

SUMMARY

Women are an inseparable part of society. They are working both at home and at workplace to fulfill the needs of society and family. The position of women in India has not been rosy, right from the ancient to medieval and modern India. The nineteenth century reform movements had limited their efforts in improving the condition of women within the traditional family structure. The early twentieth century saw the birth of women's organization and demand for equal rights. A large percentage of women in India are engaged in working outside the house. In the present era, women have conquered the whole world with their smartness, intelligence and elegance. Women are known for their honesty, efficiency and more particular attitude as compared to men. It is studied that women with their hard work and sincerity have excelled in each and every profession. In the present era, women employees are preferred in every field because of their performance. Nelasco (2010) highlights some of the successful women of the century like Kiran Mazumdar-Shaw, owner of Biocon company; Lalita Gupte and Kalpana Morparia (both were the only businesswomen in India who made to the list of the Forbes World's Most Powerful Women), run India's second-largest bank, ICICI Bank. Women have adorned high offices in India including that of the President, Prime minister, Speaker of the Lok Sabha, Leader of Opposition, etc. India has also the credit of making a woman its President. McLaughlin et al (2010) defined professional development as liberation from economic dependence from others and a professional is someone who receives monetary compensation for his services.

WORK PLACE EXPLOITATION AND WOMEN PROFESSIONALS

Work place exploitation involves circumstances in which certain persons are being mistreated and unfairly used for the advantage of the employer. In this situation the employer may use the employees for his personal and economic benefit. The problem of women exploitation is not only in India but it exists throughout the world. Shobna (2005) stated that women even in developed countries have not got their equal rights till today. Sonalkar (2003) stated that working women are exposed to many crisis and exploitation which push back women largely into the sphere of house work. Rosen (2009) explored issues relating to women and girls with disability who have experienced violence and

exploitation. It is difficult to precisely decide the accurate number of women and girls who are affected. He mentioned that violence and exploitation against women with disability take place at a rate of 50% higher than in the rest of society. Hatch et al (1998) highlighted the common problems to all working women like attitude of employer, relationship with other workers and personal security of women. They are exploited both morally and physically. Women's work place exploitation makes them lose their morality. The women professionals are exploited by not only their employers but by their male fellows also. They have to face verbal abuse, physical harassment, economic, social and emotional exploitation.

Overworking without any relaxation, no adequate health environment or equipment that helps the employee to get her work done easily is also the manifestation of exploitation. Physical Exploitation relates to lack of one's physical fitness, poor health environment and physical tortures. This type of exploitation creates an environment which is not conducive to the health of a person. It also indicates exploitation of services in domestic domain by the employer in which physical appearance is necessary whether he has sufficient time or not. Economic exploitation means when one's services are being used but he is not paid proportionately to his work. When subordinates are compelled to work for donkey hours without proper monetary compensation it is considered, economic exploitation. Employees are not paid genuine salaries. The economic exploitation of women is comparatively higher than men because in our social set up they have stronger ties with their families as compared to men. Women are not paid the genuine salaries. Hence, they form exploited and under paid sections of the workers in many jobs. Women from every region of the world report that sexual exploitation of women and girls is increasing on a larger scale. Sexual harassment is a reflection of the backward and abusive attitude adopted towards the victim in capitalist society. It includes all unwanted and offensive behaviours, whether physical or verbal, in which an individual uses sexuality to violate another's liberty and dignity. It can express itself through verbal intimidation, embarrassing attention, unwanted physical contact and demands for sexual favours or physical assault.

WORK LIFE BALANCE AND WOMEN PROFESSIONALS

The idea of work life balance was firstly used in the late 1970s in the United Kingdom to describe the balance between an individual's work and personal life and later on it was used in 1986 in the United States of America. Work life balance is derived from the research of job satisfaction by Dr. Farnaz Nami. Sauter et al stated (2002) that workplace has become single resource of stress. Work life balance refers to balance between personal life and work life. Redman and Wilkinson (2006) mentioned that work life balance is often defined as balance between an individual's time spent at work and at home but it also incorporates practices into their lives to integrate the work and non work aspects. The concept of work life balance is emerging not only in the life of men but also in the life of women. Work life balance enables the capability to decide what is important or not and to consider what's happening is right or wrong. The concept helps to develop those skills which enhance the ability to evaluate priorities and plan accordingly. The working hours are not limited up to office hours rather it extends. Presently, home is not a heavenly place where men and women could rest and feel the comfort. Instead, it is an additional place of work. These aspects can cause imbalance in the different areas of life. These technologies are a barrier in work life balance. Many women professionals remain busy in meetings through internet, mobile phones and global conference calls. Sometime these calls occur on odd hours because of difference in international times. It causes decline in time to be spent with family and old persons in family. Most of the working women live in joint families. On the other hand changing technologies help couples to keep up with work life balance. They are constantly in touch with their families over so many issues with the help of mobile phones, Google talk and Yahoo messengers. They can discuss household activities while sitting in office. Women professionals can stay in contact with their families not only through mobile phone but also through email, instant message or text messages.

VALUES AND WOMEN PROFESSIONALS

To a large extent, a country is shaped by its cultural setting and ethics that refer to standards of conduct indicating ethical duties and virtues, which themselves are derived from doctrine of right and wrong. A principle value is a foundation upon which other

values and measures of integrity are based. The cherished ideals and beliefs always shape and motivate one's life. This form of deep respect for each person has the power of generating good will, great happiness, and great achievement. Values are considered subjective and vary across people and cultures. There are different types of values like moral values, religious values, social values, aesthetic, personal values and so on. Values can be either intrinsic or extrinsic. Values developed early in life may be resistant to change. Some of the types of values are ethical, organic, recreational, economic, political, personal and intellectual ones. Religious value is defined in terms of faith in God where one performs according to the ethical codes prescribed in the scriptures and the sects. Religious values are like going on a pilgrimage, living a simple life, having faith in the religious leaders, worshipping God and speaking the truth.

Social value is defined in terms of charity, kindness, love and sympathy for the people. It is an effort to serve God through the service of mankind, sacrificing personal comforts and gains to relieve the needy and miserable. Democratic value is characterized by respect for individuality, absence of discrimination among persons (on the bases of sex, language, religion, cast, colour, race and family status), ensuring equal social, political and religious rights to all. Aesthetic value is defined as appreciation of beauty, love for fine arts, drawing, painting, music, dance, sculpture, poetry and architecture. One must have love for literature, decoration, neatness and arrangement of the things.

Economic value stands for desire for money and material gains. A man with high economic value is guided by consideration of money and material gain in the choice of his job. Knowledge value stands for love of knowledge of theoretical principles of any activity, and love of discovery of truth. A man with knowledge value considers knowledge of theoretical principles underlying a work essential for success in it. Hedonistic value, as defined here, is the conception of the desirability of loving pleasure and avoiding pain. For a hedonist, the present is more important than the future.

