

ISSN No: - 2348-5973

EP JOURNAL OF HUMAN RESOURCES

Volume No. 11

Issue No. 1

January - April 2023



ENRICHED PUBLICATIONS PVT. LTD

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ISSN No: - 2348-5973

EP JOURNAL OF HUMAN RESOURCES

Aims and Scope

An EP Journal of Human Resources (EJHR) is a peer-reviewed journal that provides a specialized encouragement and dissemination of research and practice in human resource management research. It is a journal that aims to provide a forum for discussion and debate, and to stress the critical importance of people management to a wide range of economic, political and social concerns. In terms of the discipline focus, all articles broadly focusing on the theory and practice of managing human resources for the benefit of individuals, firms and community at large will be acceptable.

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(Volume No. 11, Issue No. 1, January - April 2023)

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Influence of Employee Demographics on Employee Engagement in Manufacturing Firms

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INTRODUCTION

Employee engagement is a chattel of the association between employees and organizations. An “engaged employee” is one who is fully involved and enthusiastic about the work and always initiates positive action to improve the organization's status and health.

The advantages of Employee Engagement

In truth, the fact is that academic researchers study the mental constructs at the same time as the industry concerns the profitability. From this view of factor, employee engagement appears to be a meaningless time period. Little and Little (2006) points out that engagement might only an advertising and marketing device. However, the continuing researches and growing recognition in the discipline of employee engagement sufficiently demonstrate that employee engagement is not a control fad, it's miles a control necessity.

a. Benefits for Employer

At the organizational stage, employee engagement complements a number of important backside line effects (Gallup, 2006). The bottom line is the huge picture. The blessings are around better productiveness and profitability, decrease turnover level, advanced customer support, and stronger organization emblem. Employee engagement promotes better overall performance and longer tenure. Researchers have argued that engagement may want to cause an excessive degree of job performance (Christian, Garza and Slaughter, 2011; Rich, Lepine and Crawford, 2010; Kahn, 1990). Employees who're extraordinarily engaged are not best bodily centered on their jobs, however additionally emotionally related to the employer (Ashforth and Humphrey, 1995; Kahn, 1990). And this in turn, promotes better level of productiveness and profitability, expanded dedication and motivation as well as decreased absenteeism and operational price (Cook, 2008). In comparison, employees who aren't relatively engaged of their jobs withhold their physical and emotional energies (Kahn, 1990). Low degree engagement will cause bad commercial enterprise performance through higher absenteeism, higher turnover, decrease productivity and a recruitment and education value (Abukhalifeh and Mat Som, 2013).

Benefits for Employee

Employee engagement promotes the green and affective functioning of the organization as well as employee fulfilment. CIPD (2009) research has proven that engaged employee experience extra nice feelings toward their work, and is much more likely to have a better profession development. According to Macey and Schneider (2008), effective attitudes closer to work such as leisure, passion and enthusiasm can be performed with the aid of employee engagement. Similar to Macey and Schneider (2008), Cook (2008) also factors out numerous tremendous attitudes may be motivated by using high level engagement. At the identical token, bad attitudes will stand up when employees feel not engaged of their groups. Thus, engaged employees are searching forward a long term relationship and this in turn presents them plenty more career achievements.

LITERATURE REVIEW

1. Rashid, Asad, and Ashraf (2011) have featured that commitment is the limit of the representatives to work with trustworthiness, commitment and goal.
2. As opined by Bhatla (2011) worker commitment has wind up a standout amongst the most driving needs of human asset professionals and senior chiefs in the association today.
3. Saradha and Patrick, (2011) have noted that representative commitment exercises altogether improve the general execution of an association. It is a procedure for the fruitful working and improvement in hierarchical execution. It is tied in with creating open doors for the laborers to associate with partners, supervisor and association.
4. Craige and Desimone, (2011) have contended that the administrators today perceive that representative commitment is a vital supporter of worker execution just as the hierarchical execution. The report featured that the association ought to keep up abnormal state of commitment among the representatives working in the association.
5. Joo and Shim (2010's) think about uncovered that workers demonstrated higher authoritative responsibility when they saw high mental strengthening and a high hierarchical learning society.
6. Heaney (2010) has additionally talked about that each business needs to make the best utilization of the majority of its accessible labor assets. It is worried about most extreme use of hierarchical resources so as to increase upper hand in the advertise. The vast majority of the organizations still see and deal with their representatives as expenses and neglect to perceive that representatives are real wellspring of long haul upper hand. Using most abnormal amount of representatives' capacities ought to be the best need of each association. He further said that inspiring and connecting with the workers helps in accomplishing an association's targets and chiefs will be best in the event that they draw in their worker toward his/her activity.

RESEARCH METHODOLOGY

Objectives

- ❖ To identify the level of Employee engagement at selected manufacturing firms.
- ❖ To find out the impact of the employee demographics on Employee Engagement
- ❖ To suggest the strategies of reducing variability and improve the organization performance.

Research Design

The study is Descriptive Research. An attempt is made in this research to identify the variables which determine the Employee engagement.

Sampling Method

The sampling method for research is random sampling.

Sampling Size: There are total of 492 employees in selected manufacturing firms. Out of which, 246 employees are selected on randomly.

