

# **A STUDY ON WOMEN IN CORPORATE WORLD**

*PARADESI KAVITHA, Y. MAMATHA*

*MBA Student, Assistant Professor*

*DEPT OF MBA*

*PVKK INSTITUTE OF TECHNOLOGY(AUTONOMOUS), Anantapuramu – 515001 (A.P)*

*[paradesikavitha123@gmail.com](mailto:paradesikavitha123@gmail.com), [ymamatha1989@gmail.com](mailto:ymamatha1989@gmail.com)*

## **ABSTRACT**

Women empowerment and gender equality have become topics of utmost importance in the recent times, because gender inequality and its socio-economic and cultural dimensions are all pervasive in the third world as well as in the developed world. However, in the third world, the problem of gender inequality is more acutely associated with economic disempowerment of women. And therefore, of recent, several initiatives are being taken up in the third world countries for the economic empowerment of women so as to reduce the gender inequality. Among these initiatives, the Self-Help Group (SHG) movement, which is getting wide spread all over the third world, has become the prominent one.

The research interest of the present study was mainly to examine whether SHGs actually contribute to empower women economically as well as socially. The study has also examined another problem that whether there is significant variation in the performance of government-run and NGO- run SHGs. The study depends mainly on primary data, collected through sample survey of households of SHG women. Apart from the household survey, a few interviews with the respondents and officers in charge of different SHGs were also conducted.

## **I. INTRODUCTION**

The opening up of Indian economy, the increased role of the private sector and the increase in the number of the multinationals springing up has facilitated a slow but definite rise in the number of woman managers and entrepreneurs in the cooperate sector. Kiran mazumder shows bicon a biotech firm's worth over 1.1 billion with her stake at 449 million. Vidya Mohan Chhabria chairperson of the 2 billion Jumbo group, and Naina lal kidwai vice chairperson and managing director of HSBC securities and capital markets are the two Indian women to feature on the list of the 50 most powerful women in International Business by Fortune magazine. So, we can see how quickly the carrier of woman's are growing in the corporate world. Gone are the days when we hardly could see any woman in the core management of the organization. Woman are increasingly taking up superior position in the cooperate world. Woman has been forming a considerable part of the US workforce for decades now. Efficiency of woman to succeed professionally has been acknowledged all over the world. Nevertheless gender discrimination in the work place did exist and still continues in one form to another. With better education opportunities more and more woman are opting for financial independence by working towards a stable carrier. Today almost every field was earlier touted as being man only has been pervaded by woman. If a woman qualifies on the basis of all the requirements of a profession than there is no reason why there should be gender discrimination in the workplace. Although laws have been passed in most of the countries to provide equal opportunities at the workplace for both man and woman the fact that woman and the glass ceiling still exist.

India has more than one billion population with almost 500 million women. One of the important factors for India's stupendous growth has been its young and educated population. Economic predictors believe that the phenomenal growth rate of Indian economy will be fuelled by the young work ready people in the coming years. Despite the fact that India has almost 250 million women in the working age group very few reach the top in Indian organizations.

Huge numbers of females now work in the organized sector, but they remain at the lower or middle levels in the organizations. Women today comprise only 2 per cent of the total managerial strength in the Indian corporate sector.

The fact is that there are so many cases which demonstrate how woman are undermined in the Cooperates and the other forms of Institution.

Many woman struggles finding better ways to balance work life and often this guilt comes from outside sources like pressure from Husbands, family and friends. Some woman opt. To travel less to have more time for their family and friends. Gender lines are drawn early and exclusions for woman continue throughout adulthood .Not only woman discrimination against private business but also by the federal Government. Gender basis began elementary school continuing into collage.

Women hold a key position in the shaping of the next generation, and in the life of their home. Just as men have disappeared from the landscape of the home, women have disappeared as well. While the Industrial revolution, and other factors, contributed to the man becoming uninvolved in the family, there are factors that have contributed to the woman becoming second rate in the family.

The high cost of living in modern society has put the family in the position where both adults must work full time jobs to survive. While many people do this purely to obtain a lot of possessions, many do so out of necessity. There is absolutely nothing wrong with women working a job outside of the home. In the Bible, the book of Proverbs mentions the woman of virtue working outside of her home. In the last chapter of Proverbs, she is pictured as working long hours to help her family with making money. The problem occurs when, after coming home from work, both parents do not put in an equal amount of energy into the home. Often, the woman is left with all the responsibilities with the children and household chores .This shows how hard working the woman is and what is its position in the society in current time.

