6. FINDINGS

CHAPTER – VI
### 6. FINDINGS

**CHAPTER – VI FINDINGS**

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6. FINDINGS

6.1 Introduction

Each research may have different kinds of Outcomes or appraisal which is known as Findings. Findings depend upon the reliability and appropriateness of data collection, analysis, interpretation and testing of hypothesis. Here, research is exploratory and so researcher has given reasonable explanations and interpreted the lines of relationship in terms of the underlying the surface layer of his diversified research findings.
6.2 Testing of Hypothesis

Hypothesis is a formal question that researcher intends to resolve. Research hypothesis is a predictive statement, capable of being tested by scientific methods, that relates an independent variable to some dependent variable. It must be clear and precise. Hypothesis testing is often used strategy for deciding whether a sample data offer such support for a hypothesis can be made.

Statisticians have developed several test of hypothesis for the purpose of testing of hypothesis. It is also known as the tests of significance. It can be classified in to two categories
(1) Parametric test or standard test of hypothesis
(2) Non-parametric test or distribution free test of hypothesis

Here, researcher has used standard or parametric test of hypothesis to compare the variance of the two independent samples. It is also known as F-test or Annova method of analysis. It has been calculated and compared with its probable value for accepting or rejecting the null hypothesis. Sample size also clearly mentioned 450 total no. of respondents and so, population was known. So, two way annova technique is important in the context of all those situations where we want to compare more than two populations. Researcher has taken two samples like 187 Government schools-colleges and 263 private schools-colleges working woman teaching staff at Bhavnagar Region.
6. FINDINGS

**H₀** – There would be no significant equal career opportunities for women in education sector at Bhavnagar Region.

**H₁** – There would be significant equal career opportunities for women in education sector at Bhavnagar Region.

**Table – S**

<table>
<thead>
<tr>
<th>Feedback / Type of Institute</th>
<th>Government</th>
<th>Self-financed</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>119</td>
<td>164</td>
<td>283</td>
</tr>
<tr>
<td>Disagree</td>
<td>15</td>
<td>17</td>
<td>32</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>33</td>
<td>57</td>
<td>90</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>12</td>
<td>11</td>
<td>23</td>
</tr>
<tr>
<td>Both</td>
<td>08</td>
<td>14</td>
<td>22</td>
</tr>
<tr>
<td>Total No. of Respondents</td>
<td>187</td>
<td>263</td>
<td>450</td>
</tr>
</tbody>
</table>

Sum of all the variables in samples

\[ T = EX_1 + EX_2 \]
\[ = 187 + 263 \]
\[ = 450 \]

Correction Factor = \( \frac{T^2}{N} = \frac{(450)^2}{10} = 20250 \)

Total sum of squares = \((EX_1)^2 + (EX_2)^2 - \frac{T^2}{N}\)
\[ = (187)^2 + (263)^2 - 20250 \]
\[ = 83888 \]

Sum of Squares between the samples = \((EX_1)^2/N + (EX_2)^2/N - \frac{T^2}{N}\)
\[ = 34969/5 + 69169/5 - 20250 \]
\[ = 6993.8+13833.8-20250 \]
\[ = 577.59 \]

Sum of Squares within the samples = Total sum of squares – sum of squares between the Sample
\[ = 83888-577.59 \]
\[ = 83310.41 \]
6. FINDINGS

<table>
<thead>
<tr>
<th>Sources of Variation</th>
<th>Sum of squares</th>
<th>Degree of Freedom</th>
<th>Mean Square</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between sample</td>
<td>577.59</td>
<td>$V_1 = c-1$</td>
<td>577.59/1</td>
<td>10413.8013/577.59</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$= 2-1 = 1$</td>
<td>$= 577.59$</td>
<td></td>
</tr>
<tr>
<td>Within sample</td>
<td>83310.41</td>
<td>$V_2 = n-c$</td>
<td>83310.41/8</td>
<td>$= 18.03$</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$= 10-2 = 8$</td>
<td>$= 10413.8013$</td>
<td>Calculate Value</td>
</tr>
</tbody>
</table>

C=2, n=10, $V_1 = 1$, $V_2 = 8$ and Table Value = 5.3177, Significant at 5% level

Thus, 18.03 > 5.3177

**Interpretation** – Since, the calculated value is more than table value. So, $H_1$ is accepted. Thus we can say that there are equal career development opportunities available for woman in both government and self-financed schools and colleges at Bhavnagar Region.
6. FINDINGS

**Ho** – There would be no significant increasing the chance of woman at senior level position for women in education sector at Bhavnagar Region.

**H1** - There would be significant increasing the chance of woman at senior level position for women in education sector at Bhavnagar Region.