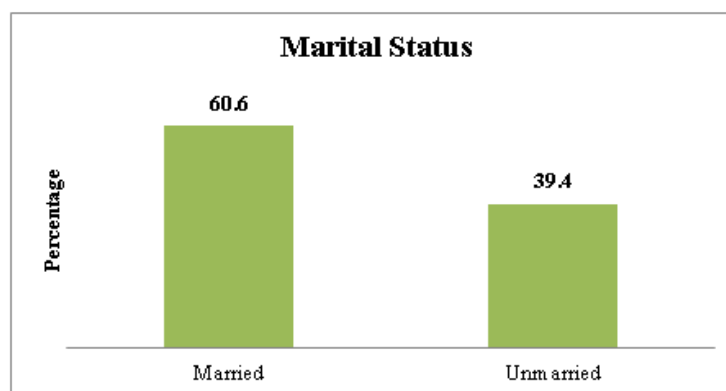
RESULTS AND DISCUSSION

Table 1: Showing the Gender of the respondents

Particulars	Responses	Percentage (%)
Male	147	59.8
Female	99	40.2
Total	246	100

Interpretation: from the above chart and graph it can be interpreted that among total respondents 99 are Female respondents and 147 are Male respondents.

Graph 1: Showing Marital Status of the respondents



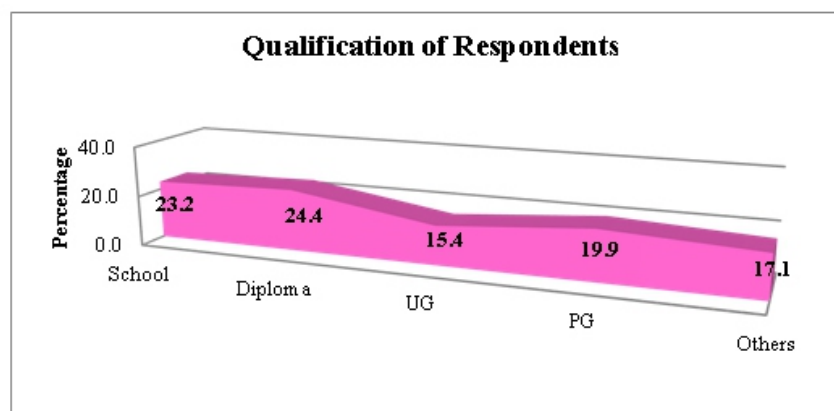
Interpretation: From the above chart and graph it can be interpreted that, among total respondents 60.6 percentage of respondents married and 39.4 respondents are unmarried

Table 2: Showing the age demographics of the respondents

Particulars	Responses	Percentage (%)
More than 20 years and up to 25 years	51	20.7
More than 26 years and up to 30 years	89	36.2
More than 31 years and up to 35 years	78	31.7
More than 36 years and up to 40 years	28	11.4
Total	246	100

Interpretation: From the above table, it can be interpreted that, 89 respondents belong to age group of More than 26 years and up to 30 years, 78 respondents belong to the age group of More than 31 years and up to 35 years, 51 respondents belong to More than 20 years and up to 25 years of age and 28 respondents belong to the age group of More than 36 years and up to 40 years

Graph 2: Showing the education background of the respondents



Interpretation: From the above graph, it can be interpreted that, 24.4 percentage of respondents are diploma holders, 23.2 percentage of the respondents have completed the education of schooling, 19.9 percentage of employees have completed their education of PG, 17.1 belongs to the others category and 15.4 percentage are Degree holders.

Table 3: Showing the responses on work experience of the respondents

Particulars	Responses	Percentage (%)
Less than 5 years	63	25.6
More than 5 years and up to 10 years	63	25.6
More than 11 years and up to 15 years	37	15
More than 16 years and up to 20 years	45	18.3
More than 20 years	38	15.4
Total	246	100

Interpretation: From the above table, it can be interpreted that, 63 respondents have the work experience of less than five years, 63 respondents have experience of more than 5 years and up to 10

years, 45 respondents have experience of more than 16 years and up to 20 years, 38 respondents have experience more than 20 years and 37 respondents have experience of more than 11 years and up to 10 years.

Inference: From the above table and graph it can be inferred that, majority of employees working at retail outlets have the work experience of less than five years, and also more than 5 years and up to 10 years.

