

# Women in Hyderabad IT Industry and their Social Life

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**Abstract:** India is among the countries where gender favoritism in all fields of life is perceptible. Women's rights are desecrated and subjugated. Moreover, women do not have their voice or independent attitude; even they are not given the right to fix on about their life. Persisting social and cultural norms of Indian society restricts women's mobility, their contribution in paid job and also divest them from their inherited property. It is general perception that nations cannot make notable progress in any fields of life until their women are subjugated and desecrated. Therefore, there is a need of empowering women for elevating their status as well as the status of their family, society and nation. Keeping in view, the importance of the issue, present study was conducted. Main objectives of the research were to determine the social status level of women in study area and to identify the social and cultural factors that influence women's social status especially in domestic area. For this rationale a sample of 550 married women of reproductive age (15-49) excluding widows and divorced were taken from Hyderabad, Andhra Pradesh. Information regarding demography, household, area and other social and cultural variables was collected through a prearranged interview schedule, in order to understand the intricacy of the phenomenon of women's social status. Different statistical tools like t-test, chi square analysis, gamma statistic, Somers's d statistic, correlation, one way ANOVA, and multiple regression analysis, were used to systematically present the data collected, and to develop the relationship among the various descriptive variables and dependent variable (women's social status). In order to examine the causality of relationship between the variables, multiple-linear regression model was developed. The descriptive analysis indicated that majority of women had been short of resources, their paid job participation was negligible, they were less educated as compared to their spouses, and had low level of consciousness about their rights. Their political interest and group involvement were not encouraging. They had less decision making capacity, less control over resources, less mobility and lower level of contribution in family discussions. In contrast, they had modest level of social networking and were receiving good assistance of their spouses in daily affairs. The analysis revealed that safe and protected future of women ensures their social status. Moreover the deduction based on bi-variety analysis indicated that greater, part of variables included in the study were statistically connected with women's social status.

**Keywords:** Women, Social Status, Family, Education, work life balance

## 1. Introduction

Globalization has prepared profound inroads in the Indian panorama in post-1990s. It sets off, inter-alia, market liberalization and coming out of Information Technology (IT) sector. Development of Information Technology in recent few decades, facilitated by the high-speed data communication relations, contributed to improved communicative networks bridging the sequential and spatial boundaries widened the scope of opportunities for people accessing paid work. The beginning of Liberalisation and Globalisation in 1990s cemented the way for growth of Information Technology industry in India. Information Technology industry enjoys expected comparative advantage of 12 hour time-gap with most of the foreign countries, exposure to a large cross section of educated English-speaking but contemptible labour force and, above all, Indian Government's policy inducements e.g. setting up of several Software Technology Parks and providing tax holidays to profit making Information Technology industry etc. Besides motivating up export earnings for the country and creating a new group of entrepreneurs, Information Technology sector has its innate spillover benefit of creating employment prospective for a large puddle of educated unemployed youths including an attractive choice for the women. It is worth mentioning that Information Technology industry has now captured about 51 percentage of the world market (Kumar 2011). National Association of Software Services Company (NASSCOM) Report 2014, on the other hand, has discovered that over the years the quantity of women workforce at entry level as well as middle level

management has amplified considerably but there is lack of enough representation of women at the senior level.

This study attempts to acquire into the theoretical foundation having emerged from the overview of literatures on Status and Social Life of women working in Information Technology industry in India. To start with, an explore into the secondary literatures is taken into consideration for the questions raised in the objectives of this study. This synopsis summarizes the threads of opinion that follow in the discussion section of this synopsis, finally, it hush-ups conclusion after providing some essential leads for comprehensive future research.

## 2. Literature Review

### Opportunities provided for women by Information Technology Industry

The Indian Information Technology industry has emerged as the largest private sector employer in the nation with direct employment of about 2.23 million professionals. The percentage of female employees, over the past years, has gradually increased from 35% in 2006 to 51% in 2014 at the junior level (NASSCOM, 2014).