As the growth of the woman's in the cooperate sector started the tremendous revolution came in the society. Women anticipated being valued for their brain power, assuming it would serve to create equanimity in the workplace. Women were donning suits, albeit skirted, and sometimes bow-ties, to compete with their male counterparts for management positions.

In their attempt to climb the corporate ladder they face many difficulties but they got success.

The Males also accepted the fact that woman can take every challenge and maintain their Work life balance with the Cooperates.

For sure, the "mommy track" meant incredible creativity.

There are many successful stories of women who didn't give up their jobs – or their careers – and learned to successfully manage motherhood and a career.

These women pioneered compartmentalization. Unlike their male counterparts, who became parents and continued to work, women didn't have to benefit of the attend co parent at home. Instead, they crafted shared childcare arrangements with other working mothers, live-in nannies (giving rise to an entire industry heretofore virtually non-existent in the United States) and sometimes relied on their own mothers to help with childcare.

The rising demand for childcare also created rising childcare costs, prompting some women to choose between a career and motherhood. Rather than lose their investment in those women, some organizations created on-site childcare facilities to combat the trend of women choosing to stay home after maternity leave. Some women, the alternative to leaving their careers was to start their own businesses. They left their organizations with accumulated management skills and a database of customers, armed as competition to those very organizations which trained them.

Women were motivated solely by their anger at a dysfunctional system and resistant stakeholders, which compromised their success by seeing the world through a linear lens rather than as a dynamics reality.

Service Sector in India today accounts for more than half of India's GDP. According to data for the financial year 2008-2009, the share of services, industry, and agriculture in India's GDP is 55.1 per cent, 26.4 per cent, and 18.5 per cent respectively. The fact that the service sector now accounts for more than half the GDP marks a watershed in the evolution of the Indian economy and takes it closer to the fundamentals of a developed economy. Hence the importance of service sector cannot be over emphasized and any negative indicators in this sector can hamper the economic growth.

Despite the narrowing of the gender gap in business education, there is a growing sense that women are not getting ahead fast enough in the corporate and financial world. Bertrand and Kevin F. Hallock (2001) document the under-representation of women among the five highest-paid executives in Execucomp's (S&P 1500) firms from 1992 to 1997. Only about 2.5 percent of the executives in their sample are women, and the under-representation is especially severe at the highest levels of the corporate ladder.

The number of female CEOs among Exec comp firms increased from just 4 in 1992 to 34 in 2004, according to Justin Wolfers (2006), but women still represents only 1.3 percent of the CEO-year observations in his sample.

Various explanations have been proposed for women's underperformance in the corporate and financial sectors.

Experimental evidence suggests that women have less taste for the highly-competitive environments in top finance and corporate jobs (Muriel Niederle and Lise Vesterlund 2007), and female MBAs may be less willing to aggressively negotiate for pay and promotion (Linda Babcock and Sara Laschever 2003). MBA women may be subject to implicit or explicit gender discrimination (Bertrand, Dolly Chugh, and Sendhil Mullainathan 2005), and even talented female MBAs may encounter difficulty getting recognized in male-dominated workplaces.

Women may also fall behind because of the career/family conflicts arising from the purportedly long hours, heavy travel commitments, and inflexible schedules of most high-powered finance and corporate jobs.

This paper speaks to the relative importance of these alternative explanations of the gender gap in career outcomes for highly-educated personnel in the US corporate and financial sectors. We study the careers of MBAs who graduated between 1990 and 2006 from a top US business school—the Booth School of Business of the University of Chicago—and how career dynamics differ by gender. We explore the evolution of the gender gap in earnings and labor supply for young professionals employed primarily in corporate, consulting, and financial services jobs.

Deteriorated health, anxiety, fatigue and musculoskeletal pain are some of the risks that women in Sweden are facing to a greater extent than men .Women also account for the majority of sickleave in Sweden .

Work related stress caused by work characteristics such as poor organizational and psychosocial factors results in sickness absence in both sexes , but increased workload with high psychological and physical demands has been particularly connected to symptoms of illness, as well as to sickleave, among women. Not only does low social support from coworkers and supervisors increase the risk for sickness absence, but it also delays the return to work.Despite a majority of those affected being women, little research from a gender perspective has been carried out .

The phenomena of sickness absence and the return to work process are complicated and need to be understood in their connection to society, as well as to organization and individual. In order to acquire more knowledge it is essential to understand the perspective of the individual and to explore the views of the parties involved.

In this, one has to consider both personal and environmental factors, with a special concern for the interaction between them .It is therefore important to obtain the sick-listed women's own perspective of the workrelated personal and environmental impact on the process of sickness absence and return to work.