The power value is defined as the conception of desirability of ruling and leading others. The characteristics of a person of high power value are that he prefers a job where he gets opportunity to exercise authority over others. He prefers to rule in a small place rather than serve in a big place. Family prestige value is the conception of the desirability

of such items of behaviour, roles, functions and relationships as would become one's family status. It implies respect for roles which are traditionally characteristic of different castes of the Indian society. Health value is the consideration for keeping the body in a fit state for carrying out normal duties and functions. He considers good physical health essential for the development and use of his abilities

SIGNIFICANCE OF THE PROBLEM

New education has ushered a new era for Indian women. Now they are becoming equal partners with their male fellows. They are performing better in the field of medical, engineering, education, business and so on. Likewise, they have started participating in every field and there is enough number of working women. Their working conditions are largely determined by the personal values they are possessed. The definition of personal values is being changed in the life of women professionals. Powerful values help women professionals to maintain their work life balance. Values are changing fast due to the advent of extreme professionalism. Work life balance could stagger because of low values and great amount of work place exploitation among women professionals. Exploited women are also not able to maintain the balance between personal and working life. Long working hours keep them away from their families. It creates imbalance in both the fields, working and personal when one is devoting herself more to one and neglecting another area. The woman with hedonistic values would remain more cheerful and would be able to perform better in a stressful atmosphere. The imbalance in private and personal life affects the health of women professionals. The study conducted by National life insurance Company (2011) stated that women, in particular, reported stress related to conflict between work and family. Persistent stress results in cardiovascular disease, sexual health problems, weaker immune system, stiff muscles or backache. The awareness of health values can help them to save themselves from these diseases. Values enable the employees to contribute to the work place, not for their work pattern but for personal satisfaction.

It is considered that growth or deterioration of values in a society is determined with the role of women. But women are getting busy in different professions. They are spending more and more time at workplaces and getting exploited. Not even a single sector or department is untouched from complaints of exploitation. A lady sub inspector with the

Mumbai Police Anti Narcotics Cell complained of harassment by her senior on March 2, 2002. She was called by her senior to his chamber and subjected to objectionable remarks. She sought to register a FIR, but no case was lodged. Then she moved to the National Human Rights Commission and after nine years she has paid Rs. 50,000 as compensation (The Tribune, **Dec. 10, 2011**). There are so many incidents which are not reported by female staff.

High personal values and environment of workplace are inextricably linked with each other. If the values are not very high in a woman she has more chances to get exploited. But if due to unavoidable circumstances the exploitation becomes inevitable then also it badly affects the values present in the women. So, both values and exploitation are adversely linked with each other. The person who has more power and knowledge values can sustain in the worse situation for a longer time because knowledge inculcates awareness to fight a bad situation and power values give strength. Likewise, the person with higher health values would like to avoid working in an unhealthy environment. Helmy et al (2005) analyzed health promotion activities and demographic variables of working women and housewives and found that working women are more aware of health values. Helen et al (2006) conducted a research to study effects of employment on women's health which resulted that working women are aware of health values but they are too busy to maintain their health. It would be difficult to exploit a person with high social values because such person will maintain his dignity and reputation, despite each and every effort of employer or fellow ones. Religious values strengthen the inner consciousness of a person. One's spiritual binding forbids him to surrender before any unconducive situation easily. The person with high economic values would have a tendency of not compromising with lower wages. International Training Centre (2006) had given data on economic exploitation of female agricultural laborers who were paid 40% to 60 % of the males' wage. High family values can compel a man to maintain a dignity gained by virtue of high family traditions. Even when women occupy parallel positions and educational levels, they earn just 80% of what men do which is a weaker part of their personality.

Under the impression of professionalism, personal values among women are deteriorating day by day. In the name of exploitation, they are losing the values which are

an important part of their overall development. So, they are failing to maintain their economic, aesthetic, health and personal values. Career oriented women are also becoming a significant part of the brain-drain process in India. Women are also growing in professional fields to get power. Sometimes in this field where performers start losing their moral, religious, spiritual, social and family values and they try to sustain their power positions. The victory of the performer is based on the defeat of his opponent. It begins the endless fight and struggle against others ideologies. The selfish fight goes to such an extent that even the positive achievements of the opponents are depicted and projected in a negative way and in the colour of falsehood. This vicious cycle is continuously going on in every department. To materialize these evil plans, every type of violence is used. The social, religious and emotional sentiments of the people are exploited in professional life. Rise of professionalism among women is also leading to a significant change in their social behaviour. The present study will create awareness in society against such circumstances that are responsible for exploitation and would help in bringing about a healthy environment. Different social, educational and economic programmes of the government are not properly planned because of which they are not able to improve the conditions of the women as desired. The present study will be further helpful to develop such programmes and to implement them properly. Women professionals in India are coming to different professions in large number. It will help them on the major challenges encountered in these areas and the solutions that will aid women professionals to deal more significantly and increase their effectiveness. The results of the present study will uncover factors that lead to an increase in work engagement and family dissatisfaction as the current state of knowledge does not seem to be satisfying. It will also contribute to provide work life balance programmes by employer like flexible time, child care amenities, work from home, building a supportive work environment in the organization. A study on managerial women by Jones (1997) reported that organizational values are more supportive of work and personal life balance in relation to job and career satisfaction, less work stress, less intention to quit, greater family satisfaction, fewer psychosomatic symptoms and more positive emotional well-being.

The present study will expose such issues that lead to an increase in work place exploitation and find out measures to reduce them legally. It will also provide such

programmes by employer or organizations which may help in reducing work place exploitation and make some strict laws to punish exploiters. But rather no study related to association of personal values and work place exploitation with work life balance was found. Results of the present study can be useful to women education, value education and vocational institutes in designing gender specific measures to reduce work life imbalance. That is why there is a dire need to study the women professionals to see how long they are able to keep up and to maintain a balance between their values and save themselves from work place exploitation while balancing profession and personal life.

OBJECTIVES

1. To identify and compare pattern of personal values of women professionals of Northern India belonging to teaching, engineering, medical and law
2. To know the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law
3. To study work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law
4. To find out association of personal values and work place exploitation with work life balance of women professionals of Northern India

HYPOTHESES

1. Women professionals of Northern India belonging to teaching, engineering, medical and law have different pattern of personal values
2. There is no significant difference in the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law
3. There is no significant difference in work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law
4. There is no significant association of personal values and work exploitation with work life balance of women professionals of Northern India

DELIMITATIONS

The study was delimited to the women professionals from Punjab, Haryana, Chandigarh, Delhi and Himachal Pradesh from Northern India. Women professionals for sample were selected from four specific professions which are doctors, teachers, lawyers and computer engineers.

SAMPLING FRAME

To conduct present study, sample of 1500 women professionals of Northern India were considered. Sample was selected from three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh of Northern India. It was further bifurcated into different groups according to four professions. Only four professions were selected i.e. teachers, lawyers, computer engineers and doctors.

SAMPLING TECHNIQUE

Keeping in mind the nature of the problem, stratified sampling technique was applied. The respondents of the present study were 1500 women professionals belonging to teaching, law, engineering and medical from three states and two union territories of Northern India. 300 women professionals were chosen from three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh of Northern India.

TOOLS

To find out association of personal values and work place exploitation with work life balance, the investigator used following tools for data collection from women professionals of Northern India.

- Personal Values Questionnaire (PVQ) standardized by Dr. (Mrs.) G.P.Sherry and Late Prof. R.P.Verma (2006)
- Work Life Balance Scale (WLBS) standardized by Dr. Ramandeep Kaur and Meena Jhamat (2013)
- Work Place Exploitation Scale (WPES) standardized by Dr. Ramandeep Kaur and Meena Jhamat (2013)

STATISTICAL TECHNIQUES

Mean values, standard deviation, quartile deviation were calculated to identify the personal values, work place exploitation and work life balance of women professionals of Northern India. The techniques of t-test, ANOVA and correlation were applied to make comparison and find out the association of personal values and work place exploitation with work life balance of women professionals of Northern India. All the variables were computed with the help of Statistical Package for Social Sciences (SPSS Version 20.0) to analyze the data for the present problem.