The imperative factors that persuade women workforce to participate in Information Technology sector are for embracing a white-collar career with comparatively better salary, easy international mobility, gender-neutral policy based on knowledge-centric skills tenure, flexible work timings and physically less demanding work procedure in

comfortable indoor work environment (Kumar 2011, Upadhyaya 2006, Shanker, 2008). The entryway of getting into this segment is through higher and technical education. As such, growing female participation rate in this sector has influenced the claim that it has encouraged women into professional, technical and higher education. High employment potentiality in this industry inspired a huge number of girls to go for professional education, especially for the computer engineering courses. It transpires from the NASSCOM, 2014 report that only 5 to 8 per cent of female engineering graduates were in the Information Technology industry during 1980s whereas this figure has increased drastically to 40 to 50 per cent currently.

The studies of unlike social effects on the contribution of women workforce in Information Technology industry located in Hyderabad are being discussed. Kelkar et al. 2012 observed that women working in Information Technology sector become socially mobile to live in other cities away from their male counterparts and families for the sake of their jobs. They no longer confine themselves to choose for jobs which are near to their home town alone. Direct opportunities offered by the Information Technology industry for advancement of women's careers increases the agency i.e. they take decisions of their own and within restricted terms. Kelkar and Nathan (2012) found out that the effects of women's entry into the Information Technology Sector have increased their household income enlarging their bargaining power within the households. In addition, larger quantum of work participation rate among the women furthers their social mobility. In IT sector, Individualization capacities are enhanced as the women employees need to make decisions very often on their own and that too instantly, thus, offering greater scope for boosting up their agency. This, in turn, helped in re-defining the traditional gender norms. The study of Clark and Sekher (2007) has drawn inference that flexibilised labour market in this Information Technology sector improves women employees' financial autonomy, greater mobility and their larger social recognition in male dominated society. Like Clark et al. Shanker's study (2008) asserts that Information Technology industry is the destination of the privileged-young, educated, urban and upper class with middle class family background- constitute the mainstream of the workforce. She further observes that women professionals have better their social status in terms of having economic capital (high income, foreign travels), social capital (role model and greater prospects of marriage) and symbolic capital (prestige attached to profession).

But achievement is selective. It has not been possible for the women in the Information Technology sector to challenge the structural inequalities and gender relations respectively at the work place and at home. As a result, an ongoing struggle prepares in on them to challenge the entrenched patriarchal relations and existing structural inequalities. Yet, women do not hesitate to seek constantly to balance work and domestic responsibilities with little help from their men (Kelkar and Nathan 2012 and Shanker 2008).

It, therefore, elevates the next part of the question as to what kind of gender relation, women in Information Technology, face at the work-place where gender neutral and Equal

opportunity policy are due to be followed as the Human Resource Policy.

### **Gender Bias**

Women constitute half of the construction workers in India as semi-skilled/skilled jobs in other industries but in the construction industry, women are employed mostly as unskilled labourers (GOI. 2008a). They perform various unskilled jobs in industry like cleaning building sites, carrying bricks, gravel, mortar and water up to the skilled carpenters and masons, irrespective of the number of years they worked, they are not upgraded from unskilled to skilled as males (Jhabvala&Kanbur, 2012; Baruah, 2008). This mindset has led to the gender discrimination in this sector for work allocation and wage distribution (Suchitra and Rajshekhar, 2006). Such anti-women attitudes and discrimination further complicates the workplace culture of these women labour. They live very tough life and do not enjoy equality of the status and social justice for what they actually deserve.