According to sicklisted employees, the return to work process is greatly influenced by employers' attitudes and measures, and the supervisors' role has been described as significant. Positive interactive communication between the individual and the supervisor has been described as essential .Consequently, discovering the point of view of supervisors regarding possibilities for returning to work is of great interest.

Being under pressure, such as perceiving stress from work, affects the individual negatively and may result in a variety of symptoms of illness and psychological distress before sicklisting becomes a fact.

In order to put forward measures for reducing the development of sickness absence it is 11valuable to find ways to identify individuals at risk for sickleave in good time. In Sweden, women and men are concentrated

in separate occupations; women are mainly in public employment, while men work mostly in the private sector. Given this, women's and men's working conditions may differ.

### **NEED OF THE STUDY**

This project gives an overview on the topic women in corporate world. The report analyses the problem faced the women at work place. This project helps to understand the diversity and guide organisation to take corrective steps.

Many studies reveal that the women leadership found to be equal or more effective than their male counter parts. In recent study women scores more than men in competencies like taking initiatives, resilience, practicing self-development etc, and the truth remain so still globally corporates struggle to have inclusive workforce.

Globally women at leadership position are very less and only 4.9 per cent of Fortune 500 companies have women at leadership position. India has one of the lowest labour force participation by women, when compared to countries across the globe, just under 18 per cent in 2017 compared to 82 per cent for men (ILO, India Labour Market Update, July 2017 (August 8, 2017). A global study by Deloitte identified Indian women as holding 12.4 per cent of board seats and just 3.2 per cent of board chairs in 2017 (Deloitte, Women in the Boardroom: A Global Perspective – Fifth Edition).

It was not that the women employees were unwilling to work, in most cases family pressure and lack of societal support led to the job being sacrificed at the altar of motherhood.

In the last five years, we've seen more women rise to the top levels of companies. An increasing number of companies are seeing the value of having more women in leadership, and they're proving that they can make progress on gender diversity. This is an important step in the right direction.

### **SCOPE OF THE STUDY**

The scope of the study is to share different experiences of the woman's working in the cooperate sector and to see what challenges they are facing in the cooperate world. We can trace the problem at hand from the social/religious and cultural theories and practices of which is different at some point to totally compare woman and men to be the same or different on the other hand.

Stress in the corporate world is very high. So present women should balance work life. Women hold a key position in the shaping of the next generation, and in the life of their family. Just as men have disappeared from the landscape of the home, women have disappeared as well. While the Industrial revolution, and other factors, contributed to the man becoming uninvolved in the family, there are factors that have contributed to the woman becoming second rate in the family. The high cost of living in modern society has put the family in the position where both adults must work full time jobs to survive. While many people do this purely to obtain a lot of possessions, many do so out of necessity. There is absolutely nothing wrong with women working a job outside of the home. In the Bible, the book of Proverbs mentions the woman of virtue working outside of her home. In the last chapter of Proverbs, she is pictured as working long hours to help her family with making money.

### **OBJECTIVES OF THE STUDY**

- To share different experiences of the woman's working in the cooperate sector.
- To See what challenges they are facing in the cooperate world.
- To balance the worklife between men and women in the corporate world.
- To understand the awareness among women about various schemes and agencies promoting their working in India.
- To study the factors effecting the Women to hold a key position in the shaping of the next generation, and in the life of there.
- To identify major factors promoting / hindering women working in India.

## **II. RESEARCH METHODOLOGY**

This report is based on primary as well secondary data, however primary data collection was given more importance since it is overbearing factor in attitude studies. One of the most important users of research methodology is that it helps in identifying the problem, collecting, analyzing the required information data and providing an alternative solution to the problem.

### **DATA SOURCES:**

Research is totally based on primary data. Secondary data can be used only for the reference. Research has been done by primary data collection, and primary data has been collected by interacting with various people. The secondary data has been collected through various journals and websites.

### **COLLECTION OF DATA:**

The Collection of data for the topic have been taken from the different sources

International Sources: From the international agencies such as ILO, WHO From internet where these agencies publish comparative data .

Government sources: from direct interaction with the woman's working in central, state and private banks government publications etc.

Commercial sources: The sources include commercial research and advertising agencies operation research group, Indian Marketing Research Bureau (IMRB).

Industrial sources : The research department of the industry.

Miscellaneous sources: from magazines, Newspaper, Websites, Research journals, Reports of research studies conducted by scholars at university level and reports of research study at Institute.

### **SAMPLING:**

#### **SAMPLING PROCEDURE:**

The sample was selected of woman who is working at Mega soft, Hyderabad. It was also collected through personal visits to persons, by formal and informal talks and through filling up the questionnaire prepared. The data has been analyzed by using mathematical/Statistical tool.