**Table - U**

As per H1: Women steadily achieving senior level position

<table>
<thead>
<tr>
<th>Feedback / Type of Institute</th>
<th>Government</th>
<th>Self-financed</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>101</td>
<td>133</td>
<td>234</td>
</tr>
<tr>
<td>Disagree</td>
<td>39</td>
<td>63</td>
<td>102</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>21</td>
<td>38</td>
<td>59</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>12</td>
<td>16</td>
<td>28</td>
</tr>
<tr>
<td>Both</td>
<td>14</td>
<td>13</td>
<td>27</td>
</tr>
<tr>
<td>Total No. of Respondents</td>
<td>187</td>
<td>263</td>
<td>450</td>
</tr>
</tbody>
</table>

Sum of all the variables in samples

\[
T = EX_1 + EX_2 \\
= 187 + 263 \\
= 450
\]

Correction Factor = \(T^2/N = (450)^2/10 = 20250\)

Total sum of squares = \((EX_1)^2 + (EX_2)^2 - T^2/N\)

\[
= (187)^2 + (263)^2 - 20250 \\
= 83888
\]

Sum of Squares between the samples = \((EX_1)^2/N + (EX_2)^2/N - T^2/N\)

\[
= 34969/10 + 69169/10 - 20250 \\
= 3496.9 + 6916.9 - 20250 \\
= -9836.2
\]

Sum of Squares within the samples = Total sum of squares – sum of squares between the Sample

\[
= 83888 - (-9836.2) \\
= 93724.2
\]
6. FINDINGS

ANOVA Table - V

<table>
<thead>
<tr>
<th>Sources of Variation</th>
<th>Sum of squares</th>
<th>Degree of Freedom</th>
<th>Mean Square</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between sample</td>
<td>-9836.2</td>
<td>V1 = c-1 =2-1 =1</td>
<td>-9836.2/1</td>
<td>11715.525/(-9836.2)</td>
</tr>
<tr>
<td>Within sample</td>
<td>93724.2</td>
<td>V2 = n-c =10-2 =8</td>
<td>963724.2/8</td>
<td>=-1.19</td>
</tr>
<tr>
<td>Total</td>
<td>Ans</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

C=2, n=10, V1 = 1, V2 = 8 and Table Value = 5.3177, Insignificant at 5% level

Thus, -1.19 < 5.1377

**Interpretation** – Since, the calculated value is less than table value. So, H1 is not accepted or rejected. Thus we can say that there is no steadily increasing the chance of woman at senior level position in both government and self-financed schools and colleges at Bhavnagar Region.
6. FINDINGS

**Ho** – There would be no more significant barriers responsible for glass ceiling with working woman in education sector at Bhavnagar Region.

**H1** - There is would be significant barriers responsible for glass ceiling with working woman in education sector at Bhavnagar Region.

Table - W

<table>
<thead>
<tr>
<th>Feedback / Type of Institute</th>
<th>Government</th>
<th>Self-financed</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social</td>
<td>92</td>
<td>114</td>
<td>206</td>
</tr>
<tr>
<td>Internal Business</td>
<td>32</td>
<td>63</td>
<td>95</td>
</tr>
<tr>
<td>Government</td>
<td>37</td>
<td>26</td>
<td>63</td>
</tr>
<tr>
<td>Others</td>
<td>31</td>
<td>60</td>
<td>91</td>
</tr>
<tr>
<td><strong>Total No. of Respondents</strong></td>
<td><strong>192</strong></td>
<td><strong>263</strong></td>
<td><strong>455</strong></td>
</tr>
</tbody>
</table>

Sum of all the variables in samples

\[ T = EX_1 + EX_2 = 192 + 263 = 455 \]

Correction Factor = \[ T^2/N = (455)^2/10 = 20702.5 \]

Total sum of squares = \[ (EX_1)^2 + (EX_2)^2 - T^2/N \]

\[ = (192)^2 + (263)^2 - 20702.5 \]

\[ = 36864 + 69169 - 20702.5 \]

\[ = 85330.5 \]

Sum of Squares between the samples = \[ (EX_1)^2/N + (EX_2)^2/N - T^2/N \]

\[ = (36864)^2/5 + (69169)^2/5 - 20702.5 \]

\[ = 271790899.2 + 956870112.2 - 20702.5 \]

\[ = 1228640308.9 \]

Sum of Squares within the samples = Total sum of squares – sum of squares between the Sample

\[ = 85330.5 - 1228640308.9 \]

\[ = -1228554978.4 \]
6. FINDINGS

**ANOVA Table - X**

<table>
<thead>
<tr>
<th>Sources of Variation</th>
<th>Sum of squares</th>
<th>Degree of Freedom</th>
<th>Mean Square</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between sample</td>
<td>1228640308.9</td>
<td>V1 = c-1</td>
<td>1228640308/1</td>
<td>-15356937.2/1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>= 2-1 =1</td>
<td>= 1228640308</td>
<td>1228640308</td>
</tr>
<tr>
<td>Within sample</td>
<td>-</td>
<td>V2 = n-c</td>
<td>-</td>
<td>-0.01249</td>
</tr>
<tr>
<td></td>
<td>1228554978.4</td>
<td>= 10-2 =8</td>
<td>1228554978.4/8</td>
<td>Calculate Value</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>= -15356937.2</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>Ans</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

