



---

## A Study on Difficulties Faced by Working Women Before Going to Their Work Station

**Prof. P.Vanitha**

**Assistant Professor**

Department of Management studies,  
M.Kumarasamy College of Engineering,  
Karur – 639113, Tamilnadu, India.  
[mkcevanitha@gmail.com](mailto:mkcevanitha@gmail.com)

**Professor .Dr.S.Kuppusamy**

**Professor**

Department of Management studies  
M.Kumarasamy College of Engineering,  
Karur – 639113, Tamilnadu, India.

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



---

*Abstract*

Everyone in this world is looking for a change in their family life. In olden days women's position is home care where she looked after her children and cooked food for her family. But now the women have entered mostly in all the fields and they have achieved a lot. In order to satisfy both work life and family life they face so many difficulties and also try to overcome the problems and run their family happy. This paper explores the difficulties faced by the working women before going to their jobs. This paper discusses mainly on several activities of working women, which they feel difficult and stressful and which activity affects their job performance. The results indicate that the working women find extremely difficult for preparing breakfasts, lunch and dinner, making their children to get ready for school, cross checking their homework, children in the care of others, dropping their children in school, driving in the morning traffic, catching the institutional vehicle or other means of transport in order reach their work station, purchasing household items like vegetables, fruits, pulses etc., And working beyond working hours, most of them undertake several activities which tend to have an impact on their work schedule for the day

**Keywords**— *Working women, family life, Difficulties and stress*

### **1.Introduction**

Scientific studies of pre-historic communities rate women as the elder of the species and hence are not prone or susceptible to common infections, their physique more supple and frame elastic, admirably suited to child bearing and verbal and non-verbal communications, skills. Scary at the top of their voice and can literally raise the roof when they crank up decibels, the

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



modern woman is no poor cousin of the older version. She also packs a lunch. She is not only the home, executive, she doubles up as the executive in office and takes orders, shows remarkable patience and organization two eminently adorable qualities needed in assembly like automation, the real picture of our modern offices, the work passing the buck. In the classroom, in the boardroom she is no less disposable or is indispensable in the market, always the right barometer of skills ever hungry for more, the two at the yoke – pulling but also sharing the work load for the common good is the picture of our times.

## 2. Literature Review

**Campbell et al, 1994 they have found** several authors have said that the effects of family life on women's job performance and work attitudes. The result revealed that women with children were significantly lower in occupational commitment relative to women without children; contrary to expectation, women with younger children outperformed women with older children.

**Makowska, 1995 he has studied** psychosocial determinants of stress and well-being among working women.

**Doress-Wortes PB, 1994 - In his study,** he has found that multiple role-playing has both positive and negative effects on the mental health and well-being of professional women. In certain instances, women with multiple roles reported better physical and psychological health than women with less role involvement. In other words, they cherished motivational stimulation, self-esteem, a sense of control, physical stamina, and bursts of energy.

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



---

**Hughes DL, Glinsky E. Gender, 1994** – Several studies explored that multiple roles have also been found to cause a variety of adverse effects on women's mental and physical health, including loss of appetite, insomnia, overindulgence, and back pains.

**Greenhaus, J. H. & Beutell, N. J., 1985**, They have found that workplace characteristics can also contribute to higher levels of Work family conflict. Researchers have found that the number of hours worked per week, the amount and frequency of overtime required, an inflexible work schedule, unsupportive supervisor, and an inhospitable organizational culture increase the likelihood that women employees will experience conflict between their work and family role.

**Kandel et al, 1985 several authors** has investigated the nature of specific strains and stresses among married women in their marital, occupational and house work roles. They found that the strains and stresses are lower in family roles than in occupational and household roles among the married women. These have more severe consequences for the psychological well-being of women than occupational strains and stresses. Strains predicted distress through role-specific stress, with strains deriving from the contribution of role-specific stress.

**Kirchmeyer & Cohen, 1999** this study has revealed that because of family –work conflict the main problems are job dissatisfaction, being late for work, absenteeism and poor performance.

**Girdano, D. A. and Evarly, G. S., 1986, House, J.S., 1981 and Repetti, R. L., Matthews, K. A. and Waldron, I. 1989**, this study states that the various types of target (e.g. Multiple tasks, time demands) can also create stress.