#### **SAMPLE SIZE:**

The sample size of my project is limited to 100 people.

#### **SAMPLE DESIGN:**

Data has been presented with the help of bar graph and line graphs etc.

### **LIMITATIONS OF THE STUDY**

- Some of the persons were not so responsive.
- Possibility of error Sample size is limited to 100 woman's working in Mega soft, Hyderabad out of these some have given the right answer. The sample size may not adequately represent the whole situation.
- Some respondents were reluctant to divulge personal information which can affect the validity of all responses.
- The research is confined to a certain part of Hyderabad in data collection because many of women may have not given actual answers of my questionnaire.

## **III. REVIEW OF LITERATURE**

The fact is that there are so many cases which demonstrate how woman are undermined in the corporate and the other forms of institution. Many woman struggles finding better ways to balance work and life and often this guilt comes from outside sources like pressure from Husbands, Family and friends. Some women opt to travel less to have more time for their family and friends. Gender lines are drawn early and exclusions for woman continue throughout adulthood .Not only woman discrimination against private business but also by the federal government. Gender basis began elementary school continuing into collage. The apparent preference of women scientists and engineers for jobs outside the industrial sector and the larger exit rate of women than men from industrial employment suggest that women perceive the climate in industry as less than favorable for a scientific or technical career. Conference participants identified a

number of underlying causes of this apparent inhospitable climate for women. Barriers that inhibit progress for women scientists and engineers in industry were found at every stage of career development:

Recruitment and hiring practices that creates de facto entry barriers for women, Aspects of a male-oriented corporate culture that is hostile to women, Paternalism, allegations of reverse discrimination, Sexual harassment, different standards for women and men, Disparities in the distribution of high-quality job assignments, salary discrepancies Based on one's sex ,Failure of corporations to accommodate work-family issues, and Difficulty for women to advance into management. We define these barriers, present evidence of their persistence in corporations, and review the understanding that emerged at the conference of their impact on women. In particular, we focus on institutional or cultural attributes of corporations that (1) limit access of women to jobs, (2) create less than favorable working conditions for women, and (3) lead to high attrition rates for women in industry. Later chapters will examine corporate initiatives aimed at neutralizing these negative factors and will offer strategies that can help women overcome them. During the past decade, the environment for multinational corporations has been quite volatile, with numerous challenges for the firms operating in this arena.

However, throughout this period there have emerged a number of executive leaders who have been recognized for their contributions to organizational excellence and leadership despite the environmental fluctuations. But invariably even few years back women power was not so welcome to hold & glorify the top positions of different corporate houses.

Several myths were there & so women employees used to face barriers while climbing up the corporate ladder. But time and again women power have proved them, succeeded over those imposed barriers & made major contribution towards organizational excellence.

Excellence is a word associated with such things as being first-class, distinctive, the best obtainable, and superior, above par, top-notch, perfect, exceptional, uncommon, unique, and even transcendent. Attempts at becoming an excellent organization have spawned terms such as best practice, best-in-class, and world class manufacturing and are usually associated with a holistic approach to competitive advantage. Here are some typical components which are necessary for an organizational excellence:

- \* Great people
- \* Great place to work
- \* Solidly and consistently profitable
- \* Trusted by customers
- \* Recognized innovator
- \* Best products and services
- \* Most efficient

The present study deals with those barriers which a woman faces while climbing up the corporate ladder. The perceived notion is women are ruled by heart and not head, they personal life gets priority over professional life. These restrict the species called "women" from being accepted whole heartedly in any organization and from getting due recognition for her contribution towards organizational success. Can the qualification of being male & not a female employee of an organization ensures organizational excellence? If the answer is "no", then why the corporate world is putting barriers only for its women employee? Now –a – days organizations in the way of achieving excellence are working towards removing any sort of discrimination from their work procedure, they believe in the women competence for achieving organizational excite first generation of women at the workplace had it a bit tough.

The 20-something's of today will have it much easier because the women in their 30s are already reporting more openness to their leadership" said Ketaki Gupte, founder of Reflex ion. Does this imply that India Inc. is trending towards incorporating a higher strength of women managers in the workforce? About the same time last year ,IE reported a study by Industry body Ascham which said the emergence and growth of the service industry has seen an increase in the number of female employees and women managers, especially in the private sector.

In terms of the percentage of women in executive positions, the same study reveals that there is still a lot of catching up for women managers to be done.