Table 4: Showing the Departments of Respondents

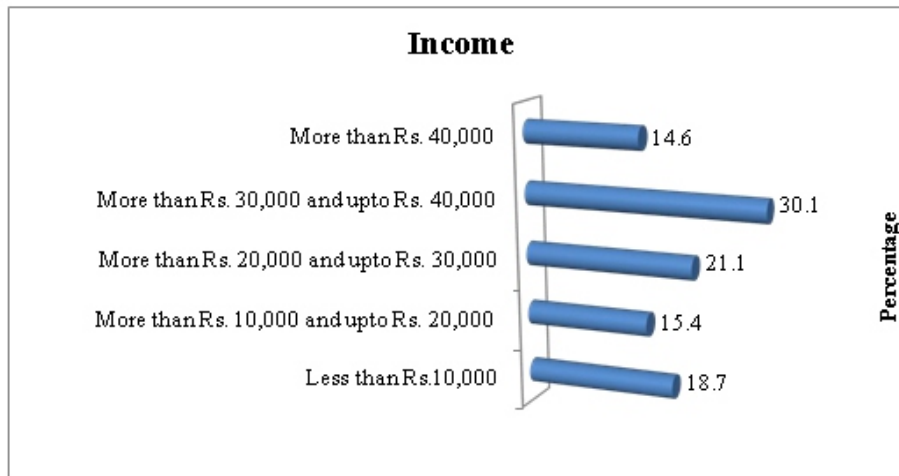
Particulars	Responses	Percentage (%)
Boundary Spanners	46	18.7
Maintenance	40	16.3
Purchase	31	12.6
Store	35	14.2
Accounts	29	11.8
Human Resources	28	11.4
Marketing	37	15
Total	246	100

Interpretation: From the above table, it can be interpreted that, 18.7 percentage of respondents are boundary spanners, 16.3 percentage of respondents belong to maintenance department, 15.0 percentage of respondents belong to marketing department, 14.2 percentage of respondents belong to stores department, 12.6 percentage of respondents belong to purchase department, 11.8 percentage of respondents belong to accounts department, 11.4 percentage respondents belong to HR department.

Table 5: Showing the type of job of the respondents

Particulars	Responses	Percentage (%)
Operational Level	71	28.9
Supervisor Level	91	37
Managerial Level	84	34.1
Total	246	100

Interpretation: From the above table, it can be interpreted that, 18.7 percentage of respondents are boundary spanners, 16.3 percentage of respondents belong to maintenance department, 15.0 percentage of respondents belong to marketing department, 14.2 percentage of respondents belong to stores department, 12.6 percentage of respondents belong to purchase department, 11.8 percentage of respondents belong to accounts department, 11.4 percentage respondents belong to HR department.

Table 5: Showing the type of job of the respondents

Interpretation: From the above table and graph, it can be interpreted that, 30.1 percentage of respondents income is more than Rs.30000 and up to Rs.40000, 21.1 percentage of respondents have the income of more than Rs. 20,000 and up to Rs. 30,000, 18.7 percentage of respondents have Less than Rs.10, 000 income, 15.4 percentage of respondents have income of more than Rs. 10,000 and up to Rs. 20,000 and 14.6 percentage of respondents has more than Rs. 40,000 income.

Table: 6 Nature of Job-wise Employee engagement

	Nature of Job						ANOVA	p
	Operational Level		Supervisor Level		Managerial Level			
	Mean	SD	Mean	SD	Mean	SD		
Highly engaged	20.25	5.48	24.21	3.45	24.48	5.31	30.11	0.001**
Engaged	37.72	8.5	46.78	6.13	48.64	10.8	56.52	0.001**
Disengaged	9.62	2.64	12.07	1.99	11.9	3.38	28.2	0.001**
Highly Disengaged	19.63	4.67	24.24	2.94	23.59	5.98	33.34	0.001**

* Significant at 5 %; **Significant at 1 %

From the above table it can be understood that there is a difference between the engagement levels of employees based on the Job profile & nature of job.

Table: 7 Education-wise Employee Engagement

	Educational Qualification										ANOVA	P
	School		Diploma		UG		PG		Others			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Engaged	19.81	5.47	22.46	5.11	24.19	3.22	27.14	3.47	24.48	3.49	24.31	0.001**
Disengaged	37.57	8.88	42.85	8.52	46.77	6.11	55.29	6.12	46.41	7.73	42.18	0.001**

*Significant; ** Highly Significant

Thus, it is inferred from the above analysis that the maximum level of engagement was found among the post graduates. There is highly significant difference in the mean scores was found regarding these factors with respect to Education.

CONCLUSION

If there is an actively engaged employee, it will result in actively engaged customer as a result of which will increase and profit of the firm will also increase in overall terms this increases the efficiency. Therefore managing employee engagement for increasing customer engagement is necessary.

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A Regional Analysis of Socio-Economic Development in India

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Abstract:

Development of a region includes: distribution of goods, level of status of women, quality of housing, degree of modernization, health services, level of education, level of nutrition and services etc. The progress of socio-economic development among states varies a lot. The study lays stress on identifying the indicators responsible for diversity in development. A combined index has been developed using four main components:-

- a. Communication.*
- b. Health services.*
- c. Economic production and economic condition level of development.*
- d. Common minimum needs.*

The states in India are full of disparity in their socio-economic developments. The factors, which are mainly responsible for overall development, health care, education, food availability, power and facility of safe drinking water etc. Therefore it is of great importance that govt. should provide all the above said basic needs to its citizens. All the above said indicators of development are for the expansion of human capabilities.

Key words: Regional, development, economic, factor, progress

INTRODUCTION:

India has been doing marvelously well towards its progress since its freedom in 1947. The five year plans have also given importance to the economic progress of the country. Progress of industrialization has played a vital role in country's economic progress. Agriculture has its contribution of 50 percent in country's G.D.P. in 1950-51 which reduced to present.