### **Wage Discrimination**

Government fixed the wages for the unskilled and skilled labors for public sector unit as well as the private sector on the basis of the work performed in terms of hours. But unfortunately the industry works as in form of contract which provides the cost saving for the government which ultimately offer opportunity to the contractors to negotiate the wages. Males who are unskilled and skilled negotiate higher than female indicating the gender biasness. The previous surveys conducted in various parts of the country throw light on this fact, some of them are as, and 60% of the women earn wages between Rs 61 and 70 per day (Delhi). Women construction workers said there was discrimination in the wages, with the contractors paying them Rs 80 per day while paying men Rs 100 per day (Mumbai). At the end of a day's work, men get paid Rs 60-70 but women get only of Rs 30-40 per day (Patna). Women face discrimination on the job because even if they have the same skills as men they are not given same work. Thekedars act tough and do not pay the wages regularly, handing out only enough for the daily expenses and commuting. It is not safe for the women to stand for a couple of hours at the naka. Thekedars and others eye them, harass them as well.

### **Sexual Harassment at Work Place**

Sexual harassment is a serious problem for the female in all industry especially construction most. 74% of the respondents reported the sexual harassment at work place. Studies also revealed that the insecure nature of employment, particularly for women, creates a vicious trap in which women are forced to please a subcontractor in order to get work. It is evident that the overwhelming majority of the women in the industry are young, being between the ages of 16-40 years (Rai and Sarkar 2012). A survey conducted in Punjab reported that the respondents (55.00%) were in the age group of 21 to 30 years, followed by around 37.50 % who were of 31-40 years (Bharara K). Most of the women workers are married. Women of this age group have the capacity to do the hard work and easily harassed by the contractor. Thekedars and the employers usually prefer to employ younger women whom they may exploit sexually. An extremity of demands of thekedars

(contractors) can be estimated from the fact that to get employment, some of the older age workers force the other poor young girls to please the contractors; as in turn contractors has promised her to provide regular employment opportunity and 20% extra commission on her wage for next whole year. Some reports state that they are exploited by the thekedars both sexually as well as economically, many times such they face desertion of their own spouses and ultimately the loose the jobs.

### **Social and education Context**

Based on three surveys of Delhi, Andhra Pradesh and Rajasthan, the picture emerges about the women construction workers and their social context comes out as, Harijans and tribals are the largest groups represented, although they comprise only 15 % and 5 % of the Indian population respectively. It is apparent that the rural groups most likely to migrate in search of the works are those who own the least land or are landless labourers. SC and ST are the largest landless groups in the rural India, they also lacks the skills as well other education. The construction Industry is well suited for them according to their status, so they are likely to comprise a significant section of the construction workers. Ninety-six % of the construction workers in Delhi are Harijan migrant labourers from Rajasthan; Harijans and tribals together comprised 90 % of the Andhra sample, most of the women are young (average age 25) having joined the workforce before they reached their teens. Almost women all are illiterate in Construction Work (In Women and Work: Continuity and Change, was Edited by Lebra, Paulson, Everett, Promilla & Co, 1984). Demographic picture has changed somewhat, with, for instance, more construction workers coming to Delhi from the other states, comprising of scheduled Castes and Tribes.

According to 2011 census, the female literacy is 54.16 % against the male literacy of 75.85%, in India. The enrollment of the girls in educational institutions decreases as educational level goes higher. The enrollment of the girls in Engineering/Technology/Architecture at the Bachelors level (in 1998) was 57,968 as against 285,137 boys. This imbalance is largely due to the socio-economic reasons, and a very large concerted drive is required to remove this imbalance.

### **3. Background Information**

While a majority of the women still face favoritism and gender bias, in the last few decades of years, the number of women successful in politics, technology and business etc. is definitely on the rise. Society has started viewing women in a different perspective. There is no profession today where women are not employed. What we generally observe today, in addition to various medium and paper reports is that in the place of work women generally face psychological stress, sexual harassment, biased practices, safety and security issues etc (Martin, 1989). Women in the workforce earning wages or a salary are part of a modern phenomenon, one that developed at the same time as the growth of paid service for men; yet women have been confronted by inequality in the workforce (Andal 2012). Economic, social and political empowerment of women is important for the development of any society. Working

women are indispensable for the improvement of the society, so empowerment of women is important to the process of up-liftment of economic, social, political status of women. Conventionally women have been the under-privileged ones in the society, not have the benefit of the same rights or standards of living as the other half of the population.

