

Vol 5 Issue 1 Oct 2015

ISSN No : 2249-894X

*Monthly Multidisciplinary
Research Journal*

*Review Of
Research Journal*

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Welcome to Review Of Research

RNI MAHMUL/2011/38595

ISSN No.2249-894X

Review Of Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

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“WORKING WOMEN IN IT SECTOR AT CROSS ROADS
- A SOCIOLOGICAL STUDY IN BANGALORE CITY”



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ABSTRACT

Background to the Research Problem

In any society, one of the basic development issues is the correct and rational use of human capabilities and capacity and this calls for sustainable development which helps in meeting the needs of the generations that are to come in the future. Sustainability is a concept that describes the long stability of the economy of a country, in terms of jobs or occupations. This is an interesting subject in social sciences to which many discussions have been



attributed. The role of occupation in the dynamics of life is undeniable and we can identify it as the center of human and social relations. Undoubtedly, as women represent half the population, they have direct impact on the development of a society. The United Nations has conducted a world survey(UN20013).1 that provides valuable input to economic and development issues based on gender. It is common understanding that the goal of a society is expanding and maximizing social welfare.

KEYWORDS: *Urbanisation; Urban Growth; Sustainable Urban Environmental Management; Urban System.*

INTRODUCTION :

Social welfare is defined as the well-being of a society and it is based on the income per capita , fair distribution of income, improvement of educational, health and welfare facilities and the extent of social, economic and political participation of men and women. It includes similar aspects because the presence of women in labour market would decrease the rate of fertility and increase the level of production, income per capita and consequently the entire nation’s welfare. On the other hand, the limited and uneven access to the sources of income and job opportunities, sometimes appearing as

unemployment or opportunities for working not sufficient can be considered as the main cause of poverty. Unless gender is considered when one takes into account the issue of unemployment, along with the recognition of the position and the role of working women, it would be very difficult to get rid. When women are assured of security, production and development are the natural effects that the society witnesses. This is evident in the gradual changes one may have seen in India in the last few decades, especially in the economic development of the lower strata of the society where poverty was writ large in the mid-1970s and early-1980s.

If we take the IT industry, according to an article in the Economic Times of May 13, 2009, the number of women working in IT has gone up by 60 percent between 2006 and 2008. But a lot has yet to be done for the working women. This data has come from a 2009 gender-inclusive survey of 45 top IT firms in India, conducted by the consulting firm Mercer and the Information Technology Association NASSCOM. It said that the sector's growth in female employment has helped India to have the most working women of any country. The report has also suggested that the companies had to upgrade the professional skills of the women through various in-house programs. As companies were willing to adapt certain policies that were beneficial to them, the number of women employees increased.

Padma Ravichandar, Mercer India Country Head, said in an interview that the big challenge to going forward was to increase the representation of women at senior levels of management due to the *leaking pipeline*'s syndrome, many women drop out as they go up the career ladder: only 5-7 per cent of the top managers are women.

While discussing about development, the concept of coordinate changes in the economy and societal structures, has been establishing a fair system of improving life standards. The traditional family type is undergoing a paradigm change and the old joint family system has been dismantled and replaced by a simpler structure which has been accepted as an established fact. Families had to stay together in an agrarian economy as they gained economically and every member enjoyed the ownership of the land that they cultivated. Now, with industry taking a very important part in the economy of the country, the shift from agriculture to industry has been very evident in countries like India and the common ties that held all the members of a joint family had loosened considerably, giving in to new changes in the social structure.

Today, women have a major and ever-increasing share in most professions and, in recent years, there has been a growing trend in specific businesses just as it can be seen in public sector jobs. From the beginning of the 20th century, a social phenomenon called economic participation of women has been playing a vital role for both mental and physical health of the women who take up jobs outside of their homes. This has been established all the time, more strongly than before. As for occupation, women in Iran, like in many other developing countries, are not employed in all fields and so their opportunities are limited and they are not in an advantageous position (Iran Labor Report 2010) ³ Before India got its freedom, personalities like Sarojini Naidu made India proud by their participation in freedom struggle and today, among the developing countries, India has risen up as one of well-recognized developing countries in various fields such as Information Technology, Medicine, Business, Banking and so on where the participation of women employees is becoming increasingly significant day-by-day and surveys conducted by organizations like the International Labour Organization (ILO) clearly prove this (Nisha Srivastava 2009) ⁴.