However, country drastically failed in checking poverty, ignorance and inequality due to explosion of population, which reached 1.20 billion in 2016 from 350 million in 1952 increasing population remained the main factor for slow economic progress of our country. At the same time, the enormous size of country, its ethnic diversity, social backwardness traditions, lack of communication, variety of climate make it difficult to devise and implement any plan uniformly. The economy suffers from many types inequalities. The majority of poor people live in villages and belong to the category of scheduled castes. The variation among states in the livelihood of people is due to these factors such as: public distribution system, income distribution, infant mortality, nutritional standards, female education and the level of literacy etc.

Data and selection of variables:

The study of economic development of economically backward countries took place with their economic issues and needs. Studies, on this subject and the area of human development and physical quality of life in context of India are numerous. Many authors prepared composite index of development. The main focus of this study is to know the socio-economic differences and related behaviour in developmental progress.

Some variables and factors that affect the quality of life but infact, the socio-economic disparity is better understood at regional level. The country of ours divided into majorly five different regions and into states.

- Northern region (Himachal, Rajasthan, Haryana, Punjab)
- Eastern region (Bihar, Orrisa, Assam, West Bengal)
- Western region (Gujrat, Maharastra)
- Southern region (Karnatka, Tamilnadu Kerala and Andhra Pradesh)
- Central region (Madhya Pradesh and Uttar Pradesh)

The main parameters of developmental progress of a region are considered the quality level of nutrition, status of women, level of education, quality of housing etc.

Main factor relating of economical development:

The main indicators which are considered as the stipulator of economic development progress are given below.

- Employment rate
- People Above BPL
- Per Capita Consumption
- GDP

The statistics have been taken from the directorate of economics and statistics of the related state governments. To know about the income standard of a state it is most important to keep record of its income and expenditure capacity of its citizens.

Main factors for common minimum needs:

In order to stipulate CMN, some certain variables are needed:

- Percentage of households living in pucca house.
- Percentage of households having electricity facility.
- Literacy.
- Percentage of house holds having safe drinking water.

Even after 69 years of independence, most of the population do not have safe drinking water. This tells the disparity among states. A village having drinking water facility does not mean that all the households have safe drinking water. The village having safe drinking water is the symbol of better life. Electricity is also a basic need for a household.

Factors relating to health:

Easily access to health facilities and availability of primary health services is an important indicator of human development. Some indicators are given below to measure standard of living in a state.

- Hospitals per lakh population.
- Children survival rate per thousand birth.
- Expectancy of life.
- Doctors per lakh population.
- Hospital bed per lakh population.

Reduction in infant mortality is directly linked to good health. Expectancy of life at birth is also an indicator of the health of the country. Hospital beds available per lakh population are an indicator of health service facility. Hospitals per lakh population tells the accessibility of health facilities. The number of doctors per lakh population is taken as another indicators of national health. Child survival rate is directly linked to the health care accessibility.

Methodology of the study:

An appropriate method depends upon the problem, nature of the data, and aim of the study. There are different techniques available. The main motive of a study is always simplification and summarization of its contents. There are two techniques like ranking and indexing methods.

In this study, the main objective is to develop a composite index of development than to analyse disparity among states.

Empirical Analysis of the study:

Some variables have been chosen for making the index of economic development.

- Per capita state domestic product.
- Employment rate.
- Percentage of people above povert line.
- Per capita consumption expenditure.

Majority of the population various states of India have been living a life of misery and deprivation. They do not get even needed calories. These poor people are from the category of landless labourers, scheduled castes scheduled tribes. They do not possess any assets. Poverty of these people cant' be eradicated unless they are given full opportunities of employment. Various governments have tried for common minimum needs of the people in five year plans. Four main factors, enrollment ratio, villages electrified, safe drinking water and pucca house, are the minimum common needs for people.

Table – 1: Indian States ranking by literacy Rate

Rank	State/ Union Territory	Literary Rate (%) 2011 Census
1	Kerala	93.91
2	Lakshadweep	92.28
3	Mizoram	91.58
4	Tripura	87.75
5	Goa	87.4

In Table 1 Kerala has the number one in the field of literacy rate in India. Lakshadweep, Mizoram, Tripura and Goa on the number, Second, Third, Fourth, and fifth respectively.

Table – 2: Indian States ranking by Households having electricity

Rank	State/ Union Territory	Households Having electricity (%) Census 2011
1	Goa	96.9
2	Punducherry	97.7
3	Sikkim	92.5
4	Andhra Pradesh	92.2
5	Tamil Nadu	93.4

In Table 2 Goa has the number one in the field of electricity in India. Punducherry, Sikkim, Andhra Pradesh and Tamil Nadu on the second, third, fourth, and fifth number respectively.

Table –3: Indian States ranking by drinking water

Rank	State	% of Households with access to safe drinking water (2011)
1	Punjab	97.6
2	Uttar Pradesh	95.1
3	Bihar	94
4	Haryana	93.8
5	Himachal Pradesh	93.7

In table 3 Punjab has the number first in the field of safe drinking water Uttar Pradesh, Bihar Haryana and Himachal Pradesh on the number second, third, fourth and fifth respectively.

