

A Study of Various Problems Faced by Working Women at Workplace (With Special Reference to Ahilyanagar District)

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Abstract- *The purpose of this research paper is to study various problem faced by working women at workplace working in banking and insurance sector with special reference to Ahilyanagar District, Maharashtra. For this study the researcher has collected data from 500 women employees working in banking and insurance sector from Ahilyanagar District, Maharashtra, India. These samples were selected by the Stratified Random Sampling technique. A self-prepared structured closed-ended questionnaire was prepared by the researcher by keeping in view the purpose of the study. The required data were collected through a Google form and also collected information through telephonic discussion and personal conversation from the respondents. The finding of the research showed that the respondents on problems faced by women at the workplace reveals that organizational fairness is largely perceived positively, though certain areas show notable concern.*

Keywords: *problems at workplace, working women, harassment*

I. INTRODUCTION

Every organization to achieve success in long term requires sound and healthy environment in the work place. The healthy work environment here refers to environment where management's should provide their employees sound work vision, no discrimination in any manner among employees, equal promotion opportunities, opportunities for professional development, equal salary for equal work, training and development opportunities and understanding their personal problems. Healthy relationship between management and employees leads to high morale among the employees which brings more efficiency in work and makes job responsibilities more enjoyable and successful. Organizational aspect is one of the key factors which affect the job satisfaction of employees Respondents express their views about work environment in organization.

Objective of the study

The objectives of the research paper are as under:

1. To study the various problems faced by working women at workplace.
2. To study the impact of various problems on working women.

Research methodology of the study

The present study focused on various problems faced by working women at workplace, Ahilyanagar District, Ahilyanagar. The sample of the study was women working in banking and insurance sector in Ahilyanagar District. The stratified random sampling technique was used to select the sample size of the study. 500 respondents (working women) were selected in order to gather data about the relevant topics.

Method of data collection

A. Primary data

Questionnaires

The data for the present study has been collected by the researcher. A self-prepared structured closed ended questionnaire was prepared by the researcher by keeping in view the purpose of the study. The researcher gets a structured questionnaire filled from 500 women working in banking and insurance sector of Ahilyanagar District through Google form and also collected some information through face- to-face interviews.

B. Secondary data

The secondary data reference would include books by management experts, Ph.D thesis, article in periodical, newspapers, research paper; journals. Secondary also collected from the internet.

Scope and limitations of the study

The scope and limitations of the study:

1. The study focuses only on various problems faced by working women at workplace. No other matter was being investigated by the researcher.
2. The study was confined to women working in banking and insurance sector.
3. The scope of the present study was confined to Ahilyanagar District, Maharashtra state, India. Another geographical area was not included in this study.
4. The sample of the study was 500 women employees.
5. The sample was selected by Stratified Random Sampling method

II. DATA ANALYSIS AND INTERPRETATION

PROBLEMS FACE BY WOMEN AT WORKPLACE

One of the most significant developments in the post-independent India is the speed with which women have successfully challenged men in various walks of life. Women who are entering in the employment

market are having more qualitative aspect than in past. They have plenty of opportunities to build their career and prove themselves but along with this women face many problems at the workplace. Women have been treated unfairly in the workplace on various grounds. Researcher has asked respondents whether they face any problem at work place. The responses of the respondents are mentioned as follows:

1. Sexual harassment at work place

Sexual harassment is one of the serious problems face by women in our society. Even after number of measures and initiatives taken by government and NGOS for empowerment of women, woman faces sexual harassment. Researcher asked the respondents whether they face sexual harassment at work place. The responses of the respondents are presented in following Table No. 01

Table No. 01
Sexual harassment at work place

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	3	16	36	204	241	500
%	0.6	3.2	7.2	40.8	48.2	100

The above table shows that 89% of the respondents don't face sexual harassment at work place. 3.8% of the respondents face problem of sexual harassment and remaining 7.2% of the respondents were neither agreed nor disagreed.

It was found that 89% of the respondents don't face sexual harassment at work place. While in the interview with some respondents they said that men at workplace co-operate with them. 3.8% of the respondents face problem of sexual harassment. In interview with some respondents they said that

sometimes male employees used abused language for them, molestation, eve-teasing, non-verbal signs. 7.2% of the respondents are neither agreed nor disagreed. This group of respondents never faces such harassment or never care for such situations.

