



E-ISSN: 2278-4136
P-ISSN: 2349-8234
JPP 2019; 8(2): 669-672
Received: 11-01-2019
Accepted: 15-02-2019

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Study on constraints of working women in decision making pattern of household activities

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Abstract

“Study on constraints of working women in decision making pattern of household activities” was carried in two zone of Kanpur Nagar to access decision making pattern of working women with respect to household activities. Thus selected total number of 120 respondents in which 60 respondents for the study purpose were selected from each zone of Kanpur Nagar. Having a problem during travelling with mean score value 2.50 and rank II. 59.2% working women agree and 30.8% working women undecided have face tension in marital life being job with mean score value 2.49 and rank III. The results of the study showed that different age group of working women have different kinds of problems and challenges and different categories as married, single, divorcee, single parent, separated, have different issues at stake in the workplace. Some problems are definitely common, like mental and physical stress, lack of proper balance between employment and family care, unfair treatment in the workplace, stressful life and work place discrimination etc.

Keywords: Constraints, working women, decision making, household activities

Introduction

Society is a collective institution which regulates and controls the activities of daily life of its members. The life of the individual reflects the nature of the society. The nature of prevailing personality and its structure of an individual i.e. his/ her religion, educational status, form of family, marital status, is a significant component in any society formation. Thus the fractured status of individual should be measured through its social composition and an individual location in its social hierarchy. The socio-economic factors such as education, religion, place of residence, and standard of living, are some important factors, which dent an influence on individual personality. Keeping in view factors how develop and shape the personality of an individual. Contributed significantly in the emerging field of gender study. It integrates different scales of analysis and combines economic explanations with local dimensions such as religion, culture, and societal constraints on gender roles. With their empirical and theoretical evidences they focused that female work is undervalued and greatly exploited. Aujla *et al.* (2014)^[1] praised that working women were significantly more stressed. During the period of stress, non-working women felt like stopping the work while working respondents complained of decreased working capacity. Majority of respondents in both categories were using stress management techniques.

Objectives

1. Socio – economic profile of working women in house hold activities.
2. To identify the constraints of working women.

Research Methodology

To complete the above objectives the research methodology employed and the study was conducted in Kanpur Nagar with two zones during 2016-17. 60-60 respondents were selected from each zone total 120 respondents were selected purposively. In the dependent and independent variables are divided. So dependent and independent variables namely age, religion, caste, marital status, occupation, type of house, size of house, social participation, decision making pattern, constraints etc.

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Results

Table 1: Distribution of working women according to age

Age group	Frequency	Per cent
Up to 30 years	9	7.5
30 to 35 years	41	34.2
35 to 40 years	16	13.3
40 years and above	54	45.0
Total	120	100.0

Table 1: reveals that distribution of working women according to age maximum 45.0% of women were being age up to 40 years and above level followed by 34.2%, 13.3%, 7.5% of working women were belong to 30 to 35 years, 35 to 40 years, up to 30 years level in the study area of Kanpur Nagar.

Table 3: Distribution of working women according to personal constraints

S. No.	Personal Constraints	Symbol	Agree	Undecided	Disagree	Mean Scores	Rank
1.	I feel tired due to dual roles	A	80.8	15.0	4.2	2.77	III
2.	I do not get time for entertainment	B	49.2	22.5	28.3	2.21	VII
3.	I am not allowed to spend my own earned money the way I feel like spending	C	54.2	12.5	33.3	2.21	VII
4.	I do not get servants to help in domestic work	D	62.5	15.0	22.5	2.40	VI
5.	I do not get sufficient time to look after my children properly	E	77.5	16.7	5.8	2.72	IV
6.	I do not get enough time to help my children in home work and studies	F	79.2	10.8	10.0	2.69	V
7.	The members of the family have too many expectations from me	G	79.2	20.8	-	2.79	II
8.	Feeling tired due to long hours of work	H	86.7	10.0	3.3	2.83	I
9.	Over burden of work	I	88.3	5.8	5.8	2.83	I

Table 3.A: illustrates that distribution of working women according to personal constraints 88.3% of working women were agree and 5.8% undecided for face over burden of work in working area with mean score value 2.83 and rank I whereas 86.7% working women agree and 10.0% undecided to faced constraint feeling tired due to long hours of work in working area with mean score value 2.83 and rank I. 79.2% of working women agree and 20.8% undecided have to face the members of the family have too many expectations from me with mean score value 2.79 and rank II whereas, 80.8% working women agree and 15.0% working women undecided have to face feel tired due to dual working women roles in working area with mean score value 2.77 and rank III, where as 77.5% working women and 16.7% working women have to face undecided do not get sufficient time to look after my children properly with mean score value 2.72 and rank IV,

Table 3.A: Distribution of working women according to social constraints

S. No.	Social Constraints	Symbol	Agree	Undecided	Disagree	Mean Scores	Rank
1.	Negative social attitude about women role outside the home	A	52.5	31.7	15.8	2.37	V
2.	Women suffer from family conflicts	B	63.3	20.0	16.7	2.47	II
3.	I am unable to take part in social gathering due to my job	C	68.3	9.2	22.5	2.46	III
4.	I have to face social criticism on account of working with male colleagues	D	59.2	10.8	30.0	2.29	IX
5.	Lack of security when pursuing any job/work	E	72.5	6.7	20.8	2.52	I
6.	Women do not possess respectable place in the society	F	66.7	2.5	30.8	2.36	VI
7.	Men think that women in meant for only indoor housework	G	65.8	2.5	31.7	2.34	VII
8.	Dependable natures of women suppress them in their decision	H	62.5	12.5	25.0	2.38	IV
9.	No social visits	I	59.2	11.7	29.2	2.30	VIII
10.	No link with the people	J	50.8	16.7	32.5	2.18	X
11.	No time for attending social gatherings, marriage, ceremonies birthday parties	K	46.7	20.8	32.5	2.14	XI