A silent revolution is taking place with the evolution of women empowerment in the knowledge era. Women are getting the best access to Information and Communication Technology (ICT) education, employment opportunity and are even becoming owners of IT companies (Lauren Drell, 2012) ⁵. But this is not the case in all strata of the society and also not all jobs are undertaken by

women. Sometimes, due to lack of opportunities, they are forced to take up jobs in the private sector which exploits women by giving them very low salary (Anindita.sengupta and Panchanan 2014)⁶. Social and human scientists constantly discuss job and employment and this is getting a lot of attention and prominence (ILO 2009)⁷ Especially if it is focusing on women. This is so because of the male dominance in the society that has been the case for centuries, which does not let ordinary women to have equal rights (Rubin, Gayle 2009)⁸ The role of job in the formation, creation and pride of human life has constantly beckoned researchers' attention⁹ Perhaps we can relate the concept of job to the general meaning (and not a profession with income) of connection and hub of human and social relationships.

On the other hand, it is impossible to ignore the function of job in developing and formulating the social aspects of human life. It is clear that anything capable of creating human relationships and enriching them has a huge effect on construction and productivity of man's culture and civilization (Juliet Mitchell 1966)¹⁰. Therefore, we can conclude that the development of individuals and thereby the society is because of financial empowerment.¹¹ There is one aspect that is not taken into consideration at all with regard to employment of women and that is the large group of self-employed, middle class women who do small businesses from their homes and contribute to the economy of their homes as well as the nation. In a survey taken about these families (Wendy Olsen & Smita Mehta)¹² most families do not consider these women as employed women and so they are termed housewives or home As the unemployed and jobless people are to some extent not granted of a constructive endeavor, these women are affected by the perception of the society and the government (Zagreb Croatia, 2009)¹³ They, both men and women who are considered unemployed, have no part in the building of magnificent structure of their individual and social-cultural identity and, as a result, they would have some fundamental problems. In this regard, there would be no difference between men and women, and considering their human aspects, both of them would have to work, make efforts and particular forms of work such as job, profession, learning, and so on. Hence, seeking to improve the current situation and getting rid of sufferings and obstacles is a communal obligation. In west worldview, economic index is the most important indication of women's participation in society (Leo Abruzzes, 2010).¹⁴ and today specifying the place and position of women is the primary agenda of world scientific-executive associations such as the United Nations which called the 1975-1985 decade a women's decade. So, women's occupation is a very serious issue and it has received attention of researchers and even families (Lois Wladis Hoffman, 1998).¹⁵

RESEARCH GAP

Based on the literature survey, it was found that no research work on the area of *marriage stability and divorce probability* had been done among the working women of Bengaluru and that too in the IT and ITES sector. Socio--economics and educational backgrounds, problem of working women, causal relationships in relation to high rates of job insecurity, inconsistency of couples, working conditions and frustration, and instability of marital status of women in IT sector have however been researched and discussed about in a piecemeal fashion, primarily in the print and social media. As a matter of fact, the research intends to work on various issues on the above subject with a questionnaire survey and scientific explanation of the nature of marriage stability and divorce probability in the IT sector, taking a good sample of women.

The importance of research study:

Family is a social group which is linked by lineage, marriage or adoption and also family consists of people who are living and working together to supply income and take care of children

(Mahmoodian, 2004).¹⁶ Since family is a sacred institution and a warm setting for the development and promotion of children and spouses, intimacy, peace and loving one another is an important principle that should always be maintained.

If the formation of marital life is based on the appropriate pre-marriage criteria and the couple's love and affection for each other after marriage, family relationship will be warm and strong and the likelihood for marital relationship getting cold will be reduced. Divorce, is one of the problems that exists nowadays in every society. Such a dilemma is not specific to a certain community; marital life dissociation has a long history which refers to the early days of family formation and establishment of human societies. But the rate of divorce is being increased in the modern society specially among the marital working women in IT companies, because of dual role over burdening work in the IT companies and responsibility of household chores including children responsibilities, women are frequently felt that they are at cross roads, sometime this leads to family conflict and family instability.

These are the factors which have motivated the researcher to implement the research findings to reduce the family conflicts and family instability in the city. It is anticipated that the findings and results of this Research will be used to solve family problems as well as reinforce the stability and strength of the family, and reduce divorce which is one of the social damages whose increased value indicates differences in ethical principles and causes tension in the family peace and totally changes in social norms that may be seen less than before.

