



CHALLENGING ROLE OF WOMEN IN MODERN ORGANISATIONS: WOMEN IN A NEW ARENA OF LIFE

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ABSTRACT

It is most certainly after Independence that the Indian women acquired significant significance inside their country in friendly and political circles. At Independence most of women actually stayed uninformed however they didn't permit the fire that consumed in their souls to bite the dust. They took numerous dynamic choices, for example, arranging themselves to battle for another arrangement of objectives. The objectives were getting uniformity in view of orientation, open positions, changing the current regulations which gave women just halfway equity, and making a general public which didn't abuse women mentally, actually and inwardly. The informed Indian women need to go far to accomplish equivalent privileges and position since customs are profound in Indian culture where the humanistic set up has been a male ruled one. Notwithstanding every one of the social obstacles, Indian women stand tall from the remainder of the group and are cheered for their accomplishments in their particular field. The change of social texture of the Indian culture, as far as expanded instructive status of women and differed desires for better living, required an adjustment of the life style of Indian women. She has rivaled man and effectively remained strong with him in varying social statuses and business is no special case for this. These women chiefs are decisive, influential and able to face challenges. They figured out how to make due and prevail in this relentless contest with their diligent effort, persistence and diligence. Women in India, in metropolitan as well as in provincial regions play a significant part to play in the working of the family.

Keywords: *Women, New Arena of Life*

INTRODUCTION

It is certainly after Independence that the Indian women acquired impressive significance inside their country in friendly and political circles. At Independence most of women actually stayed uninformed yet they didn't permit the fire that consumed in their souls to bite the dust. They took numerous dynamic choices, for example, coordinating themselves to battle for another arrangement of objectives. The objectives were getting equity in view of orientation, open positions, transforming the current regulations which gave women just halfway equity, and making a general public which didn't persecute women

mentally, genuinely and inwardly. Despite the fact that the endeavors made by women activists and concerned association were delayed in making a genuine leap forward, regardless of the moderate standpoint of their partners, they prevailed with regards to making an engaged cognizance among working class and upper working class women at large. Gradually it spread to the lower rungs of the current political arrangement. From that point they have been frantically attempting to develop another self-idea or another self-personality which is absolutely liberated from the generally forced one. To survey the contemporary Indian women's position we need to investigate the women's development after Independence up to the present. This will incorporate the various associations and ways of thinking which have developed in India following Independence.

One of the vital drivers of industrialized social orders throughout the most recent century is the change in women's social and monetary position. Women have since been progressively moving into the work market, into business and work associations. As indicated by the PWC report (2016), almost 1 billion women have entered the worldwide workforce portraying a reality that requires more prominent exertion in imparting the significance of women's portrayal in the work arena. Different associations and intrigue bunches have since occupied with examination and strategy making exercises, for example, planning motivator programs, planning authoritative change programs for the joining of women into the framework. Notwithstanding, there is quite far to go since there are various issues still needing to be handled, for example, under-portrayal of women in dynamic positions the orientation pay hole lewd behavior sex (in)equality (Acker, 2019), gendered hierar hy gendered power relations and male overwhelmed work societies.

Contemporary associations are those organized to adjust and develop to measure up to society's assumptions. Unusual types of association are ended up being inappropriate to fit the changing outer powers encompassing associations making a requirement for elective hierarchical structures, which are more natural and less administrative opening space for novel thoughts, innovativeness and variety to thrive. Variety and innovativeness in which contemporary work associations incline toward are interlaced with the portrayal of women in the work arena putting women in the spot as specialists for progress, prosperity and presence of contemporary associations. This part looks at the place of women in associations and blueprints the portrayal of women in the working environment. In this setting individual level qualities that recognize women authority and different issues keeping women from achieving as well as involving administrative positions are researched. The part will introduce both hypothetical and experimental investigations relating to a comprehension of the significance of women in contemporary work associations.

Orientation assumes an imperative part in the working of contemporary society and associations. The term orientation has been recognized by researchers as a range rather than a paired resistance among guys and females. All in all, orientation alludes to different characters that can be expected by an individual rather than just being recognized as a man or a lady. As a socially built peculiarity, orientation assumes a critical part in the public arena and in friendly foundations. Orientation division isolates individuals into classes as well as allocates specific jobs to every one of them which they follow all through their lives absent a lot of wavering or addressing. Hence, orientation is a socially built peculiarity and the job of women and men is impacted by what society expects of them (men apply more noteworthy power in the public eye than women and strength have a significant impact in deciding the job of women). Women have been

characterized by men and assuming they endeavor to break with this, they risk estranging themselves. Most of social orders on the planet are male centric social orders and the job of a lady is characterized by male centric perspectives and standards. Asian social orders, specifically, are male centric in nature and accord a better situation than a man when contrasted with a lady. This social job discernment (sex-job generalization) appears to have a heading on the underlying jobs of people in associations. Subsequently, cultural qualities or predominant social parts shape hierarchical societies also. The individuals from an association bring their qualities, convictions, perspectives, and other social meanings to the association and make the way of life of the association, which frequently runs as an equal subculture to that of the predominant culture. Society, as a rule, sees that the man ought to rule the lady and in this way, men endeavor to protect their authoritative status inside society. Indeed, even inside work associations, a comparative circumstance exists. Men are liked to expect to be authoritative and administrative roles while women possess lower-level situations in associations. In the 20th century, women turned out to be financially engaged with command over the pay they produced however were constrained to work extended periods of time in dreary gathering work in unsteady positions, with insignificant open doors for up word related portability.