C=2, n=10, V1 = 1, V2 = 8 and Table Value = 5.3177, Insignificant at 5% level

Thus, -0.01249 < 5.1377

**Interpretation** – Since, the calculated value is less than table value. So, H1 is not accepted or rejected. Thus, we can say that there are no more responsible barriers for glass ceiling with working woman in both government and self-financed schools and colleges at Bhavnagar Region.
6.3 Major Findings:-

Finding is the fruit of research work. It highlights important outcome of entire dissertation. Here, there are given below some major findings on glass ceiling practices with working woman in education sector at Bhavnagar Region.

1. More than 50% of the total no. of respondents were satisfied with them current job and workplace in government and self-financed institution. They never think of leaving for schools or colleges where they are currently working.

2. Women have given first preference to the experience in enhancing them career and second to the advance education in both education institution. But, self-financed working women have given third priority to good relation with staff and employer in career advancement while, government respondents have given fourth priority to it.

3. Out of 263 total no. of respondents of self-financed institution, 39.54% of respondents were unknown or not participated inside or outside any training programme while, 74.33% of government respondents, they were getting compulsory teacher / lecturer training programme. So, 179 respondents of both are getting noticeable benefit in them career advancement from this programme in schools or colleges at Bhavnagar Region.

4. Women always try to avoid responsibility and authority. So, they have less chance for career advancement in each sector. 34.72% total no. respondents, they may have lacking point of confidence level and found high fear ness for career advancement in both education institutions at Bhavnagar Region.

5. Gender has not impacted chances of receiving a promotion in both education institutions at Bhavnagar Region because 60% of total no. of respondents were no impact or disagree with gender influencing career advancement in both education institutions. Researcher have not found pay discrimination between male and female because out of 450, 290 respondents were not affirmative for pay inequality between male and female in both education institutions at Bhavnagar Region.

6. As per present study, there was little extent of glass ceiling existing in both education institutions at Bhavnagar Region. Out of 450, 201 respondents were facing little glass ceiling in both education institutions at Bhavnagar Region. Social factors have great influenced and first common barrier with 45.47% in both education institutions while, government respondents have given government factors as second barrier with 19.27% and self-financed respondents have given internal business factors as second barriers with
23.95% and fourth rank to government factor with 9.8% in them schools or colleges for career advancement.
6. FINDINGS

6.4 Recommendation

There is no border of improvement. It is not possible to exist as an All-Rounder in all the fields. Researcher found solution under nature and scope of the study. So, followings are some suggestions regarding the findings from survey of working woman teaching staff in education sector at Bhavnagar Region.

1. In 21st century, there is no any difference between male and female employee inside the organization. Thus, as a employer should provide career advancement equally to each gender of the organization. It helps to increase satisfaction level of woman teaching staff towards her schools and colleges at Bhavnagar Region.

2. Thinking towards woman should be changed because both woman and man live in same society or sector. Thus, society give equal respect and status to woman for removing glass ceiling practices in form of social barriers in education sector at Bhavnagar Region.

3. Teacher or Lecturer training programme should be object oriented. It facilitates to develop skills and competencies and to remove fear of woman teaching staff for improving her performance and also increases chances of promotion in education sector at Bhavnagar Region.

4. Sometimes, woman may face pay inequality due to lack of knowledge and awareness of institutional policy especially in private schools and colleges. But, it can be avoided by more involvement and participation of woman teacher or lecturer in top management.

5. Woman also tries to learn and to take responsibility with confidently. So, she can think and seek herself on senior level position in education sector.
6. FINDINGS

6.5 Limitations of the study

The following are the limitations of the study such as

1. This study is being based on primary data like questionnaire; psychological factors of respondent will also be effect on the feedback of this research. So, it can’t be effectively measured.

2. Only ratios and two way anova methods are being used. Other tools are not used for effectiveness of glass ceiling practices with working woman in education sector at Bhavnagar region.

3. It is micro based study and not applicable to other sector and region in place of education and Bhavnagar.

4. Appropriateness of sampling technique was the question of researcher for data collection.

5. This research topic was burning issue and new as per the respondents point of view. Most of respondents were also coming from Gujarati family and medium. Thus, it was challenging task to teach each respondents and collecting data in accurate and precise manner.
6.6 Appendix (Questionnaire)

Questionnaire is one of the general forms of primary data collection. Here, researcher has undertaken this method because, it is quite popular and particularly in case of big enquiries glass ceiling practices with working woman in education sector at Bhavnagar region.