PURPOSE OF RESEARCH

There are some purposes in scientific researches and the researchers try to achieve their goals through scientific methods and analysis. Man tends naturally to grow and be perfect and the main difference between him and other creatures is having the ability to think and create. Today, sociologists state that achieving sustainable development is infeasible without women's participation and development of a society depends on a massive change in their role and increasing their contribution in social activities (Elisia Losindilo, 2010)¹⁷ If women were confined to their homes, society would be deprived of a great deal of assistance and activities. But limitation on women's activities is one of the radical differences between developing and developed countries (Tavasoli, 2012).¹⁸

GENERAL PURPOSE

The general purpose of this research is on the working women of IT sector who are at crossroads (there exist impediments and obstacles on the dual roles of working women).

SUBORDINATE PURPOSE

The present study has the following subordinate purposes:

1. Studying the effects of patriarchy on problems of women's occupation;
2. Studying the social, economic and cultural factors inhibiting women's occupation;
3. Offering proper approaches to relieve the existing obstacles.

OBJECTIVES OF THE STUDY:

1. To study the socio-economic and educational status of working women in IT sector
2. To understand the problems of working women in discharging their dual roles
3. To analyze the causal relationship of high rates of job insecurity, inconsistency of couples, working conditions and frustration among working women in IT sector.
4. To highlight the factors which are responsible for instability of marital life among women in IT sector

RESEARCH HYPOTHESIS:

1. Working women in IT sector are not performing dual roles effectively
2. There is a significant relationship between job insecurity and inconsistency of couples in IT sector.
3. There is a significant relationship between age, education, occupation, income and marriage stability and divorce probability among working women in IT sector.

LIMITATION OF THE STUDY

1. This study is restricted for working women in IT sector of Bangalore City
2. In the study, both married and unmarried working women have been taken to assess their problem and prospects.

METHODOLOGY:

The study has been based on both Primary and secondary source of information through a survey method. The research work has done both analytical and descriptive.

The primary source of information collected from Working Women in IT sector through employing questionnaire schedules and also conducting interviews with them, The secondary sources of information collected from valid documentary reports, books related to IT sector companies, journals and internet, etc. Sample size has been selected according to *Cochran sampling formula* based on the questionnaire used in this study to get the response of the respondents. According to Cochran sampling formula method the sample size is determined as follows.

$$n = \frac{\frac{T^2 \cdot p \cdot q}{d^2}}{1 + \frac{1}{N} \left[\frac{(t^2) \cdot p \cdot q}{d^2} - 1 \right]}$$

Where n =

$$\frac{\frac{2^2 \times \%5 \times \%5}{(\%5)^2}}{1 + \frac{1}{400,000} \left[\frac{2^2 \times \%5 \times \%5}{(\%5)^2} - 1 \right]} = 398.4$$

In this study, sampling method was also used to observe the studied fact and collect data according to the research limitations and in order to facilitate the research work such as spending less equipment and reducing the time required for data collection and allocating less manpower. According to Cochran formula about 398 has been chosen but rounded to 400 working women in IT sector and distributed to the questionnaire to 400 subjects but due to reasons best known to the recipients 150

questionnaires were not returned to the scholar and the scholar was therefore forced to reduce the sample size to 250. Based on collected data and its structure the statistical technique was used where ever necessary and analyzed. The data by SPSS software, T-Test, chi-square have been used for obtain research results and drawing inferences.

Tools and Techniques adopted for the Study

For the purpose of collecting data, the questionnaire was prepared. The data has been collected from working woman in IT sector in Bangalore city.

The questionnaire was divided into three parts :

- The first part, contained the Demographic information of the respondent & general questions to be answered by working women in IT Sector, also about socio-economic profile of the respondent, such as education, occupation, work conditions and their problems.
- The second part of the questionnaire contains: Family problems- Role Conflict is faced by working women’s dual rules, at home and office which leads to the frustration, job insecurity –inconsistency of couples.
- The third part was meant exclusively for the marriage stability- divorce probability.

Moreover, in this study Interview was used as a method of data collection. The investigator collected some information as case Study. Of course, the researcher had to interview with interested respondents only.