MAIN FINDINGS

3.1 Personal Values of Women Professionals of Northern India

One of the objective was to identify the values of women professionals of Northern India. A questionnaire on personal values was administered to the respondents. They were grouped according to the levels of personal values i.e. good personal values (GPV), average personal values (APV) and poor personal values (PPV). In order to find out personal values of women professionals of Northern India, the groups were formed on the basis of Q_1 and Q_3 values, which were found to be 117 and 229 respectively. Total frequencies were calculated for each group. It is revealed that out of total sample of 1500 women professionals, 562 were having good personal values, 555 average and 383 with poor personal values. It indicates that the majority of women professionals (37.47%) perceive good personal values followed by average personal values (37%). Women professionals with poor personal values are low in percentage i.e. 25.53%. From present study results, it can be concluded that maximum numbers of women professionals are carrying good and average personal values. The results of present study also investigated that most of the women professionals perceived good and average level of religious, social, democratic, aesthetic, economic, hedonistic and power values.

3.1.1 Personal Values of Women Professionals of Northern India belonging to three States and two Union Territories

The purpose of the study was to compare personal values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. In order to understand dimensions of personal values of women professionals of Northern India, the value of mean, standard deviation and ANOVA were calculated.

3.11.1 Religious Values of Women Professionals of Northern India belonging to three States and two Union Territories

The mean score of religious value for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 13.50, 15.39, 21.14, 14.43 and 22.21 respectively. The mean score of Chandigarh is higher than other states in religious values. The values of sum of squares between groups and within groups have been found to be 19549.796 and 10586.860 respectively and the mean squares between groups and within groups was 4887.449 and 7.082 respectively. The F value 690.170 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in religious values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. All the three states and two union territories have significant difference with each other in religious values.

3.11.2 Social Values of Women Professionals of Northern India belonging to three States and two Union Territories

To compare social values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh, data was collected by using standardized questionnaire on personal values from 1500 women professionals of Northern India. It is found that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 11.22, 10.91, 25.3, 10.58 and 24.96 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.69, 1.86, 2.16, 1.93 and 2.23 respectively. The mean score of Haryana is higher than other states in social values. The findings explored that the values of sum of squares between groups and within groups have been found to be 72912.729 and 7187.017 respectively and the mean squares between groups and within groups came to be

18228.182 and 4.807 respectively. The F value 3791.717 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is found that there is significant difference in social values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. Present study results revealed that Himachal Pradesh has insignificant difference with Punjab and Delhi in social values.

3.11.3 Democratic Values of Women Professionals of Northern India belonging to three States and two Union Territories

To find out difference in democratic values of women professionals of Northern India belonging to three states and two union territories, the technique of ANOVA is applied. It is resulted that value of mean score for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 10.60, 12.43, 23.17, 12.18 and 23.15 respectively. The mean score of Haryana is higher than other states in democratic values. It is revealed from the present study results that the mean value of Delhi is lower than other states. Findings show that the values of sum of squares between groups and within groups have been found to be 47223.791 and 8023.793 respectively and the mean squares between groups and within groups came to be 11805.948 and 5.367 respectively. The F value 2199.694 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in democratic values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. It is concluded that all the states have significant difference with each other in democratic values except Haryana with Chandigarh (t value 0.32 which is insignificant at 0.05 level) and Himachal Pradesh with Punjab (t value 1.29 which is insignificant at 0.05 level).

3.11.4 Aesthetic Values of Women Professionals of Northern India belonging to three States and two Union Territories

To distinguish aesthetic values of women professionals of Northern India belonging to three states and two union territories, the technique of ANOVA is applied. The mean score of Chandigarh is higher and of Delhi is lower than other states in aesthetic values.

The F value 980.297 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in aesthetic values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. All the states have significant difference with each other in aesthetic values except Punjab and Himachal Pradesh (t value 0.42 which is significant at 0.05 level).

3.11.5 Economic Values of Women Professionals of Northern India belonging to three States and two Union Territories

This section examined the difference in economic values of women professionals of Northern India belonging to three states and two union territories. The mean score of Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 11.51, 9.87, 26.13, 10.51 and 25.64 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.94, 2.20, 2.42, 2.79 and 2.53 respectively. The F value 3136.556 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). Results of the present study show that there is significant difference in economic values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. Present study results revealed that all the states have significant difference with each other in economic values.

3.11.6 Knowledge Values of Women Professionals of Northern India belonging to three States and two Union Territories

Present study aimed to compare knowledge values of women professionals of Northern India belonging to different states and union territories Data was analyzed to find out mean value and standard deviation of knowledge values of women professionals of Northern India. The mean score for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 23.81, 13.52, 11.97, 13.10 and 23.68 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.27, 2.26, 2.95, 2.36 and 2.25 respectively. The mean score of Delhi and Chandigarh is higher than other states in Knowledge values. The F value 1819.007 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is found that there is significant

difference in knowledge values of women professionals belonging to three states and two union territories. It is concluded that all the states have significant difference with each other in knowledge values except Delhi and Chandigarh (t value 0.69 which is insignificant at 0.05 level).

3.11.7 Hedonistic Value of Women Professionals of Northern India belonging to three States and two Union Territories

The objective of the study was to compare hedonistic values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. To achieve this objective, data collected was used as an input for computerized statistical analysis to find out mean values and standard deviation of present study. It is found that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 11.71, 10.13, 9.58, 22.15 and 22.12 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.81, 1.93, 2.06, 2.16 and 2.36 respectively. The mean score of Punjab is higher than other states in hedonistic values. The findings explored that the values of sum of squares between groups and within groups have been found to be 49687.720 and 7802.880 respectively and the mean squares between groups and within groups to be 12421.930 and 5.219 respectively. The F value 2379.991 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in hedonistic values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. It is resulted that all the states have significant difference with each other in hedonistic values except Punjab and Chandigarh as (t value 0.14 which is insignificant at 0.05 level of significance).

3.11.8 Power Values of Women Professionals of Northern India belonging to three States and two Union Territories

This section assessed the power values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. Data was collected by using standardized questionnaire on

personal values from women professionals of Northern India to find out mean values and standard deviation of present study. It is concluded that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 11.11, 11.15, 18, 10.79 and 18.9 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.04, 2.06, 2.28, 2.44 and 2.47 respectively. From the results of present study, it is explored that in comparison to other values, the mean of power values of women professionals of Northern India is low. Findings explored that F value 977.444 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is found that there is significant difference in power values of women professionals belonging to three states and two union territories. It is explored that most of the states have significant difference with each other in power values. There is insignificant difference of Punjab and Himachal Pradesh with each other (t value 1.93 which is insignificant at 0.05 level) and with Delhi (t value 0.20 and 1.73 which is insignificant at 0.05 level) in power values.

3.11.9 Family Prestige Values of Women Professionals of Northern India belonging to three States and two Union Territories

To compare family prestige values of women professionals of Northern India, data was collected by using standardized questionnaire on personal values from women professionals of Northern India. It is explored that mean value of family prestige values in Punjab and Chandigarh is high. The F value 1258.438 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is found that there is significant difference in family prestige values of women professionals belonging to three states and two union territories. The present study concluded that all the states have significant difference with each other in family prestige values.

3.11.10 Health Values of Women Professionals of Northern India belonging to three States and two Union Territories

The present study aimed to compare health values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. The health values of women professionals of Himachal Pradesh are lowest than other states. The findings explored that F value 902.588

has been found to be highly significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in health values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh.

3.12 Personal Values of Women Professionals of Northern India belonging to Teaching, Engineering, Medical and Legal Professions

3.12.1 Religious Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The study examined the difference in religious values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. It is revealed that mean values of women professionals of different categories are almost same. But it has been seen that teachers are having highest mean score in religious values than other professions. The F value 0.486 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). It is concluded that there is insignificant difference in religious values of women professionals belonging to teaching, engineering, medical and law.

