

**ASSOCIATION OF PERSONAL VALUES AND WORK  
EXPLOITATION WITH WORK LIFE BALANCE OF  
WOMEN PROFESSIONALS OF NORTHERN INDIA**

A Thesis submitted to the

**LOVELY PROFESSIONAL UNIVERSITY**

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BY

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[July 2015]

## **DECLARATION**

I declare that the thesis entitled '*Association of Personal Values and Work Exploitation with Work Life Balance of Women Professionals of Northern India*' has been prepared by me under the guidance of Dr. Ramandeep Kaur, Assistant Professor of Lovely School of Education, Lovely Professional University. No part of this thesis has formed the basis for the award of any degree or fellowship previously.

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# TABLE OF CONTENTS

DECLARATION	i
CERTIFICATE	ii
ACKNOWLEDGEMENT	iii-iv
ABSTRACT	v-viii
TABLE OF CONTENTS	ix-xiv
LIST OF TABLES	xv-xxi
LIST OF FIGURES	xxii
LIST OF GRAPHS	xxiii-xxiv
LIST OF ABBREVIATIONS	xxv
LIST OF APPENDICES	xxvi

CHAPTER NO.	DESCRIPTION	PAGE NO
<b>CHAPTER 1</b>	<b>INTRODUCTION</b>	<b>1-23</b>
1.1	Theoretical Orientation of the Problem	1
1.1.1	Status of Women in Modern Era in India	2
1.1.2	Work Place Exploitation and Women Professionals	4
1.1.3	Work Life Balance and Women Professionals	10
1.1.4	Values and Women Professionals	13
1.2	Significance of the Problem	17
1.3	Statement of the Problem	20
1.4	Operational Definitions of the Terms Used	20
1.5	Objectives	23

1.6	Hypotheses	23
1.7	Delimitations	23
<b>CHAPTER 2</b>	<b>METHOD AND PROCEDURE</b>	<b>24-34</b>
2.1	Quantitative Approach to the Present Study	24
2.11	Sampling Procedure	24
2.11.1	Sampling Technique	24
2.11.2	Sampling Frame	24
2.12	Tools	26
2.2	Administration of the Tools	33
2.3	Data Collection	34
2.4	Statistical Techniques	34
<b>CHAPTER 3</b>	<b>ANALYSIS AND INTERPRETATION</b>	<b>35-159</b>
<b>3.1</b>	<b>Personal Values of Women Professionals of Northern India</b>	<b>38</b>
3.1.1	Personal Values of Women Professionals of Northern India belonging to three States and two Union Territories	44
3.11.1	Religious Values of Women Professionals of Northern India belonging to three States and two Union Territories	44
3.11.2	Social Values of Women Professionals of Northern India belonging to three States and two Union Territories	48
3.11.3	Democratic Values of Women Professionals of Northern India belonging to three States and two Union Territories	52

3.11.4	Aesthetic Values of Women Professionals of Northern India belonging to three States and two Union Territories	57
3.11.5	Economic Values of Women Professionals of Northern India belonging to three States and two Union Territories	61
3.11.6	Knowledge Values of Women Professionals of Northern India belonging to three States and two Union Territories	65
3.11.7	Hedonistic Values of Women Professionals of Northern India belonging to three States and two Union Territories	69
3.11.8	Power Values of Women Professionals of Northern India belonging to three States and two Union Territories	72
3.11.9	Family Prestige Values of Women Professionals of Northern India belonging to three States and two Union Territories	76
3.11.10	Health Values of Women Professionals of Northern India belonging to three States and two Union Territories	80
3.12	Personal Values of Women Professionals of Northern India belonging to Teaching, Engineering, Medical and Legal Professions	84
3.12.1	Religious Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	84
3.12.2	Social Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	87
3.12.3	Democratic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	89



3.12.4	Aesthetic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	92
3.12.5	Economic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	94
3.12.6	Knowledge Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	98
3.12.7	Hedonistic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	100
3.12.8	Power Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	103
3.12.9	Family Prestige Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	105
3.12.10	Health Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	109
<b>3.2</b>	<b>Work Place Exploitation of Women Professionals of Northern India</b>	<b>112</b>
3.2.1	Work Place Exploitation of Women Professionals of Northern India belonging to three States and two Union Territories	114
3.2.2	Work Place Exploitation of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	118
<b>3.3</b>	<b>Work Life Balance of Women Professionals of Northern India</b>	<b>122</b>
3.3.1	Work Life Balance of Women Professionals of Northern India belonging to three States and two Union Territories	124

3.3.2	Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	128
<b>3.4</b>	<b>Association of Personal Values with Work Life Balance of Women Professionals of Northern India</b>	<b>132</b>
3.4.1	Association of Personal Values with Work Life Balance of Women Professionals of Delhi	136
3.4.2	Association of Personal Values with Work Life Balance of Women Professionals of Haryana	138
3.4.3	Association of Personal Values with Work Life Balance of Women Professionals of Himachal Pradesh	141
3.4.4	Association of Personal Values with Work Life Balance of Women Professionals of Punjab	142
3.4.5	Association of Personal Values with Work Life Balance of Women Professionals of Chandigarh	144
3.4.6	Association of Personal Values with Work Life Balance of Women Teachers	146
3.4.7	Association of Personal Values with Work Life Balance of Women Lawyers	147
3.4.8	Association of Personal Values with Work Life Balance of Women Engineers	148
3.4.9	Association of Personal Values with Work Life Balance of Women Doctors	150
<b>3.5</b>	<b>Association of Work Place Exploitation with Work Life Balance of Women Professionals of Northern India</b>	<b>151</b>
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	152

3.5.2	Association of Work Place Exploitation with Work Life Balance of Women Professionals belonging to Teachers, Lawyers, Engineers and Doctors	154
<b>3.6</b>	<b>Remedial Measures to Minimize Work Place Exploitation and Maintain Personal Values and Work Life Balance of Women Professionals</b>	<b>155</b>
3.6.1	Measures to Maintain Personal Values of Women Professionals	155
3.6.2	Measures to Minimize Work Place Exploitation of Women Professionals	156
3.6.3	Measures to Maintain Work Life Balance of Women Professionals	158
<b>CHAPTER IV</b>	<b>CONCLUSIONS, RECOMMENDATIONS AND SUGGESTIONS</b>	<b>160-172</b>
4.1	Conclusions	160
4.2	Educational Implications	166
4.3	Limitations and Recommendations	169
4.4	Suggestions for Further Studies	171
<b><i>SUMMARY</i></b>		<b><i>173-215</i></b>
<b><i>BILIOGRAPHY</i></b>		<b><i>216-237</i></b>
<b><i>APPENDICES</i></b>		

## ABSTRACT

*The aim of the study was to find out the association of personal values and work place exploitation with work life balance of women professionals of Northern India. Descriptive survey method was used in this study to obtain relevant and accurate information. The respondents of the present study were 1500 women professionals from three states and two union territories of Northern India. 300 women professionals were chosen from each state and union territory of Northern India. Sample was selected from three states Punjab, Haryana, Himachal Pradesh and two union territories Delhi and Chandigarh of Northern India. It was further bifurcated into different groups according to four professions i.e. teachers, lawyers, computer engineers and doctors. Stratified random sampling technique was used for sampling.*

*The objectives of the study were: to identify and compare pattern of personal values of women professionals of Northern India belonging to teaching, engineering, medical and law, to know the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law, to study work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law, to find out association of personal values and work place exploitation with work life balance of women professionals of Northern India. The major hypotheses were: women professionals of Northern India belonging to teaching, engineering, medical and law have different pattern of personal values, there is no significant difference in the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law, there is no significant difference in work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law, there is no significant association of personal values and work exploitation with work life balance of women professionals of Northern India.*

*To collect data from women professionals of Northern India, standardized tools were used i.e. personal values questionnaire (Dr. (Mrs.) G.P.Sherry and Late Prof. R.P.Verma, 2006), work place exploitation (Dr. Ramandeep Kaur and Meena Jhamat, 2013) and work life balance (Dr. Ramandeep Kaur and Meena Jhamat, 2013). The frequency distribution of personal values, work place exploitation and work life balance were prepared for*

*computation of means and SDs. One way ANOVA was used to find out significant difference in personal values, work place exploitation and work life balance of women professionals of Northern India. The coefficient of correlation was also computed to find out association of personal values and work place exploitation with work life balance of women professionals of Northern India.*

*In order to identify and compare personal values of women professionals of Northern India, they were grouped according to the level of personal values i.e. good personal values (GPV), average personal values (APV) and poor personal values (PPV). Present study results were 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%. It is also found that there exists significant difference in personal values of women professionals of three states Punjab, Haryana, Himachal Pradesh and two union territories Chandigarh and Delhi of Northern India. There exists a 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. Chandigarh perceived highest mean score in religious value, aesthetic value and power value than other states. Haryana with Chandigarh and Himachal Pradesh with Punjab have insignificant difference in democratic values. There exists a significant difference in economic values among all the states union territories of Northern India. Majority of the states have significant difference with each other in knowledge values except Delhi and Chandigarh. Almost all the states have significant difference with each other in hedonistic values except Haryana and Chandigarh. 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.*

*To know work place exploitation of women professionals of Northern India, high work place exploitation (HWPE), average work place exploitation (AWPE) and low work place exploitation (LWPE) were found by using  $Q_1$  and  $Q_3$  cut points for the total sample. It is revealed that most of the women professionals (48.9%) have average level of work place exploitation followed by low work place exploitation (25.7%) and then comes 25.4% high work place exploitation. There is significant difference in work place exploitation of women*

