

CHAPTER – IV

CONCLUSIONS, RECOMMENDATIONS AND SUGGESTIONS

4.1 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.

4.2 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 and make society aware to take counteractive measures.
- 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 exploitative 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 safeguard 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 questions towards the challenges 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.

4.3 LIMITATIONS AND RECOMMENDATIONS

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.

4.4 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.