

"PERSONALITY IMBALANCE OF FEMALE WORKFORCE IN EMERGING SCENARIO"-A DETAILED SURVEY CONDUCTED IN SURAT CITY IN 2015

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Abstract: In this fast moving global scenario, women are working shoulder to shoulder with men, which is a well accepted and appreciated scenario. However, the mental, physical and psychological treatment to working women does differ, especially in India. The researcher has conducted a detailed survey in Surat city and tried to justify the hypothesis and derive a conclusion. The study is a psychological framework which covers the personality imbalance amongst working women in India, which is backed by literature study of top women entrepreneurs in Forbes list.

Keywords: Guilt free work, Personality split, women psychological stress, work force increase

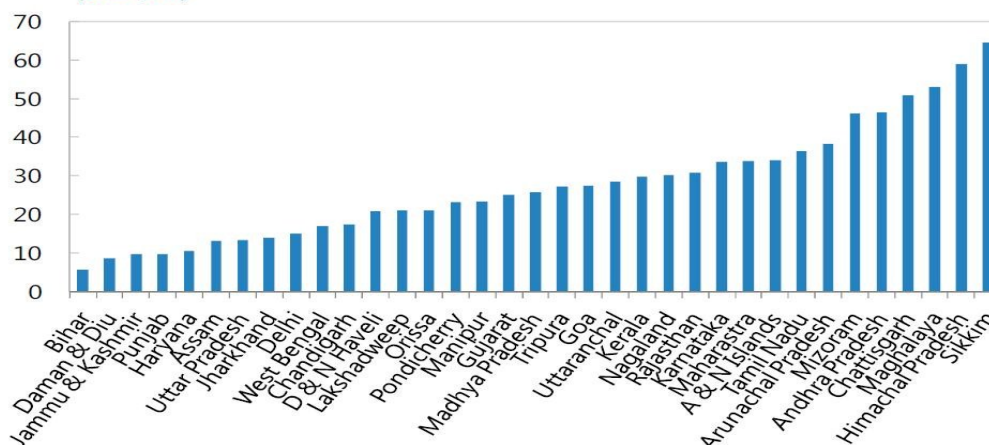
INTRODUCTION

Fact and figures of working women in India seem fascinating. It's an eye opener to the world, how Indian women have risen from the roti maker to the Forbes list. However, beneath this rosy scenario, there is a dirty picture which needs utmost attention and should be understood by all. The portray of an Indian working women is always that of a superwoman, from domestic work to office performance and that too under hyper stress. In the year 2014-15, the researcher has tried to dig out this pain and sketch out the untold story and split personality of every working woman. Through this paper the researcher has tried to unveil the dirty picture which needs urgent attention and understanding.

Review of literature:

Women working force in India is on a steep rise. Fact and figures drawn from IMF working paper on "women workers in India – why so few among so many?" (Sonali Das, Sonali Jain – Chandra, Kalpana Kochhar and Naresh Kumar) , state that , workforce has been on an increase in Gujarat.

Female Labor Force Participation Rates Across Indian States
(2011/12)



“Work life balance” means conflict between work path and family schedules. In modern life style it means ‘integration’. (Padmarsree warrior, CTO, Cisco system, TOI, Dec 21, 2014) Acc. to published articles on split personality, successful women quote “it is not necessary for women to be perfect in both. Women need to prioritize. Some days with important work can be delegated to work only while others which need family priority can be dedicated to family as well. So it needs Integration”.

As quoted by Pepsico CEO, Indra Nooyi, “Women cannot have it all and they die of guilt”. Sometimes when women are complimented for good work they do not easily take credit because there is guilt that they have achieved it by sacrificing somewhere.

Objectives of the study:

1. To study the personality imbalance among working women in Surat city in 2014-15.
2. To find out the support from the family and their attitude towards a working women.

Scope of the study:

Relatively to the global women workforce, the Indian working women are expected to behave as super women and multitask at its optimum level. This scenario is very obvious in India where a women behaves a Rani Laxmibai at the work place at the same time behaves as a domestic ‘bai’ when she reaches home. This personality ‘split’ is reflected in this study. The study incorporates a common slogan “Leave the crown in the garage and don’t bring it into the house.”

Research Problem:

The study covers a hidden mental status of working women which is not highlighted as yet but which requires utmost attention. The researcher states the problem as a personality imbalance and personality split which causes tremendous stress and guilt to every working women not only in Surat but in whole of India.

Methodology:

The study covers focused questions relating to personality imbalance in the structured questionnaire with close ended and qualitative questions. On the basis of the responses of the population , Binomial test is applied to derive at conclusion and justify the hypothesis.

Sample Size:

The data are collected from Surat city through secondary data methods as well as primary sources . Data were collected through 250 well structured questionnaires from 5 zones in surat – Udhna, Varachha, Central, Athwa and Rander area. These data were filled by working women, their husbands and family members to portray the detailed scenario. Focused interview with corporate women in garment and diamond industries were also collected by the researches. Data from the websites, news papers, journals, articles and biography of leading corporate women in India are also interwoven in the study.

Hypothesis:

Ha0: working women do not suffer from personality imbalance in Surat city.

Hb0: working women do not get full support from family in Surat city.

Data analysis:

The findings of data after statistical application prove that, we reject Ha0. Similarly Hb0 is rejected.

Ha0: working women do not suffer from personality imbalance.

Binomial Test

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (2-tailed)
VAR0000 1	Group 1	Yes	144	.58	.50 .019
	Group 2	No	106	.42	
	Total		250	1.00	

As p-value is $0.019 < 0.05$. H0 is rejected at 5% level of significance.

Hb0: working women do not get full support from family.

Binomial Test

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (2-tailed)
VAR0000 3	Group 1	Yes	95	.38	.50 .000
	Group 2	No	155	.62	
	Total		250	1.00	

As p-value is $0.00 < 0.05$. H0 is rejected at 5% level of significance.

● **Data findings:**

- Working women do suffer from personality imbalance.
- Working women do get full support from family.

CONCLUSION

It's high time, women in Surat learn to prioritize and set themselves as "guilt free" as men work-force. The researcher provides few tips for women work force.

- Go ahead and take a break.
- Prioritize and integrate.
- Network as well as isolate.
- Lead a guilt free life.
- Put down the crown of "super woman".
- Encourage young entrepreneurs.
- Teach children and family to respect your work.

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