However, India Inc may very well have now become open to women leaders in the workforce. Naveen Puri, Assistant VP of Genpact spoke about his feelings when Vidya Srinivasan was becoming his new boss, heading an infrastructure giant in India "Her collaborative techniques and mentoring have been more effective than any male boss. She doesn't sugar-coat critical feedback which helps improve work quality" he said.

lence. Another important stressor for employed women is the lack of career progress. While this is a potential stressor for all employees, it is particularly problematic for women because they are clustered in the lower levels of the hierarchy. For example, women hold only 2% of senior management positions and only 5% of corporate board positions (Friedman, 1988). An explanation for this finding is that stereotypes and biases of male decision-makers prevent women's career advancement. The barrier formed by these biases has been referred to as the "glass ceiling."

The well-known Framingham Heart Study showed that women's health may be jeopardized by such barriers (Haynes & Feinleib, 1980). One of the major predictors of coronary heart disease among female clerical workers was decreased job mobility. Furthermore, women reported more job changes but fewer promotions than did men, indicating that their upward mobility may be severely constrained.

### **GENDER PERSPECTIVES ON HEALTH AND SICK-LEAVE**

Gender differences in health are explained from at least two perspectives, the biological and the socio-cultural. The biological perspective stresses genetics, physiological and anatomical features as explanatory factors while the socio-cultural perspective accentuates women's and men's diverse circumstances in social, working and family life.

The biological perspective is often viewed as uncomplicated. Women and men are seen as separated and unchangeable units, universally applied. The socio-cultural perspective is more complex and has to consider the individual in a context influenced by family, work and society. This perspective has to understand the construction of femininity and masculinity and how these are influenced by society and culture. As opposed to the biological perspective the socio-cultural also has to recognize the constructions' changeability. However, it is essential to integrate these two perspectives, since neither can be sufficient on its own. The construction of gender is influenced by biology and the biological and physical features of the sexes are not static, but are influenced by environment.

Consequently, the negative development of health among women requires reflection from a variety of angles. Although women live longer than men, it can be seen as a paradox that they report lower perceived health, consume more health care and are more often on sick-leave than men. Surveys have, however, pointed out a more complex picture where gender differences depend on many different factors. Of these, it is important to consider diagnosis and age. Macintyre et al. found gender differences in reporting symptoms and conditions, where women showed more psychological distress than men. However, no gender differences were found in reporting physical symptoms and conditions. In a study of self-reported headache and musculoskeletal pain, women reported a greater number of, and more severe 12 symptoms than men. However, the differences were reversed when it came to the physical dimensions of health-related quality of life. In these men were more affected by headache than women. A large diversity was also found in the different age groups with gender differences in the younger groups and no differences in the middle-aged ones. Correspondingly, Macintyre et al. found it valuable to take age in to account when analyzing gender health differences.

As previously mentioned women are more sick-listed than men. Hen sing et al., however found in a study concerning sick-leave owing to psychiatric disorders that men turned out to have longer periods of sickness absence while women had a higher incidence of sick-leave. Conclusively, this complexity of gender, health and sick-leave requires further research that will shed light upon the issue from a variety of perspectives.

An aspect when considering women’s health and sick-leave is that in Sweden women are proportionately part of the paid work force approximately to the same extent as men; women’s participation rate is 80 % compared to men’s 86 % . At the same time, unpaid work, such as household work and domestic childcare, has not diminished and women contribute more to these chores than men. In a study of employed Swedish women, high domestic strain was associated with low self-rated health . Women in white-collar professions report a higher total workload, including paid and unpaid work, more stress and higher severity of symptoms than men. A high total workload was associated with sick-leave among women in a study based on employees of the Swedish Mail. The work-family conflict has been found to constitute a risk for sickness absence in both women and men, most pronounced in women however, and with poorer health outcome among women . Even though this thesis is focusing on work-related stress in women it is vital to keep in mind the influences of stress from other domains of life.

