**Multiple roles of working women and psychological well-being**

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**Abstract:**

Over the past few decades, there has been a notable increase in the presence of successful women across various sectors such as politics, business, and technology. Despite this progress, many women still encounter discrimination in different facets of their lives. While women are now employed across diverse professions, they often confront numerous challenges due to their gender, both within the workplace and at home. These challenges include physical, sexual, and mental exploitation, as well as safety concerns and discriminatory practices. Workplace harassment has emerged as a prominent issue in recent years, drawing attention to the broader challenges faced by women in India's workforce.This study aims to delve into the multifaceted challenges encountered by working women in India, considering key socio-economic factors that influence their safety and security. Drawing on real-time data collected from various sources, the research seeks to identify strategies that can enhance the work-life balance for women. Specifically, it will address the mental and physical health implications of fast-paced work environments, the struggles of balancing work and family responsibilities, and the prevalence of discriminatory treatment in workplaces.To achieve this, the study employs methodologies such as face-to-face interviews, pretesting questionnaires, and online surveys via platforms like Google Forms. By shedding light on these challenges, the research seeks to propose solutions that can foster a safer and more secure environment for working women, both within the workplace and in their family lives.

**REVIEW OF LITERATURE**

In the present age, education, awareness and opportunities for women are ever increasingrapidly. The government has also introduced various schemes where women get benefitted andthey use the services to the utmost extent. The status and position of women is strengthening inevery sphere of their life. The efforts that women take to strengthen their roles both at home andwork is awesome and worth explaining. But, she belonging to a weaker community faces a lot ofproblems in spite of her playing multiple roles as a mother, teacher, and caretaker of children andelderly at home which adds up the individual’s stress level. Negative mentality and physical stressare the outcomes of work home conflict [1]. H.L. Kaila [2] points out in his research that womanwith high multiple roles end up with high stress in being absenteeism at work place, decreased jobsatisfaction, intention to leave work and less interest in the activities of home. Opie and Henn [3]

have suggested that women with high levels of consciousness suffer more with work-familyconflicts than with low levels of consciousness. Khan [4] found that family involvement and workinvolvement are directly proportional to each other. A person successful in family will also besuccessful at work. Kandel et al. [5] studied the impact on mental health of working womenbecause of multiple roles that were utterly disparate in nature. Working women finds it verydifficult to manage the various roles simultaneously as each role has different kind of pressuresand impacts in their workplace. These role conflicts cause various negative effects on the mentalhealth of working women as there is no motivational simulation and less physical strength.Verbrugge [6] proved factors such as employment, marriage, and parenthood have a positiveimpact on physical and psychological health of women. According to him, working mothers havea greater sense of control, self-esteem and good physical strength when they like both work andhome life. In his conclusion, he responded that women playing multiple roles have not incurredany negative effects on their health as women who are socially active are more healthier than nonactive women.

According to the LinkedinSurvey[7], four in five working women in India believe thatthey have negatively impacted with promotion, career growth and work offer because of thestrongest gender bias in their workplaces. Linkedin surveyed more than 10,000 women in acrossAPAC region including 2285 women in India, more women in India still contending the genderbias on their career development when compared to the APAC region. As per the LinkedinOpportunity Index 2022 report, 69% working mothers face discrimination due to familialresponsibilities.

**Research objectives**:

* To identify diverse obstacles impeding women's progress in the workplace.
* To Identify potential remedies to assist working women in managing workplace stress effectively.

In the contemporary workforce landscape, it's crucial to recognize the multifaceted obstacles hindering women's advancement in the workplace. Despite significant strides towards gender equality, recent data highlights persistent challenges faced by women in various industries. Studies show that women continue to encounter barriers such as gender bias, limited access to leadership roles, and unequal opportunities for career advancement. For instance, a 2023 survey conducted by a leading HR consultancy revealed that only 23% of senior leadership positions globally were held by women, indicating a substantial gender disparity in top-tier roles. Additionally, data from the same survey indicated that women often encounter implicit bias in hiring and promotion processes, contributing to their underrepresentation in leadership positions. These statistics underscore the need to delve deeper into the systemic obstacles preventing women from realizing their full potential in the workplace.

In addressing the second objective, it's essential to explore potential remedies that can empower working women to navigate and mitigate workplace stress effectively. Recent studies have shed light on the detrimental impact of workplace stress on women's well-being and productivity. According to a 2022 report by a prominent health organization, women are disproportionately affected by workplace stress, with factors such as unequal workload distribution and lack of support systems exacerbating their stress levels. Furthermore, the COVID-19 pandemic has added an additional layer of stress for working women, with remote work challenges, caregiving responsibilities, and blurred work-life boundaries contributing to heightened stress levels. To address these issues, organizations are increasingly implementing initiatives such as flexible work arrangements, mental health support programs, and leadership development opportunities tailored to women. For example, a recent study published in a leading business journal highlighted the effectiveness of mentorship programs in helping women cope with workplace stress and navigate career challenges. By leveraging such insights and evidence-based interventions, organizations can create a more supportive and inclusive environment that enables working women to thrive despite the challenges they face.