2. Discrimination in authority

Delegation of authority is important responsibility shoulder by the superior to get the work done from subordinate. Researcher asked respondents whether they face discrimination when authority was delegated

by the superior to them. The responses are presented in following Table No. 2

Table No. 2
Discrimination in authority

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	16	64	79	203	138	500
%	3.2	12.8	15.8	40.6	27.6	100

Above table show that out of 500 respondents 68.2% of the respondents said that they didn't experience such discrimination. 16% of the respondents said that they face discrimination in authority and 15.8% of the respondents were neutral.

It was found that 68.2% of the respondents didn't suffer discrimination in authority. They said that management is impartial when they delegate the authority. 16% of the respondents face gender discrimination in authority because of her gender and

management gives its preference to men employees when they delegate the authority. 15.8% of the respondents were neither agreed nor disagreed. This group of respondents never cares for this problem.

3. Discrimination in respect

Researcher asked respondents whether they face discrimination in respect. The responses are presented in following Table No 3

Table No. 3
Discrimination in respect

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	13	56	86	241	104	500
%	2.6	11.2	17.2	48.2	20.8	100

Out of 500 respondents 69% of the respondents said that they were not discriminate in respect. 13.8% of the respondents experience discrimination in respect and 17.2% of the respondents were neither agreed nor disagreed for facing such discrimination.

It was found that 69% of the respondents receive due respect from employees in the organization. 13.8% of the respondents experience discrimination in respect because of her gender. According to these respondents the men employees at the work place didn't value their view, opinion, suggestions, not treating her properly. This group of respondents feels it's a kind of

disrespect men employees showing towards them. 17.2% of the respondents were neither agreed nor disagreed for such discrimination.

4. Discrimination in salary

It is the general attitude in the society that women are fit for certain jobs only and when it comes to the remuneration the law proclaims equality but realities differ. Researcher has asked respondents whether they face discrimination in salary and the responses are presented in Table No. 3

Table No. 4
Discrimination in salary

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	15	6	24	245	210	500
%	3	1.2	4.8	49	42	100

The above table shows that 91% of the respondents did not experience any discrimination in salary. 4.2% of the respondents replied that they were discriminated in and 4.8% of the respondents were neither agreed nor disagreed.

It was found that 91% of the respondents receive equal salary for equal work. While in interview with some respondents said that they receive higher salary than male counterparts for doing same work. 4.2% of the respondents said that they receive unequal salary for work. In interview, some respondents said that management think that women are less capable than

men this being a reason for this injustice of unequal salaries and rewards for the same job. This group of respondents works in private organizations or work on part-time basis. 4.8% of the respondents were neither agreed nor disagreed.

5. Discrimination in rewards

Researcher asked respondents whether they face discrimination in rewards as in monetary or non-monetary form. The responses of the respondents are presented in following Table No. 5

Table No. 5
Discrimination in rewards

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	14	66	113	208	99	500
%	2.8	13.2	22.6	41.6	19.8	100

The above table shows that out of 500 respondents, 61.4% of the respondents did not experience any discrimination in rewards. 16% of the respondents replied that they face gender discrimination in rewards because of her gender and 22.6% of the respondents were neutral.

It was found that 61.4% of the respondents receive proper rewards, recognition and appreciation for work done by the superior whereas 16% of the respondents didn't receive any recognition in monetary terms or

any appreciation from the superior for good work done. 22.6% of the respondents were neither agreed nor disagreed.

6. Discrimination in allotment of work

Researcher wants to know whether respondents were discriminated when work is allotted to them. The responses of the respondents are presented in following Table No. 6

Table No. 6
Discrimination in allotment of work

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	21	104	109	180	86	500
%	4.2	20.8	21.8	36	17.2	100

The above table shows that out of 500 respondents, 53.2% of the respondents were not discriminated in allotment of work. 25% of the respondents discriminated in work. Remaining 21.8% of the respondents were neither agreed nor disagreed.

It was found that 53.2% of the respondents were not discriminated while in allotment of work. Their capability of doing things more appropriately makes themselves independent and capable to discharge any assigned responsibilities with the help of authorities delegated by superior. Whereas 25% of the respondents were discriminated, according to them they were assigned with huge work which is apart

from their own work. Because of this they were heavily loaded with job responsibilities. While with the interview of respondents, some said that they assigned with multiple responsibilities at workplace. Remaining 21.8% of the respondents were neither agreed nor disagreed. These respondents never care for this problem.

7. Improper transfer policy

Researcher wants to know whether transfer policy in job was proper or improper. The responses of the respondents are presented in following Table No. 7.

Table No. 7
Improper transfer policy

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	17	63	101	202	117	500
%	3.4	12.6	20.2	40.4	23.4	100

The above table shows that 63.8% of the respondents said that transfer policy was proper. 16% of the respondents said that their transfer policy was improper and 20.2% of the respondents were neither agreed nor disagreed.