CONCLUSION:

Development is seen as multi dimensional phenomenon. Mainly four factors contribute in the making of a composite index of development i.e. (1) common minimum needs, (2) communication, (3) health and

health related services, (4) level of economic development. The main factors which influence the development process are basic needs like health care facilities, safe drinking water, education, power facility and availability of food etc. There is great disparity in economic development of the states. Some states are well to do in sense of economic gains and some are socially developed: Literacy emerges as the most important factor for overall development.

Availability of basic commodities and services play important role in improving the overall living standard of the public. The disparity in entitlement of basic necessities among states comes up due to quality of public services like Public Distribution System, health and schooling. Public Distribution System some states are at the top of the list of the developed states due to provision of basic necessities and services. For the overall development of a state economic reforms and political will should go hand in hand. Elementary education contributes to the development of a state so improvement in elementary education is must for the faster development.

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Impact of Social Environment on Academic and Attitude Performance of Primary Students

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Abstract:

A child's social environment is largely influenced by family and surroundings where their parents live and send them to school. Social environment determines children with who form social relationships and the quality of those social relationships. As such, parents' decisions about where to live, work and school can markedly affect the health, attitude, academic performance and wellbeing of their children. Present study is focused on impact of social environment on student's academic and attitude performance.

KEYWORDS: *Social Environment, Attitude, Academic, Positive Relationships*

INTRODUCTION

The social environment influences the nature and quality of the social relationships in which parents and children engage. It is related to how often and on what terms parents and children interact socially. Developing and maintaining positive social relationships as trust, mutual satisfaction, respect, love and happiness are fundamental to a good quality of life and psychological health. Individuals who have good relationships develop a sense of belonging and receive support from other members of their social network which helps them to function normally from day to day and also to cope with stress and difficult times.

Social environment provide opportunities for generating new ideas, discussing issues and concerns, sharing good thoughts and obtaining social, economic and emotional support. Positive environment encourage students for progress. However, some social relationships involve negative emotions and behaviors as lack of trust, envy, jealousy, breaking promises and violence which may undermine an individual's well being and life quality.

Living in a good social environment increases the likelihood that a child will develop positive social relationships. However, there is an increasing recognition that social behaviors are learned and that children must be taught pro-social behavior. Children learn from their social environment, the social behavior of their peers, and thus what they see in their day to day environment is likely to influence their social behavior.

OBJECTIVE OF STUDY

- To find impact of social environment on academic performance of male, primary school students
- To find impact of social environment on academic performance of female, primary school students
- To find impact of social environment on attitude performance of male, primary school students
- To find impact of social environment on attitude performance of female, primary school students

HYPOTHESIS

1. There is no significant impact of social environment on academic performance of male, primary school students.
2. There is no significant impact of social environment on academic performance of female, primary school students.
3. There is no significant impact of social environment on attitude performance of male, primary school students.
4. There is no significant impact of social environment on attitude performance of female, primary school students.

METHODOLOGY

Descriptive survey method was selected for study. 200 boys and 200 girls of primary classes were randomly selected as sample. Among these students, 100 boys, 100 girls were students of govt. schools and 100 boys, 100 girls were students of private schools. All the students were evaluated for attitude performance using a self-prepared test paper. Academic performance was taken as marks obtained in last exam. For finding social environment a questionnaire was used. Social environment status was divided into 3 groups: poor, moderate and good. Academic performance was measured at 5 point scale i.e., above 80%, 71-80%, 61-70%, 51-60% and less than 50%. Attitude value was measured at 4 point scale i.e., 81-100, 61-80, 41-60 and less than 40.

FINDING AND ANALYSIS

Table 1: Status of Impact of Social Environment on Academic Performance of Primary School Students

Social Environment	Gender	No. of Students (%)				
		Above 80%	71-80%	61-70%	51-60%	Less than 50%
Poor	Male	1	14	26	32	27
	Female	3	16	27	36	18
Moderate	Male	5	17	28	34	16
	Female	6	20	31	31	12
Good	Male	8	24	34	23	11
	Female	11	26	36	19	8

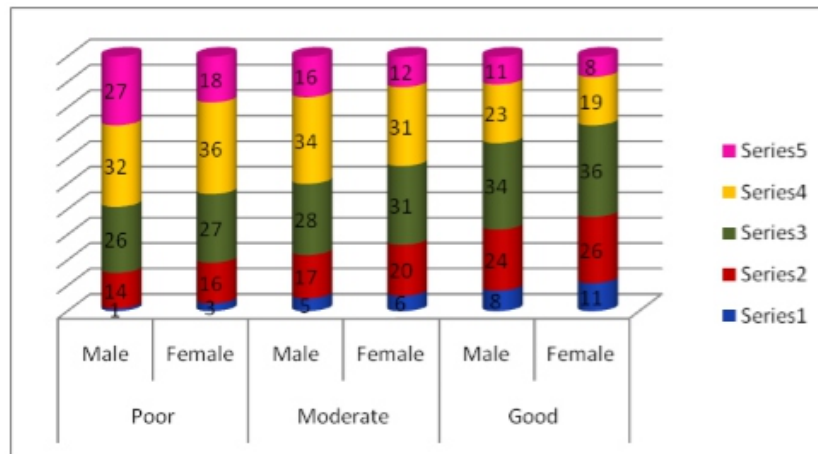


Chart 1: Status of Impact of Social Environment on Academic Performance of Primary School Students