*professionals of Northern India belonging to three states and two union territories. Likewise, there exists significant difference in work place exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law.*

*To study the work life balance of women professionals of Northern India, good work life balance (GWL B), average work life balance (AWLB) and low work life balance (LWLB) identified for the total sample. Results of the present study were that most of women professionals (45.8%) had experienced average work life balance. Findings also showed that there is significant difference in work life balance of women professionals belonging to teaching, engineering, medical and law. It is also found that there is significant difference between work life balance of women professionals of three states Punjab, Haryana, Himachal Pradesh and two union territories Chandigarh and Delhi of Northern India.*

*There is insignificant association of personal values with work life balance of women professionals of Northern India. It is also explored that there is significant association of religious, social, democratic, aesthetic and knowledge values with work life balance women professionals of Northern India. Present study revealed that there is insignificant association of women professionals of Northern India in hedonistic, power, economic, family prestige and health values with work life balance. 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. 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. A significant and positive association of power value with work life balance of women professionals of Himachal Pradesh was found. The correlation between economic value with work life balance in Delhi, Punjab and Haryana is found positive and significant. 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. Women lawyers have significant and positive relationship of all the ten personal values with work life balance. Women doctors have significant and positive relationship of all the ten personal values with work life balance. All the ten personal values have significant and positive relationship with work life balance of women teachers. 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. There exists significant association of work place exploitation with work life balance of women professionals of Northern India. There is insignificant association of work place exploitation with work life balance of women professionals in Haryana and Punjab states of Northern India. In Delhi, Himachal Pradesh and Chandigarh, there exists significant association of work place exploitation with work life balance of women professionals. There is insignificant association of work place exploitation with work life balance of women teachers, engineers and doctors of Northern India. There exists significant association of work place exploitation with work life balance of women lawyers of Northern India.*

***Keywords: Personal values, Work place exploitation, Work life balance, Women Professionals***

## **LIST OF TABLES**

<b>TABLE NO.</b>	<b>DESCRIPTION</b>	<b>PAGE NO.</b>
2.1	Dimensions of Work Place Exploitation	28
2.2	Scoring Table of Work Place Exploitation	28
2.3	Content Validity Index of Scale on Work Place Exploitation	30
2.4	Scoring Table of Work Life Balance	31
2.5	Content Validity Index of Scale on Work Life Balance	33
3.1	Levels of Personal Values of Women Professionals of Northern India	39
3.2	Levels of Personal Values of Women Professionals of Northern India	41
3.3	Mean and Standard Deviation of Religious Values of Women Professionals of Northern India	45
3.4	Variance in Religious Values of Women Professionals of Northern India	46
3.5	Religious Values of Women Professionals of Northern India belonging to three States and two Union Territories	47
3.6	Mean and Standard Deviation of Social Values of Women Professionals of Northern India	49
3.7	Variance in Social Values of Women Professionals of Northern India	50
3.8	Social Values of Women Professionals of Northern India belonging to three States and two Union Territories	51
3.9	Mean and Standard Deviation of Democratic Values of Women Professionals of Northern India	53



3.10	Variance in Democratic Values of Women Professionals of Northern India	54
3.11	Democratic Values of Women Professionals of Northern India belonging to three States and two Union Territories	56
3.12	Mean and Standard Deviation of Aesthetic Values of Women Professionals of Northern India	57
3.13	Variance in Aesthetic Values of Women Professionals of Northern India	59
3.14	Aesthetic Values of Women Professionals of Northern India belonging to three States and two Union Territories	60
3.15	Mean and Standard Deviation of Economic Values of Women Professionals of Northern India	61
3.16	Variance in Economic Values of Women Professionals of Northern India	63
3.17	Economic Values of Women Professionals of Northern India belonging to three States and two Union Territories	64
3.18	Mean and Standard Deviation of Knowledge Values of Women Professionals of Northern India	65
3.19	Variance in Knowledge Values of Women Professionals of Northern Indian	67
3.20	Knowledge Values of Women Professionals of Northern Indian belonging to three States and two Union Territories	68
3.21	Mean and Standard Deviation of Hedonistic Values of Women Professionals of Northern India	69

3.22	Variance in Hedonistic Values of Women Professionals of Northern India	71
3.23	Hedonistic Values of Women Professionals of Northern Indian belonging to three States and two Union Territories	72
3.24	Mean and Standard Deviation of Power Values of Women Professionals of Northern India	73
3.25	Variance in Power Values of Women Professionals of Northern India	74
3.26	Power Values of Women Professionals of Northern India belonging to three States and two Union Territories	75
3.27	Mean and Standard Deviation of Family Prestige Values of Women Professionals of Northern India	76
3.28	Variance in Family Prestige Values of Women Professionals of Northern India	78
3.29	Family Prestige Values of Women Professionals of Northern India belonging to three States and two Union Territories	79
3.30	Mean and Standard Deviation of Health Values of Women Professionals of Northern India	80
3.31	Variance in Health Values of Women Professionals of Northern India	82
3.32	Health Values of Women Professionals of Northern India belonging to three States and two Union Territories	83
3.33	Mean and Standard Deviation of Religious Values of Women Professionals	85

3.34	Variance in Religious Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	86
3.35	Mean and Standard Deviation of Social Values of Women Professionals	87
3.36	Variance in Social Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	88
3.37	Mean and Standard Deviation of Democratic Values of Women Professionals	89
3.38	Variance in Democratic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	91
3.39	Mean and Standard Deviation of Aesthetic Values of Women Professionals	92
3.40	Variance in Aesthetic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	94
3.41	Mean and Standard Deviation of Economic Values of Women Professionals	95
3.42	Variance in Economic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	96
3.43	Economic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	97
3.44	Mean and Standard Deviation of Knowledge Values of Women Professionals	98
3.45	Variance in Knowledge Values of Women Professionals belonging to Teaching, Engineering,	100

## Medical and Legal Professions

3.46	Mean and Standard Deviation of Hedonistic Values of Women Professionals	101
3.47	Variance in Hedonistic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	102
3.48	Mean and Standard Deviation of Power Values of Women Professionals	103
3.49	Variance in Power Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	105
3.50	Mean and Standard Deviation of Family Prestige Values of Women Professionals	106
3.51	Variance in Family Prestige Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	107
3.52	Family Prestige Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	108
3.53	Mean and Standard Deviation of Health Values of Women Professionals	109
3.54	Variance in Health Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	110
3.55	Health Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	111
3.56	Levels of Work Place Exploitation of Women Professionals of Northern India	112

3.57	Mean and Standard Deviation of Work Place Exploitation of Women Professionals of Northern India	114
3.58	Variance in Work Place Exploitation of Women Professionals of Northern India	116
3.59	Work Place Exploitation of Women Professionals of Northern India belonging to three States and two Union Territories	117
3.60	Mean and Standard Deviation of Work Place Exploitation of Women Professionals	119
3.61	Variance in Work Place Exploitation of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	120
3.62	Work Place Exploitation of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	121
3.63	Levels of Work Life Balance of Women Professionals of Northern India	122
3.64	Mean and Standard Deviation of Work Life Balance of Women Professionals of Northern India	124
3.65	Variance in Work Life Balance of Women Professionals of Northern India	126
3.66	Work Life Balance of Women Professionals of Northern India belonging to three States and two Union Territories	127
3.67	Mean and Standard Deviation of Work Life Balance of Women Professionals	128
3.68	Variance in Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	130

3.69	Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions	131
3.70	Association of Personal Values with Work Life Balance of Women Professionals of Northern India	133
3.71	Association of Personal Values with Work Life Balance of Women Professionals of Delhi	136
3.72	Association of Personal Values with Work Life Balance of Women Professionals of Haryana	139
3.73	Association of Personal Values with Work Life Balance of Women Professionals of Himachal Pradesh	141
3.74	Association of Personal Values with Work Life Balance of Women Professionals of Punjab	143
3.75	Association of Personal Values with Work Life Balance of Women Professionals of Chandigarh	145
3.76	Association of Personal Values with Work Life Balance of Women Teachers	146
3.77	Association of Personal Values with Work Life Balance of Women Lawyers	147
3.78	Association of Personal Values with Work Life Balance of Women Engineers	149
3.79	Association of Personal Values with Work Life Balance of Women Doctors	150
3.80	Association of Work Place Exploitation with Work Life Balance Women Professionals	151
3.81	Association of Work Place Exploitation with Work Life Balance of Women Professionals belonging to three States and two Union Territories	153

3.82	Association of Work Place Exploitation with Work Life Balance of Women Professionals belonging to Teaching, Medical, Engineering and Legal Professions	154
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## LIST OF FIGURES

<b>FIGURE NO.</b>	<b>DESCRIPTION</b>	<b>PAGE NO.</b>
2.1	Distribution of the Total Sample of Women Professionals of Northern India	25
3.1	Levels of Personal Values of Women Professionals of Northern India	39
3.2	Levels of Work Place Exploitation of Women Professionals of Northern India	113
3.3	Levels of Work Life Balance of Women Professionals of Northern India	123