In today's society, there is a widespread belief that successful leadership skills are identical to those possessed by men, and that these characteristics invariably result in success. Accordingly, in terms of everyday perception, it appears that conventional masculine ideals are given precedence in determining what characteristics make a good leader. Many people in society (including women) are aware that effective leadership is traditionally decided by characteristics associated with men. The dominant feminine characteristics among women are thought to be soft or delicate characteristics that are not appropriate for positions of leadership. Some experts suggest that these kind of stereotypes have a negative impact on women's perceptions of their abilities and self-confidence, and that women (mistakenly) assume that because they represent a counter-leadership, they are unable to progress to positions of leadership in their fields. A girl who enters a scenario where she has internalised the assumption that "most men" expect men to perform more efficiently may nonetheless leave the situation with a negative opinion of her own abilities, even if she personally disagrees with the stereotype. Because of the distorted impact of others' expectations, a man behaves on an equal footing with himself.

OBJECTIVE

1. To provide a special form of marriage in certain cases,
2. To provide for registration of certain marriages and,

REPRESENTATION OF WOMEN IN THE CONTEMPORARY WORK ARENA

Women are underrepresented in managerial positions at the highest levels, according to well-documented statistics. This implies a significant gender disparity in formal power and authority, as well as high social standing and high salaries. There are a variety of elements that influence the presence of women in corporations. Different disciplines, including economics, sociology, psychology, and industrial relations, have investigated the reasons for women's lower representation in management and have discovered evidence in support of factors related to labour demand and supply, as well as factors related to gender equality. In addition to labour market conditions and organisational impacts, such as gender-based

employment discrimination, supply-side causes include disparities between men and women's human capital as well as variances in their preferences for different types of jobs (Graham, Belliveau and Hotchkiss, 2017). The supply-side approach adopts a more individualistic perspective, focusing on the psychological and personal attributes that distinguish men and women from the rest of the population.

The human capital theory is a form of individually oriented, yet non-psychological explanation that is popular. Investments in education, training, and other forms of qualifying experience are considered to be important considerations in determining one's professional path. Women's disadvantage is ascribed to a lack of necessary education and a lack of certified job experience as a result of working in a variety of settings, including working overseas. Women's educational choices appear to be heavily influenced by gender-stereotyped divisions in society. Women's opposition to traditional gender cultures in the workplace is also a source of concern. Cockburn (2019) has effectively demonstrated the extent to which women continue to face discrimination in British companies. Whether it was traditional stereotypes or well-accepted institutional hurdles such as lengthy working hours, restrictive work patterns, and expensive or non-existent childcare, women were held back in their careers.

REFLECTION OF GENDER ROLES IN CONTEMPORARY ORGANISATIONS

Working in an organisation, gender is produced via contacts with other people and is stabilised and restored in a work environment. It is common in organizations to have occupational segregation based on gender, and this is commonly demonstrated through vertical and horizontal segregation. When it comes to debating the advancement of women in the workplace and the underrepresentation of women in senior positions in corporations, the glass ceiling is a comprehensive theory. There is a glass ceiling for women's advancement to senior management in medium and large enterprises around the world, including emerging countries. When it comes to preventing women from rising to top management roles in large businesses, the metaphor 'Glass Ceiling' is frequently used to describe the impenetrable barrier that prohibits women from progressing up the organisational ladder. When we talk about the 'glass ceiling,' we're referring to the different obstacles that hinder talented women from moving up the corporate ladder and into managerial positions in their respective firms. A corporate world described by the GC is one in which women's advancement to senior management positions is hampered by company tradition or culture. In other words, it refers to the intangible barriers that prohibit women from advancing in their professional lives. When women strive to climb the higher rungs of their career ladders in a culture that is based on patriarchal norms, the socialisation process and the many responsibilities played by women in social institutions serve as significant impediments to their advancement.