Status of women can be generally defined as the degree of socio-economic parity and liberty enjoyed by women. Economic, social and cultural factors interchange for reinforcing the gender differences in possession, control and entrée to land furrow inheritance, marriage or informal networks (Arun, 1994).

### **4. Rationale and Significance of the Study**

Women employees in Information Technology industry are presumed to be more aware of the opportunities and challenges of the workplace or Women employees in Information Technology industry can better understand their roles and limitations in the workplaces and are perceived to be bold enough to develop their own personalities, with or without encouragement from their families. An assessment of the problems and issues plaguing Women employees in Information Technology industry is therefore a necessity for better understanding of workplace dynamics related to women.

During earlier days there were some man-made restrictions for women but now women play crucial roles in different sectors. Women today are breaking that frontier and are playing the dual role of balancing household life as well as professional life, giving a boost up to their societal status in the process. The key problems for working women arise out of the dual responsibilities of the working woman - domestic work as well as office work. Though more and more women are coming out in look for of paid employment and their families also need their income, the attitude towards women and their position in the family has not undergone much change. Women continue to be supposed as weak, inferior, and second-class citizens. Even today, looking after the children and family is generally perceived to be the most important responsibility of the man.

It is possible to accept that as more and more women have entered the IT workforce, there is no longer a solid family-support at home (Schwartz, 1992). "Women have increased their contribution in paid employment considerably during the past 30 years, but men have not increased their contribution in housework to the same extent" (Evertsson and Neramo, 2004). Women still carry out majority of the care giving part and managing of work in the family. Gender is seen as a momentous determinant of negative job spill-over because employed women are anticipated to carry out the accountability for family services and still be able to smoothly handle their work roles (Delgado and Canabal, 2006). Although husbands have taken on more household work than they did in previous generations, this gain for women has been compensate by "increasing pressures for rigorous parenting and the increasing time demands of most high-level careers" (Eagly and Carli, 2007). Added to this is the happening of guilt experienced by women containing a

general feeling of accountability especially towards their own children. It gives rise to a sense of breakdown of responsibility that arises when they lack control over the demands made on them from different areas of life.

It is a fact that women have to face problems just by good quality of their being women. And if they are working the problems are multiplied manifold. Working women are those who are in salaried employment. Social attitude to the role of women covers much behind the law. This attitude which considers women fit for definite jobs and not for other jobs manipulates those who are involved in the recruitment of female employees.

In olden times, women have suffered domination and supremacy by the patriarchal society in India and have faced many problems and challenges. Women were taught to agree to their position through the socialization process and also that all rules and regulation made only for women they were hop to follow including their 'initiation rites.' They are taught to be obedient wives and sisters and also to value their elders; manners are taught to them, like how to walk, talk, sit, and work at home and many others. They are neither measured as individuals with a personality of their own, nor do they have any personal life. They are told that a man could marry more than one woman and they agree to it silently, blaming it on their own fate. The second-rate positions of women in the traditional Indian society have been non-breakable by a number of traditional practices such as polygamy, early marriage, and illiteracy and by years of suppression. Many of these practices are still found today in some places in the country.

Women working in some manufacturing, factories, banks, hospitals etc. complain that they do not get time to look after and give care to their babies. The competence of a working woman is always alleged and questioned by most people, especially their male counterparts. In the upper class cadres, it is generally seen that all qualifications outstanding similar, men are usually favored. Authorities are doubtful whether women would be able to handle male subordinates, take autonomous decisions, cope with crisis and manage their duties correctly (Andal,2012). Even though women prove they are competent, authorities think two times before promoting them and even if women are given the possibility, there is always a statement that they were given the position because they were women. Sexual pestering is another serious problem faced by working women. This is more often than not from other male employees or their superiors. Women tend to hold lower-level positions than men even when they have sufficient skills to perform higher-level jobs.

