EMPOWERMENT OF WOMEN THROUGH ADMINISTRATION WITH SPECIAL REFERENCE TO WOMEN EXECUTIVES IN CHENNAI

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Introduction

Empowerment is the key and that they need educational access and a voice in governance. Women so empowered can take an active role in ending hostilities first and foremost by rising the next generation. If educated and enlightened, they will be above to teach their children the importance of dialogue, opening channels to present their positions but not in a combative manner. Hence, this study aims to focus and Empowerment of women through administration / executives / white color job.

Women can be empowered in many ways; socially, economically, politically and legally. This thesis focuses on household dynamics, individual characteristics and gender-related constraints, when it comes to social and economic empowerment. In the discussion on women's empowerment, gender equality and gender equity in terminology is interrelated. In contrast to other terms, women's empowerment relates to a process; a progression from one state to another. In addition, empowerment includes agency, in which women themselves are actors in the empowerment process. They must not only be able to make a decision, but be aware of their rights to make it.

Strategies of Women Empowerment

Empowerment is a process to increase individual's intrinsic task motivation. In the context of women executives, empowerment will mean enhancing intrinsic motivation to involve in administrative ventures.

- Women have to be made compatible of both social and economical worlds and empower them towards self-confidence and self-reliance.
- To motivate women to come out of their traditional perceptions and responsibilities some psychological and social changes have to be inculcated.
- Women have the need to put more efforts to change people's attitudes, in the society at large. Women have to be stimulated to take right kind of action at right time.

- Women need to make decisions for them and they have to believe in their own power.
- Successful women executives in the field of administration have to help other women to overcome their problems and further develop their career development.
- To become the source of stimulation, the women as well as the society are to be highly motivated and stimulation is partially a responsibility of organization (Non-government, government) and partially women themselves.
- All women executives should join together and form co-operative societies to see their ability and caliber being used effectively.
- Promotion of women executives, as an important and valued component has to be taken care of through the organizational policies to provide active support.
- Women executives' related research and application from time to time have to be documented and used to provide supportive guidance when needed.
- Though it is necessary to help them, to initiate their executive development, a constant follow-up and liberal financial support should be ensured to enable them in functioning and smooth running of their enterprises.
- To overcome the problem of promotion of women executives and also the problem of initial training and counseling, the government has to give a helping hand.

Significance of the Study

　　　　Many women who are at senior management positions seem to be not quite willing to climb for upper management positions because they cannot take the risk of bringing political conflicts, polemics and ambition into their family lives. Additionally, women often do not see their own personal skills and talent sufficient for those kinds of roles. However, the idea that women are not interested in high hierarchical positions because of the difficulty of reconciliation is increasingly challenged. The realization of organizational work-family initiatives is perceived to pave the way for women to make it to the top. Especially as programs such as child care support services, maternity leave arrangements or part-time working enables women to balance their family needs without sacrificing work. The best way of empowerment is perhaps through inducting women in the mainstream of administrative development. Women empowerment will be real and effective only when they are endowed income and administrative power so that they may stand on their feet and build up their identity in the society.

Aim of the Study

　　　　"A Present Study aim to analyses The Empowerment of Women through Administration with Special Reference to Women Executives in Tamil Nadu and also the study analyses the personal and social determinant of Women Empowerment.

Objectives of the Study

The objectives of this study were to:

- To study the socio-economic profile of women executives.
- To determine the various factors influencing women to become executives.
- To determine whether women executives maintain a balance between their home environment and work environment.
- To examine the job satisfaction of women executives in study area.
- To ascertain the problem faced by the women executives at various levels.
- To suggest various measure for the empowerment of women executives.
- It might be useful at this stage to understand how feminists have defined the term `empowerment.' While the common thread for most definitions has been on grassroots participatory methods and of their empowerment potential for the poorest of the poor (especially women), there is no gainsaying the fact that there have been multiple definitions of empowerment.

Hypotheses

- H1. Psycho-social factors influence the high level of motivation towards Women empowerment.
- H2. There is a significant influence on women empowerment through socio-economic advancement.
- H3. Social support and organizational policies influence the balance between job and family for women empowerment.

Empowerment

Empowerment is defined as `the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them.' For her, empowerment is inescapably bound with the condition of disempowerment and refers to the processes by which those who have been denied the ability to make choices acquire such ability. In other words, empowerment entails a process of change and women themselves must become agents of that change if empowerment has to take place. According to her, the ability to exercise choice incorporates three interrelated dimensions: resources (pre-conditions), agency (process), and achievements (outcomes).

Women Administration

Women administration is the performance of the executive functions of an organization and it is one of the most important instruments available to the Government to achieve the goals of the nation. Administration includes the management of affairs at all levels.

Women Executives

Women executives refers to a person or group of people appointed and given the responsibility to manage the affairs of an organization and the authority to make decisions within specified boundaries.

