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“GLASS CEILING PRACTICES WITH WORKING WOMAN IN EDUCATIONAL SECTOR AT BHAVNAGAR REGION.”

INTRODUCTION:

The foundation of every nation is the education of its youth. Education is provided by public sector as well as private sector in India. Our Constitution also provides the equal opportunities to the man and woman to get the education without any kind of discrimination. Most universities in India are controlled by Union or State government. According to the Census of 2011, "every person above the age of 7 years who can read and write in any language is said to be literate". According to this criterion, the 2011 survey holds the National Literacy Rate to be around 74.07%. Government statistics of 2001 also hold that the rate of increase in literacy is more in rural areas than in urban areas. Female literacy was at a national average of 65% whereas the male literacy was 82%. Within the Indian states, Kerala has shown the highest literacy rates of 93% whereas Bihar averaged 63.8% literacy. The 2001 statistics also indicated that the total number of 'absolute non-literates' in the country was 304 million.

CONCEPTUAL FRAMEWORK OF GLASS CEILING:

According to Pearl S. Buck, became the first American Women Writer Nobel Prize Winner Literature, "Let woman out of home, let man into it, should be the aim of the education. The home needs man and the world outside needs woman."

Glass Ceiling refers to transparent but real barriers, based on discriminatory attitudes or organizational bias, that impede qualified individuals, including (but not limited to) women, racial and ethnic minorities, and disabled persons from advancing into management positions.

Glass Ceiling is relatively a new term which is slowly getting into knowledge of women in many professions worldwide. This phenomenon tries to describe discrimination of various minorities in career advancement.

The Glass Ceiling has become a central notion in the different fields of the world. It is part of organizational practice in the sense that organizations wanting to increase the number of women in higher functions have formulated remedies against the glass ceiling.

Most studies which have researched women's limited advancement in management have focused on either intrinsic variable within the women her or extrinsic variables such as situational and structural factors (Talley, 1998; Riger & Galligan, 1988; Grondin, 1990; Andrew, Coderre & Denis, 1990; Olivier, 1993; Fagenson, 1990). Even through a better understanding is required of the intrinsic and extrinsic factors which exist; neither approach alone fully explains what women are experiencing. In terms of gender development index, still India's 113th rank out of 157 countries demands immediate and necessary action for gender equality. This thesis presents the mainstream concept of discrimination on the basis of gender. The present study is an attempt to measure the presence of Glass ceiling in Indian education system particularly in granted and non-granted colleges and schools in the Bhavnagar region.

LITERATURE REVIEWS:

Morrison & Glinow (1990): [www.scribd.com/doc/17172692/glass ceiling- project](http://www.scribd.com/doc/17172692/glass-ceiling-project) studied the term 'Glass Ceiling' refers to the transparent but real and strong barriers which prevents women from moving up in the management hierarchy in an organization. The minority of women in senior management has led many researches to investigate whether glass ceiling barriers such as sexual discrimination, gender wage gap, gender stereotype harassment and lack of family friendly workplace policies in the organizations and how these barriers affect the performance of female employees in the organizations.

Davidson & Cooper (1983): Stress and women manager found that managerial women experience greater strain and feel more isolated at work than males which in turn affect their performance. There is gender difference in leadership because of negative perception and evaluation of women in leadership.

Carole Wallace (1994): [www.scribd.com/17172692/glass ceiling- project](http://www.scribd.com/17172692/glass-ceiling-project) examined barriers which hinder career advancement of women also complex and varied. They have become top agenda items for most cooperation and the government. The "Glass Ceiling" is a term that symbolizes variety of barriers that prevent qualified individuals from advancing higher in their organization. Although many women hold management positions, few have made the break through to top level positions.

Asplund 1998: Women Managers: Changing organizational cultures found that women are not advancing in work place because they did not receive training to perform job moreover. Manager does not appreciate achievement of their women employee as compare to men.

Veale & Gold (1998) conducted a research in metropolitan district council situated in Yorkshire, UK. He confirmed that glass ceiling did exist within the council and this hindered women progress on top positions.

Research Methodology:

I. Identification of Problem –

Glass ceiling means gender difference between male and female people at the workplace. So, researcher has decided to work on glass ceiling practices with female in education sector. The title of the study is "**Glass Ceiling Practices with working woman in educational sector at Bhavnagar Region.**"

II. Significance of the Study –

The research term has selected the topic of "Glass Ceiling" for the research project. Researcher has been observed that during the last few years a lot of women are going in education sector but not a lot of them are getting an opportunity to get in to the top management positions. She is not getting as per her abilities and dedication to work. Working woman plays an important role for economically survive to particular family. But, she can not to reach and not to get the benefit as well as man. Women are facing various barriers of the society, internal business, government reaching the top management positions

III. Objectives of the Study -

The following are the objectives of the research.

- To study the factors which may be helpful for enhancing woman's career advancement in Education sector at Bhavnagar region.
- To identify most common barriers responsible for glass ceiling with working woman in education sector at Bhavnagar region.
- To get views of women feeling gender difference at workplace in education sector at Bhavnagar region.
- To undertake obstacles facing woman for attaining top rank at workplace in education sector at Bhavnagar region.

IV. Hypothesis of the Study –

Two hypotheses as follows will be tested during the course of the study which are as follows

Null Hypothesis:

- A. There would be no significant difference between women facing glass ceiling practices at the workplace in education sector of Bhavnagar Region.
- B. There would be no significant difference between career advancement for woman in education sector of Bhavnagar Region.

Alternative Hypothesis:

- A. There would be significant difference between woman facing glass ceiling practices at the workplace in education Sector of Bhavnagar Region.
- B. There would be significant difference between career advancement for woman in education sector of Bhavnagar Region.