## **LIST OF GRAPHS**

<b>GRAPH. No.</b>	<b>DESCRIPTION</b>	<b>PAGE NO.</b>
3.1	Levels of Personal Values of Women Professionals of Northern India	42
3.2	Mean and Standard Deviation of Religious Values of Women Professionals of Northern India	45
3.3	Mean and Standard Deviation of Social Values of Women Professionals of Northern India	49
3.4	Mean and Standard Deviation of Democratic Values of Women Professionals of Northern India	53
3.5	Mean and Standard Deviation of Aesthetic Values of Women Professionals of Northern India	58
3.6	Mean and Standard Deviation of Economic Values of Women Professionals of Northern India	62
3.7	Mean and Standard Deviation of Knowledge Values of Women Professionals of Northern India	65
3.8	Mean and Standard Deviation of Hedonistic Values of Women Professionals of Northern India	70
3.9	Mean and Standard Deviation of Power Values of Women Professionals of Northern India	73
3.10	Mean and Standard Deviation of Family Prestige Values of Women Professionals of Northern India	77
3.11	Mean and Standard Deviation of Health Values of Women Professionals of Northern India	81
3.12	Mean and Standard Deviation of Religious Values of Women Professionals	85
3.13	Mean and Standard Deviation of Social Values of Women Professionals	87
3.14	Mean and Standard Deviation of Democratic Values of Women Professionals	90

3.15	Mean and Standard Deviation of Aesthetic Values of Women Professionals	93
3.16	Mean and Standard Deviation of Economic Values of Women Professionals	95
3.17	Mean and Standard Deviation of Knowledge Values of Women Professionals	99
3.18	Mean and Standard Deviation of Hedonistic Values of Women Professionals	101
3.19	Mean and Standard Deviation of Power Values of Women Professionals	104
3.20	Mean and Standard Deviation of Family Prestige Values of Women Professionals	106
3.21	Mean and Standard Deviation of Health Values of Women Professionals	109
3.22	Mean and Standard Deviation of Work Place Exploitation of Women Professionals of Northern India	115
3.23	Mean and Standard Deviation of Work Place Exploitation of Women Professionals	119
3.24	Mean and Standard Deviation of Work Life Balance of Women Professionals of Northern India	125
3.25	Mean and Standard Deviation of Work Life Balance of Women Professionals	129

## LIST OF ABBREVIATIONS

ABBREVIATIONS	DESCRIPTION
GPV	Good personal values
APV	Average personal values
PPV	Poor personal values
HWPE	High work place exploitation
AWPE	Average work place exploitation
LWPE	Low work place exploitation
GWLB	Good work life balance
AWLB	Average work life balance
PWLB	Poor work life balance
ILO	International Labour Organisation
WIPL	Work interference in personal life
PLIW	Personal life interference in work
WPLE	Work or personal life enhancement
UNESCO	United Nations Educational, Scientific and Cultural Organization
SPSS	Statistical Package for Social Sciences
PTSD	Psychiatric Distress and Posttraumatic Stress
PGIMER	Post Graduate Institution of Medical Education and Research
ICICI	Industrial Credit and Investment Corporation of India
FIR	First Information Report

## **LIST OF APPENDICES**

- APPENDIX A:** Personal Values Questionnaire
- APPENDIX B:** Scale on Work Life Balance
- APPENDIX C:** Scale on Work Place Exploitation

# CHAPTER – I

## INTRODUCTION

### 1.1 THEORETICAL ORIENTATION OF THE PROBLEM

Women are an inseparable part of society. They are working both at home and at workplace to fulfill the needs of society and family. Women are performing their duties very efficiently on both the fronts. They have equal rights and positions as men. In family, they are bearing all the responsibilities of family. The status of the women can be defined as the degree of equality and freedom enjoyed by women in the shaping and sharing of power. The traditional setup of Indian Society deprived women of their rights and equality. When Indian constitution provided them these rights, it was a radical change because at that time these were not provided to women even in most of the advanced countries. Shobna (2005) stated that the status of women in India has been subject to many changes over the past few millennia. The journey of the history of women and their social status has been interesting. During the ancient time, they had enjoyed equal status with their counterparts but as history advanced, their position and status were relegated to the background in medieval periods. In the modern era, their voice was raised by various socio-religious reform movements in India.

The position of women in India has not been rosy, right from the ancient to medieval and modern India. She had equal status with men in ancient times. During Rigvedic Period, there have been references when women had a role to play in political decisions of the society. They could participate in Sabha and Samiti of tribal polity. But as they approached later vedic period and subsequent, their position and status suffered, though historians get some scattered references of women participating in the polity of their states like Rajyashree, during Harshavardhna era. Jaiswal (2001) mentioned that Arthashastra contains interesting data on women of diverse background who were obliged to earn their living. It speaks of women skilled in handicraft and in spying, even living inside the house of enemy. He also stated about those women who spun yarn at home to support their families.

During medieval period, on the one hand historians get references of some prominent women participating in Muslim and Hindu polity like Razia Sultana, Nurjahan, Jahanara and

Chand Bibi, yet on the other hand, the era was not a relief, in general, to the status and position of Indian women. During the medieval period, the position of Indian woman deteriorated when Sati, child marriages and a ban on widow remarriages became part of social life among some communities in India. According to Suguna (2009), these social evils induced the social reformers and they criticized these inhuman practices. Muslims brought the purdah practice, Rajputs of Rajasthan practiced Jauhar. In some parts of India, the Devadasis or the temple women were sexually exploited. Polygamy was widely practiced especially among Hindu Kshatriya rulers. In many Muslim families, women were restricted to Zenana areas. Kamat (1980) mentioned that women took in their stride the changing circumstances and adjusted themselves. In the vedic age, they were equals of men. In middle ages, their education became circumscribed; still those in the higher strata took advantage of education available.

### **1.1.1 STATUS OF WOMEN IN MODERN ERA IN INDIA**

In modern period, the English education and western learning resulted in a new atmosphere in Indian society and polity. European scholars observed in the nineteenth century that Hindu women are more virtuous in comparison to women. Even during the British Raj, there were many reformers such as Ram Mohan Roy, Ishwar Chandra Vidyasagar and Jyotirao Phule fought for the upliftment of women. Raja Ram Mohan Roy was the torchbearer of social reforms for the women. He campaigned for rights of women, including the right for widows to remarry, and the right for women to hold property. He actively opposed Sati system and the practice of polygamy. Goyal (2009) studied that revolutionary thinking for the welfare of women created bitterness between Raja Ram Mohan Roy and his family and he had to leave his home. Ishwar Chandra Vidyasagar strongly supported women education in Bengal and went door to door to persuade people to send their girl child to school. Haldar (1998) studied that Ishwar Chander Vidyasagar also did a lot in the field of widow remarriage. Swami Dayananda Saraswati was of the view that the Vedic Hindu scriptures gave utmost importance to women. Sinhal (2009) highlighted that Swami Dayananda emphasized equal rights for women in every field. He tried to change the mindset of people with his Vedic teachings.

Indian National Movement and Leadership of Mahatma Gandhi played an important role in the achievement of equality of women. The social reformers of nineteenth century laid down the stage for the emancipation of women. In 1917, the deputation of women led by Smt. Sarojini Naidu presented their demand for enfranchisement to British Government on the basis of equality with men. Anderson (1998) investigated on equality of black and poor women and their participation in formation of Government. In 1930, women organizations demanded immediate acceptance of adult franchise without sex discrimination. Though rejected by Government, the Karachi Session of the Indian National Congress accepted the demand and committed itself to women's equality regardless of their qualification and status.

### **Women Professionals**

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. Women prefer all types of jobs but a few favorites are air hostess, advertising, advocate, electronic engineer, software engineer, fashion designer, journalism, teacher, business executive, beautician, doctor. Jobs such as sewing, typing, cleaning, cooking also have high percentage of women. The income contribution of middle class women is more than that of lower and higher classes among working women.

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. India has also the credit of making a woman its President.

Women had been a neglected lot through the different phases of history; even great scholars like Manu questioned the capability of women to perform equally with man. They were debarred from giving any legal witness in judicial cases. It is high time when women have to shoulder equal responsibilities vis a vis man and come out as an equal performer in different fields like social, economical and political to claim equality. The present plans and their time to time implementation are enabling women to come out of the abnoxious clutches of gender disparity. The social condition of women has been subservient to males from the hoary past. It remained so through the medieval ages and still exists in the modern period in many sections of society. 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. The opposite is an unpaid, meaning a person who does not receive monetary compensation. To overcome male domination is a great hurdle in the life of women. The constitution also safeguards the rights of the women and provides ample opportunity for her overall development. Education and Professional development have added strength to the confidence of women. They have become able to raise their voice against the social and economic disparities. They are handling successfully both fronts at home and outside. When they are given a chance, they do not lag behind even in surpassing men. Some of the women performed marvelously in 2014 in various fields. State Bank of India chief Bhattyacharaya was awarded the most successful business woman in 2014. Avni Davde was the only Indian woman to be included in the list of most successful business women of the world. Indra Nooi and Chanda Kocher were named among the twenty five powerful businesswomen of Asia with rank 3<sup>rd</sup> and 10<sup>th</sup> respectively. Renu Kothar became first Indian woman head of Fedral Reserve Bank of Dallas, Dallas. Gorla Rohini was posted as first woman chief of Police Academy. Due to the performance in her services, Shakti Devi of Jammu and Kashmir was given honor by United Nations Organization for peace preservice award.

### **1.1.2 WORK EXPLOITATION AND WOMEN PROFESSIONALS**

The saying is true that the hand that rocks the cradle, rules the world. Jawahar Lal Nehru (1949) stated that you can tell the condition of a nation by looking at the status of women. The high cost of living has put the family in position where both male and female



must work full time jobs to survive. The term work exploitation refers to work place exploitation. 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.