The main objective of the study is to understand the problems and issues faced by working women in Bangalore, India. The key socio-economic factors contributing to women's status, safety and security will be considered and the study will be based on primary data collected at Bangalore and to find out possible solutions for working women to balance work and family life. Many researchers have linked harassment in the workplace to mental ill health that increases absenteeism in the workplace and also increases drop outs from work. According to 2018 CareerBuilder survey, many women who experience sexual harassment continue to keep No equal pay Work-Life Balance Children and Career No high level jobs Lack of inclusiveness Safety problems Abuse, Violence, Discrimination Physical, Sexual, Mental Harassment. Of those who have been sexually harassed, 72% of them are not coming forward to report the incident, and 54% of them are not ready to confront the person responsible for the harassment. Women are at greater risk for sexual harassment from supervisors in male-dominated occupations. In 2022, a Pew Research Center survey found that 28% women had experienced sexual harassment in the gender imbalance workplaces where their workplace has more men than women.

**Approaches to Address Harassment:**

To effectively tackle harassment in the workplace, employing diverse training methodologies is crucial. Utilizing a combination of case analyses, curated videos, and interactive questionnaires can enhance awareness and equip individuals with strategies to address potential instances of harassment. When coupled with case studies, video materials were found to be particularly effective in sensitizing participants to signs of possible harassment. It's imperative to develop sexual harassment training programs grounded in empirical evidence to ensure their efficacy.

**Methodologies to handle Harassment**

Working women can take proactive measures to prevent workplace harassment by:

- Demonstrating professionalism and courtesy in all interactions.

- Acquiring knowledge about different forms of workplace harassment.

- Identifying potential scenarios and individuals who may engage in harassment.

- Promptly reporting any inappropriate behavior or harassment, whether experienced firsthand, witnessed, or suspected.

Furthermore, efforts to mitigate harassment in predominantly male-dominated environments can include adjusting the gender balance within the workforce. Increasing organizational diversity and promoting more women to leadership positions can contribute to reducing instances of workplace harassment. By fostering a more inclusive environment, organizations can create conditions that discourage harassment and promote respectful workplace cultures.

**Challenges of work place**

In workplaces, challenges arise when male workers categorize female colleagues into distinct groups and treat them disparately. This selective harassment behavior makes it difficult to grasp the intricate dynamics of the workplace. As the number of women in various industries continues to rise, many now hold leadership positions and pursue their career aspirations boldly, even in traditionally male-dominated fields. However, women can face harassment when they diverge from perceived gender norms, such as assuming positions of authority or working in male-dominated roles. Studies have shown that women subjected to workplace harassment often experience financial strain, reduced job satisfaction, and a higher likelihood of considering or actually leaving their jobs compared to those who do not face harassment.

**Worklife balance**

Achieving a balance between work responsibilities and personal life is a complex endeavor for women, influenced by factors such as financial considerations, career aspirations, and effective time management. Flexible working arrangements that accommodate both work and family commitments can greatly benefit working women. Increased flexibility in scheduling and working hours can mitigate the challenges of balancing professional and personal obligations. Imbalances between work and family life often lead to heightened levels of stress, family discord, instances of violence, and even divorce within households.Additionally, research suggests that newer employees are more susceptible to workplace harassment compared to those with longer tenures in an organization. Factors such as youth, lower levels of education, and belonging to minority groups contribute to an increased risk of harassment in the workplace. Women aged 18 to 25 face a slightly higher risk of harassment compared to those aged between 46 to 50, highlighting the importance of addressing these disparities across different age groups.

**Limitations of the Study:**

This study did not specifically address the experiences of widows, divorcees, and part-time working women regarding workplace harassment. The nature and duration of harassment from superiors, colleagues, and external individuals such as patients, clients, students, or passengers vary depending on the specific role and circumstances of working women.

**Conclusion:**

As women enter the workforce with aspirations for success, it is crucial to acknowledge and address the barriers hindering their progress and growth. Organizations must take proactive steps to create harassment-free workplaces for women, enabling them to contribute consistently to the success of their organizations. Future research could explore electronic forms of harassment (e-harassment), and statistical techniques could be employed to analyze workplace harassment more comprehensively.

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