The present study therefore aims at finding out if Women employees in Information Technology industry face challenges in the workplaces which pose problems for them, and what credible solutions and coping mechanisms can be offered to help them lessen such problems, so that women can comprehend their own value and ability to face problems in different ways. The study also aims at discovering the problems of different age group of IT working women and different categories of IT working women like top level, middle level and low level etc.

Understanding the problems in a clear way would assist us in finding sufficient answers in reducing the problems.

## 5. Research Problems

The study evinces the following research problems for the study at hand related to problems and challenges faced by women employees in Information Technology industry in the workplace:

- 1) Balancing between workplace responsibilities and family care.
- 2) Work related issues that cause safety problems and stress among these women employees.
- 3) Fatalities of abuse, harassment, violence and unfair treatment in the workplace.
- 4) Prejudiced and stereotyped thinking faced by working women.

## 6. Objectives of the Study

The study attempts to address the following key research objectives:

- 1) To study the Status of women in Information Technology Industries and their social life in Hyderabad
- 2) To gain knowledge about the problems and challenges faced by Women employees in Information Technology industry in the workplace.
- 3) To identify the key socio-economic pointers contributing to women's status, safety and security.
- 4) To find out possible solutions that could help them to overcome the problems that they face in the workplace.

## 7. Implications of the Study

- 1) The study would help us in understanding the present status of women in Information Technology industry workplaces and what kind of problems they are going through
- 2) To find out possible solutions for problems and issues faced by working women in information technology industry.
- 3) To find out the gaps between the problems faced and probable solutions to the problems faced by working women in information technology industry.
- 4) The study can yield results that can help us in better understanding the problems and challenges faced by working women in information technology industry.
- 5) Some solutions can be offered for betterment of working women in the similar work places.
- 6) To improve the existing status and security of the women in information technology related workplaces.

## 8. Limitations of the Study

- 1) All scientific inquiries are subjected to some limitations, although these may differ with respect to the enormity of limitations. The findings of the current study are subject to the following limitations:
- 2) The study area was confined to Information Technology companies in Hyderabad only. Thus the results of the study are applicable only to similar kind of situation analysis.

- 3) The study pertains to a certain time period. The result may not be valid for over a longer period of time due to fast changing socio-economic and socio-cultural setting in this study area.
- 4) Because of limitation of time and other resources involved in research, the present study was restricted to a limited number of samples.
- 5) The result drawn from this study, therefore may have limited application i.e., it cannot be assumed to provide information, capable of generalization over other regions and could have regional biasness, but surely the broad similarities specific to a particular gender, will provide some insight to the study.

## 9. Research Methodology

Research design and methodology is said to be a well planned system of attempting empirical solutions to problems investigated. This could be attained by collection of data, organization of the data, planning, data analysis, and making interpretations. In this chapter of the research report, the research problem, objectives, research hypothesis, rationale and scope behind the study, research design, study area and target population, sampling design and sample size, data collection methods including primary data and secondary data, instruments used for data collection, the outcome of the pilot study, data analysis methods, statistical tools used to analysis of data, and the limitations of the study are presented.

## 10. Nature and Scope of the Study

The study is exploratory in nature and seeks to identify the problems and challenges faced by women working in different information technology sector. Further the study also aims also at finding out the organizational supports for women employees so that the women employees are able to give their best to their organization and are able to reach their full prospective. The present study surveyed only women employees in information technology companies in Hyderabad who have been in their jobs for at least six months. The study was conducted within Hyderabad city. Hyderabad is a multi-linguistic, multi-ethnic, multi-religious and multi-cultural city. This diversity makes it more attractive for this research study. Primary data was collected from 300 working women from various information technology companies using a fully structured questionnaire.