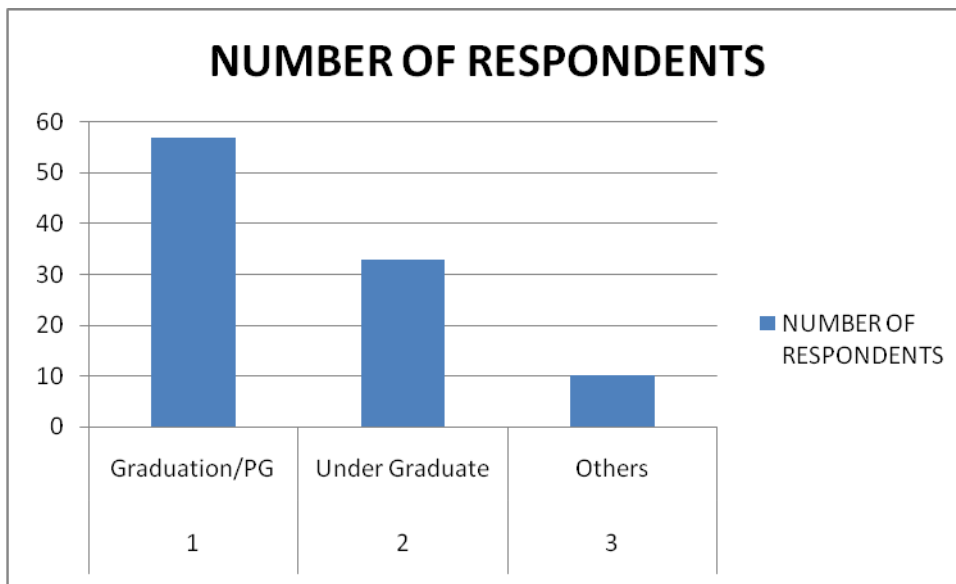
**IV. DATA ANALYSIS AND INTERPRETATION**

**1. Qualification**

**TABLE NO 4.1**

SL.NO	OPTIONS	NUMBER OF RESPONDENTS	PERCENTAGE%
1	Graduation/PG	57	57%
2	Under Graduate	33	33%
3	Others	10	10%
	TOTAL	100	100

**GRAPH NO 4.1**



**INTERPRETATION:**

The above graph has shown that the graduation/pg are 57%, 33 % are the under graduate and 10% are the others .the majority of the respondents are graduate /pg

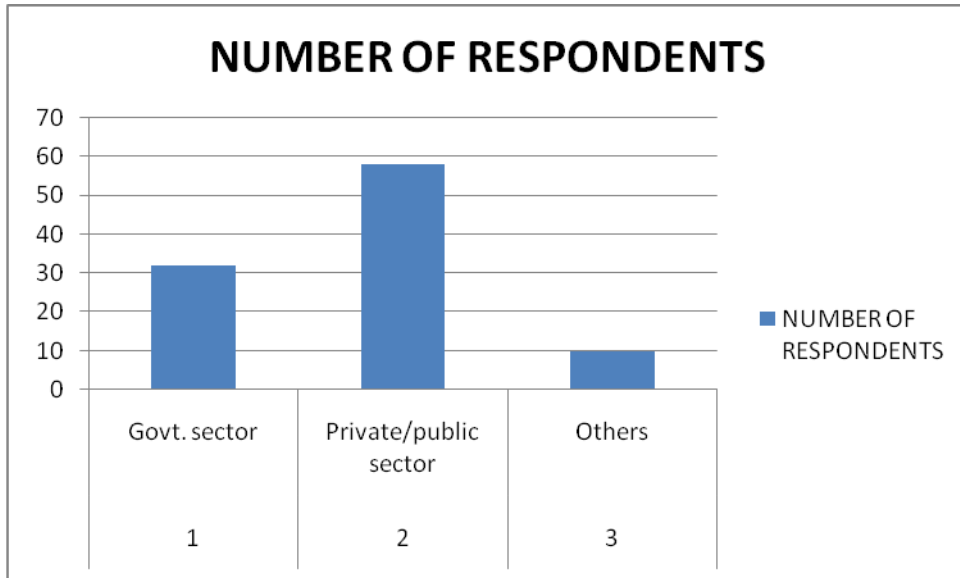
**2. Occupation.**

**TABLE NO 4.2**

SL.NO	OPTIONS	NUMBER OF RESPONDENTS	PERCENTAGE%
1	Govt. sector	32	32%
2	Private/public sector	58	58%

3	Others	10	10%
	TOTAL	100	100

**GRAPH NO 4.2**



**INTERPRETATION:**

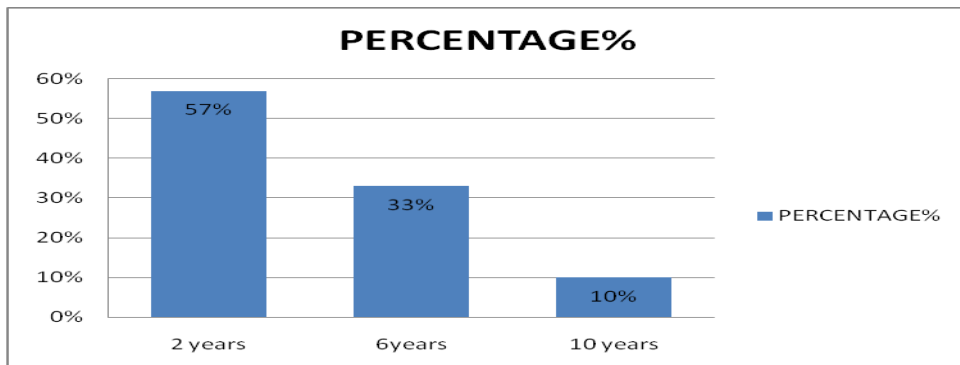
The above graph has shown that respondents work in the govt. sector are 32 %, 58 % are the public/private sector and 10% are the others .the majority of the respondents are public/private sector