3.12.2 Social Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The purpose of the present study was to compare social values of women professionals of Northern India. Accordingly, four professions are taken into consideration in this study i.e. teaching, engineering, medical and legal professions. Computerized data analysis was done to find out mean values and standard deviation of present study. The mean score of women teachers is lower than other professions in social value. But difference of mean score of women teachers with other women professionals is negligible. The findings explored that the values of sum of squares between groups and within groups 117.148 and 79982.598 respectively and the mean squares between groups and within groups came to be 39.049 and 53.464 respectively. The F value 0.73 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). It is concluded that there is insignificant difference in social values of women professionals belonging to teaching, engineering, medical and law.

3.12.3 Democratic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

This study aimed to compare democratic values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. Mean, standard deviation and ANOVA test was applied to find out if there is significant difference in democratic values of women professionals of Northern India in relation to teaching, engineering, medical and legal professions. Findings show that value of mean for lawyers, teachers, engineers and doctors is 16.47, 16.13, 16.01 and 16.56 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 6.14, 5.95, 6.15 and 6.07 respectively. Accordingly, democratic values of all these professions have been seen almost same with little differences. The F value 0.34 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). The present study also revealed that there is no significant difference in democratic values of women professionals of Northern India.

3.12.4 Aesthetic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

One of the objective of the present study was to compare aesthetic values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. It is found that mean score for lawyers, teachers, engineers and doctors is 17.32, 17.55, 16.95, and 17.57 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 5.03, 4.52, 5.32 and 4.40 respectively. The F value 1.593 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). It is concluded that there is insignificant difference in aesthetic values of women professionals belonging to teaching, engineering, medical and law.

3.12.5 Economic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The present study aimed to compare economic values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. To achieve this objective, data collected was used as an input for computerized statistical

analysis to find out mean values and standard deviation of women professionals of Northern India. From the results of the present study, the economic values of engineers have been observed higher than other professions. The F value 4.631 has been found to be significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in economic values of women professionals of Northern India. There is significant difference of teachers with doctors and engineers (t value 2.43 and 3.67 which is significant at 0.05 level of significance) in economic values.

3.12.6 Knowledge Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

This study assessed the difference in knowledge values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. The technique of ANOVA was used in order to find out insignificant difference in knowledge values of women professionals of Northern India. The findings explored that the values of sum of squares between groups and within groups have been found to be 158.501 and 51693.515 respectively and the mean squares between groups and within groups was 52.834 and 34.554 respectively. The F value 1.529 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). It is concluded that there is insignificant difference in knowledge values of women professionals belonging to teaching, engineering, medical and law.

3.12.7 Hedonistic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

This section examined the difference in hedonistic values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. It is revealed that hedonistic values of teacher have been seen marginally lower in comparison to other professions taken up in present study. The F value, 1.569 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). It is concluded that there is insignificant difference in hedonistic values of women professionals belonging to teaching, engineering, medical and law. Hence, the hypothesis of the present study stated “Women professionals of Northern India belonging to teaching, engineering, medical and legal professions have

significant difference in personal values' is partially rejected.

3.12.8 Power Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The objective of the study was to compare power values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. The present study results mentioned that value of mean for lawyers, teachers, engineers and doctors is 14.22, 13.50, 14.06 and 14.20 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 4.10, 4.71, 4.58 and 3.72 respectively. The F value 0.89 has been found to be insignificant at 0.05 level of significance ($p > 0.05$). It is concluded that there is insignificant difference in power values of women professionals belonging to teaching, engineering, medical and law.

3.12.9 Family Prestige Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The purpose of the study was to compare family prestige values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. The value of mean, standard deviation and ANOVA test was calculated to find out if there is significant difference in family prestige values of women professionals of Northern India in relation to teaching, engineering, medical and legal professions. It is revealed that value of mean for lawyers, teachers, engineers and doctors is 17.91, 15.38, 16.85 and 16.09 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 7.17, 7.03, 6.53 and 7.09 respectively. The F value 13.627 has been found to be significant at 0.05 level of significance ($p < 0.05$). The t value calculated from the mean scores of engineers and doctors is 1.54 (insignificant at 0.05 level) which is less than table value. It is concluded from above table that most of the professions have significant difference with each other in knowledge values except engineers and doctors.

3.12.10 Health Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The present study aimed to compare health values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. It is revealed from the results of the present study that health values of women teachers are comparatively high. The findings explored that F value 19.166 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). There is significant difference in health values of women professionals belonging to teaching, engineering, medical and legal professions. It is explored that there is significant difference among all the professions in health values except engineers and doctors (t value 0.91 which is insignificant at 0.05 level).

3.2 Work Place Exploitation of Women Professionals of Northern India

To know work place exploitation of women professionals of Northern India, data was collected by using standardized scale on work place exploitation. The respondents of the study were 1500 women professionals from Northern India. They were grouped according to the level of work place exploitation i.e. high work place exploitation (HWPE), average work place exploitation (AWPE) and low work place exploitation (LWPE).

In order to find out work place exploitation of women professionals of Northern India, the groups were formed on the basis of Q_1 and Q_3 values, which were found to be 261 and 281 respectively. Total frequencies were calculated for each group. Out of total sample of 1500 women professionals, 386 are having high work place exploitation, 726 average and 388 are of low work place exploitation. Therefore, maximum numbers of women professionals are having average work place exploitation followed by low work place exploitation. Most of the women professionals (48.9%) perceive average work place exploitation. 25.7% women professional experience high work place exploitation and 25.4% face low work place exploitation in Northern India. It can be concluded that each and every woman has to face work place exploitation in direct or indirect form.

3.2.1 Work Place Exploitation of Women Professionals of Northern India belonging to three States and two Union Territories

Data was collected to compare work place exploitation of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. Results described that the mean score of Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 177.33, 177.57, 171.87, 174.79 and 172.72 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 13.52, 41.15, 12.74, 12.17 and 13.87 respectively. Present study results highlighted that work place exploitation of women professionals in Himachal Pradesh and Delhi is comparatively higher than other states. The F value 4.262 has been found to be significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in work place exploitation of women professionals of Northern India belonging to three states and two union territories. It is observed that some states have significant difference with each other in work place exploitation. Delhi significantly differentiates with Haryana and Chandigarh (t value 3.07 and 2.59 respectively). On other side Himachal Pradesh has significant difference with Haryana and Chandigarh in work place exploitation (t value 3.2 and 2.73 which is not significant at 0.05 level). The state of Punjab has no significant difference with any state in work place exploitation. There is significant difference of Himachal Pradesh with Chandigarh and Haryana in work place exploitation. Difference also exists between both union territories i.e. Delhi and Chandigarh in work place exploitation.

3.2.2 Work Place Exploitation of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

One of the objective of study was to compare work place exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law. Hence, computerized statistical analysis of data was done to find out mean values, standard deviation and ANOVA. It is studied that exploitation of women engineers is maximum followed by lawyers, teachers and doctors. The F value 7.882 has been found to be highly significant at 0.05 level of significance ($p < 0.05$). Therefore, hypothesis of the present study that there is no significant difference in work place exploitation of women professionals of different streams belonging to teaching, engineering, medical and law stands rejected. It is concluded that there is significant difference in work place exploitation of women

professionals belonging to teaching, engineering, medical and law. Doctors have significant difference with lawyers and engineers in work place exploitation (t value 2.65 and 4.63 respectively which is significant at 0.05 level). On the other hand engineers also significantly differ with teachers in work place exploitation (t value 3.37 which is significant at 0.05 level).

