue.

(7) You have to make excuses for the work, not done.

(8) You give greater importance to the interests of the organisation even though this implies displeasure and anger of your boss.

(9) You expect your outstanding achievements, to be rewarded by your superior/s.

(10) You expect warmth and friendly support from the boss when you make a mistake.
[This part of the questionnaire is to be filled up by the boss/superior of the woman executive.]

Please, give your sincere responses to the statement, as per the 3-point scale as follows.

A = Yes
B = To some extent / sometimes
C = No

A. Types of interactions, a successful woman executive should have with her subordinates.

(1) She should dominate her subordinates. 
(2) She should be easily available to them. 
(3) She should extend her help in solving their problems about the working conditions. 
(4) She should be sympathetic, polite and nice to them. 
(5) She should have friendly relations with them. 
(6) She should be respectful to senior (in age) subordinates. 
(7) She should try to fill up the conceptual gap between the subordinates and the top boss.
(8) She should freely mix with them.
(9) She should listen to their problems, sincerely and honestly.
(10) As an executive, she should keep a safe distance from her subordinates.

B. Types of interactions, a successful woman executive should have with her colleagues.

(1) She should freely share her job experiences with them.
(2) She should equally mix with the male and female colleagues.
(3) She should maintain her independent position.
(4) She should not think negatively, All competitions in the office are strictly healthy, positive and constructive.
(5) Instead of affiliation with the colleagues, she should reflect high need for career achievement.
(6) She should have free and frank discussion with them about the departmental problems.
(7) She should seek help and guidance from them.
(8) She should not have personal relations with them.
(9) She should not maintain informal and friendly communicational and motivational relations with her colleagues, informal communication has no place in the office.
(10) She should forgive back-biting by the colleagues and should reflect maturity in the office.
C. Types of interactions, a successful woman executive should have with her boss / superior.

(1) She should firmly put forward the genuine demands of her subordinates.

(2) She should respect only the official orders of her boss.

(3) She should ask for the superior's help to develop greater skills and to march up the organisational hierarchy.

(4) She should take initiative to get relevant information from the boss for solving the problems.

(5) She should not try to get guidance and suggestions from the boss during emergencies.

(6) She should forcefully express her point of view on a debatable issue.

(7) She should not make excuses for the work not done.

(8) She should give greater importance to the interests of the organisation even though this implies displeasure and anger of her boss.

(9) She should not expect for extra rewards for her achievements. Achievement is nothing but a part of her total duty.

(10) She should not expect warmth and friendly support from the boss when she makes a mistake.

"THANK YOU VERY MUCH"