All people have day to day basic needs and they earn to live a contented life. To fulfill these needs women are also entering in professional life. These basic needs for survival can also expose female employees to exploitation. When a person begins to have of losing his job and he will not be able to survive without it, he develops compromising attitude. Some employers see this fear as an opportunity and thus use it to take advantage of their workers. Most of the people experience exploitation in any form by their employer or supervisors. Sometimes, employees are paid less than they deserve and at other times they do not receive credit for their work. On many occasions, other employees take the advantage of it not only in the form of appreciation but in the form of bonus also. If one feels they are not being treated fairly in the workplace because of racism, sexism or any other bias, it also amounts to exploitation. Lebergott (2005) discusses many such conditions that women have to face at workplace. Low pay, sexual harassment, poor health conditions are the main negative features to which women suffer in professional field. Due to these negative features, work place exploitation of women is taking place. In modern society, a number of women work to prove themselves and for this, sometimes they have to sacrifice their family life also.

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. Marry and Hatch (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. Verma (2004) referred that around world's 1.3 billion poor population, 70% are women and of the world's one billion illiterates, two-third are women illiterates. Women still remain more vulnerable to such abuse and are less likely to protect themselves from discrimination, humiliation, torture and exploitation due to adverse socio-cultural milieu at work places. Mishra (1995) revealed that women working in unorganized sector suffer from many problems like unhygienic environment, no medical facilities and no awareness on the subject of laws. Private sector has played most powerful roles in process of self-formation for young girls and resulted in exploitation. Bolzendahl and Brookes (2009) explored that the sexualization and exploitation of women workers by private sector is very much in advanced liberal democracies. The fear of exploitation makes women weaker and uncertain and they avoid working outside.

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. Lacey (2012) found that inadequate equipment and lack of other facilities have been a source of excessive physical work which results in low morale and dissatisfaction. Sometimes reports of direct or indirect physical exploitation also come to limelight. Antagonistic working environment affects both male and female workers. But there are many gender specific dangers to which women workers, because of their biological structure, are exposed. These dangers severely affect women's physical and reproductive health. Gupta (1985) found that the women workers are working in unhealthy physical environment. It may give rise to a sense of discomfort and work done in pitiable physical state over a long period of time, it may result in dissatisfaction with the job. Child bearing is natural biological phenomena for women but at their work place they have to face so many problems relating to it. They have to attend their work till the very advanced stage. In private sector they are not giving

appropriate maternity leave and other such facilities. Even during pregnancy, the social set up is such that they are not psychologically comfortable at their work place during this period. After the birth of the child, women have to face new problems like proper caring of child. For high middle classes women generally leave their children in crèches where the atmosphere is not conducive for the overall development of the child. Lower economic class families cannot afford such facilities of high cost and they have to make do with unregistered, untrained inadequate immature house helpers who are either too old or are themselves still children. Even women involved in home-based work are also exploited due to specific poor working conditions. In south India, most of carpet weavers are women and girls working under poor conditions. The report told that serious attention should be paid to the miserable condition of carpet weaving women and the government and international organizations should take measures to end this. Sometimes they have to face physical torture. Though it does not exist in higher class job but in low profile jobs it occurs. But some time it also takes place in respectful profession. The news was published in The Tribune (05-12-2011) that during a protest in public sector by EGS teacher union, a female teacher was slapped by a sarpanch in public gathering which is against the dignity of a woman who is protesting to redress her grievances in a parliamentary and democratic way. These women workers are generally exploited. Verma (2004) studied that district Patiala has a enough number of female workers working in the unorganized sector. Even during their work, they face a lot of troubles; they are exploited and are unaware about their rights. It can be easily estimated that these women are living a life far below from satisfaction. They live under insanitary environment which results in dangerous diseases.

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. Man can afford to work hundred and hundred miles away from their families but this is not easy for women especially for married women. Even highly educated women have to face unemployment or under employment at the cost of remaining near the station where their children and family reside. Women are not paid the genuine salaries. Hence, they form

exploited and under paid sections of the workers in many jobs but due to the efficient performance in the field of education and professional education they are coming closer to the point where they can draw handsome salaries in industries such as mechanical engineering, metal manufacturer, communications and IT sector. Their percentage is increasing, though, still not upto the mark. The magazine named Business week (1985) mentioned that Japanese women are exploited for economic benefit in local and world society. It states that exporters and low margin suppliers use Japanese women to fend off competitors and maintain huge profits in the United States market. Reilly (1997) explored that because women are more likely to undertake part time work to accommodate the demands of the family, they are exposed to low-paid and insecure work without benefits, such as pension plans and health insurance. Women are also more likely to face discrimination with regard to hiring and promotion to senior positions because they take time out for maternity leave, child care and so on. Also the failure to measure and value women's unpaid work must be addressed along with broader issues around the exploitation of careers in home. A training workshop in 2009 was organized in Pakistan to promote and protect human rights of women workers where situation of laborers, role of women workers in economy, labour laws and policies were discussed. It emphasized on formation of policies and laws to empower women workers of informal sectors for providing equal opportunities and resources along with social protection and for ending their exploitations. It is the way to force somebody to work without being employed as wage laborers.

Women from every region of the world report that sexual exploitation of women and girls is increasing on a larger scale. No doubt exploitation is seen in both the sexes' male and female but it is easy to exploit women than men. 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. Sexual harassment is more prominent at lower level as compared to women with high positions but they are also not completely free from this curse. The case of Roopen Deol Bajaj, IAS officer of Punjab cadre is not only an exception in the society. Some women dare to respond and expose such cases while other avoid due to various

reasons. Even the daring women like Roopen Deol Bajaj some time feel exhausted while fighting the long drawn battles in judicial formalities. A survey has revealed that it is unsafe for women to work at offices in China as one in five women workers admitted to have sexual harassment at their workplace. It has been learnt through the survey that despite the vast number of victims, most of them choose to maintain silence about their ordeals or leave their jobs instead of reporting these or taking legal action against their attackers. They do so because of a lack of support structures and difficulties in gathering evidence. Hossain et al (2011) explored that women trafficked for sexual exploitation have lost their mental health and physique. Kompipote (2002) has revealed that women workers in export industries of Thailand suffer from sexual harassment, including violent abuse and rampant discrimination by their employers and supervisors. No doubt, there are laws to protect women and prevent exploitation like (the Interstate Migrant Workmen Regulation of Employment and Conditions of Service Act, 1979, The Bonded Labour System (Abolition) Act, 1976 and Maternity Benefit Act, 1961), but these legislations are not practically and strictly implemented. Terrell (2001) examined the workplace situations that include an African American engineer, whose complaints of verbal harassment by co-workers and supervisors are ignored by the management. He also mentioned about cases where highly qualified nurses were superseded by those who were less qualified but involved with the boss. Leach et al (2007) reported that for women, sexual harassment reduced their desire to continue their job and schooling especially in patriarchal societies where the fear of being withdrawn from working by family members is on peak. All over the world women are working in different fields yet they have to face many horrible conditions than males. The newspaper named Dallas News (2001) reported that Urena, a Latin American woman, was offered to work as a maid in Spain for \$ 200 a week but she was taken to a bar and forced to become a sex slave. When she came back home she told her story to other young women who are recruited to work in Europe but the pity is that when they know the dangers they are still eager to go because poverty is miserable.

India is a country whose population of women alone is more than the total population of many other countries. Regardless of this, the number of sexual abuse and exploitation cases against women clearly throw light on the fact that women in India do not enjoy even basic rights; their health, education and empowerment. In India, there was absence of law for

the protection of women at work places. The Union Cabinet approved the introduction of the Protection of Women against Sexual Harassment at Workplace Bill, 2010 in the Parliament to ensure a safe environment for women at work places, both in public and private sectors whether organized or unorganized. The measure is helpful in achieving gender empowerment and equality.

The law needs to be reformed to provide legal protection for women workers all over the world. Additionally, women need to be educated about their rights in order to protect themselves from such abuse. These days the parliamentary constitution is reconsidering the draft bill on Protection of Women from Sexual Harassment at their Workplaces (2011). The draft bill's definition of a workplace includes offices in government, private sectors and places in which women visit by air, rail, land or sea during the course of her job. The committee is impressing upon the government to include domestic workers also within the definition of workplace. India has already signed the International Labour Organisation (ILO) convention 189 for Decent Work for Domestic Workers. The bill got special attention on front page of the newspaper named The Tribune on December 9, 2011. Women class is facing socio-economic and gender based discrimination. U.N. Secretary-General Kofi Annan (2005) addressed that in spite of voicing concern at the General Assembly two years ago, the majority of governments have failed to take any meaningful steps to protect female migrant workers who suffer from violence at home and at the workplace day by day. There are many legal restrictions for any type of exploitation at workplace like Sri Lanka amended its Penal Code in 1995 against workplace harassment according to an 'unwelcome' standard; Bangladesh enacted the Suppression of Violence Against Women and Children Act in the year 2000. The US Civil Rights Act of 1964 (Title VII), as currently amended, is a piece of federal law which prohibits employment discrimination on the basis of sex, race, nationality, or religion, whether by a state actor or by a private enterprise.

### **1.1.3 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. It is a reconciliation of paid employment and life. In present times, women do not want to stay at home. Dual careers are becoming the part of our societies. Life is running fast and there are many pressures that couples have to deal with like running home, daily works and professional settlements etc. To maintain their self esteem, without being victimized between work and personal attachments, they work very hard. In the wake of the dual career families, geographic dispersion of extended families, nuclear family system and nature of workforce has changed. The concept of work life balance is emerging not only in the life of men but also in the life of women. Niharika et al (2010) found that both men and women reported experiencing work life imbalance equally. Sometimes, it proves difficult for women to maintain balance in work and life. Parker (2007) stated that women would report higher work life imbalance and they are more likely to use work life programs than men. Zemke et al (2000) opined that parents who are unable to devote proper time and energy at home, their children develop feeling of resentment. Quick et al (2004) referred that work life imbalance haunts those persons more who think about problems of family life while at work and worrying about work issues while at home.