3.3 Work Life Balance of Women Professionals of Northern India

The objective of the present study was to know the levels of work life balance of women professionals of Northern India. A scale on work life balance was administered to the respondents. They were grouped according to the level of work life balance i.e. good work life balance (GWL B), average work life balance (AWLB) and poor work life balance (PWL B). In order to find out work life balance of women professionals of Northern India, the groups were formed on the basis of Q_1 and Q_3 values, which were found to be 91 and 102 respectively. It is explored that out of total sample of 1500 women professionals, 391 are having good work life balance, 687 average and 422 are of poor work life balance. It is revealed that number of women professionals are having average work life balance, followed by poor work life balance. Most of the women professionals (45.8%) perceive average work life balance. 25.8% women professional experience poor work life balance and 26.07% face good work life balance.

3.3.1 Work Life Balance of Women Professionals of Northern India belonging to three States and two Union Territories

To study work life balance of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh, data was collected by using scale on work life balance. The mean score of women professionals of Chandigarh is higher than other states in work life balance. The work life balance of women professionals of Punjab and Haryana is almost same. The F value 94.285 has been found to be significant at 0.05 level of significance ($p < 0.05$). It is concluded that there is significant difference in work life balance of women professionals of Northern India belonging to three states and two union territories. All the states have significant difference with each other in work life balance except Himachal Pradesh with

Delhi (t value 0.00 which is insignificant at 0.05 level) and Punjab with Haryana (t value 0.16 which is insignificant at 0.05 level).

3.4 Association of Personal Values with Work Life Balance of Women Professionals of Northern India

One of the objective of the present study was to find out association of personal values with work life balance of women professionals of Northern India. The relationship of personal values (as measured by personal values questionnaire) with work life balance (as measured by scale on work life balance) was calculated by using Pearson's product-moment correlation coefficient. The mean score of personal values and work life balance is 163.08 and 91.58 respectively. The findings of the present study highlighted that there is a no correlation of personal values with work life balance of women professionals of Northern India. The coefficient of correlation between personal values with work life balance has been found to be 0.048 being insignificant.

3.41.1 Association of Personal Values with Work Life Balance of Women Professionals of Delhi

The present study also aimed to find out association of personal values with work life balance of women professionals of Delhi. Therefore, Pearson's product-moment correlation coefficient was calculated. There exists positive and significant association of religious value, aesthetic value, social value and knowledge value with work life balance of women professionals of Delhi. On the other side, there is negative but significant association of family prestige value, hedonistic value, economic value, health value with work life balance of women professionals of Delhi. Findings show insignificant association of democratic value and power value with work life balance of women professionals of Delhi.

3.41.2 Association of Personal Values with Work Life Balance of Women Professionals of Haryana

To find out association of personal values with work life balance, data was collected from 300 women professionals of Haryana. A Pearson product-moment

correlation coefficient was computed to assess the relationship of all the ten personal values with work life balance of women professionals of Haryana. There is significant and positive association of work life balance with religious value, economic value and health value significant at the level of 0.01. The obtained r value indicated negative but significant association of family prestige value and power value with work life balance which is significant at the level of 0.01 of women professionals of Haryana. It is also investigated from the results of the present study that there exists insignificant association of social value, hedonistic value, democratic value, aesthetic value and knowledge value and with work life balance of women professionals of Haryana.

3.41.3 Association of Personal Values with Work Life Balance of Women Professionals of Himachal Pradesh

One of the objective of the present study was to find out association of personal values with work life balance of women professionals of Himachal Pradesh (Northern India). The mean and coefficient of correlation were calculated. A significant and positive association of power value with work life balance of women professionals of Himachal Pradesh was noticed. Findings of the present study show significant and negative association of knowledge value with work life balance of women professionals of Himachal Pradesh (coefficient of correlation -0.157 which is significant at the level of 0.01). The present study highlighted insignificant relationship of religious value, social value, aesthetic value, democratic value, family prestige value, hedonistic value, health value and economic value with work life balance of women professionals of the Himachal Pradesh.

3.41.4 Association of Personal Values with Work Life Balance of Women Professionals of Punjab

To study association of personal values with work life balance of women professionals of Punjab (Northern India). Data was collected from 300 women professionals of Punjab state and mean and coefficient of correlation were calculated. Present study results highlighted significant relationship of social value, economic value and family prestige value with work life balance at the 0.05 level of significance. There

exists significant association of religious value, aesthetic value, democratic value and power value with work life balance at the 0.01 level of significance. It is also resulted that there is insignificant association of health value ($r=-0.047$) and hedonistic value ($r=-0.046$) with work life balance of women professionals of Punjab.

3.41.5 Association of Personal Values with Work Life Balance of Women Professionals of Chandigarh

Present study aimed to find out association of personal values with work life balance of women professionals of Chandigarh (Northern India). Pearson's product-moment correlation coefficient was measured. There exists significant relationship of power value and aesthetic value with work life balance of women professionals of Chandigarh at the 0.05 level of significance. All the rest values (religious value, democratic value, health value, hedonistic value, social value, economic value, family prestige value and knowledge value) have insignificant relationship with work life balance of women professionals of Chandigarh.

3.42.1 Association of Personal Values with Work Life Balance of Women Teachers

The study aimed to find out the association of personal values with work life balance of women teachers. The technique of coefficient of correlation is applied. All the ten personal values have significant and positive relationship with work life balance of women teachers at the 0.01 level of significance.

3.42.2 Association of Personal Values with Work Life Balance of Women Lawyers

This study was conducted to find out association of personal values with work life balance of women lawyers and data was collected from 375 women lawyers. The coefficient of correlation of economic value, family prestige value, health value and aesthetic value with work life balance is found positive and significant at the 0.01 level of significance. The correlation of democratic value, social value and hedonistic value with work life balance is found positive and significant at the 0.05 level of significance. There is insignificant relationship of religious value ($r= 0.039$), power value ($r=0.071$) and knowledge value ($r= 0.092$) with work life balance of women lawyers of Northern India

which is insignificant at the level of 0.01.

3.42.3 Association of Personal Values with Work Life Balance of Women Engineers

In the present study investigator explored association of personal values with work life balance of women engineers. The correlation of economic value, family prestige value, health value and aesthetic value with work life balance is found positive and significant at the 0.01 level of significance. Present study results revealed that the coefficient of correlation of democratic value, social value and hedonistic value with work life balance is found positive and significant at the 0.05 level of significance. It is also studied from above table that there is insignificant relationship of religious value ($r= 0.039$), power value ($r=0.071$) and knowledge value ($r= 0.092$) with work life balance of women engineers of Northern India which is insignificant at the level of 0.01

3.42.4 Association of Personal Values with Work Life Balance of Women Doctors

Present study examined association of personal values with work life balance of women doctors. To achieve this objective, the mean and coefficient of correlation were calculated. It is investigated from the results of the present study that all the ten personal values have significant and positive relationship with work life balance of women doctors at the 0.01 level of significance.

3.5 Association of Work Place Exploitation with Work Life Balance of Women Professionals of Northern India

The objective of the study was to find out association of work place exploitation with work life balance of women professionals of Northern India. Data was analyzed and the technique of coefficient of correlation was applied. The value of mean for work place exploitation turned to be 174.86 whereas for work life balance it is 91.58. It is concluded that coefficient of correlation of work place exploitation with work life balance of women professionals is 0.60 that is significant at 0.05 level. It investigated significant association of work place exploitation with work life balance of women professionals.