**Pahl & Pahl, 1971**He has found financial difficulties among working women family.

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



---

**Jain, 1988** He has found that employed women face difficulties in performing her household chores. Often she has conflicting demands, but she is not ready to quit her job as an alternative she finds some other adjustments in her family life.

In some studies, family-work conflict affects the health and wellbeing status of the worker (**Beauregard, 2006; Peeters et al., 2005**). At the end of family- work conflict, the problems arise as the conflicts of the individual to the family, lack of support from spouse, and more responsibilities at home, the presence of a baby at home can cause problems at work (**Greenhaus & Beutell, 1985**)

**Kossek & Özeki, 2001** They have said that home life and work life are two important fields affecting one another. In the researches, it was seen that work life is affected by variables related to the family (number and age of children and support of the spouse) and at the same time, home life is affected by the requirements of work life.

### 3. Research Methodology

The snowball sampling method was applied to collect information about the working women in Karur district of Tamilnadu, India. It was very difficult to know the exact size of the universe. So snowball sampling was preferred instead of other sampling selection. The sample size is 120 respondents who are working in organized sectors were selected for this study. Respondents age is between 18 – 45 years with at least one child were selected for this study. The study was conducted by using a structured questionnaire. The questionnaires were filled by respondents in the presence of the researcher. After collecting the questionnaire from them there was an informal discussion for a half an hour to observe their feelings and note their opinion about the

# INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



questionnaire and related issues. This discussion has also allowed the respondents to supplement their suggestions if they wanted to provide additional relevant comments.

#### 4. Data Analysis and Interpretation

Table 1 Respondent’s opinion regarding servant

Whether the respondents have servant in their home to help.				
Particulars	Yes	%	No	%
Do you have servants to help in your home	52	43.33	68	56.67

**Interpretation:** From the Table 1, it is clear that 43.33 % of the women employees have a servant maid for help to do their kitchen work. While the remaining 56.67 % of the respondents does not have servants to help, they do their work by themselves.

Table 2 Respondents Designation

S.No	Designation	Frequency	%
1	Teachers	37	30.83
2	Chartered Accountant	7	5.833
3	Doctors	12	10
4	Nurses	14	11.67
5	Bank Employees	13	10.83
6	Software Engineers	26	21.67
7	Lawyers	11	9.167
Total		120	100

**Interpretation:** From the Table 2, it is clear that the majority of the respondents designation is a teacher (30.83%), about 21.67% of the respondents are software engineers’, 11.67% of the respondents designation are nurses, 10.83% and 10% respondents designation are

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



bank employees and doctors respectively. About 9.167% respondent's designation is lawyer and the remaining 5.83% are chartered accountant

Table 3 Respondent's opinion regarding house help

S.No	Particulars	No. of. House help	%
1	Teachers	12	23.07
2	Chartered Accountant	3	5.76
3	Doctors	8	15.38
4	Nurses	2	3.84
5	Bank Employees	7	13.46
6	Software Engineers	16	30.76
7	Lawyers	4	7.69
Total		52	99.96

**Interpretation:** From the Table 3, it is clear that 23.07% of the teachers, 30.76% of the software engineers, 15.38 % of doctors, 13.46 %, of bank employees, 7.69% of lawyers, 5.765 % of chartered accountant, and 3.84% of nurses have appointed servant maid for house help.

Table 4 Respondent's opinion regarding giving instruction to the house help

Designation	Respondent's opinion regarding giving instruction to the house help					Total
	Not at all Difficult	Somewhat Difficult	Difficult	Very Difficult	Extremely Difficult	
Teachers	4 (33.33%)	5 (41.67%)	3 (25%)	0	0	12
Chartered Accountant	0	2 (66.67%)	1 (33.33%)	0	0	3
Doctors	0	2 (25%)	3 (37.5%)	3 (37.5%)	0	8
Nurses	0	0	0	2 (100%)	0	2

# INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Bank Employees	3 (42.85%)	4 (57.14%)	0	0	0	7
Software Engineers	0	8 (50%)	2 (12.5%)	6 (37.5%)	0	16
Lawyers	2 (50%)	2 (50%)	0	0	0	4
Total	9	23	9	11	0	52

**Interpretation:** From the Table 4 it is clear that 100% of the nurse's, 37.5% of the doctors and 37.5% of the software engineers find very difficult to give instruction to the house help. 37.5% of the doctors, 33.33 % of chartered accountant, 25 % of teachers said that they find difficult to give instruction to the house help. 66.67 % of chartered accountant, 57.14% of Bank employees, 50% of lawyers and software engineers said that they find somewhat difficult to give instruction to the house help. Only 33.33 % of the teachers, 42.85 % of bank employees and 50 % of the lawyers said that they do not find difficult to give instruction. The respondents find difficulty with this activity due to their working hours on their job. Doctors have to do their service without considering working hours, Software engineers and nurses have to work in shift bases.