The purpose of work life balance is to focus on how to successfully contribute work family relations and leisure time to find satisfaction in life. It is said that saying no to one thing opens door to saying yes to something else. 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. Kenexa Research Institute (2007) surveyed to judge how male and female workers perceive work life balance and concluded that women are more optimistic than men to perceive work life balance.

Man has interaction with society at various levels, and work life balance makes a significant impact at all these levels. If work life balance is disturbed, its negative impact can be seen not only in the performance of the employee but it also adversely affects the

performance of the organization in which the employee works and the expectations and success of the employer at large. Work life imbalance affects an employee's well being, physical and mental health, life satisfaction and individual performance. For poor work life balance, the employer has to pay in the form of poor performance, absenteeism, sick leave and recruitment and training cost. Imbalance between personal and professional life creates stress and depression in the employees and they tend to make more mistakes but balance and satisfaction among both the spheres of life helps employees to live satisfactorily and successfully in life. Due to globalization and advance technologies, working hours are increasingly excessively and it becomes harder to keep balance between both personal and professional life though both are distinct. European Foundation for the Improvement of Living and Working Conditions (2007) surveyed on fifty thousand employees from different manufacturing and service organizations and explored that two out of every five employees are not satisfied with their work and life. The reason behind dissatisfaction is long working hours which have increased because of deterioration of boundaries between work and home. Rai (2009) stated that there is a changing pattern in the working hours which is quite different from the standard one, which was from 9 am to 5 pm. Upadhyya et al (2006) highlighted that long working hours and non supportive work environment has extended the work pressure among employees, consequently, employees report work life pressures

The modern women do not want to just stay at home and do house work. They want to work outside the home and grow in their careers. Work and personal life are totally different. It is difficult to cope up with personal and work activities. Amato et al (2003) discussed that the traditional distinctions between work-life and family-life have disappeared because of nuclear family system and advancement in technology as the responsibilities are minimizing and working hours are increasing.

The survey done by National Life Insurance Company United States of America (2011) explained that four out of ten employees feel that jobs are very stressful these days and particularly women report stress related to conflict between work and family. Feuerstein (2008) mentioned that there is great increase in work related neuroskeletal disorders from a combination of stress and ergonomic stressors.



Change in family structure (dual career) is another cause of imbalance between work and life. National study of the changing workforce (2011) showed that 90% of working mothers and 95% of working fathers report work family conflict. Employees have to work for long hours. They are not able to spend time with family, friends and for health related activities. The idea described balance between an individual's work and personal life. In past one had to work for specific hours but with the passage of time working hours and places are shifted. It has happened just because of advancement of technology like email, mobile phones and computers. These technologies make employees more feasible to keep contact with work. They have to work beyond physical boundaries of their office.

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. Singh and Hoge (2010) found that the average size of joint family is big in Ludhiana and Patiala. Due to which they cannot afford long working hours and it compelled them to quit their jobs. But financial crisis do not let them quit. A larger number of workers telecommute (work from home), or bring work home, thus blurring the boundaries between work and non work. McAuley et al (2003) studied that the boundaries between work and life have diminished due to advent of new technology. Since, they already have connections before they reach their destination. The internet and mobile phones have made it possible for the organizations to keep in constant touch with the employees for twenty four hours.

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. The checking of children's homework on their phones, use of security accessibility on their

personal computer to prevent children from X-rated content are the technologies to help women professionals to take care of their children. The thought of work life balance makes its impression on many organizations that employers are trying to organize such programmes which could be beneficial for their employees, they have given training to balance between home and office activities which has resulted in more proficiency. But it is also true that work life balance is unique from one to another because professional and personal goals and ideas are different for different people.

#### **1.1.4 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. India is a land of diversities but there is an underlying unity behind it. Every society has its own identity based on its culture. Society in general and family in particular play a significant role in the Indian culture, having a tradition of the joint family system. Venkataiah (2007) found that in India, every Indian feels proud of the identity, cultural heritage and glory of motherland. The set of shared attitudes, values, goals, and practices that characterizes an institution, organization or group is called culture. Ethics are an inseparable part of our culture and society.

Values are related to the third branch of philosophy termed Axiology which discusses the nature of value. Values play their role in determination of moral attitude to life. It literally means something that has a price, something precious, dear and worthwhile. In other words values are a set of principles and standards of behaviour. Venkataiah (2007) stated that values are the guiding principles of life which are conducive to all round development. They are like the rails tracks that keep a train on the track and help it move smoothly, quickly, with direction and bringing quality to life.

A principle value is a foundation upon which other values and measures of integrity are based. Department for Environment, Food and Rural Affairs (2005) stated that quality of life comes from different values like political, economic, social, cultural, health and environmental values. These values have contributed to a better quality of life. There is no bad thing in the world, but bad use of thing. Pragmatists believed that values can be achieved

through social and individual process. The Committee on Emotional Integration (1961) recommended that 'every student who takes up science should have some background in the humanities and should study a compulsory paper on Indian cultural heritage, just as students in humanities should have some knowledge in general science'. The Indian Education Commission (1964-66) recommended instructions on moral, social and spiritual values at all levels of education. United Nations Educational, Scientific and Cultural Organization (UNESCO) (1972) in its report of the international commission suggested that educational system should encourage the promotion of the values of world peace, international understanding and unity of mankind. Shukla (1996) found that there is no significant difference between religious, social, aesthetic, political or health values of working and non working women. The University Education Commission (1948-49) asserted, "If we are not prepared to leave the scientific and the literary training of pupils to the home and the community, we cannot inculcate values to these." 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 values can be derived from particular groups or systems such as culture, religion and society which are helpful for the growth of the individual.

In the present times, due to scientific approach and lost faith in religion, values are deteriorating. It is the duty of a family to cultivate values among children at home. Modern educationists are thinking of value based education but it is an age old practice in ancient educational system. In older times, religious institutions were the centre of moral values. At that time education was imparted in such a way so that youngsters could learn values. The concept of Dharma, Moksha and Purushartha formed the spiritual and moral basis for life. The school and family were two agencies to develop values among children. The teachings of Sri Krishna are form of values that should be practiced in life. In Bhagwad Gita, he mentioned that one should perform his duty without expecting a reward. Truth, beauty and goodness were supreme values in ancient India and they served as guiding lights for men in their lives.

In the joint family system all important decisions and rules are followed by all the family members. But in recent times, especially in urban areas people have started living as a nuclear family. The values which were the foundation of Indian society are crumbling like sand castles. But no one is able to protect them. Value formation matters to a nation's well being. It should be regular feature of family's life. A woman is the pivot of family and she bears almost all the responsibility for meeting the basic needs of the family. They play the role of mother, sister, daughter, daughter-in-law, wife and so many others in the family. As more women are entering in multi-roles, their physical and psychological well being is put at stake. The high status was given to woman in our religious world and its scriptures. She has maintained family tradition and strengthened the spiritual affairs. Barnett (2004) mentioned that women having multiple roles have made her more independent, confident, tolerant, individualistic and complex. Mother is the first teacher of child, it is her task of making good men and women. The child is robbed of its all round development, if it receives no direction in the early years towards recognition of pertinent values of life. Gill and Jaswal (2007) displayed the view that development of values among children is a matter of concern and commitment for women. In case of failure, it shows her negligence towards value inculcation among children. The destiny of India is shaped at home first then in society, so woman has to realize her duty of value conservation in family and society. She can make an impact on family culture through her own personal conduct and values. Walshok et al (1998) studied on transmission of direct and indirect values among women professionals. Woman has taken the responsibility of motherhood. She works to fulfill physical, social, emotional and spiritual needs of the family. In the Sikh Scripture, Sri Guru Granth Sahib, it is stated that for a child the first religious and spiritual teacher is the mother. Therefore, the main responsibility of teaching the values falls on the shoulders of woman whether she is working or house wife. These roles should be harmoniously combined if the evolution of society and culture is wished.

Singh (2000) mentioned that in each and every society woman has played the role of first educator for children to inculcate the values. If they will be value oriented only then they can function well in society. She has to nourish children in such a way so that they can be value oriented and function well in society. It does not mean that value inculcation is the responsibility of women not of men. The values inculcated by women in their families are

priceless. Tella (2007) studied that values and motivational factors contributed more to job satisfaction than factors like coworker's attitudes, employment alternatives, attitude of family and friends, behavior of immediate officer, insufficient salary, administrative set up and social position attached to the job. Ratkalle (2013) compared values among male and female teachers and found that male teachers have high social values than female teachers. But contradictory view was presented by Verma and Tyagi (2008) in their study on senior secondary school teachers. They explored that social values are high among female teachers than male teachers and political and economic values are high among male teachers than female teachers.

But our modern and women professionals are talking about economic problems only. No doubt economic values among professional women are changing. They are raising voice for their economic rights rather a big part of female population is not seriously aware of their economic values. Raju (1991) found that women have poor economic values as they do not have financial freedom to spend what they earn. It means they have no consideration of money. It is parents, husband or in laws who spend the earnings of working women. The role of women is not just to clean home but to be a teammate with her husband. Aggarwal (1992) compared values among male and female government school teachers. She found that democratic values are comparatively high in female teachers than male teachers. Brun (2009) stated that hedonistic values are high in women than men as they believe in present than future. They love to enjoy the present phase of their life.

The women with high power values are stronger than those having low power values. They use their power in such a way that chances of their exploitation level get minimized. But the pity is this that most of the women do not have high power values. Gupta (1985) admitted that women's power values regarding taking major decisions of house hold tasks and at workplace is shamefully low than men.