To collect information, at first, the scholar introduced herself to the respondents, the secure cooperation, a brief statement about the study was made to the respondents. The respondents were convinced that the information would be kept confidential and it was purely academic in nature.

To collect the questionnaire the researcher had to visit the work places several times but they could not be contacted readily, some respondents keeping the questionnaires for weeks, informing that they could not find time .Some of them even failed to regret .some of them could not meet directly, so had to collect the questionnaires from their colleagues, because they were not interested to attend the interview directly.

Primary data and its processing :

- After completing the data collection, the questionnaire was analyzed.
- At first, questionnaire was checked and edited and code numbers were assigned to each question and each response . The responses were transferred to computer, The data were analyzed on computer by SPSS program. The collected data was analyzed by using the following statistical techniques :

- 1.Tables, Graphs and Figures
- 2.Descriptive statistics
- 3.Chi-Square.

Secondary data :

For the purpose of collecting secondary data concerning the topic, information was collected from the census report , books, documentary reports, journals, internet, theses, articles and work related to the topic of the study. This information was collected only to supplement and to clarify the primary data.

The Study Area

Bangalore (more recently renamed Bengaluru) has existed for nearly 500 years. It was a hamlet when Mysore was ruled by the nobles. The British found the climate of Bangalore very mild compared to other places and, for trading purposes, the British started developing Bengaluru.

Bengaluru is the capital city of Karnataka, and it has been called the Silicon Valley of India since the 1990s due to the number of IT and ITES companies that have come here to stay. The salubrious climate of Bengaluru makes it welcome to the people from all over the globe and a number of companies like the Microsoft, Google, and Sun Microsystems, to name a few, have their offices here where thousands of people are employed. Every year a large number of students from engineering colleges are recruited with very good remuneration. All this has changed the economy of individuals and the country's 20 per cent of export today is from the IT sector. In this city, the total population is nearly 10 million and nearly 1.5 lakh women work in the IT sectors and almost 30 per cent of them are married (Dipa Dube & Indrajit Dube, 2012).19

SUMMARY OF THE FINDINGS:

In this research study the second hypothesis was rejected as it was scientifically tested negative.

Hypothesis 1: Working women in IT sector are not performing their dual roles, effectively.

Though all these advantages are there the reality is that working women face role conflicts as they are playing different roles at home and at the workplace, and this is basically because women are unable to divide their priorities due to a lot of external and internal factors that contribute to the conflicts. Women in India are taught that their primary responsibility is taking care of her family, and job is not considered as important as her duties towards the family. When a woman goes out to work it is considered as her extended work hours. It has been proved that working women with un-flexible schedules face more family difficulties than working women with flexible schedules. When women are under such pressure they face a lot of stress and are therefore frustrated with the situation.

Chi-square Test : Conflict between dual roles of working women Between women's job resulting in their marital conflict

| Marital Conflict | The calculate X ² value | df | The tabulated X ² value | | Result |
|------------------|------------------------------------|----|------------------------------------|------------|--------|
| Bengaluru | 15.51 | 1 | 1 per cent | 5 per cent | S |
| | | | 6.64 | 3.84 | NS |

S= Significant —► H₁

NS= Insignificant —► H₀

Since the calculated value of X² for 1 df is 15.51, which exceeds the tabulated value at 5 per cent (3.84) and at 1 per cent value (6.64). The alternative hypothesis H₁ is accepted. Hence, there is significance between Respondent job and Women's Marital Conflict.

5 per cent = 3.84

1 per cent = 6.64

To substantiate the hypotheses, based on the data collected from the questionnaire survey is also showing that 89 per cent of the respondents feel that their marital conflicts are because of the jobs taken up by the respondents. In other words the conflicts between the couples affect the dual role among working women.