V. Sample Selection, Universe and Time boundary of the study –

Researcher has undertaken on study of glass ceiling practices with working woman covering different government and self-financed 80 Schools and colleges of secondary, higher secondary, under graduate and post graduate level in Bhavnagar Region within 2 years. It includes 16 cities and villages of Bhavnagar Region only.

VI. Data Collection –

Researcher has collected the primary data through fill-up the questionnaire from the working woman covering different government and self-financed 80 schools and colleges of Bhavnagar city and district. Different books, journals and magazines in the area of management and education have been taken as the source of secondary data collection.

Chapter Planning:

The proposed study would cover five chapters. The brief outline of the chapters is follows

Introduction of Education Sector:

This chapter will include; Basic ideology and history of education and woman education before and after independence of India, recruitment of woman in educational sector, government policy, and role of woman in education sector granted and self-financed Schools and colleges in central, state and Bhavnagar region level

Research Methodology:

Objectives, importance and scope of the study, time period and data collection of the study, Hypothesis and research tools of the study like Two-way annova methods on questionnaire based data collection. It involves 20 research based questions with including 450 respondents of educational institution at Bhavnagar Region. This research highlights following importance such as

1. It is providing an analysis of female teacher and lecturer current career paths trends like increment and promotional opportunities in government and self-finance higher secondary education institutions including both schools and colleges. She cannot reach and not get the benefits as well as man Thus, it helps to women getting more fruitful career development opportunities inside education institutes.
2. This research addresses present challenges and obstacles facing working women specially teacher and lecturer in higher secondary education institutes. She can overcome these problems by developing her skills and applying her potential.
3. Right now, women are facing various barriers of the society, internal business, government reaching the top management positions. It will be published and helpful to mitigate the impact of “glass ceiling” practices happening with working women specially teacher and lecturer in government and self-finance schools and colleges.

Conceptual Framework of Glass ceiling:

This chapter includes Basic information, concept of glass ceiling, definition and elements of glass ceiling and working woman, types and barriers of glass ceiling at the workplace, problems of glass ceiling, contemporary situation and glass ceiling broker women in the world and India etc.

Data Analysis of Glass ceiling:

Here, researcher has analyzed data through bi-variate analysis such as Government schools and colleges and private schools and colleges at Bhavnagar Region and has also edited data of questionnaire and rewritten data as per guidelines of my guider and expert personalities of Management and commerce department of Saurashtra University.

Summary, Findings, Suggestions and Bibliography:

Findings:

1. More than 50% of the total no. of respondents were satisfied with them current job and workplace in government and self-financed institution. They never think of leaving for schools or colleges where they are currently working.
2. Women have given first preference to the experience in enhancing them career and second to the advance education in both education institution. But, self-financed working women have given third priority to good relation with staff and employer in career advancement while, government respondents have given fourth priority to it.
3. Out of 263 total no. of respondents of self-financed institution, 39.54% of respondents were unknown or not participated inside or outside any training programme while, 74.33% of government respondents, they were getting compulsory teacher / lecturer training programme. So, 179 respondents of both are getting noticeable benefit in them career advancement from this programme in schools or colleges at Bhavnagar Region.

4. Women always try to avoid responsibility and authority. So, they have less chance for career advancement in each sector. 34.72% total no. respondents, they may have lacking point of confidence level and found high fearful for her career advancement in both education institutions at Bhavnagar Region.
5. Gender has not impacted chances of receiving a promotion in both education institutions at Bhavnagar Region because 60% of total no. of respondents were no impact or disagree with gender influencing career advancement in both education institutions. Researcher have not found pay discrimination between male and female because out of 450, 290 respondents were not affirmative for pay inequality between male and female in both education institutions at Bhavnagar Region.
6. As per present study, there was little extent of glass ceiling existing in both education institutions at Bhavnagar Region. Out of 450, 201 respondents were facing little glass ceiling in both education institutions at Bhavnagar Region. Social factors have great influenced and first common barrier with 45.47% in both education institutions while, government respondents have given government factors as second barrier with 19.27% and self-financed respondents have given internal business factors as second barriers with 23.95% and fourth rank to government factor with 9.8% in them schools or colleges for career advancement.

Suggestions

1. In 21st century, there is no any difference between male and female employee inside the organization. Thus, as a employer should provide career advancement equally to each gender of the organization. It helps to increase satisfaction level of woman teaching staff towards her schools and colleges at Bhavnagar Region.
2. Thinking towards woman should be changed because both woman and man live in same society or sector. Thus, society give equal respect and status to woman for removing glass ceiling practices in form of social barriers in education sector at Bhavnagar Region.
3. Teacher or Lecturer training programme should be object oriented. It facilitates to develop skills and competencies and to remove fear of woman teaching staff for improving her performance and also increases chances of promotion in education sector at Bhavnagar Region.
4. Sometimes, woman may face pay inequality due to lack of knowledge and awareness of institutional policy especially in private schools and colleges. But, it can be avoided by more involvement and participation of woman teacher or lecturer in top management.
5. Woman also tries to learn and to take responsibility with confidently. So, she can think and seek herself on senior level position in education sector.

Conclusion:

Here, researcher has investigated two factors at the same time with using two way ANNOVA techniques. As per research review, there was finding little extent glass ceiling practices with woman teaching staff in education sector at Bhavnagar Region. But, social barriers have most located factor for working woman teaching staff to reach top level in education sector at Bhavnagar Region. It also affects to the Changes of promotion and career advancement of woman in education sector at Bhavnagar Region

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