There are two methods of questionnaires like structured questionnaires and unstructured questionnaires. Researcher has used structured questionnaire because it is simple to administer and relative inexpensive to analysis. Questions should be simple and must be constructed with a view to their forming a logical part of a well thought out tabulation plan. Thus, researcher must be cleared about the various aspects of his research problem at the time of drafting each question.
6. FINDINGS

Questionnaire

Respondent’s Name -  Qualification-

School / College’s name –  Designation-

Staff Strength –

1. I believe women are as capable as men of serving in senior level positions considering just my specific job.
   □ Agree  □ Disagree  □ Strongly agree  □ Strongly disagree  □ Both

2. Overall, I am satisfied with my current job and workplace.
   □ Agree  □ Disagree  □ Strongly agree  □ Strongly disagree  □ Both

3. In my organization, there are equal career development opportunities for men and women.
   □ Agree  □ Disagree  □ Strongly agree  □ Strongly disagree  □ Both

4. I often think of leaving for School/college where I am currently working.
   □ Agree  □ Disagree  □ Strongly agree  □ Strongly disagree  □ Both

5. In my School / College, the number of women penetrating the hierarchy and achieving senior positions is steadily rising.
   □ Agree  □ Disagree  □ Strongly agree  □ Strongly disagree  □ Both

6. How helpful would you say each of the below following factors are in enhancing women’s career advancement in my School / College?
   □ Advance Education  □ Experience  □ Specialized Training
   □ Value additional Knowledge  □ Good relation with staff & Employer

7. Is there Teacher/Lecturer Training Programme arranged inside or outside your School / College?
   □ No  □ I am not sure  □ Yes

8. So, what degree do you feel women benefit from this Programme?
   □ Almost none  □ Little  □ Noticeable  □ Very Much
6. FINDINGS

9. In your opinion, GENERALLY, how much of an obstacles/impediment to women’s career advancement are each of the below following factors?

[ ] Institutional Structure in favour of male  [ ] Lack of Enthusiasm & Competitiveness

[ ] Lack of women Confidence & more Timidity  [ ] Others

10. In your opinion, HOW HELPFUL IN GENERAL would each of the following Institutional practices be in developing and advancing women's careers?

[ ] Training / Development Programme  [ ] Flexible hours / days

[ ] Avoid discrimination in division of work  [ ] Others

11. In what way (if any) would you say your gender has impacted your chances of receiving (or not receiving) a promotion AT YOUR CURRENT WORKPLACE?

[ ] Positively  [ ] Very Positively  [ ] Negatively

[ ] No Impact--Neither Negatively or Positively  [ ] Very Negatively

12. Do you believe pay inequality exists between males and females with the same credentials IN YOUR PLACE OF EMPLOYMENT?

[ ] Yes  [ ] No  [ ] am not sure

13. To what extent do you feel a “glass ceiling” exists in your institution?

[ ] To No Extent  [ ] To a Little Extent  [ ] To a Moderate Extent

[ ] To a Great Extent

14. Which common barriers are highly responsible for glass ceiling of working woman in each institution?

[ ] Social  [ ] Internal business  [ ] Government  [ ] Others
6. FINDINGS

15. During your time tenure, how much time have you taken off work for child bearing, child rising, parental care, or similar family responsibilities?

☐ Less than 2 months  ☐ 2-4 months  ☐ 5-6 months

☐ 7 months to 1 year  ☐ None

16. Your view about to remove Glass Ceiling and about this research

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Date - Respondent's  Signature

Thank You
6.7 Conclusion

Here, researcher has investigated two factors at the same time with using two way ANNOVA techniques. As per research review, there was finding little extent glass ceiling practices with woman teaching staff in education sector at Bhavnagar Region. But, social barriers have most located factor for working woman teaching staff to reach top level in education sector at Bhavnagar Region. It also affects to the chances of promotion and career advancement of woman in education sector at Bhavnagar Region.
6. FINDINGS

6.8 Bibliography

Bibliography specifies researcher referred books, magazines, newspapers, journals etc. Here, researcher have undertaken following books, magazines, newspapers, journals and websites.

Books:

2) Abdul Rahiman Meharoof (2010), A theoretical study on glass ceiling concept, Department of social work, SIMS, Mangalore p.10.
12) Abdul Rahiman Meharoof (2010), A theoretical study on glass ceiling concept, Department of social work, SIMS, Mangalore p.10.
6. FINDINGS

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3) Indian Journal of Applied Research
4) Educare International Journal of Commerce and Management
5) Management Trends
6) India Today
7) Forbas Magazine Review 2013-14
8) Latest Factors in General Knowledge
9) Indian Journal of Manpower, France
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3) Times of India
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5) Divya-bhaskar

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