Table 2: Status of Impact of Social Environment on Attitude Performance of Primary School Students

Social Environment	Gender	No. of Students (%)			
		Attitude Value 81-100	Attitude Value 61-80	Attitude Value 41-60	Attitude Value less than 40
Poor	Male	2	13	52	33
	Female	5	19	47	29
Moderate	Male	7	22	47	24
	Female	9	26	46	19
Good	Male	13	27	43	17
	Female	14	29	41	16

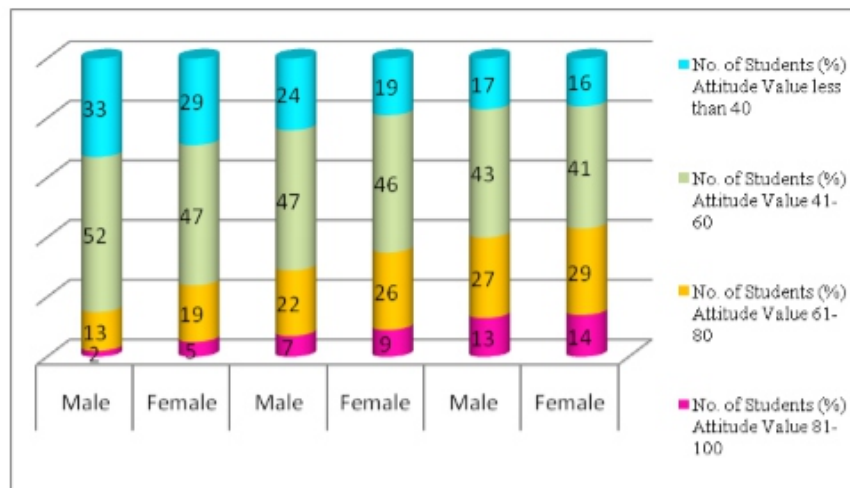


Chart 2: Status of Impact of Social Environment on Attitude Performance of Primary School Students

Table 1 indicates that primary school student's academic performance is related to social environment of students. Among male students of poor social environment, 1% got above 80%, 14% got 71-80, 26% scored 61-70%, 32% have 51-60% and 27% found to have less than 50%. Among male students of moderate social environment 5% searched to have above 80%, 17% have 71-80%, 28% got 61-70%, 34% scored 51-60% and 16% students got less than 50%. Students having good social environment also

have good marks. Among male students, 8% got above 80%, 24% have 71-80%, 34% searched to have 61-70%, 23% found with 51-60% and 11% possess less than 50% marks. Thus hypothesis 1 there is no significant impact of social environment on academic performance of male, primary school students is rejected.

Among female students of poor back ground, 3% got above 80%, 16% students got 71-80% marks, 27% found 61-70%, 36% have 51-60% and 18% got less than 50% . For moderate social environment 6% female students scored above 80% , 20% students reached up to 71-80% marks, 31% have 61- 70% and 51-60% while 12% got less than 50%. Among female students of good social environment 11% have above 80%, 26% got 71-80%, 36% searched with 61-70%, 19% possess 51-60% and 8% got less than 50%. Hence hypothesis 2, there is no significant impact of social environment on academic performance of female, primary school students is rejected.

Attitude performance and social environment related data shows that in the category of poor social environment 2% male students have 81-100, 13% have 61-80, 52% got 41-60 and 33% less than 40.

While male students belonging good social environment, 13% got above 80, 27% have 61-80, 43% possess 41-60 and 16% got less than 40. Therefore hypothesis 3, there is no significant impact of social environment on attitude performance of male, primary school students is rejected.

Attitude performance of female primary students show that 5% students having poor social environment show above 80 value, 19 % is observed with 61-80, 47% got 41-60 and less than 40 possessed by 29% students. Among female students of moderate environment 9% have above 80, 26% have 61-80, 46% have 41-60, and 19% have less than 40. For good social environment, 14% students got above 80, 29 got 61-80, and 41% got 41-60 and 16% possess less than 40. Hence hypothesis 4, there is no significant impact of social environment on attitude performance of female, primary school students is rejected.

CONCLUSION

Students need social support to experience academic success and to have responsible attitude. Child's social environment is recognized as a important factors influencing academic performance and attitude of student. The children who have strong and supportive social relationships are more likely to develop positive social relationships and better academic performance, sense of responsibility and good attitude.

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Status of Women in Indian Society

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Abstract:

The present study is related to status of women in Indian society from ancient days till today. It gives importance on the position of women in various fields like family life, social life and work situation. It highlights on female foeticide, low literacy level of women, women's low nutritional status, women's role in decision making, their position as per Indian tradition etc. This paper also gives emphasis on number of women in total workforce, torture of them by men in family life, social life and in other fields where they are participants. Lastly it concludes on importance of women and role of society for the emancipation of women from male dominated society and their oppression and suppression.