Yogi Vemana, south Indian poet, referred that one cannot attain higher values without experiencing the lower ones. So, the protection of our physical body is essential. Their awareness for health gives them strength to fulfill their responsibilities properly. Kaur (2008) studied that professional women have poor health values as they are suffering from many diseases, internal and external. The valuable role that women play in the home is beyond

words. It is clear that recognition is given to her maternal and family role then public and professional role. It is not wrong for women to work outside the house. The problem occurs when, after coming back home, women could not put adequate amount of energy at the home.

## **1.2 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.

### **1.3 STATEMENT OF THE PROBLEM**

#### **ASSOCIATION OF PERSONAL VALUES AND WORK EXPLOITATION WITH WORK LIFE BALANCE OF WOMEN PROFESSIONALS OF NORTHERN INDIA**

### **1.4 OPERATIONAL DEFINITIONS OF THE TERMS USED**

#### **PERSONAL VALUES**

A personal 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.

#### **Classification of Personal Values**

##### **Religious Value**

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**

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**

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. There should be impartiality and social justice and respect for the democratic institutions.

### **Aesthetic Value**

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**

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. His attitude towards the rich persons and the industrialists is favorable and he considers them helpful for the progress of the country.

### **Knowledge value**

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. He values hard work in studies, only if it helps to develop ability to find out new facts and relationships, and aspires to be known as the seeker of knowledge. For him knowledge is virtue.

### **Hedonistic value**

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. A man with hedonist value includes pleasure of senses and avoids pain.

### **Power Value**

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. The fear of law of the country rather than the fear of God deters him

from giving recourse to unapproved means for making money. He is deeply status-conscious and even tells a lie for maintaining the prestige of his position.

### **Family Prestige Value**

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. It also implies the maintenance of the purity of family blood by avoiding inter-caste marriages. It is respect for the conventional outlook as enshrined in the traditional institution of family.

### **Health Value**

Health value is the consideration for keeping the body in a fit state for carrying out normal duties and functions. It also implies the consideration for self-preservation. A man with high health value really feels if through some act of negligence he impairs his health. He considers good physical health essential for the development and use of his abilities.

### **Work Place Exploitation**

The term work exploitation refers to work place exploitation. Work place exploitation refers to certain conditions in which the employer or the superior takes advantage of his higher position and deprives his inferior or subordinates of the proper workable conditions. The work place exploitation includes different forms like professional degradation, physical, emotional, economic, sexual and social exploitation.

### **Work Life Balance**

Work life balance is a broad concept which includes balance of a worker between work and life. Work includes career and ambition and life relates to health, pleasure, leisure, family and spiritual development.

### **Women Professionals**

A woman professional is a part of discipline in which she regulates herself by means of mandatory and systematic training. This training is based on technical and specialized knowledge. Women's professional participation refers to women's ability to participate

equally with men, at all levels and in all aspects of public and professional life and in decision making. It extends to other areas, such as family life, cultural, social affairs and the economy.

### **1.5 OBJECTIVES**

1. To identify and compare patterns 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.

### **1.6 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

### **1.7 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.

## **CHAPTER – II**

### **METHOD AND PROCEDURE**

Methodology plays a very important role in the field of research. In methodology section a researcher describes methods and procedure which he/she was adopted for conducting research. It refers to the way over logical plan of solving the problem. The selection of method and procedure for the research study depends upon the type and scope of the problem. The present study aimed at finding association of personal values and work place exploitation with work life balance of women professionals of Northern India. To compare personal values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. The present study also aimed to find out work place exploitation and work life balance of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. Keeping in mind the above objectives of the present study, quantitative approach was followed as given below:

#### **2.1 QUANTITATIVE APPROACH TO THE PRESENT STUDY**

##### **2.11 SAMPLING PROCEDURE**

###### **2.11.1 SAMPLING TECHNIQUE**

It is difficult to study the whole population during research as it is not viable in many ways. Therefore, it is convenient to pick up a sample put of universe proposed to be covered by the study. 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.

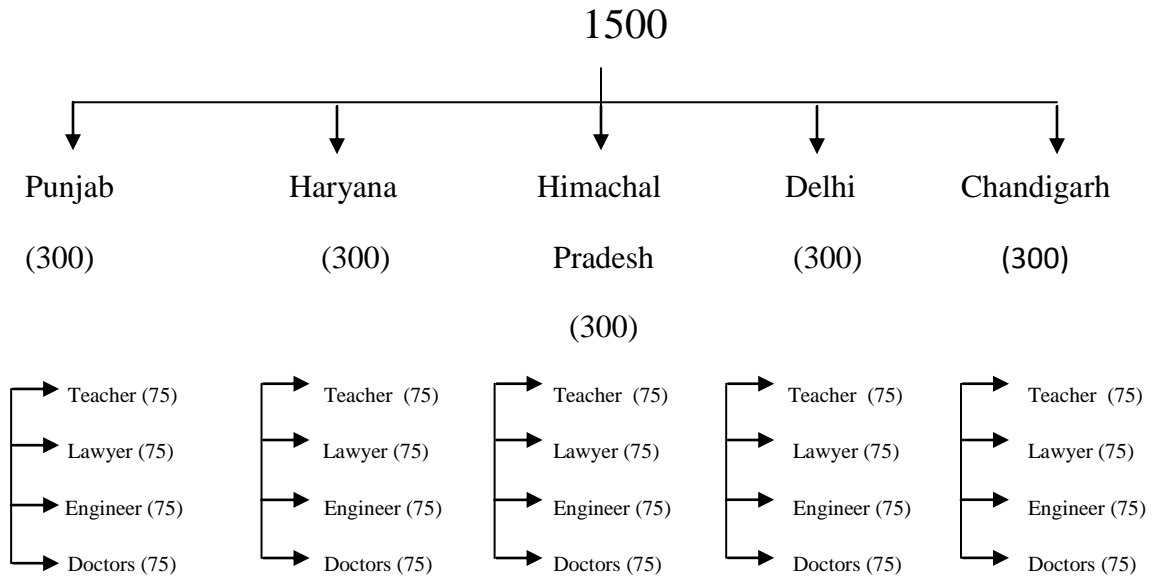
###### **2.11.2 SAMPLING FRAME**

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. The distribution of the sample has been given below:

**FIGURE 2.1**

**Total Sample of Women Professionals**



## 2.12 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)

### a) **Personal Values Questionnaire**

To know the values of women professionals, personal values questionnaire (PVQ) standardized by Dr. (Mrs.) G.P.Sherry and Late Prof. R.P.Verma was used. It measures 10 values namely religious value, social value, democratic value, aesthetic value, economic value, knowledge value, hedonistic value, power value, family prestige value and health value.

### **Scoring**

The scale has 40 items and there are 12 items for each value. Each item is to be responded in check mark (✓), cross mark (×) and blank mark ( ). Check Mark (✓) shows most preferred value and carries 2 marks. Cross (×) shows least preferred value carries 0 mark. Blank ( ) or unmarked item shows the intermediate preference for the value and carries 1 mark. Sometimes respondents leave some questions unanswered. If the number of some questions is 4 or less, each item of the unanswered question should be scored as 1. If their number is more than 4 the questionnaire is rejected in all the cases. The scores are recorded beside the corresponding bracket and the total for all the values is checked by summing the total for all of them on each page separately. If the grand total is 24 the scoring is correct, provided that compensating errors have not been committed.

## **Validity**

The criterion oriented validity was obtained by correlating the two hierarchies of values. The rank order coefficient of correlation 0.64 was found. This correlation is significant at .05 level (df=8).

## **Reliability**

Reliability of personal values questionnaire was found by two indices. Firstly its reliability was determined by Hoyt's method using analysis variance which method is as efficient as Kuder Richardson's but less cumbersome. The reliability coefficients for the PVQ by Hoyt's method ranging from 0.47 to 0.70 for different values. Secondly, two test-retest reliabilities were determined one after an interval of 11 months. The reliability coefficient after the gap of 11 months ranges from 0.53 to 0.85 for different values.

### **b) Scale on Work Place Exploitation**

Keeping in view the objectives of the study a scale to measure the work place exploitation was standardized by advisor and investigator. The investigator consulted research experts, various books, journals, encyclopedias, different theories relating to identify formation and other available related literature on internet to decide and limit the items and format of the scale. After consulting the literature related to work place exploitation, it was found that there are many areas which describe work place exploitation. Educationists and psychologists were also consulted to get their expert views and guidance to frame the items. After this effort a scale was prepared which has 46 numbers of items pertaining six dimensions i.e. Economic Exploitation, Psychological/ Emotional Exploitation, Professional Degradation, Social Isolation, Sexual Exploitation, Poor Health Environment.



**Table 2.1**

**Dimensions of Work Place Exploitation**

<b>Sr. No.</b>	<b>Dimensions</b>	<b>Item No</b>
1	Economic Exploitations	1 – 7
2	Psychological/ Emotional Exploitation	8 – 15
3	Professional Degradation	16 – 22
4	Social Isolation	23 -29
5	Sexual Exploitation	30 -39
6	Poor Health Environment	40 -46

Scale on work place exploitation was standardised to know the work place exploitation of women professionals. There are four negative items and forty four positive items in the scale. The scale is based on five point Likert technique. It is five points scale which assigns a scale value to each five responses i.e. always, often, occasionally, very rare and never. The total of these 46 items measured respondent's work place exploitation.