Table 5 Respondent's opinion regarding Preparing breakfast and lunch

Designation	Respondent's opinion regarding Preparing breakfast and lunch					
	Not at all Difficult	Some what Difficult	Difficult	Very Difficult	Extremely Difficult	Total
Teachers	0	5 (13.51%)	17 (45.94%)	6 (16.2 %)	9 (24.3%)	37



INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Chartered Accountant	2 (28.57%)	1 (14.28%)	4 (57.14%)	0	0	7
Doctors	0	0	0	7 (58.33%)	5 (41.67 %)	12
Nurses	0	0	0	7 (50%)	7 (50 %)	14
Bank Employees	0	0	8 (61.53%)	3 (23.07%)	2 (15.38%)	13
Software Engineers	0	0	0	12 (46.15%)	14 (53.84%)	26
Lawyers	0	6 (54.54%)	5 (45.45%)	0	0	11
Total	2	12	34	37	35	120

**Interpretation:** From the Table: 5, it was found that, Software Engineers (53.84 %), Nurses (50 %) Doctors (41.67 %), Teachers (24.32 %) and bank employees (15.38 %) said that they find extremely difficult to prepare breakfast and lunch. It was found that doctors (58.33 %), Nurses (50 %), Software Engineers (46.15 %), Bank Employees (23.07 %) and teachers (16.2%) said that they find very difficult to prepare food for the family. It was found that bank employees (61.53 %), Chartered Accountant (57.14 %), teachers (45.94 %), lawyers (45.45%) finds difficult to prepare breakfast and lunch. It was found that lawyers (54.54 %), chartered accountant (14.28 %) and teachers (13.51%) find somewhat difficult to prepare breakfast and lunch.

Only 28.57% of the chartered Accountant said that they do not find difficult to prepare breakfast and lunch. The majority of the respondents said that they lost interest in preparing food since they have to concentrate more on their job performance

Table 6 Respondents Opinion regarding how they travel

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Designation	Self driving	Other means of transport	Total
Teachers	11 (29.72%)	26 (70.27%)	37
Chartered Accountant	7 (100%)	0	7
Doctors	12 (100%)	0	12
Nurses	0	14 (100%)	14
Bank Employees	6 (46.15%)	7 (53.84%)	13
Software Engineers	18 (69.92%)	8 (30.76%)	26
Lawyers	11 (100%)	0	11
Total	65	55	120

**Interpretation:** From the Table: 6 it was found that only 29.72 % of the teachers, 100 % of the chartered accountant, doctors and lawyers ,46.15 % of the bank employees, 69.92% of the software engineers go to their work station with their own vehicle and they drive themselves . The majority of the teachers (70.27 %), Nurses (100 %), 53.84% of bank employees and 30.76% of software engineers said that they go to their work station their institutional vehicle or other means of transport.

Table 7 Respondent’s opinion about self driving in the morning traffic

Designation	Respondent’s opinion regarding driving in the morning traffic.		
	Difficult	Very	Extremely

# INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



		Difficult	Difficult
Teachers	6 54.54%	5 45.45%	11
Chartered Accountant	4 57.14%	3 42.85%	7
Doctors	0	12 100%	12
Nurses	0	0	0
Bank Employees	6 100%	0	6
Software Engineers	7 38.88%	11 61.11%	18
Lawyers	11 100%	0	11
Total	34	31	65

**Interpretation:** From the Table: 7, it was found that all the doctors, 61.11 % of the software engineers, 45.45 % of the Teachers and 42.85 % of the chartered accountant find extremely difficult to drive in the morning traffic. Teachers (54.54 %), chartered accountant (57.14 %), Lawyers (100 %), Bank Employees (100 %), Software engineers (38.88 %) said that they very difficult to drive in the morning traffic. All the respondents said that sometimes they may not reach to their work station or office on time due to traffic or accident.