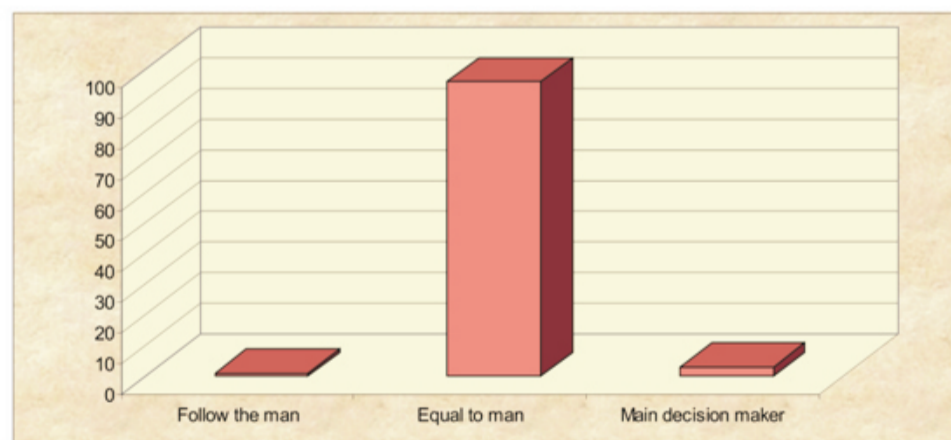
Hypothesis 2: There is a significant relationship between job insecurity and inconsistency of couples in IT sector.

The opinion of the respondents for the variables that create a situation for inconsistency of couples, in other words, the conflicts between couples can not affect the job security of a woman due to a women decision-making and self confidence of working women in furnished in the following table.

Job Inconsistency of Couples

| Job insecurity and inconsistency of couples | No. of Respondents / Percent | | |
|-------------------------------------------------------------------------------|------------------------------|-------------|-------------|
| | Correct | Incorrect | Don't know |
| Husband /in-laws believe a woman should not take up employment outside house | 50 (20) | 150 (60) | 50 (20) |
| Husband/in-laws believe that Working woman should support family economically | 125 (50) | - | 125 (50) |
| Lack of attention towards family (marital life) | 225 (90) | 20 (8) | 5 (2) |
| Lack of attention towards husband's needs | 25 (10) | 200 (80) | 25 (10) |
| Lack of emotional relation between husband and wife | 25 (10) | 200 (80) | 25 (10) |
| Lack of communication between couples | 230 (92) | - | 20 (8) |
| Lack of attention to take care of children | 230 (92) | - | 20 (8) |
| Family expectation and responsibility of woman after reaching home | 232 (92) | - | 18 (8) |
| Difference between couples on working hours | 13 (5) | 112 (85) | 25 (10) |
| Imposition of house work on woman | 137 (55) | 50 (20) | 63 (25) |

Respondents Position, Authority and Decision Making



Decision making is an activity process by which a course of action is consciously chosen from available alternatives. This process involves three stages, namely, awareness of situation, evaluation of alternatives and taking the final decision. With reference to decision-making in the work place and the, while in the first two stages various members of the family maybe involved , but in the final stage woman will have final say this generally rests with the person who has unlimited responsibility on the family front. Just roles go with status, decision-making goes with roles, this is an idea pattern, where parity between responsibility and authority should prevail. However when it comes to division of authority between spouses , it is influences more by the tradition, in Indian and Iranian societies where the patrilineal, patrilocal and patronymic traditions are rule , the position of the wife in family is governed by the in egalitarian those, then one of the indicators of status of married women in family's structure is whether she is given a share in the decision-making process. In addition, decision making and distribution of power within the family is a basic element. We want to know how much decision-making power a woman enjoys.

Then in this study an attempt was made to explore whether working women take part in the decision-making, if yes, in what kind of decision are they involved ? According to the above result, we can observe a change in attitude of men towards women and their roles in decision making the women are totally have position of equal to men. The pout returns to the authority and self confidence of the respondents. In other words, one can express that education and employment of working women authority have fascinated move a few steps ahead in involving women in decision-making with self confidence. In general, the results in both factors (self- confidence & decision- making) depict that, these factors are linked together , and self confidence increase the level of decision making among women , so that any other factors can not involved with their independent structure.

Chi-Square test for Relationship between Inconsistency of Couples and Job Insecurity

| | The calculate X ² value | The tabulated X ² value | | Result |
|-----------|------------------------------------|------------------------------------|------------|--------|
| Bengaluru | 24.93 | 1 per cent | 5 per cent | df |
| | | 34.80 | 28.87 | 18 |

NS H₀

Since the calculated value of X²for 18 df at 5 per cent level is 24.80, which is less than the tabulated value 28.87, the alternative hypothesis can be rejected. NS.