**Table 2.2**

**Scoring Table of Work Place Exploitation**

<b>Items</b>	<b>Item No.</b>	<b>Scoring</b>
<b>Positive Items</b>	1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22 23, 24, 26, 27, 28, 29, 30, 31, 32, 33, 34, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46	5, 4, 3, 2, 1
<b>Negative Items</b>	7, 19, 25, 35	1, 2, 3, 4, 5

## **Scoring**

It is five points scale which assigns a scale value to each five responses i.e. always, often, occasionally, very rare and never. The technique assigns a scale value to each statement from maximum to minimum i.e. 5 for always, 4 for often, 3 for occasionally, 2 for very rare and 1 for never. There are four negative items i.e. (7, 19, 25, 35) in the scale on work place exploitation and while scoring these negatively worded items be reverse scored and the responses are then summed. The summed up score of respondent fall in between 46 to 230. Thus, scores were given statistical treatment with the use of computer.

## **Reliability**

Reliability of scale on work place exploitation was calculated by split half method. To find out the correlation of coefficient between an odd and even group, Karl Pearson correlation formula was used. The reliability coefficient of the scale was found to be 0.87. Cronbech alpha of scale on work place exploitation was found to be 0.75 with the help of Statistical Package for Social Sciences (SPSS Version 17.1).

## **Validity**

The scale on work place exploitation was given to different experts to check the face validity and content validity. The experts were from different fields like education, psychology, law, commerce, business management and economics. The names of experts were 1. Dr. Ramandeep Kaur 2. Dr. Sanjay Modi 3. Dr. Mihir Mallick 4. Dr. Anup Beri 5. Dr. Parminder Kaur 6. Dr. Surinder Sharma 7. Dr. Manjit Kaur Saini 8. Dr. I. D. Nandra 9. Dr. Jasdeep Kaur Dhami 10. Dr. Avinash Bawa 11. Dr. Rajesh Verma 12. Prof. Kamalvir 13. Prof. Sandeep Chahal. The content validity index of scale on work place exploitation was calculated with Waltz and Bausell formula. The content validity index of scale is 0.93. Item wise content validity Index of scale on work place exploitation is given below.

**Table 2.3**

**Content Validity Index of Scale on Work Place Exploitation**

<b>Item No</b>	<b>Item CVI</b>	<b>Item No</b>	<b>Item CVI</b>
1	1.00	24	1.00
2	1.00	25	0.80
3	1.00	26	1.00
4	0.80	27	1.00
5	1.00	28	0.80
6	0.80	29	1.00
7	1.00	30	1.00
8	0.80	31	0.80
9	1.00	32	1.00
10	0.80	33	1.00
11	0.60	34	1.00
12	1.00	35	1.00
13	1.00	36	0.80
14	0.80	37	0.80
15	1.00	38	1.00
16	1.00	39	1.00
17	1.00	40	1.00
18	1.00	41	1.00
19	1.00	42	1.00
20	0.80	43	1.00
21	1.00	44	0.60
22	1.00	45	0.80
23	1.00	46	1.00

**c) Scale on Work Life Balance**

To know the work life balance of women professionals, scale on work life balance was standardized. The scale contains 25 items. The technique used for construction of scale was Likert technique. It is five points scale which assigns a scale value to each five responses i.e. strongly agree, agree, neutral, disagree and strongly disagree. The investigator consulted research experts, various books, journals, encyclopedias, different theories relating to identify formation and other available related literature on internet to decide dimensions and format of the scale. After consulting the literature related to work life balance, it was found that there are many areas which describe work life balance. Educationists and psychologists were also consulted to get their expert views and guidance to frame the items. After this effort a scale was prepared which has 25 items pertaining to three dimensions i.e. work interference in personal life (WIPL), personal life interference in work (PLIW), work/personal life enhancement (WPLE).

**Table 2.4**

**Scoring Table of Work Life Balance**

<b>Sr. No.</b>	<b>Dimensions</b>	<b>Item No</b>
<b>1</b>	Work Interference in Personal Life	1-9
<b>2</b>	Personal Life Interference in Work	10-21
<b>3</b>	Work/Personal Life Enhancement	22-25

**Scoring**

It is five points scale which assigns a scale value to each five responses i.e. strongly agree, agree, neutral, disagree and strongly disagree. There are four negative items and twenty one positive items in the scale. The scale is based on five point Likert technique. The technique assigns a scale value to each statement from maximum to minimum i.e. 5 for strongly agree, 4 for agree, 3 for neutral, 2 for disagree and 1 for strongly disagree. While scoring negatively worded items reverse scoring was done. The scores are summed up and

the total of these 25 items measured respondent's work life balance. The summed up score of respondents falls in between 25 to 125. Thus, scores were given statistical treatment with the use of computer.

### **Reliability**

Split half reliability of the scale was calculated. The correlation of coefficient between an odd and even group was found out. To find out the reliability of the whole scale, Karl Pearson correlation formula was used. The reliability coefficient of the scale was found to be 0.74. Reliability of scale was found with the help of Statistical Package for Social Sciences (SPSS Version 17.1) by using Cronbech alpha. Cronbech alpha of scale on work life balance was 0.54.

### **Validity**

The scale on work life balance was given to different experts to check the face validity and content validity. The experts were from different fields like education, psychology, law, commerce, business management and economics. The names of experts were 1. Dr. Ramandeep Kaur 2. Dr. Sanjay Modi 3. Dr. Mihir Mallick 4. Dr. Anup Beri 5. Dr. Parminder Kaur 6. Dr. Surinder Sharma 7. Dr. Manjit Kaur Saini 8. Dr. I. D. Nandra 9. Dr. Jasdeep Kaur Dhani 10. Dr. Avinash Bawa 11. Dr. Rajesh Verma 12. Prof. Kamalvir Kaur 13. Prof. Sandeep Chahal. The content validity index of scale on work life balance was calculated with Waltz and Bausell formula. The content validity index of scale is 0.93. Item wise content validity Index of scale on work life balance is given below.

**Table 2.5**

**Content Validity Index of Scale on Work Life Balance**

<b>Item No</b>	<b>Item CVI</b>	<b>Item No</b>	<b>Item CVI</b>
1	1.00	14	1.00
2	1.00	15	1.00
3	1.00	16	1.00
4	1.00	17	1.00
5	1.00	18	1.00
6	0.80	19	1.00
7	0.80	20	1.00
8	1.00	21	1.00
9	1.00	22	1.00
10	1.00	23	1.00
11	0.60	24	1.00
12	1.00	25	0.80
13	1.00	Scale CVI	0.93

**2.2 ADMINISTRATION OF THE TOOLS**

One questionnaire pertaining to personal values and two scales pertaining to work life balance and work place exploitation were administered on women professionals according to the sampling technique discussed earlier. The respondents of present study were women professionals from three states and two union territories of Northern India. Instructions were given and asked to read the items carefully and then tick any of the options which they found

more suitable and appropriate for them. There was no time limit. They were asked to be honest while answering and asked not to leave any statements unanswered. They were assured that their responses will be kept quite confidential and used for research purpose only.

### **2.3 DATA COLLECTION AND TABULATION**

The data was collected from 1500 women professionals of Northern India. Sample was selected from three states Punjab, Haryana, Himachal Pradesh and two union territories Delhi and Chandigarh of Northern India. It was further bifurcated into different groups according to four professions. Only four professions were selected i.e. teaching, law, engineering and medical. The sample was selected randomly from the whole population giving each unit of the population an equal chance to be a part of the sample.

The respondents were given instructions as mentioned in the manual of all the three scales. They were assured of keeping the information confidential. Instructions were given to respondents to fill questionnaire and scales. They were instructed not to leave any item blank and give the answer honestly. After collection of data from 1500 women professionals, a scoring sheet was prepared for each variable under study. The analysis and interpretation have been presented in the forth chapter, along with testing of hypotheses.

### **2.4 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.

## **CHAPTER – III**

### **ANALYSIS AND INTERPRETATION**

The present study aimed to find out the association of personal values and work place exploitation with work life balance of women professionals of Northern India. Thus, one questionnaire pertaining to personal values and two scales pertaining to work life balance and work place exploitation were administered to collect information from the subjects of the present study. The present chapter is organized to describe the statistical analysis and interpretation of data. The results have been classified into the following heads:

#### **3.1 Personal Values of Women Professionals of Northern India**

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

- 3.11.1 Religious Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.2. Social Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.3 Democratic Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.4 Aesthetic Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.5 Economic Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.6 Knowledge Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.7 Hedonistic Values of Women Professionals of Northern India belonging to three States and two Union Territories



- 3.11.8 Power Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.9 Family Prestige Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 3.11.10 Health Values of Women Professionals of Northern India belonging to three States and two Union Territories
- 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
- 3.12.2 Social Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.3 Democratic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.4 Aesthetic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.5 Economic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.6 Knowledge Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.7 Hedonistic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.8 Power Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions
- 3.12.9 Family Prestige Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

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

### **3.2 Work Place Exploitation of Women Professionals of Northern India**

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

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

### **3.3 Work Life Balance of Women Professionals of Northern India**

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

3.3.2 Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions

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

3.4.1 Association of Personal Values with work life balance of Women Professionals of Delhi

3.4.2 Association of Personal Values with work life balance of Women Professionals of Haryana

3.4.3 Association of Personal Values with work life balance of Women Professionals of Himachal Pradesh

3.4.4 Association of Personal Values with work life balance of Women Professionals of Punjab

3.4.5 Association of Personal Values with work life balance of Women Professionals of Chandigarh

3.4.6 Association of Personal Values with work life balance of Women Professionals of Teachers

- 3.4.7 Association of Personal Values with work life balance of Women Professionals of Lawyers
- 3.4.8 Association of Personal Values with work life balance of Women Professionals of Engineers
- 3.4.9 Association of Personal Values with work life balance of Women Professionals of Doctors
- 3.4.10 Association of Health Values with Work Life Balance of Women Professionals of Northern India