It was found that 63.8% of the respondents said that their transfer policy was proper. While in the interview some respondents said that they were happy with transfer policy. As it gives them opportunity to visit new places and learn new things in life. 16% of the respondents said that transfer policy was improper. With interview of some respondents they said that this

transfer policy leads difficulties in family adjustments. 20.2% of the respondents were neither agreed nor disagreed.

8. Because of jealousy colleagues are not co-operating

Co-operation from colleagues helps the individual to perform well in the work and in turn help the management to increase the efficiency. Number of time it's happen that because of jealousy colleagues are not co-operating with individual. Researcher asked respondents whether they this problem at work place.

The responses of the respondents are presented in following Table No. 4.47.

Table No. 8
Because of jealousy colleagues are not co-operating

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	17	19	15	238	211	500
%	3.4	3.8	3	47.6	42.2	100

The table shows that out of 500 respondents, 3.4% of the respondents were strongly agreed and 3.8% of the respondents were agreed that because of jealousy their colleagues were not co-operating. 42.2% of the respondents were strongly disagreed and 47.6% of the respondents were disagreed for this. 3% of the respondents were neither agreed nor disagreed.

89.8% of the respondents were received full support and good co-operation from colleague. 7.2% of the respondents said that because of jealousy colleagues are not co-operating with them. Remaining 3% of the respondents were neither agreed nor disagreed. They

were never expecting any co-operation from their colleagues in their work.

9. Promotions based on gender

The major objective of asking this question was to ascertain whether the respondents employed in jobs where they had the chance to rise. In number of situation just because of gender, women don't have opportunity for promotion. The researcher has asked the respondents whether promotion based on gender. The responses are collected and presented in table 9

Table No. 9
Promotions based on gender

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	15	30	50	205	200	500
%	3	6	10	41	40	100

The above table shows that 81% of the respondents said that promotions are not based on gender 9% of the respondents said that the promotions are based on gender and 10% of the respondents were neither agreed nor disagreed.

It was found that 81% of the respondents said that promotions are not based on gender. Promotion of employees depends on the basis of seniority, qualification and efficiency. Gender does not have any

consideration in promotion. Both men and women have equal opportunities for promotion and development. 9% of the respondents said that promotions are based on gender. According to this group of respondents male employees are consider for promotion even when women employees are qualified or more competent then him. It belief that females are generally less competent than men and more absent from work

III. FINDINGS

The analysis of responses from 500 respondents on problems faced by women at the workplace reveals that organizational fairness is largely perceived positively, though certain areas show notable concern. Sexual harassment emerged as the least reported issue, with only 3.8% of respondents indicating they had faced it, suggesting that most organizations studied have relatively safe working environments in this regard. Similarly, salary discrimination was minimal (4.2%), indicating that pay parity for equal work is largely being maintained. However, the data shows greater concern in a few specific areas. Discrimination in allotment of work was the most frequently reported problem (25%), followed by discrimination in authority and rewards (16% each), and improper transfer policies (16%). These figures suggest that while overt or legally sensitive issues (like harassment and pay) are relatively well-controlled, subtler forms of bias — particularly in how tasks, authority, and recognition are distributed — remain more prevalent and may go unaddressed in organizational policy. Discrimination in respect (13.8%) and gender-biased promotions (9%) also point to lingering hierarchical or cultural biases, even though a majority of respondents (69% and 81% respectively) did not perceive such issues. Colleague non-cooperation due to jealousy was reported by a small minority (7.2%), indicating that peer relationships are generally supportive.

Notably, across all nine parameters, a consistent 10–22% of respondents remained neutral ("neither agreed nor disagreed"), which may reflect either genuine ambivalence, lack of awareness of subtle discrimination, or reluctance to explicitly report sensitive workplace issues.

IV. CONCLUSION

The study concludes that the majority of women employees (an average of 74.04%) do not perceive significant problems at the workplace, reflecting a generally fair and respectful organizational environment. Only an average of 12.34% of respondents reported facing actual problems, while 13.62% remained neutral in their responses.

While overt forms of discrimination — such as sexual harassment and unequal pay — are minimal, the relatively higher incidence of discrimination in work allotment, authority, and rewards indicates that organizations still have room to improve in ensuring equitable distribution of tasks, decision-making power, and recognition. Since these subtler forms of discrimination can quietly erode job satisfaction and morale over time, it is recommended that organizations strengthen transparency in work allocation, reward systems, and transfer policies, and actively monitor gender parity in promotions and authority, in order to foster a more inclusive and satisfying work environment for women employees.

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