There is a general feeling that, in many households, husband and in-laws do not want a woman to be employed outside her home. This has been stated incorrect by 60 per cent of the respondents. In India, with the rising cost of living the people cannot afford stay not working, be it a man or a woman. In many household in today's India especially in metropolitan cities like Bengaluru, many women are encouraged to take up work especially in the IT sector as the remuneration here are very competitive compared to other sectors like for example the Garment Industries.

Though, in India, patriarchy is widely followed with the demand for dowry prevalent even in the well-educated families, this system is also forcing women to take up a career or a job for economic reasons.

When a woman takes up a job she is supporting her family economically and the husband and her in-laws expect her to support the family which has been affirmed by 50 per cent of the respondents.

The fact that she is supporting the family will surely give her the decision making powers in the family as these women who have responded to the questionnaire are mostly well qualified and in good jobs unlike many of their counterparts in other walks of life who may not be having such an opportunity due to either lack of qualification or good income. This certainly raises the self- confidence of these women even though sometimes they may be part of a large patriarchal family.

Women who are employed full time in large IT firms due to long and un- flexible work hours feel that they are not able to pay attention to the family. This is more so if the woman has very young children. In this study, 90 per cent of the respondents feel they are unable to give attention to their family.

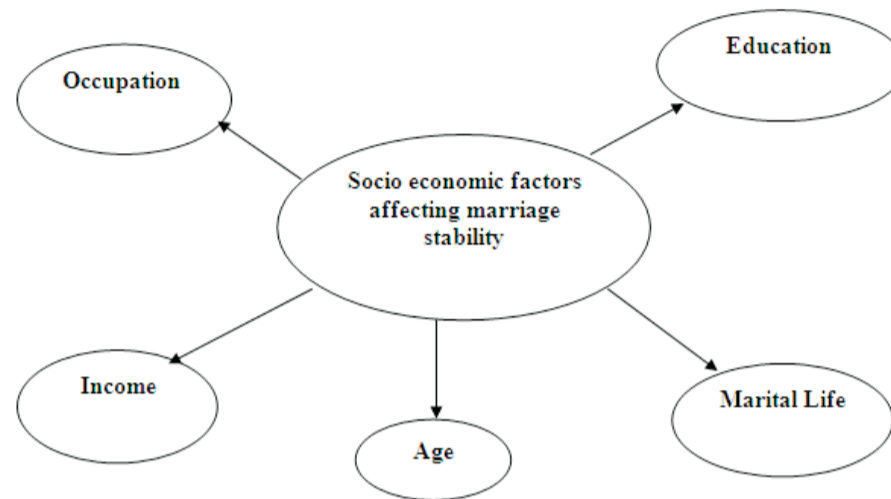
Women in India who are working professionals with small children do not have proper childcare facilities where they can trust the people to take care of their children. Such women are ridden with guilt and they feel they are not taking care of their children as they should and this is reflected in the study conducted by the research scholar where 92 per cent of the respondents feel they do not pay enough attention to care for their children.

In many homes, not only is a working woman expected to look after her children but also she is also expected to take on all the household duties. Even though the acceptance of women working outside the home is accepted the changing pattern of life has not been accepted in most homes. When it comes to household duties many men are yet to share these responsibilities. In the morning, it is a common sight to see working women engaged in cooking, readying their young children and then going to office after dropping them at school. When this woman comes home in the evening she has again to take care of the house and these roles are still considered very much a woman’s job. If the woman is not efficient enough in doing her work at home then she is criticized by her husband and in-laws. In south India the concept of breakfast is not toast and cereal with cold milk as it is in many western countries. Also the concept of light lunch is non-existent in most homes. So the duties of many women are very tedious and difficult at times. As many as 55 per cent of the respondents feel they are imposed with house work in the current study.

From the various definitions for job insecurity and the factors that instill this fear in individuals, it is very clear that though the working woman may have many conflicts in her work life and at home they are not reasons for her to feel insecure about her job. The chi-square test has helped the researcher to conclude that the second hypothesis that postulates that there is a significant relationship between job insecurity and inconsistency of couples in IT sector cannot be accepted.

Hypothesis 3: There is a significant relationship between age, education, occupation, income and marriage stability and divorce probability among working women in IT Sector.