**3 Since how many years have you been in these occupations?**

**TABLE NO 4.3**

SL.NO	OPTIONS	NUMBER OF RESPONDENTS	PERCENTAGE%
1	2 years	57	57%
2	6years	33	33%
3	10 years	10	10%
	TOTAL	100	100

**GRAPH NO 4.3**



**INTERPRETATION:**

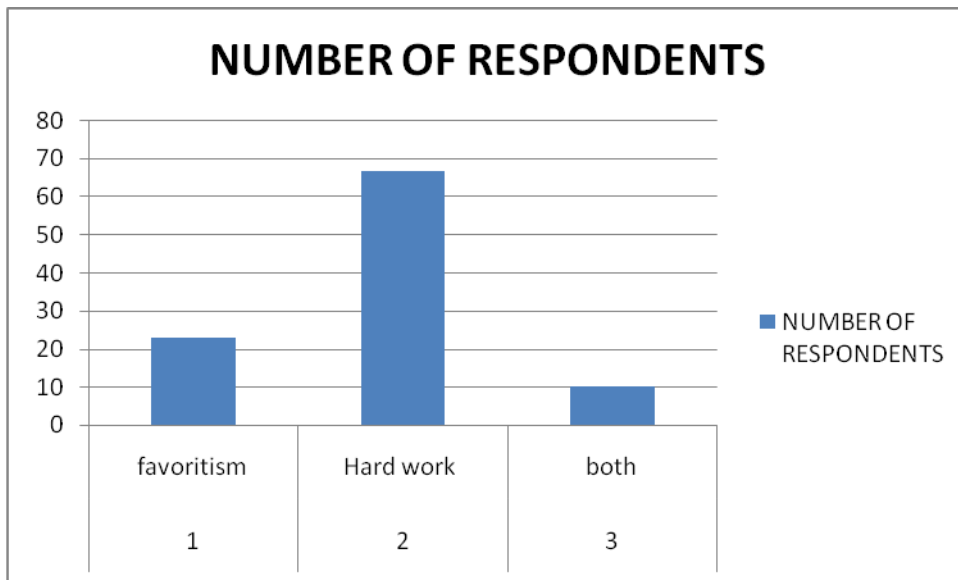
The above graph has shown that respondents work experience of 2years are 68 %, 24 % are the 6years work experience and 8% are the 10 years work experience .the majority of the respondents are 2 years work experience.

**4 Were you told by people to have received promotion on the basis of favoritism or hard work?**

**TABLE NO 4.4**

SL.NO	OPTIONS	NUMBER OF RESPONDENTS	PERCENTAGE%
1	favoritism	23	23%
2	Hard work	67	67%
3	both	10	10%
	TOTAL	100	100

**GRAPH NO 4.4**



**INTERPRETATION:**

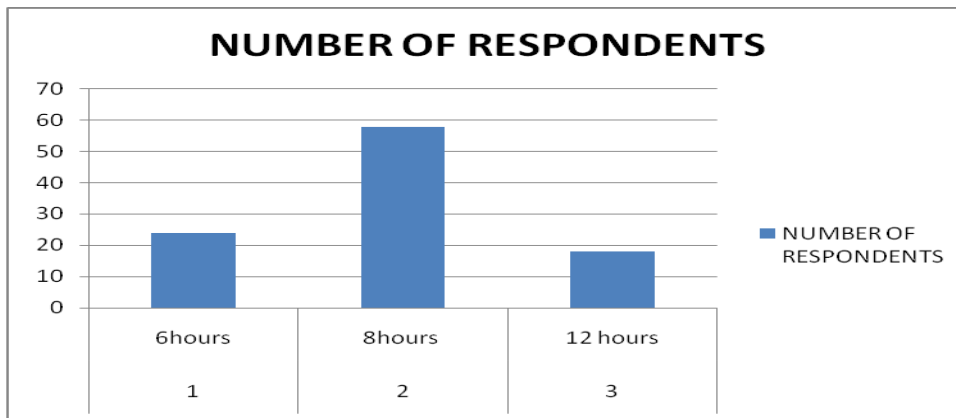
The above graph has shown that respondents promotion basis on favoritism is 23% %, respondents promotion basis on hard work is 67% and both is 10% .the majority of the respondents promotion basis on hard work.