3.5.1 Association of Work Place Exploitation with Work Life Balance of Women Professionals of Northern India belonging to three States and two Union Territories

The purpose of the study was to find out association of work place exploitation with work life balance of women professionals of Northern India. To fulfill this purpose, data was analyzed and the technique of coefficient of correlation was applied. A significant and positive association of work place exploitation with work life balance of women professionals of Delhi, Himachal Pradesh and Chandigarh was noticed (coefficient of correlation 0.159, 0.190 and 0.242 respectively which is significant at the 0.01 level of significance). It is investigated from the results of the present study that there exists insignificant association of work place exploitation with work life balance of women professionals of Haryana and Punjab (coefficient of correlation -0.005 and 0.051 respectively).

3.5.2 Association of Work Place Exploitation with Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

The study aimed to find out the association of work place exploitation with work life balance of women professionals. The technique of coefficient of correlation was Association of work place exploitation with work life balance of women teachers, engineers and doctors found to be insignificant. On the other side, the correlation between work place exploitation with work life balance of women lawyers is found positive and significant at the 0.05 level of significance. So, it can be stated that there is significant association of work place exploitation with work life balance of women lawyers of Northern India

3.6 Remedial Measures to Minimize Work Place Exploitation and Maintain Personal Values and Work Life Balance

3.6.1 Measures to Maintain Personal Values

Personal values are like the richest treasury of the soul. No outergains should be powerful enough to make one deprived off from his soul. Work should appear to be a cordial link with one's worship. One should not feel that his work is driving him or her towards a hell or a devil. Rather while doing so, he can set examples for other fellow beings also who happen to work in similar tough conditions. All the enlightened people have shown the same path to the mankind. It is felt that we are not here only to worship and celebrate them, we are to work and walk on the same lines.

1. Family is the basic unit of society and it should have firm values to provide a strong edifice for the individual from very early years of child.
2. The stress, opposition, harsh moments and compromising times may come as great hurdles in one's life but self confidence, determination and perseverance may make him/her like a rock of Gibraltar through thick and thin.
3. Healthy and spiritual environment at home and at workplace alongwith aptness to do always good facilitate his path of showing allegiance to his values. Once they are inculcated in one's personality, they help in creating a healthy atmosphere even on his workplace which is ultimately fruitful for the society and our establishment.
4. The responsibility of the government also goes a long way in maintaining values in the society. Education system should be such that the curriculum at school and college level should contain morality and ethics as compulsory subjects.
5. To improve social ties among the employees, the organization should arrange some family tours and family get together so that employee should at home at their workplace. It increases their morale and self confidence to work in a healthy and more congenial atmosphere.

6. Value oriented activities and programmes should be organised at the work place which may include religious, informative, social and cultural programmes
7. If the employee is able to maintain his/her personal values while being in the work, the efficiency and zeal to do work more effectively increase automatically. Employee with strong personal values instead of compromising with little gains at workplace rather creates such environment that instead of going gets toughed, the toughs get going.
8. All that becomes achievable if the employee work with his high morale, firm faith in values against odds, ability to influence others with the aura of truthfulness. Satyagriha of Gandhiji could keep all the values intact even against the most adamant and inhuman British Empire with all its obnoxious laws to snatch rights and livelihood of others. But this firmness comes with the constant and consistent efforts of the employee and an inward desire to develop into an ideal personality.

3.6.2 Measures to Minimize Work Place Exploitation of women professionals

To minimize work place exploitation suggestions were invited from women professionals and experts. No doubt men and women both are exposed to work place exploitation, but women are more prone to such conditions as they are considered as the weaker section of the society. Constitution of India also takes into account this aspect of women as they are weaker socially, emotionally and physically than their male counterparts. Therefore, to avoid the work place exploitation of women, certain suggestions should take care of.

1. In Indian society, women are not generally considered as equal to men. The attitude begins even at the level of family. That is why in most of the families, the birth of the girl child is despised. As they grow, they are kept under protectionist environment. In which, they are not able to develop their personality at its best. In order to overcome this lacuna, women should be brought in a healthy environment where they do not consider them inferior to the male members of the family and later on society at large.
2. Women should be educated in such a way so that their inner self may get stronger

and they should be in position to face the challenges of the society with more confidence.

3. Women should be taught from childhood to raise voice against injustice and stay positive in worse situations also.
4. The classes of self defense techniques should be compulsory for girls to make them more confident and stronger.
5. The attitudinal change of the society is also required to ensure gender equality. If a woman tries to perform in a self confident manner with excessive, society also starts seeing her with a bit of suspicion and if any injustice is done to her, she is considered more responsible for it.
6. To enforce discipline in the society and protect women, a country needs strict laws and their serious implementation.
7. Beside legislative formulations, executive and judiciary also have their significant role.
8. All the government, semi government and private offices should be involved strictly to enforce such laws.
9. Vishakha Guidelines were stipulated by the Supreme Court of India, in Vishakha and others v State of Rajasthan case in 1997, regarding sexual harassment at workplace. The guidelines have laid down the provision of Internal Complaints Committee at each office and then Local Complaints Committees at the district level. But it has been seen that in most of the cases such committees exist only on paper whenever a serious matter crops up, only then these committees are formed and start looking into the matter.
10. Employer should take up all the cases of such exploitation seriously and quickly.
11. It has also been found that though the laws are formed, yet their proper implementation is affected because of the lack of awareness in the society.

12. To overcome the problem of lack of awareness, the departments should be asked to organize seminars and conference, in which familiarization regarding such laws should be made by all the departments.
13. Proper letters regarding such laws should be dispatched to every department time to time. The concerned department should give in writing that it has apprised its employees of these laws, rules and regulations.

3.6.3 Measures to Maintain Work Life Balance of women professionals

Results of the present study help to study work life balance of women professionals of Northern India. In this part study will help to find out suggestive measures that will prove helpful for employees to maintain work life balance. Employer and employee both have to take steps to make balance between work life and family life.

1. An employer can play an important role to help his employees in maintaining work life balance through organizational policies.
2. Employer can organize trainings, objective oriented programmes and workshops which teach their employees to maintain work life balance.
3. In the inceptional stage, such measures appear to involve extra cost but in the process to achieve high targets, such expenditure proves to be a significant investment for the employer. If the employees are made to learn this balance, it starts increasing their efficiency and ability to contribute more for the growth of his establishment.
4. The dealing and positive behavior of the employer also plays a vital role because it relieves the employee from external worries so long as he is in the office and doing work. It enhances employees' loyalty, morale, team spirit and initiations to perform better. He can devote his whole hearted and more focused energies to his assignments.
5. All that ultimately goes in favor and benefit of the employer provides flexibility of time whereby the employee putting extra hours of work receives compensated off

days and can utilize that time to accomplish his family liabilities, it can make a positive impact on the work life balance in the interest of both employer and his employee.

6. Employer can give other leisure and monetary incentives to the employees to enjoy holidays with their families and providing some kind of maternity or paternity leaves in order to create belongingness with the work.
7. In real sense, work life balance occurs only the employees are true to their work and have job satisfaction. To work or quibble is all depending upon the state of mind of the employee.
8. The forcible discipline, rules and regulations can only be contributory factors, but ultimately the efficiency, sense of belongingness to over work, taste, interest and initiative aptness finally depend upon the attitude and behavior of the employee. He is the ultimate edifice on whom the entire structure of the work life balance sustains.
9. Sometimes personal problems, tragedies in family, negative behaviors of the employer, uncongenial atmosphere in the office may baldly hamper the morale and spirit of the employee but to be true to ones over work and constant efforts to come out of the stress are the desirable qualities that employee must possess. The motto of 'work is worship' must be followed against all odds.

CONCLUSIONS

The objective of the study was to find out association of personal values and work place exploitation with work life balance of women professionals of Northern India. In the light of interpretation, the conclusions of the study have been given below.