Selection of Sample procedure

The sample size was determined based on the mean overall score of the pilot study and its standard deviation with a 95% Confidence Interval (CI), the sample size was estimated at 700. The study subjects were assigned by simple random sampling method from Northern regional district of Tamilnadu. The following above table shows the sample selection procedure of the study. The total number of questionnaire printed was 700. All the 700 questionnaire were distributed accordingly (Refer the above table) and only 512 filled in questionnaire were received from the respondents. 11 filled in questionnaire were not completed and hence 501 filled in questionnaire were eligible for the use of research study. For the sake of convenient for computerization of data, the sample size was round up as 500.

Population

All executive women in the age group of 23-58 years who are in the administrative positions in the Northern Regional districts of Tamilnadu

Data Analysis

The collected data were arranged and analyzed using the SPSS (Statistical Packages for Social Sciences) Computer program-11 Version.

- Interview schedule was largely structured and pre-coded questions
- Descriptive statistics such as frequencies, percentages, mean and Standard Deviation were used to describe the socio-demographic and personal characteristics of the study subjects.
- Chi Square was used to determine the association between knowledge attitude, and practice of executive women and the selected socio-demographic and personal characteristics of executive women (age, religion, education, occupation, type of families, family income, determinants of motivational factors, balance between work and family, job satisfaction and career development).

For the purpose of calculation of Chi square similar socio-cultural and personal characteristics were grouped together. The following are the main findings of the study. The findings of the study was arranged in two section via.

1. Findings of the descriptive analyses and
2. Findings of the inferential analyses.

Findings of the Descriptive Analysis

- Majority 80.8 percentage of women executives is from urban and semi-urban background and the remaining 19.2 percentage of the women executives comes under the rural background.
- Majority 69.8 percent of the executive women respondents are from BC, MBC. 24.6 percent of the women executives are from SC/ST and the remaining 5.6 is from OC. This may also be due to the fact that majority of the general population in Tamil Nadu belongs to BC & MBC.
- 62 percent of the respondents are from nuclear family which is an indicator of women empowerment. Women in nuclear families are able to take independent decisions. Out of the total respondents 38 percent of women executives are from joint family structure. This proves that both the family type contributes for women empowerment however nuclear family supports women empowerment more than joint family.
- Vast majority 87.5 percent of respondents husbands are employed in Public and private sectors. The remaining 12.5 percent of the respondent's husbands are doing business, showing that the need for employment and earning plays a vital role in the career of women. When their husbands are businessmen, the need for earning is less and when the husbands are also employed, there will be more need for earning for women to supplement the income of the family.
- Majority 68 percent of the respondents' annual family income comes under the income group of above 7,50,000 the remaining 32 percent of the respondents annual family income comes under the income group of below 7,50,000 suggesting respondents with higher range of family income show positive sign of women empowerment.
- Majority 90.4 percent of the respondents' annual family expenditure comes under the expenditure group of below 5,00,000. The remaining 9.6 percent of the respondents' annual family expenditure comes under the expenditure group of above 5,00,000.
- 95.6 percent of women executives have made some saving for them and their family and very less proportion (4.4) percent of them have had no saving, and assuming that women tend to save more than men, it can be deduced that making decisions for saving by women show their empowerment.
- 55.8 % of the respondents are working as women executives in private sector and 44.2% of the respondents are working as women executives in public sector.
- Economic independence, education, experience and support for family are the main determinants that have motivated women executives towards empowerment.

- High level of family support and freedom to express and do what women executives aspire, enable positive empowerment.
- Women executives are concentrating both job and family life in a dynamic way and they play successful dual role and leads to improve their standard of living.
- Majority of the respondents 72.4 percentage did not have any break in their career only the remaining 27.6 percent have had break in their career due to family commitments, showing a positive sign in the career development of women executives.
- Majority 69.4 percent of women executives expressed that they have been promoted within their job role and 30.6 percent of respondents said that they didn't get any promotion within their job role.
- Majority (63.8) percent of women executives have not been able to achieve their goal due to lack of organizational support while 36.2 percent of respondents feel otherwise and however various other factors have contributed to be a barrier for achieving their goals, indicating lack of general encouragement and support for the women in achieving their goals.
- 55.4 percent of respondents felt they have no freedom to express their opinions and rest of the 44.6 percent of them said that they were able to freely express their opinions.
- Majority 51.8 percent of the respondents face gender discrimination in their work place whereas 48.2 percent of them disagreed and said that no gender discrimination exist within the work place.
- 75 percent of the respondents are not treated on par with men executives and the remaining 25.0 percent of the respondents felt that within the organization women executives are treated on par with men executives.
- 50.6 percent of respondents expressed that work place reservation helped women executives and rest of the 49.4 percent strongly believed work place reservation did not help women executives.

Findings of the Inferential Analyses
- **Hypotheses I:** It is proved that there is no significant difference between private sector and public sector with respect to career development of Women Executives. All women executives aspire for career development irrespective of the firm they work for.
- **Hypotheses II:** There is no significance difference between nuclear type family and joint family type of women executives with regard to motivation and balance between work and family life has been proved.