## 11. Research Hypothesis

**OBJECTIVE 1:** To study the Status of women in Information Technology Industries and their social life in Hyderabad

**H0:** There is no significant difference between opinion of the respondents towards status of women in information technology industry and their social life in Hyderabad with respect to their demographic characteristics.

**H1:** There is a significant difference between opinion of the respondents towards status of women in information technology industry and their social life in Hyderabad with respect to their demographic characteristics.

**OBJECTIVE 2:** To gain knowledge about the problems and challenges faced by Women employees in Information Technology industry in the workplace.

**H0:** There is no significant difference between opinion of the respondents towards problems and challenges faced by Women employees in Information Technology industry with respect to their demographic characteristics.

**H1:** There is a significant difference between opinion of the respondents towards problems and challenges faced by Women employees in Information Technology industry with respect to their demographic characteristics.

**OBJECTIVE 3:** To identify the key socio-economic pointers contributing to women's status, safety and security.

**H0:** There is no significant difference between opinion of the respondents towards socio-economic pointers contributing to women's status, safety and security with respect to their demographic characteristics.

**H1:** There is a significant difference between opinion of the respondents towards socio-economic pointers contributing to women's status, safety and security with respect to their demographic characteristics.

**OBJECTIVE 4:** To find out possible solutions that could help them to overcome the problems that they face in the workplace.

**H0:** There is no significant difference between opinions of the respondents towards possible solutions that could help them to overcome the problems that they face in the workplace with respect to their demographic characteristics.

**H1:** There is a significant difference between opinions of the respondents towards possible solutions that could help them to overcome the problems that they face in the workplace with respect to their demographic characteristics.

### Research Design

A research design can be defined as a overall plan for getting answers to the studied questions and overcoming some of the problems met during the process of research (Polit and Beck, 2004). Because various research designs attempts to answer varied types of research problems, use is made-up of varied combinations of methods and procedures. Here, in this research, the classes of measurement, size of the sample size, data collection methods and tools for data analysis, will be done, according to Cooper and Schindler (2003).

This research design used here is quantitative research design, which is a study where the findings are the outcome of statistical summary and analysis (Ghauri and Gronhau, 2005). Foster (1998) brings out that quantitative research contains statistical techniques and interferences which are used for the processing of the collected data.

In this Research, Descriptive research using a cross-sectional analysis is done here because it gives information that permits for identifying relationship between two or more variables (Aaker, Kumar and George, 2000). Also cross-sectional study is a best technique during time constraint, and also this study does not try to analyze the trends.

According to Fraenkel and Wallen (2000), descriptive research is a type of research which helps in finding out answers to a group of designed and administered questions with huge number of respondents in a pre-defined population. Also this type of survey provides description, examination, and recording of a situation as it happens instead of explaining it (Polit and Hungler, 1995). This type of research design gives us a better quantity of responses from a varied range of people as respondents. In the descriptive type of survey, same set of questions are asked to a fixed number of sample respondents either in person or by telephone or email. This type of design gives a perfect portrayal of actions and it also helps to explain the perception of respondents and their behavior based on the data collected at a point in time.

Furthermore, it is considerable that this design is best suitable when the person studying this problem attempts to describe some characteristics of a population by taking unbiased sample of respondents who are supposed to answer questionnaires, interviews or tests. Even though these difficulties exist, the descriptive type of survey design was considered as the best suitable for analyzing the Title

#### **Study Area and Target Population**

A study population refers to all the persons or items with at least one common characteristic feature about whom a researcher tries to study (Fraenkel and Wallen, 2000; Ravid, 2000). A population has the whole deposit of elements that a investigator is interested in (Hinton, 2011). The individuals or units inside a population are defined by the study question. Target population refers to the population to whom a investigator tries to generalize the outcome of the study. The target population of this research includes all the women employees working in information technology companies in Hyderabad, India.