Flow chat :Socio-Economic Factors affecting Marriage Stability



a.Age: From the data collected by the researcher among the married women, most of them are between 21 to 23 years old. We have seen earlier the income earned by these young women could be between Rs. 25,000 to 35,000. When a woman is too young and she marries, then, the probability of divorce is higher. Some studies have shown that after the age of 22 years, if a woman marries then her marriage will be more stable.

b.Level of Education: The actual level of education does not matter as long as the difference between the educational levels of the partners is not too wide.

c.Social Class: The lower level of income of the couple leads to divorce due to financial insecurity that perpetrates unhappiness and dissatisfaction between the couple.

d.Divorce history in the family. If the parents had divorced, then, the couples also divorce.

e.Relationships: If there is extramarital affair among the couple, or if the marriage itself is fraudulent in nature, then, divorce is imminent. If from the previous marriage there are still relationships then the possibility of the marriage failing is higher.

- From the analysis of the data collected for the research study, nearly 56 per cent of the respondents are post-graduates.

- The income earned by nearly 82 per cent of the respondents, Rs. 55,000 per month and out of the total number of number of respondents nearly 17 per cent are earning above 55,000 and crossing even Rs. 75,000 (3 per cent).

- In the current research study, it is obvious that 85 per cent of the women who are between the ages of 20 - 40 years consist of the majority of respondents who are women working in various IT industries. If these women are well qualified, then, the earning capacity of these women has no limits, especially if they are experienced. The variables that project the socio-economic status of a woman are age, education, income and occupation. All these are interlinked.

Since the calculated value of X^2 , which exceeded the tabulated value for the various of the Sub-hypothesis. The alternative hypothesis H_1 for each factor accepted. Hence, *There is a significant relationship between age, education, occupation, income and marriage stability and less percentage of divorce probability among working women in IT Sector.*

From a social perspective also, it shows that the spouse helps and provides individuals to get in touch with a wider social network than the networks individuals have. The quality of life of the individuals therefore will be much better if they are married than if they are living separately but everything depends on the compatibility of the married couples. If the economic gains in the marriage is sufficient for both partners to live comfortably, then, little problems that they face will not destabilize the marriage. Divorce probability is likely only if partners are not gaining economically, or if the cost of divorce is substantially low or if the expectations are high on both sides. The most important variables are age, job they hold and income to keep the marriage stable.

CONCLUSION :

The study indicated a positive change in the traditional gender role expectations of working women and in a attitude of men toward women’s ability and knowledge. Also it is evident from foregoing discussion that a little positive change in the attitude of men towards women and their role in decision-making is observed.

In the Indian society, The new generation men are accepting the importance of women’s career better than men from the past generations.

A marriage will be stable if some of the key factors are taken into consideration and both the husband and wife have equal footing in whatever they do., if both can take the responsibility equally, then the marriage could be stable.

Also, there would be a lot of bonding and understanding among the couple. These days many men help their wives with looking after the children, and in doing some of the household chores. If there is mutual understanding between the husband and wife, where the couples are able to give each other emotional and mental support, then that marriage would be a stable marriage.

RECOMMENDATIONS

The Government of India has many laws implemented for protecting women and their rights but enforcement of the law should take place with more seriousness as women in this country are still not treated as equals in many occasions. Some suggestions that can help the society to uplift women are given below:

- a.The mindset of the men in the society should also change to accept women more as their equal. The awareness among men about women and their rights should begin at secondary level through curriculum. This will help men to understand that women are as capable as men.
- b.The age of marriage can be raised so that the opportunity for women to get better qualified. There are still a number of women who are not having even the basic education which is certainly a barrier for them to improve personally and professionally.
- c.In India, to help a working woman, there should be reliable childcare facilities that allow mothers to leave their young children without worrying about them. There should be after-school programs at school so that older children have someone to take care of them and they also learn new skills apart from being taken care of.
- d.Workplaces must have a quiet room where women can say their prayers if their religion expects them to pray at certain occasions as we have many religions in India that are a part of the social background.
- e.If the law is strict with regard to dowry harassment many educated women can be saved from dowry deaths.
- f.Girls in rural India do not get preference for education. There should be gender equality in families to

get rid of illiteracy among women in rural India; gender equality will also help women get better job opportunities in the private sector. In the public sector due to strict laws the gender discrimination is not so apparent.

If the Government of India and the society follow the suggestions above, then there would be a welcome change in the overall system of the society that would help women to get equal opportunities in all walks of life and improve the quality of life for the family and the overall socio-economic status of the country would rise.

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