**5- How many hours do you work?**

**TABLE NO 4.5**

SL.NO	OPTIONS	NUMBER OF RESPONDENTS	PERCENTAGE%
1	6hours	24	24%
2	8hours	58	58%
3	12 hours	18	18%
	TOTAL	100	100

**GRAPH NO 4.5**



**INTERPRETATION:**

The above graph has shown that respondents prefers as 6 hours of working hours is 24% ,58%, respondents prefers as 8 hours of working hours and 18% respondents prefers as 12 hours of working hours .the majority of the respondents prefers as 8 hours of working hours .

**V. FINDINGS**

- In Hyderabad in the Age Group of working woman 20-25 years were more in numbers. The second working age group was 25 – 32 years.
- In Hyderabad most of the working women were Graduate or Post Graduate and below HSC there were very few in numbers.
- There is large gap in employment of women as they have prove them in every field they work.
- We can see how quickly the carrier of woman’s are growing in the corporate world .Gone are the days when we hardly could see any woman in the core management of the organization.
- Woman are increasingly taking up superior position in the cooperate world.
- Woman’s are ready to fight against injustice if they are faced with any situation of harassment or intense discrimination.
- Woman qualifies on the basis of all the requirements of a profession than there is no reason why there should be gender discrimination in the workplace.
- Woman have been found to have better verbal skills than men where as research shows that Woman have better visual spatial abilities.
- Women have shown the world that woman can achieve anything with hard word gender basis means nothing to them and there is no short cut for success.
- Women may also fall behind because of the career/family conflicts arising from the purportedly long hours, heavy travel commitments, and inflexible schedules of most high-powered finance and corporate jobs.

**VI. SUGGESTIONS**

- The most vital problem spotted is of ignorance if any female suffer from gender discrimination or eve teasing ect. They ignore it they should come forward and fight against it.
- To understand the awareness among women about various schemes and agencies promoting their working in India woman’s should also keep in touch with all those
- Woman should set the targets for themselves so that their goals are clear what they want to achieve
- Work life balance should be maintain so that work and family both can be well maintain
- There is a lot of difference in the cooperate life from outside and inside if we see it from outside it looks nice but when we go inside we feel that teaching or other sector like health care are better

- Woman should directly talk with their boss if they have any kind of problem in working in spite of suffering or leaving the job.
- Woman are the future of our society they should come ahead and work when their number in cooperate increase then only gender discrimination will stop.
- Progress however in the cooperate is slow and the improvements which are being witnessed in the corporate sector are low but the coming time will surely bring the changes.
- Percentage of working woman presently is very less but in the future it will surely increase as woman has proved themselves in every field.
- Woman qualifies on the basis of all the requirements of a profession so there is no reason why there should be gender discrimination in the workplace.
- Woman in cooperate India are aware of constraints they work under and obviously try to make the best of the bargain.

## **VII. CONCLUSION**

Women since ages have silently witnessed the significant changes in society whether its country's freedom, agricultural development, modernization, liberalization, privatization & globalization but one thing which has not changed satisfactorily is gender inequality in Indian society. This discrimination though age old still rules the society right from discrimination to not to give birth to girl child till not to give them opportunity in employment after marriage, women for their living & livelihood still majorly depends on family's decision which is almost absent in case of male members of the same society. From Vedic period till the now society looks for sacrifices from women not men. They have to strike balance between social, personal & professional lives. Corporate social responsibility towards women empowerment can become ray of hope in many ways right from changing attitude towards women in the society to making women independent financially, physically and socially and enabling them to stand on their feet. The motive behind joining CSR with women empowerment is to provide solutions to women related issues. Every project needs finance from society which can be amply supplied by big business houses but society should also become instrumental in developing women's status. Providing competitive jobs equal to men is not only providing bread and butter to women but also uplifting them, society can only develop when growth is equally enjoyed by every section of society though we have shining examples of women achievers in India like president Mrs Pratibha Patil, India's nightingale Lata Mangeshkar , women astronauts late Kalpana Chawla and so on but these are in few thousand there is a need to have such achievements in lakhs and lakhs. when a girl in small village can also read these success stories and get inspiration and when right to get birth will be given to girl child then only our country will stand to be different at least in case of equal respect to women.

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