Table 8 Respondent’s opinion about catching institution vehicle or other means of transport

Designation	Respondent’s opinion about catching institution vehicle or
-------------	--

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



	other means of transport	
	Extremely Difficult	Total
Teachers	26	26
Chartered Accountant	0	0
Doctors	0	0
Nurses	14	14
Bank Employees	7	7
Software Engineers	8	8
Lawyers	0	0
Total	55	55

**Interpretation:** From the Table: 8 it is clear that most all the working women finds extremely difficult to catch the institution vehicle on time. It is a challenge for them to catch the vehicle on time daily. They said that they are stressful with this activity.

Table 9 Respondent’s opinion regarding making your children to get ready to school, cross checking their home works and dropping kids in school

Designation	Respondent’s opinion regarding making your children to get ready to school, cross checking their home works and dropping kids in school.					
	Not at all Difficult	Some what Difficult	Difficult	Very Difficult	Extremely Difficult	Total

# INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Teachers	0	4 (10.81 %)	23 (62.16 %)	7 (18.91 %)	3 (8.10 %)	37
Chartered Accountant	0	5 (71.42%)	2 (28.57%)	0	0	7
Doctors	0	0	0	7 (58.33%)	5 (41.66%)	12
Nurses	0	0	0	7 (50%)	7 (50%)	14
Bank Employees	0	0	6 (46.15%)	4 (30.76%)	3 (23.07%)	13
Software Engineers	0	0	0	14 (53.84%)	12 (46.15%)	26
Lawyers	0	0	7 (63.63%)	4 (36.36%)	0	11
Total	0	9	38	43	30	120

**Interpretation:** From the Table: 9 it was found that, Nurses (50 %), Software Engineers (46.15 %), Doctors (41.66%), bank employees (23.07%) and Teachers (8.10%) said that they find extremely difficult to make their children to get ready to school, to cross check their homework and to drop their kids in school. It was found that, Doctors (58.33%) Software Engineers (53.84%), Nurses (50%) Lawyers (36.36%), bank employees (30.76%) and Teachers (18.91%) said that they find very difficult to make their children to get ready to school, to cross check their homework and to drop their kids in school. It was found that, Lawyers (63.63%), Teachers (62.16%) and bank employees (41.15%) said that they find difficult to make their children to get ready to school, to cross check their homework and to drop their kids in school. It was found that, chartered accountant (71.42%), and Teachers (10.81%) said that they find

# INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



---

somewhat difficult to make their children to get ready to school, to cross check their homework and to drop their kids in school

## 5. FINDINGS

- ✓ 43.33% of the women employees has a servant maid for help to do their kitchen work. The remaining 56.67% of the respondents does not have servants to help, they do their work by them self.
- ✓ The majority of the working women's designation is a teacher.
- ✓ 23.07% of the teachers and 30.76% of the software engineers, 15.38% of doctors, 13.46%, of bank employees, 7.69% of lawyers, 5.76% of chartered accountants, and 3.84% of nurses have appointed servant maid for house help. 100% of the nurse's, 37.5% of the doctor's and 37.5% of the software engineers find very difficult to give instruction to the house help.
- ✓ It was found that, Software Engineers (53.84%), Nurses (50%) Doctors (41.67%), Teachers (24.32%) and bank employees (15.38%) said that they find extremely difficult to prepare breakfast and lunch.
- ✓ It was found that, Nurses (50%), Software Engineers (46.15%), Doctors (41.66%), bank employees (23.07%) and Teachers (8.10%) said that they find extremely difficult to make their children to get ready to school, cross check their homework and to drop their kids in school.
- ✓ It was found that only 29.72 % of the teachers, 100 % of the chartered accountant, doctors and lawyers, 46.15 % of the bank employees, 69.92% of the software engineers go to their work station with their own vehicle and they drive themselves The majority of the teachers (70.27 %),

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM CiteFactor  
Academic Scientific Journals

INTERNATIONAL  
Scientific Indexing

JOURNAL  
FACTOR

ISSN  
INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

---

Nurses 100 %, 53.84% of bank employees and 30.76% of software engineers said that they go to their work station by their institution vehicle or other means of transport.