Status, Women, Society Men and women are two basic components of our human society. Women constitute 48.46% of the India's total population. Constitutional provisions give stress on the equality of men and women. Art-14 stresses on men and women to have equal rights and opportunities in political, economic and social spheres. Art – 15 also prohibits discrimination against any citizen on the grounds of religion, race, caste, sex etc. Art 51 {A (e)} stresses on the renunciation of the practices derogatory to the dignity of women. Constitution gives equal importance to women's position and accorded equality to them. It is seen that where all citizens irrespective of sex are equal, women are clearly less equal than men. There exists high gender inequality in our country.

WOMEN'S POSITION IN ANCIENT INDIA.

Towards the end of Vedic period (Post Vedic period) women were deprived of social and religious rights. There were not allowed to participate in social and religious functions. Gradually the position of women fell down to the extent that the birth of a girl was regarded as a curse in the family. During Buddhist period Lord Buddha regarded women a source of all evils. Therefore women were allowed low status compared to males. Macaulay's Minute 1835, was responsible to bring renaissance in Indian history by giving stress on English as medium of instruction but forgot the issue of women's education, which was responsible for upliftment of women. J.J. Rousseau, whom we call today the father of modern educational theory and practice, compared women with decoration pieces.

WOMEN IN INDIAN TRADITION

The role and behaviour of women in the society is determined by our social structure, cultural norms, value system and social expectations etc. to a great extent. Norms and standards of our society do not change at the same pace as changes take place due to technological advancement, urbanization, cost and standard of living, growth in population, industrialization and globalization. Social and educational policies fail to cope with desired changes in various fields. Particularly, social status of women in India is a typical example of the gap between position and role accorded to them by Constitution and the

restrictions imposed on them by social traditions. What is practicable and possible by women and useful for them, in fact, is not within their reach. They have to exist within the framework of social norms and standards, which in turn cause infinite harm. In Hindu tradition, practices like giving away daughters in marriage and sending them to their in laws' house after marriage and importance attached to sons for maintaining continuity in the line have strengthened male dominated social structure. Women are debarred from joining religious ceremonies during the period of menstruation and child birth makes the women inferior in status than men.

In the views of Manu, “Woman is viewed solely as the mother and the wife and those roles are idealised. The ideal wife is faithful and service to husband and his family members without any complain is virtuous”. A Hindu widow is cursed with misfortune and is neglected in many aspects. She is debarred from participating in any socio – religious functions like marriages, pujas, birthday celebration etc. which may bring misfortune to them as well as to others. The mere sight of widow is believed to be a barrier to success while attending any function or start of journey. But a widower is not subject to such restrictions. Male like female never wear any distinctive marks to indicate that he is married. Male widow do not observe fasting for his wife and suffers no restrictions on remarriage. But married woman observe many vratas for the wellbeing of her husband and children and even her dresses change after marriage and more particularly after her husband dies. In Islamic religion woman cannot be a priest nor can she lead the prayers. She has no place in the formal religious organisations and legal affairs of the community and cannot be a kazi .Women is also deprived of participating in community prayers. In Buddhism also the male monk is given a higher status than the nun.

WOMEN AND SOCIAL ROLE / POSITION.

Sense of femininity develops in the girl child before she is old enough to realize that there are two sexes. Although they possess all capabilities and potentialities but they are generally ignorant about that .Shyness, politeness, nobleness and modesty are approved qualities for girls. They are trained to speak with soft words and avoid harsh and hard language. Girl child plays motherly roles in the family by shouldering responsibilities of household work such as looking after siblings, fetching water, collecting firewood, cleaning the house, cooking etc. The majority of children who have never attended school or who have dropped out at an early stage of education come from poor families or their parents are illiterate or semiliterate or do not in a position to visualize the importance of educating their daughters. Parents are not well enough to afford for education of their daughters. In rural areas, daughters of agricultural labourers, small farmers and artisans and in urban areas, daughters of slum dwellers working in low level occupations are most likely to be withdrawn from school early. Sometimes the economic condition of family pushes children to become child labour. Daughters in their childhood and adolescence are neglected and more labour is extracted from them parents because of net flow of wealth

from daughters to their parents generally stops after marriage. Traditional sex role make going to school as secondary for girls.

WOMEN AND NUTRITION

Generally women suffer from malnutrition. views that higher mortality rate in childhood may be either because of certain specific causes, which affect the fairer sex more or due to gender discrimination in nutrition and health care. Excess female mortality is a part of family building strategy, where girls are considered as burden and boys as resources. Although practice of breast feeding is universal in India, some studies have pointed out gender differences in duration of breast feeding of children Sometimes female infants are breastfed less frequently and for shorter durations than male infants, their weaning all start earlier and they are given low quality food. Status of immunization is also far from satisfactory. About 35% of adult women in the age group (15-49) suffer from chronic energy deficiency. About 55% of adult women suffer from iron deficiency and anaemia.