Conclusions of objective 1- Identify and compare personal values pattern of women professionals of Northern India

1. Most of the women professionals of Northern India (37.47%) perceive good personal values.

2. Women professionals of Northern India with poor personal values are low in percentage i.e. 25.53%.
3. Most of the women professionals are having average level of religious, social, aesthetic, democratic, economic, knowledge, hedonistic, power, family prestige and health values.
4. Chandigarh perceived highest mean score in religious value, aesthetic value and power value than other states.
5. There exists a significant difference between religious values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh.
6. The mean score of Himachal Pradesh and Punjab is lower than other states in social values.
7. There is no significant difference of Himachal Pradesh with Delhi and Punjab in social values.
8. Haryana and Chandigarh have no significant difference in social values and hedonistic values.
9. The mean score of Haryana is higher and Delhi is lower than other states in democratic values.
10. Haryana with Chandigarh and Himachal Pradesh with Punjab have no significant difference in democratic values
11. Women professionals of Delhi have highest mean score on religious values (13.50) and lowest mean score on democratic values (10.6).
12. All the states have significant difference with each other in aesthetic values except Punjab and Himachal Pradesh.
13. There exists a significant difference in economic values among all the states.

14. Majority of the states have significant difference with each other in knowledge values except Delhi and Chandigarh.
15. Almost all the states have significant difference with each other in hedonistic values except Haryana and Chandigarh.
16. Delhi with Punjab and Himachal Pradesh (t value 0.20 and 1.73) have no significant difference in power values
17. Punjab and Himachal Pradesh have no significant difference in power values
18. All the states have significant difference with each other in family prestige and in health values.
19. Women professionals of Himachal Pradesh have lowest mean score (8.86) in health values and Delhi (26.13) have highest mean score in economic values
20. Women professionals of the state of Haryana have lowest mean score in power values (18.00).
21. Women professionals of Himachal Pradesh have highest mean score in religious values (15.39)
22. Punjab state has highest mean score in religious values (14.43) and lowest mean score in hedonistic values (9.58).
23. Highest mean score in economic values (25.64) and lowest mean score in power values (18.9) exist among women professionals of Chandigarh.
24. There is no significant difference in religious values, social values, democratic values, aesthetic values, knowledge values and power values of women professionals belonging to teaching, engineering, medical and law.
25. Women lawyers have highest mean value and women teachers have lowest mean score in health values.

Conclusions of objective 2- Work place exploitation of women professionals of Northern India

26. Most of the women professionals (48.4%) have average level of work place exploitation followed by low work place exploitation (25.87%) and thereafter comes 25.73% with high work place exploitation.
27. There is significant difference in work place exploitation of women professionals of Northern India belonging to three states and two union territories.
28. Women professionals of Himachal Pradesh have high mean value (177.57) in work place exploitation and Haryana (171.87) have low mean score on work place exploitation.
29. Delhi significantly differentiates with Haryana and Chandigarh (t value 3.07 and 2.59) respectively but does not differ with Chandigarh in work place exploitation.
30. Chandigarh has significant difference with Himachal Pradesh (t value 2.73) in work place exploitation.
31. There is significant difference between work place exploitation of women professionals belonging to teaching, engineering, medical and law.
32. Women computer engineers have high mean value (178.82) in work place exploitation and women doctors have low mean score on work place exploitation (171.46).

Conclusions of objective 3- Work life balance of women professionals of Northern India

33. 45.8% women professionals have average work life balance in their lives followed by poor work life balance and good work life balance i.e. 28.13% and 26.07% respectively.
34. Women professionals belonging to teaching, engineering, medical and law have significant difference in work life balance with each other.

35. Women doctors (100.85) having highest work life balance and differ significantly from other three groups of women professionals
36. Women teachers (M=90.20) have lowest work life balance and do not differ significantly from women lawyers (M=90.98).
37. Teachers and lawyers have insignificant difference (t=1.04) in work life balance with each other.
38. Teachers have significant difference with engineers (t=8.20) and doctors (t=14.05) in work life balance.
39. Lawyers have also significant difference with engineers (t=7.16) and doctors (t=13.01) in work life balance.
40. There exists significant difference in work life balance of engineers and doctors (t=5.85).
41. Women professionals belonging to teaching, engineering, medical and law have significant difference in work life balance with each other.
42. Women professionals of Northern India belonging to three states and two union territories have significant difference in work life balance with each other.
43. Women professionals of Chandigarh (M = 99.46) having highest work life balance differ significantly from other groups of women professionals.
44. Women professionals of Delhi and Himachal Pradesh (M = 84.95) have lowest work life balance.
45. Himachal Pradesh and Punjab have insignificant difference (t=0.16) in work life balance.
46. Delhi and Haryana have insignificant difference (t=0.00) in work life balance with each other.

47. All the rest states have significant difference with each other in work life balance.

Conclusions of objective 4- Association of personal values and work exploitation with work life balance of women professionals of Northern India

48. There is significant association of women professionals of Northern India in religious, social, democratic, aesthetic and knowledge values with work life balance.

49. There is insignificant association of women professionals of Northern India in hedonistic, power, economic, family prestige and health values with work life balance.

50. There is insignificant association of personal values with work life balance of women professionals of Northern India.

51. There exists positive and significant association of religious value, aesthetic value, social value and knowledge value with work life balance of women professionals of Delhi.

52. There exists insignificant association of social value, hedonistic value, democratic value, aesthetic value and knowledge value and with work life balance of women professionals of Haryana.

53. A significant and negative association of knowledge value with work life balance of women professionals of Himachal Pradesh.

54. A significant and positive association of power value with work life balance of women professionals of Himachal Pradesh was noticed (coefficient of correlation 0.134 which is significant at the 0.05 level of significance).

55. The present study revealed insignificant relationship of religious value, social value, aesthetic value, democratic value, family prestige value, hedonistic value, health value and economic value with work life balance of women professionals of Himachal Pradesh.

56. The correlation between economic value with work life balance in Delhi, Punjab and Haryana is found positive and significant.
57. The correlation between family prestige value with work life balance is found positively significant and between social value with work life balance is found negatively significant.
58. There is significant and positive association of work life balance with religious value, economic value and health value with coefficient of correlation 0.203, 0.179, 0.171 respectively which is significant at the level of 0.01.
59. There exists significant and negative relationship of power value with work life balance ($r = -0.124$ at the 0.01 level of significance) of women professionals of Chandigarh.
60. Aesthetic values and work life balance are significantly associated with each other in the states of Delhi, Chandigarh and Haryana
61. There exists insignificant association of democratic values with work life balance of women professionals of Delhi, Chandigarh, Himachal Pradesh and Haryana.
62. Religious value, democratic value, health value, hedonistic value, social value, economic value, family prestige value and knowledge value have insignificant relationship with work life balance of women professionals of Chandigarh.
63. Women lawyers have significant and positive relationship of all the ten personal values with work life balance.
64. All the ten personal values have significant and positive relationship with work life balance of women teachers.
65. There is positive and significant correlation of democratic value, social value, hedonistic value, economic value, family prestige value, health value and aesthetic value with work life balance among women engineers.

66. There is insignificant relationship of religious value ($r= 0.039$), power value ($r=0.071$) and knowledge value ($r= 0.092$) with work life balance of women engineers of Northern India.
67. Women doctors have significant and positive relationship of all the ten personal values with work life balance.
68. There exists significant association of work place exploitation with work life balance of women professionals of Northern India.
69. There is insignificant association of work place exploitation with work life balance of women professionals in Haryana and Punjab states of Northern India.
70. In Delhi, Himachal Pradesh and Chandigarh, there exists significant association of work place exploitation with work life balance of women professionals.
71. There is insignificant association of work place exploitation with work life balance of women teachers, engineers and doctors of Northern India.
72. There exists significant association of work place exploitation with work life balance of women lawyers of Northern India.