- ✓ It was found that all the doctors, 61.11% of the software engineers, 45.45% of the Teachers and 42.85% of the chartered accountant find extremely difficult to drive in the morning traffic. All the respondents said that sometimes they may not reach their work place or office on time due to traffic or accident.
- ✓ The majority of the respondents finds extremely difficult to catch the vehicle on time. It is a challenge for them to catch the vehicle on time daily. They said that they are stressful with this activity.

## 6. SUGGESTION

- ✓ The day care institution should emerge like foreign countries so that the working mothers will be free from bringing up their children, they would concentrate on their work, and they need not depend on others. If the day care system is adopted, families struggling with child care problems can get help from a representative of the day care council.
- ✓ In the workplaces there should be proper babysitting and child care centers so that the working mothers can keep their jobs without having to choose between their job and child
- ✓ Group Discussions and Brain Storming have merit for women employees. It can be organized in their institution or through clubs. They can gain from interacting with

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



others having similar pressures /interest/problems; it gives an opportunity to derive their own creative solutions.

- ✓ Children might appropriately be given suggestions on how they can share the domestic workload.
- ✓ They should plan to finish their household chores before half an hour. For this the family members should support them. It may help them to catch the institution vehicle on time or they can drive their vehicle without tension
- ✓ Employers can provide special working arrangements for employees who are caring for young children or relatives (i.e.) allow staff members with responsibilities for child-rearing or caretaking to work shorter hours, or at hours that are conducive to their particular arrangement.
- ✓ Establish a flextime program where employees can work extra hours during the week to receive a day off every other week, or a half day every week. (Work an extra hour Monday to Thursday and have a half day on Friday). This gives employees an opportunity to have a day off to accomplish personal tasks, spend time with family, or go on vacation for a long weekend.
- ✓ For many people most of the stress they feel comes from simply being disorganized and procrastinating. Learn to set more realistic goals and deadlines and stick to them.

## 7. REFERENCES



INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



1. Campbell DJ, Campbell KM, Kennard D, 1994. The effects of family responsibilities on the work commitment and job performance of non professional women, Journal of Occupational and Organizational Psychology.
2. Maskowska Z 1995. Psychosocial characteristics of work and family as a determinant of stress and well-being of women: A preliminary study, International Journal of Occupational Medicine and Environmental Health.
3. Doress-Wortes PB. 1994 Adding elder care to women's multiples roles: A critical review of the caregiver stress and multiple roles literature, Sex Roles.
4. Hughes DL, Glinsky E. Gender 1994 job and family conditions and psychological symptoms, Psychology of Women Quarterly.
5. Greenhaus, J. H. & Beutell, N. J. 1985. Sources of conflict between work and family roles, Academy of Management Review.
6. Kandel DB, Davies M, Revies HV 1985. The stressfulness of daily social roles for women. Marital, occupational and household roles. Journal of Health and Social Behaviors. .
7. Kirchmeyer, C. & Cohen, A. 1999. Different strategies for managing work/nonwork interface: A test for unique pathways to work outcomes.
8. Girdano, D. A. and Evarly, G. S. 1986. Controlling stress and tension: A holistic approach. Prentice Hall Inc., London.
9. House, J.S. 1981. Work stress and social support. Reading Mass: Addison-Wesley.

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed By



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM CiteFactor  
Academic Scientific Journals

INTERNATIONAL  
Scientific Indexing

JOURNAL  
FACTOR

ISSN INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

- 
10. Repetti, R. L., Matthews, K. A. and Waldron, I. 1989. Employment and women's health: Effects of paid employment on women's mental and physical health, *American Psychologist*, 44 (11): 1394-1401.
  11. Pahl, J. and Pahl, R.E. 1971. *Managers and their wives'*, Allen Lane, Penguin.
  12. Jain, S. 1988. Status and role perception of middle class women. Classical Publishing Company, Karam Pura, New Delhi.
  13. Beauregard, T.A. 2006. Predicting interference between work and home. *Journal of Managerial Psychology*, 21, 244–264.
  14. Peeters, M.C.W., Montgomery, A.J., Bakker, A.B., & Schaufeli, W.B. 2005. Balancing work and home: How job and home demands are related to burnout. *International Journal of Stress Management*, 12, 43–61.
  15. Kossek E.E. & Ozcki C. 2001. Work-family conflict, policies, and the job-life satisfaction relationship: a review and directions for organizational behavior-human resources research. *Journal of Applied Psychology*, 83 (2), 139-149.