WOMEN AND POVERTY

According to the United Nations General Assembly's 61st Session (2010) proceedings, women constitute the vast majority of those living in poverty around the world - more than 70%, according to UN estimates. Feminists argue that women do not have equal access to resources and productive methods such as land and finance, as well as to inheritance rights. Women are not paid the same wages as males, and the majority of their work is performed for free. Women frequently labour in low-wage, non-unionized jobs with no job security or social safety. While at the same time, they are still expected to look after themselves, their families, and their homes. The proportion of women with cash income in less developed

countries is lower than that of men in the same location. Discrimination against women is incorporated into the law in some nations, while it persists in others despite the passage of equality legislation. A considerable majority of married women from less developed regions, particularly in sub-Saharan Africa and Southern Asia, have little influence over household expenditure, including the expenditure of their own cash earnings.

HEATH STATUS OF WOMEN:

It is well known that the health state of women and men differs throughout their respective life spans. This can be explained in part by the biological and physical differences between them. However, gender norms and beliefs in a given culture, in conjunction with the ensuing socio-economic position and behavioural choices of women and men, can also contribute to gender disparities in health and health-care accessibility. Women are disproportionately burdened by the work load and negative health consequences associated with inadequate access to clean water and energy in low-income homes. In addition to the fairness of equal access to resources, women's economic autonomy and enhanced negotiating power within the home are deemed vital because of the potential for more egalitarian intra-household interactions that may develop as a result of their increased bargaining power. Women's lower level of control over home resources is further evidenced by their lack of engagement in intra-household decision-making on expenditures, which demonstrates their lower level of control.

CHALLENGES FOR WORKING WOMEN IN INDIA

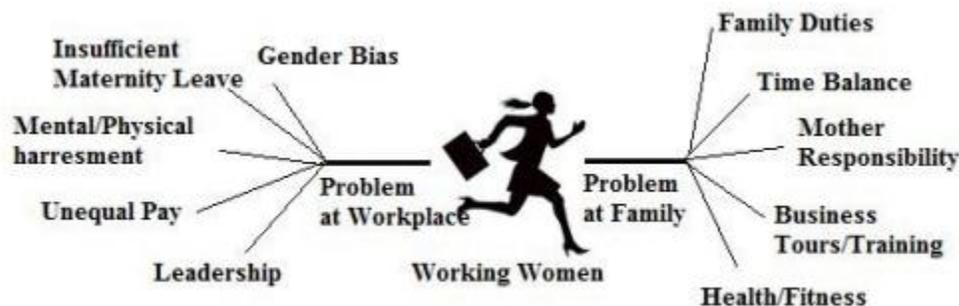


Figure 1 – Challenges faced by Working Women

Gender Biases

For Indian women, gender biases begin to manifest themselves at a very early stage. It is quite difficult to embrace the idea that women are capable of functioning side by side with men in all aspects of their lives. Indian society encourages male supremacy in all big, vital, and demanding activities, but women are viewed as weak and only capable of bearing a lesser amount of labour pressure at the workplace, according to the society. The potential and capacities of Indian women have long been undervalued, whether it is in terms of recruiting, compensation negotiations, or promotion opportunities. Despite the fact that many women are employed, their salaries are often distributed to their husbands, fathers in law, or other elder members of the family, resulting in a woman's independence being limited to a purely cosmetic level. Despite the fact that she is employed, a woman must still rely on someone.

Balancing Personnel and Professional life

In India, working women face a significant problem in achieving a healthy balance between their professional and personal lives. Her role is to ensure that she meets and exceeds the expectations of all family members and, in particular, her children. In India, women's job and professional aspirations are still viewed as secondary to their family and domestic duties. The majority of families do not provide emotional and moral support to their working mothers, which is a problem. While at the same time, there are numerous official standards and dates that women must meet in order to maintain their employment status. Working women become extremely stressed in their day-to-day lives when they are required to perform dual duties and achieve perfection in all tasks.

Mental and Physical Harassment

Women believe that in order to be successful in the business world, they must outperform their male counterparts on every level. As a result, their manager has higher expectations of them and expects them to perform better. Women are put under a lot of stress when they have this kind of disease. Lack of maternity leave is also a source of anxiety for working women, who must balance taking care of their newborn with meeting the goals set for them at their place of employment. Working women in India are likewise concerned about their safety in their places of employment. There have been numerous instances in which female subordinates have been requested for sexual favours from their male bosses in exchange for the advancement and growth that has been afforded to them. The male superiors demonstrate that they have extended some leniency or provided an extra favour that should be reciprocated with high regard from the female counterparts. Women are typically seen as weak and defenceless in the corporate world, leading male colleagues and superiors to believe that they can take advantage of their female coworkers and subordinates.

CONCLUSION

Women in India, both in urban and rural regions, play a major part in family functioning. They are responsible for doing all types of household activities, child development, and satisfying the wants and expectations of family members. The biggest hurdles that impede their career success are home and family duties. Other challenges that women face include occupational stress, mental harassment, sexual harassment, workplace discrimination, a lack of safety for working women while travelling, a lack of family support, job insecurity, workplace adjustment, demographic and work situation characteristics, stereotyping and perceptions of women's roles and abilities, commitment to family responsibilities, and exclusion of women professionals from informal networks and communication.

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