EDUCATIONAL IMPLICATIONS

This study has made several important contributions to the work engagement and the new ways of working literature.

- In India, women are pursuing different careers because of the changing social and economic situation. The present study will also encourage public awareness regarding the work place exploitation and work life balance issues faced by women professionals.
- The present study will be helpful for society to explore such incidents of workplace exploitation that may be harmful for social, physical and psychological health of women professionals.

- The study confirms and adds to existing literature in terms of personal values, work place exploitation and work life balance.
- This research can help to gain deeper insights into different dimensions of personal values, work place exploitation and work life balance, which has not been clearly investigated yet.
- The suggestive measures will alert the employers, management and employees to avoid such situations which are not conducive to work place exploitation. In this way, management will be more likely to implement those organizational practices, policies and measures that prevent workplace exploitation of workers.
- The current study may help to recognize the fact that explosive behaviors are not only perpetrated by employers but also by colleagues at the same level or at the lower level who are employed in same organization. The study indicates that women professionals are actually more likely to be exploited by co-workers and supervisors. So, the institutions and establishments should take special measures to safe guard the dignity of women professionals for the greater interest of the employer and society.
- The findings regarding work place exploitation in relationship with work life balance could be used to design motivational programs for employees and improve the strategies of the company regarding human resources management.
- According to the findings of the present study, the socio economic scenario and extreme consumerism and capitalistic pattern of the society is rapidly leading to the degradation of religious values. So, the employers should organize religious programs in order to channelized the energies on more positive track.
- If suggested remedial measures are implemented by the government and the employers, it will bring down the issues related to work place exploitation and work life imbalance.

- The study will be helpful to seek attention of policy makers and planners towards work place exploitation and work life imbalance of women professionals.
- The present society is fast changing in which the role of women both at home and at work place is becoming crucial and significant. New rules and laws are coming up, so while making and implementing the new policies, the present study will drive attention of the decision makers towards this vital aspect of society.
- This study will bring about awareness towards degradation and eroding away of the values in the society.
- The study will be supportive to find out the impact of work place exploitation and work life imbalance on degradation of values
- The present study also aims to raise question towards the challenge of the security and safety of women professionals at workplace in male dominated Indian society.
- The present study will be beneficial for the society to keep its values and culture alive because women play a pivotal role in value orientation in society and family.
- The present research work emphasizes to remove external pressures and motivates for team orientation to avoid work life balance related issues.
- The present research will be significant to study personal values, work place exploitation and work life balance issues as it can be useful to design gender specific measures for women professionals to cope up.
- The investigator aimed to promote economic values among women to become economically independent and emancipated in real sense.
- The present study investigated certain specific regions and professions with poor values, high work place exploitation and poor work life balance issues among women professionals of Northern India and created a scope to look into the matter for the betterment of the society and information for the government.

- The study tends to specify the role of society, family, spouse, employer and colleagues to sought out work life balance issues of women professionals and make more congenial atmosphere for them so that they can perform their best.
- The study, by taking health values into consideration, will prepare women professionals health conscious as they have to perform multiple roles at home and at work place.
- The study highlighted poor power values of women professionals and tried to encourage them to develop an aptness towards power values.
- The present study brought the attention of women professionals towards the necessity of getting new knowledge and makes them updated in their respective professions, thus encouraging them to be a consistent knowledge seeker.
- The present research work motivated the women professionals to be hedonist and believe in importance of the present than that of future only.

LIMITATIONS

- The data collection from such a large sample posed a limitation. The respondents were professionals and were not interested in sparing their valuable time to fill scales. This is mainly because of their busy schedules and time limitations.
- Researcher could not objectively assess if there was any physiological and psychological disorders of the respondents, which may influence their work life balance as well as the nature of their responses to the scales.
- This study may be applicable only to the Indian set up because of its unique merge of culture and protocol.
- Data collected for the variable of work place exploitation was comparatively difficult as women professionals were not comfortable to share their experiences. It was a hard task to convince them that it would be used for research purpose only and would not be shared with others.

- No specific psychometric tool was previously available to measure the work place exploitation and work life balance issues in Indian context.
- The wider research area was a great hurdle in the collection of data. To collect data from three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh of Northern India and four different i.e. teachers, lawyers, engineers and doctors professions was not so easy.

RECOMMENDATIONS

1. During their educational phase, girls should be made aware of their role as mother, sister, wife, friend, human being and as working woman to balance their life.
2. Society or family members should not only accept her being a wife, mother and daughter but also recognize her as a human being. It would help her to face and manage situations that occur because of work life balance and work place exploitation.
3. Role of value education should be made powerful so that professional women can adjust with the prevailing environment and try to reduce social and psychological problems.
4. Attempt should be properly and honestly made for the existing environmental set up as lack of values, work place exploitation and work life imbalance of professionals which are caused by various negative factors presented in the physical, social, cultural and educational environment.
5. Few respondents were aware of the Supreme Court guidelines on Sexual Harassment and most of them had not heard of the complaints committees for redressal of such cases. Internal complaint committees should be formed to sought out cases regarding workplace exploitation.
6. Seminars and conferences should be organized to make the women professionals aware of laws and policies regarding work place exploitation.

7. Trained and professional guidance councilors should be posted to guide employees regarding work life balance and work place exploitation issues.
8. There should be strong communication of professionals with family, colleagues and employer.
9. Employer and family should try to make congenial and comfortable atmosphere at home and at workplace to take decisions and provide their opinion.
10. Employees should be given more freedom to take decisions and organize professional activities at workplace.
11. Tour programmes and social activities should be organized to make work place environment comfortable.

SUGGESTIONS FOR FURTHER STUDIES

In the light of findings of the study, the investigator suggests the following points for further research.

- 1 Work place exploitation and work life balance of political women, business women and labour class women can also be explored.
- 2 The present study was primarily based on quantitative aspect while qualitative aspect may also be taken, based on case studies of women professionals.
- 3 Further studies can be undertaken with comparative analysis of male and female respondents in relation to work life balance and work place exploitation in India.
- 4 Indian society comprises of various economic groups, different cultures and topographical variations. Therefore, other states of the country may also be helpful in providing conclusive data. The study may be further conducted to compare the work life balance and work place exploitation of Northern India and Southern India.

- 5 Demographic analysis can also be taken into consideration i.e. sex, marital status, family background, age and educational qualification in relation to work place exploitation and work life balance.
- 6 More sociological, psychological, personal and family related variables should be studied in relation to work place exploitation and work life balance.
- 7 Work place exploitation and work life balance of women professionals of border areas and terrorist affected areas may also be studied.
- 8 The personal values, work place exploitation and work life balance of literate and illiterate men and women can be studied.
- 9 Effect of work place exploitation and work life balance on physical and psychological health of women professionals can be studied further.
- 10 Research on organizational work life balance policies by employers may also be explored.
- 11 The prevailing roles of Indian women in the family and society are comparable to those of many other developing and underdeveloped countries. So, international connotations may also be examined in order to help international policymakers and organizations to design more coherent and internationally applicable policies towards women.
- 12 The present study has tried to touch upon the different kinds of harassment at workplace. It gives a wider idea to the recipients and takes precautionary measures against the probable adverse situations.
- 13 The study has taken into consideration the aesthetic aspects and their significance for a happy and satisfied life. So, some recreational and creative activities can be taken care of by the employees in order to enhance their capability, efficiency and job satisfaction.