- **Hypotheses III:** There is no significant difference between places of birth such as urban, semi-urban and rural with respect to motivation, Balance between Personal and Work life and Job Satisfaction, since the P value is greater than 0.05 percent. Hence the null hypothesis is accepted with regard to Motivation, Balance between Personal and Work life and Job Satisfaction, viz., the various factors of women empowerment.

- **Hypotheses IV:** There is no significant difference between religions with respect to the factors of women empowerment like motivation, balance between Personal and Work life and Job Satisfaction, since the P value is greater than 0.05 percent. Hence the null hypothesis is accepted with regard to Motivation, Balance between Personal and Work life and Job Satisfaction.

- **Hypotheses V:** Since P value is more than 0.05, the null hypothesis that there is no significant difference because of marital status of women executives is accepted at 5 percent level of significance, with motivation balance between personal and work life, Career Development, Job Satisfaction and Women Empowerment. However, this Null hypothesis is rejected at 5 percent.

- **Hypotheses VI:** There is no significant difference between different levels of monthly Income with respect to the factors of women empowerment viz., Motivation, Balance between personal and Work life and Job Satisfaction, since the P value is greater than 0.05 percent. Hence the null hypothesis is accepted with regard to Motivation, Balance between Personal and Work life and Job Satisfaction, as far as women executives are concerned.

- **Hypotheses VII:** Since P value is less than 0.01, the null hypothesis is rejected at 1 percent level of significance. Hence it is concluded that there is significant difference between mean ranks towards the factors contributing career development for women development.

- **Hypotheses VIII:** Since P value is less than 0.01, the null hypothesis is rejected at 1 percent level of significance. Hence it is concluded that there is significant difference among different factors that act as barrier for women empowerment.

- **Hypotheses IX:** Since P value is less than 0.01, the null hypothesis is rejected at 1 percent level of significance. Hence it is concluded that there is significant difference among various factors affecting job satisfaction of women executives.

- **Hypotheses X:** Pearson Correlation Coefficient between factors influencing balance between personal and work life, job satisfaction, career development and attitude towards women empowerment is significant at the 0.01 level (2-tailed) and Correlation is also significant at the 0.05 level (2-tailed).

Suggestions

- The government should take initiatives to increase the number of professional training centres for women executives and various administrative roles for women should be introduced as an element of the academic curriculum. In Colleges. Proper leadership still vocational education should be given to women.
- Women need to be involved in decision-making in their career life in the organization apart from their family life.
- Women executives need to think beyond their family life and try to be successful in their career and should avoid feeling guilty of neglecting family role while making and affecting and efficient balance between their family life and career life.
- Inclusion of women executives in the policy making bodies/decision making committees will empower them and encourage them to undertake suitable new projects.
- Forming Networks among women executives, would build interest and infuse self confidence and long term relationship by sharing information's among them.
- More schemes for bringing women who faced break in their career should be devised and implemented by the Government and Corporate.
- Case studies of women executives and their contribution can be included in the school curriculum to set right the stereotyped views about women in young minds.

Recommendations

- Women executives should have a clear career goal and a clear understanding about the demands of executive career.
- Young women executives should have a sound technical knowledge to overcome barriers in their career path and growth.
- Opportunities must be provided to all women executives to undergo periodic training, to equip themselves with latest updates to face the technological challenges.
- Women executives should have an opportunity to have periodic meetings with their subordinate employees, to understand their needs for effective leadership and success in their targets.
- Promotion of administrative women executives requires dedicated committed and highly motivated trainees; training and retraining of executives-trainer- motivation should be taken up on priority basis.

- Both successful and unsuccessful women executives should be invited to interact with students and faculty members of such training Institutes / Organizations.
- Women executives should be developed among urban women through short-term training program in the area of skill development, management, etc.
- The provision of accessible childcare facilities in the work places for women executives.
- Providing access to training specific to women and their needs, on-the-job training, the changing the community attitudes, which work against women empowerment.

Conclusion

Empowering women and giving them more choices and providing freedom is mandatory for achieving a better future for the whole world. Women empowerment is catalytic and central to achieving social and environmental goals. Women are central actors making the case for the sustainable development triple win strategy; meaning economic growth, social development and environmental sustainability. To awaken the people it is the women who need to be awakened in the first place. In India today gender equality facilitates the empowerment of women. Since education begins at home the uplifting of women would be accompanied by the development of the family, the society and in turn would lead towards holistic development of the nation. Various steps have been taken by the government to break the glass ceiling and to enable women empowerment. It is more evident that more and more women executives would be able to make developmental changes to show positive progress of the society and to take it forward. It is more evident that empowering women is rebuilding the society. Women constitute half of the population of the state and they have been entering in every field of economic activities. Based on this fact, the government of Tamil Nadu should encourage women executives to get due priority for their economic development as well as to meet the ends of social justice.

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