#### **Sampling Design and Sample Size**

Simon and Goes (2012), explains that the sample size for a research may be calculated with statistical meticulousness. The size of a sample ought to be large enough so that it will be the envoy of the target population. A pilot study was carried out among 50 respondents and then the standard deviation of the average value of the question 'Status of Women in IT Industry and their Social Life in Hyderabad' was calculated to agree on the sample size for this study. This question was predominantly selected for this rationale as this is the dependent variable for this research.

$$\text{Sample Size } (n) = (ZS/E)^2$$

Where,

Z = Standardized value corresponding to a confidence level of 95% = 1.96

S = Standard deviation of the dependent variable = 0.476 (from pilot study of 50 samples)

E = Acceptable error = 5% = 0.05

Hence,

$$\begin{aligned} \text{Sample size} &= n = (ZS/E)^2 \\ &= (1.96 \times 0.476 / 0.05)^2 \\ &= 348.1657 \\ &= 348 \end{aligned}$$

Simple random sampling method was used in this study to select the women employees working in information technology companies in Hyderabad. Simple random

sampling is a type of probability sampling method where every unit of a population has an equal chance of being selected (Fink, 1995). In this method of sampling the researcher collects the data from the first 348 respondents whom the researcher meet and those who are willing to participate in the survey.

#### **Data Collection Methods**

##### **Primary Data**

The questionnaire which is the research instrument here was personally administered to collect the data from the respondents. Respondents who are prepared to contribute were requested to complete the questionnaire and return back immediately. For those who were demanding at the instant, questionnaire was given to them and collected completed questionnaire after one week. Respondents were assured that the information collected would be strictly secret, and that all the collected data would be analyzed as group data. In total, 354 women employees working in information technology companies in Hyderabad responded the survey, but only 348 completed the survey entirely. The usable response rate was 98.3% (348 out of 354).

##### **Secondary Data**

Secondary data is imperative where comparative judgments could be made to answer study questions and tackle research objectives (Saunders et al, 1997). Secondary data required for this study was acquired through literature review, conversation with professionals, colleagues, and websites.

##### **Data Collection Instrument**

Quantitative variables can be measured crosswise using a scale, their numeric standards have sense, and they can be subjected to calculating measures (Belli, 2014). The research instrument used in this study was developed after an extensive literature review and research design procedures learned from the literature (Alreck and Settle, 1995; Leady and Ormrod, 2011; Long, 1998). The questionnaire comprised of Likert-item questions which are designed to assess the status of women employees in IT industry and their social life in Hyderabad, measured using the five-point scale the ranged from 'Strongly Agree' to 'Strongly Disagree'. The Likert-scale allows the survey respondents to choose one of five degrees of view about a given declaration from strong approval to strong disapproval. The answers chosen by the respondents are given weights ranging from 1 to 5, with the highest value shows the most favorable stance towards the subject of the study (Ross and Morrison, 2005).

##### **Pilot Study**

Pilot study is a meaningful performance in survey instrumentation, as there are indispensable improvements that could be made from beginning to end of the process (Andrews et. al., 2003). Performing a pilot study provides a investigator the opportunity to evaluate how effectively the research tool was designed.

In this research, a pilot survey was conducted with a sample of 50 women employees working in information technology companies in Hyderabad. With the results obtained, a confirmatory factor analysis was done to refine the

questionnaire by eliminating certain items based on their non-applicability. Then, several questions are re-worded to evade confusion and providing improved understanding for the survey respondents.

### Data Analysis Tools

Depending on the study questions of this research and the data collected from the respondents, refined statistical tools were applied to analyze the data. The data collected was analyzed by using both descriptive and inferential statistical techniques. According to McClave and Sincich (2003), descriptive statistics uses numerical and graphical methods to arrive across the outlines in a data-set, to sum up the information revealed in a data set and to present the information in an convenient form. The descriptive statistical analysis techniques used in this research were means, percentages and frequencies. Inferential statistics used in this research to generalize the sample data to the population (Trochim, 2006) which includes Student t-test, One way ANOVA, Chi-Square Analysis, Friedman's Test, Correlation Analysis, and Regression Analysis.