Table 3.A: depicts that distribution of working women according to social constraints 72.5% working women were agree and 6.7% undecided to face lack of security when pursuing any job work in working area with mean score value 2.52 and rank I 63.3% working women agree and 20.0%

Occupation

Table 2: Distribution of working women according to occupation

Occupation	Frequency	Per cent
Teaching	60	50.0
Service	60	50.0
Total	120	100.0

Table 2: shows that distribution of working women according to occupation, 50.0 % of belonged working women belonged to teaching class and 50.0 % of working women were belonged to service class.

3. Constraints in decision making activities related to family (A) Personal constraints

whereas, 79.2% working women agree and 10.8% working women have to face undecided do not get enough time to help my children in home work and studies with mean score value 2.69 and rank V. 62.5% of working women agree and 15.0% working women undecided do not get servants to help in domestic work with mean score value 2.40 and rank VI where as 54.2% working women agree and 12.5% working women undecided were having face to not allowed to spend my own earned money the way feel like spending with mean score value 2.21 and rank VII, where as 49.2% working women agree and 22.5% working women undecided were do not get time for entertainment with mean score value 2.21 and rank VII.

(B) Social constraints

working women undecided to face women suffer from family conflicts with mean score value 2.47 and rank II whereas, 68.3% working women agree and 9.2% working women undecided have face unable to take part in social gathering due to my job with mean score value 2.46 and rank III. 62.5%

working women agree and 12.5% working women undecided have face dependable natures of women suppress them in their decision with mean score value 2.38 and rank IV, where as 52.5% working women agree and 31.7% working women undecided have to face negative social attitude about women role outside the home with mean score value 2.37 and rank V whereas, 66.7% working women agree and 2.5% working women undecided have face women do not possess respectable place in the society with mean score value 2.36 and rank VI. 65.8% of working women agree and 2.5% working women undecided that man think that women in meant for only indoor house work with mean score value 2.34 and rank VII, where as 59.2% working women agree and 11.7% working women undecided have face no social visits

with mean score value 2.30 and rank VIII. 59.2% working women agree and 10.8% working women undecided have to face social criticism on account of working with male colleagues in working area with mean score value 2.29 and rank IX where as 50.8% working women agree and 16.7% working women undecided to face no link with the people in working area with mean score value 2.18 and rank X. 46.7% working women agree and 20.8% working women undecided have face no time for attending social gathering, marriage ceremonies, birthday parties with mean score 2.14 and rank XI.

(C) Occupational constraints

Table 3.B: Distribution of working women according to occupational constraints

S. No.	Occupational Constraints	Symbol	Agree	Undecided	Disagree	Mean Scores	Rank
1.	Tension in life due to job	A	34.2	32.5	33.3	2.01	VII
2.	Tensions in marital life being job	B	59.2	30.8	10.0	2.49	III
3.	Problems in job affects mental peace	C	71.7	14.2	14.2	2.58	I
4.	Problem during travelling	D	68.3	13.3	18.3	2.50	II
5.	Long working hours with limited payment	E	67.5	10.8	21.7	2.46	IV
6.	Long hours of work with no stipulated time	F	60.0	10.8	29.2	2.31	V
7.	Ill treatment on the work place	G	50.8	17.5	31.7	2.19	VI

Table 3.B: shows that distribution of working women according to occupational constraints 71.7% working women were agree and 14.2% working women undecided have face problems in job affect mental peace in with mean score value 2.58 and rank I, where as 68.3, working women agree and 13.3% of working women undecided were having a problem during travelling with mean score value 2.50 and rank II. 59.2% working women agree and 30.8% working women undecided have face tension in marital life being job with mean score value 2.49 and rank III, whereas, 67.5% working women agree and 10.8% working women undecided have face constraints that long working hours with limited payment with mean score value 2.46 and rank VI. 60.0% working women agree and 10.8% working women undecided of occupational constraints like long hours of work with no stipulated time with mean score value 2.31 and rank V, whereas, 50.8% of working women agree with ill treatment on the work place with mean score value 2.19 and rank VI and 34.2% of working women agree with tension in life due to job with mean score value 2.01 and rank VII in the study area.

Conclusion

Decision making is an integral part of modern management. Essentially, rational or sound decision making is takes primary function of management. Every person takes hundreds and hundreds of decision subconsciously or consciously making it as they determine household activities. A decision can be defined as a course of action purposely chosen from a set of alternatives to achieve household activity or goals. Decision making process is continuous and indispensable component of managing any organization or business activities. Decisions are made to sustain the all activities related to household.

Recommendations and suggestions

1. The educated women employees working at higher level post should take active part in informal organization network. They should show their interest in accepting new

challenges and opportunities. This can help them to create self development and growth.

2. It is essential to take comprehensive programs to enhance women's educational status. A detailed study about the constraints faced by the women in home activities can be taken up.
3. Women empowerment does not signify to increase the numbers of women in decision making position. There should be measures to improve new projects, identifying problems and providing suggestion towards effective solution.
4. Women should be given chances in decision making process, including participatory personnel management and budget management.
5. Child rearing problems are always faced by working women. Child care is another duty that women employees cannot neglect, but if they are economically settled, then can hand over this duty toward local babysitting centers, so that they can spare more time to educate them and move freely than before.

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