FEMALE FOETICIDE

In Indian social scenario a girl child is a burden on the family. We accept birth of male child gladly but we (some people) express unhappiness and anguish when listen the birth of girl child. In the marriage of girls parents are bound to give dowry which disturbs economic condition of family. So parents adopt different means to avoid the birth of girl child. Parents regard bringing up girl child is a wasteful expenditure and a financial burden in future. Most of the parents go for abortion when the foetus in prenatal period is detected as female foetus. If it takes birth somehow, then parents leave it in the hospital or in any place (unprotected) at the mercy of others .Even parents throw the girl child mercilessly. It is also a matter of great concern that the sex ratio in the age group (0-6) years continues to widening since 1961 and stands at 914 to 1000 males in 2011. According to census 2011, there are 586.46 million females as compared to 623.72 million males giving a ratio of 940 females to 1000 males. For this reason there will be scarcity of women which will create problem of shortage of girls for marriage. Presently due to shortage of girls Madhya Pradesh is purchasing girls from Maharashtra for giving their sons in marriage.

WOMEN AND WORKFORCE

Due to either no earning or low earning activities of women their contributions to the society go unnoticed. The Five Year Strategic Plan of Ministry of Women and Child Development for 2011-16 notes that workforce participation rate of women in rural area is 31% where as it is 55% for men. In urban area this rate is 14% for women as compared to 54% for men. Women's share of organized sector and public sector is less than 20%. Their share in Central Government employment is less than 8%. Many women are working in domestic sector in India. About 10% of the female population over the age

of 12 are employed in domestic service. It is second largest employment of women after agricultural labour. The women working as fulltime servants are harassed physically, psychologically and sometimes, sexually. Some women also serve as part time servants. After sexual harassment they are killed by supari killers. In some cases they are underpaid. When the part time domestic woman worker comes to her own house after a day's work, her dirty home with hazardous environment waits her which damage her own children's life who do not attend school. In some corporate sectors women are given less amount of wages than men labourers. In the field of politics their number is very low. Less than 11% seats of Parliament are held by women. There have been 5 women judges, of Supreme Court since Independence.

WOMEN AND THEIR POSITION IN THE FAMILY

Children cannot inherit their caste or surname of their mother. In spite of education of women, they occupy an inferior position in family. Important decisions like pregnancy, size of family, purchase and ownership of property, vehicles and cell phone etc .are mostly taken by male members. Economically independent women are also helpless. They begin their day at the crack of dawn. They take care of entire family, send children to school, pack their husbands' lunch and go to the vehicle stand to catch overcrowded vehicle for reaching at work places. They have to perform their duties equivalent to their male counterparts. On returning home they have to complete all their household works and have to manage the same routine of the next day. The works they do at home are uncountable. Their works are not considered as productive work by family. The household work and childcare are not considered “work”. This invisibilisation of women's labour fails to get them their due weight age in the family. Wife is the possession of husband. He has full right of her. According to Manu “In childhood a woman must be subject to her father, in youth to her husband and when her lord is dead, to her sons. A woman must never be independent”.

In most of the times women are the convenient and easy prey of men because of their economic and social dependence. It is not only case of illiterate and economically dependent women but also the case of educated / uneducated employed women. Severe incidents of wife – beating cases are seen in our society which is mostly in connection with dowry. It is a medium to extract money or property from the relatives of married women even in excess of what was already negotiated. This sometimes leads to death of victimized women. Here the oppression of girl child does not end. When the girl child goes to school she faces the problem of sexual harassment. Even the child of 3 years is sexually tortured. Presently news papers bring out news concerning sexual assaults given by teachers, tuition masters, distant relatives, passerby bus conductors, auto drivers etc. Sometimes girls commit suicide after being raped or getting sexual offence. In some cases girls and even married women are raped and put to death mercilessly and thrown into the river or roadside bare bodied. Our civilized society hind itself and go

away without giving any help to those dying and dead follows. Women in the name of religious and socio-cultural practices have been denied opportunities of growth. To think equality of sexes is an illusion. Women historically have never been given the required importance in India be it in the field of agriculture, production, construction, politics and education, History is full of stories of exploitation, humiliation and suppression. Indian woman has a multifaceted personality. She is the centre around which the whole world revolves. She is hard working and works with dedication. She shares most of the duties and responsibilities of her family .She strongly influence the moral, social and creative development of her children .She is dutiful and housekeeping, childrearing, assisting in agriculture and in industry. But we are treating them as second class citizens. Oppression, rape, humiliation, disrespect are rewards for women. We are torturing women from cradle to grave. To quote Dillip kaur, Tiwana, 2012 in this context, “when she takes birth, you become gloomy, when sits back home, you call her crazy, when she marries you, you burn her; but can you live without her? Your daughter, your mother? Your sister? Your wife?” Gender inequality is a far reaching social impairment. Law is becoming lawless where women versus men are involved. (Justice Krishna Iyer). Time has ripen to analyse the causes of gender disparity, which give a low status to women .Efforts should be taken for empowering women which may help them to move out form a weak position and to exercise their power like men. They should be given free and compulsory education so that they can claim their rights. They should be educated enough to exercise their opinion in taking decision in the matters of marriage, family size, household developmental activities, work situations and even community activities, national and international debates and discussions. Autonomy and power to maintain strong functioning position and to control their lives must be given to them. They should be made agents of their own development and be able to set their own aims and be strengthened to challenge and change their inferior position in the society. Then they will be made free from exploitation, social injustice and inequality. Women empowerment is not an automatic and spontaneous process. It requires efforts deliberately and consistently from all human beings in all walks of life.

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