## 12. Results and Discussions

The items in the questionnaire included working women issues related key parameters like status in workplace, social life, sexual and psychological harassment, promotion issues, family care issues, discrimination based on gender, workplace discrimination and prejudices, safety and security issues etc.

It was experiential that different women have different perception of their needs, fears, frustrations etc. Some are contented with their jobs; some are aggravated because of harassment, both psychological and physical; some women have a good job atmosphere; some are highly dejected because of issues with their colleagues, both male and female. One interesting fact that was discovered was that those women who are more beautiful or have enough good personality and can carry themselves in a good way; people instantaneously draw a particular conclusion about their character that is highly negative. They think about her in a wrong way and assume that those women having a friendly type of nature inside workplace male member generally think that kind of objects for them they can do anything with her.

Some male members who are highly skilled and holding a high position, but are highly frustrated because of job stress or for some other private reasons for their own, sometimes they behave properly with junior women employees in front of others but secretly harass these women for satisfying their own anger and frustration. One type of typecast thinking that still persists is whether women, who are crossing the four walls of their homes for jobs, are competent enough to compete with others, and at the same time properly balance between family and professional life. So the question come up as to why only women have to balance both lives, and why women have all these burdens thrust on them.

## 13. Key Findings

- 1) Sexual harassment by male co-employees and Psychological harassment by female co-employees are reality.
- 2) Working women face problems like jealousy, rivalry, competition etc. because of their female colleagues.
- 3) Colleagues, both men as well as women draw conclusions about women's character, sometimes without any basis.
- 4) Financial autonomy gives women more esteem in the society as perceived by the working women.
- 5) Working women feel they are facing more psychological pressure and dejection.
- 6) Health issues are also an important problem for working women in IT sector.
- 7) Life as a single parent is extremely challenging for working women.

## 14. Conclusion and Recommendations

Conclusions related to the status of working women in information technology sector drawn from the analysis of responses:

- 1) Professional women feel secluded and troubled by the simultaneous demands of their new desires on one side and the conventional way of life on the other.
- 2) Women are shown favoritism against in all walks of life.
- 3) Women are dominated, subjugated and exploited both at work places and home.
- 4) Women are generally unable to give appropriate and quality time to households, kids and family.
- 5) Working women generally face place of work sexual harassment, psychological pressure, and safety issues.
- 6) Women face problems leaving kids at home and going to office early in the morning.
- 7) People make scrupulous awareness or draw conclusion about characters of working women.
- 8) The social system cannot accept the new roles of women who end up feeling misunderstood and distressed.
- 9) Partners can be more responsive to women's needs, and counter tradition by helping their wives execute daily tasks and take care of children.
- 10) Organizations should have an internal code to make sure security of women employees and take measures to ensure that they discharge their job in a secure atmosphere.
- 11) Providing self-defense education to women; installing safety devices and CCTVs at the work place; commissioning police verification of cab drivers, security guards etc.
- 12) Child care facilities and Child care leave for working women should be provided by every organization.
- 13) Flexible timing and opportunity to work from home are required for working women.

In a patriarchal society like India an exacting boundary exists only for women, and if they try to cross that frontier then people start maligning them. The universal perception is that if some women are doing things in a different way, beyond people's imperfect imagination, and out of sync

with traditional thinking, like going out for work, wearing different type of trendy clothes, talking freely with male members etc., immediately they are branded as loose women. India most likely has still a long way to go to make our workplaces free from any chauvinism, abuses and harassments. Even then we can still try at solving some of the associated issues and problems with some probable solutions that have been declared above so that women become stronger and are able to hold any adverse situations.

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