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

- 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
- 3.5.2 Association of Work Place Exploitation with Work Life Balance of Women Professionals belonging to Teachers, Lawyers, Engineers and Doctors

**3.6 Remedial Measures to Minimize Work Place Exploitation and Maintain Personal Values and Work Life Balance of Women Professionals**

- 3.6.1 Measures to Maintain Personal Values of Women Professionals
- 3.6.2 Measures to Minimize Work Place Exploitation of Women Professionals
- 3.6.3 Measures to Maintain Work Life Balance of Women Professionals

**3.1 Personal Values of Women Professionals of Northern India**

One of the objective was to study the values of women professionals of Northern India. The respondents of the study were 1500 women professionals from 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

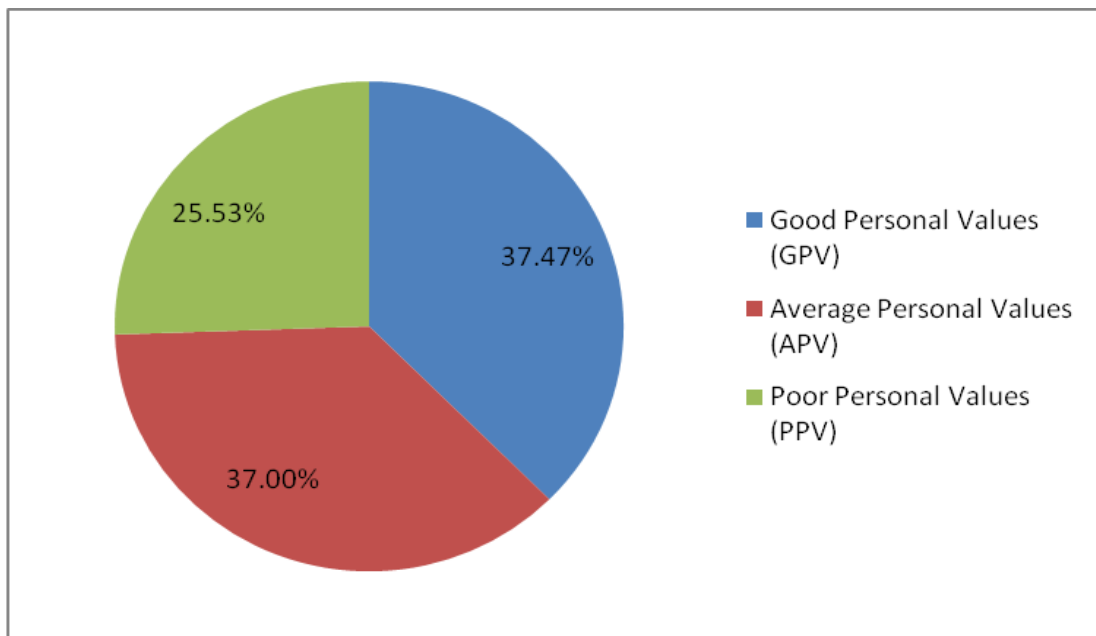
basis of  $Q_1$  and  $Q_3$  values, which were found to be 117 and 229 respectively. Total frequencies were calculated for each group. Thus, the distribution of sample according to these groups has been given in table below.

**Table 3.1**  
**Levels of Personal Values of Women Professionals of Northern India**

Levels	N	Percentage
Good Personal Values (GPV)	562	37.47%
Average Personal Values (APV)	555	37.00%
Poor Personal Values (PPV)	383	25.53%
<b>N= 1500                      Mean= 163.08                      SD= 54.61</b>		

**Figure 3.1**

**Levels of Personal Values of Women Professionals of Northern India**



It is revealed from the table 3.1 and Pie diagram no. 3.1 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 because they all are in noble professions and are aware of their responsibilities both at social and professional levels. They are well educated and knowledgeable part of the society. Their profession gives them exposure which makes them worldly wise. Teaching itself represents a value based profession. Their value based image not only travels among the students rather they are accountable to inculcate the same values among their students. Madankar (2012) found that there is significant difference between male and female teachers in respect of their value pattern. The mean score of female teachers was greater than the male teachers. Pandey and Singh (2008) supported the results of the present study. According to them, employed women felt more empowerment and superiority in social, democratic, hedonistic and power values than unemployed women.

In terms of doctors, the profession of doctors is also Godly for their patients. Doctors cannot always think mechanically. They have to work emotionally also so that their patients may be more at ease. Kaur (2008) explored that women doctors have high mean score on power, economic and knowledge values than democratic values. Likewise, values among lawyers are also instrumental in shaping the society and making it crime free. If they start favoring the injustice and law violators, the society cannot advance towards perfection. It has been seen that women lawyers also tend to adopt personal values as responsible citizen. On other side, women engineers shoulder the onus of being value based because if they go on thinking with profitability alone, the society cannot achieve peaceful and corruption free atmosphere. Kaur (2008) mentioned that women engineers have high level in power, economic, social and knowledge values. Women professionals with poor personal values are low in number (25.53%). It can be possible that poor culture, lack of emotions and money mindedness are responsible for the existence of poor personal values among women professionals.

To find out the levels of different types of personal values,  $Q_1$  and  $Q_3$  were found. On the basis of the obtained quartile values, levels of ten values were calculated as shown in table given below.

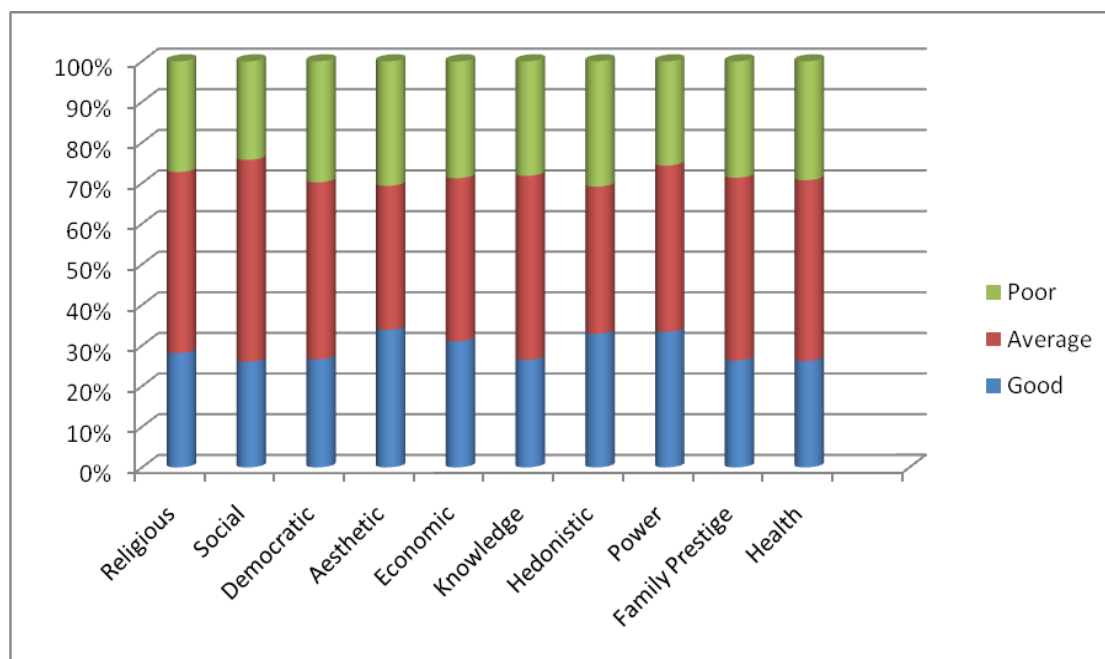
**Table 3.2****Levels of Personal Values of Women Professionals of Northern India**

<b>Values/ Pattern</b>	<b>Levels</b>	<b>N</b>	<b>Percentage</b>
<b>Religious</b>	Good Religious Values	423	28.20%
	Average Religious Values	668	44.53%
	Poor Religious Values	409	27.27%
<b>Social</b>	Good Social Values	390	26.00%
	Average Social Values	746	49.73%
	Poor Social Values	364	24.27%
<b>Democratic</b>	Good Democratic Values	399	26.60%
	Average Democratic Values	654	43.60%
	Poor Democratic Values	447	29.80%
<b>Aesthetic</b>	Good Aesthetic Values	508	33.87%
	Average Aesthetic Values	532	35.47%
	Poor Aesthetic Values	460	30.67%
<b>Economic</b>	Good Economic Values	466	31.07%
	Average Economic Values	602	40.13%
	Poor Economic Values	432	28.80%
<b>Knowledge</b>	Good Knowledge Values	397	26.47%
	Average Knowledge Values	680	45.33%
	Poor Knowledge Values	423	28.20%
<b>Hedonistic</b>	Good Hedonistic Values	494	32.93%
	Average Hedonistic Values	543	36.20%
	Poor Hedonistic Values	463	30.87%
<b>Power</b>	Good Power Values	501	33.40%
	Average Power Values	614	40.93%

	Poor Power Values	385	25.67%
<b>Family Prestige</b>	Good Family Prestige	395	26.33%
	Average Family Prestige	675	45.00%
	Poor Family Prestige	430	28.67%
<b>Health</b>	Good Health Values	393	26.20%
	Average Health Values	668	44.53%
	Poor Health Values	439	29.27%

**Graph 3.1**

**Levels of Personal Values of Women Professionals of Northern India**



It is revealed from above table 3.2 and graph no. 3.1 that most of the women professionals were having average level of religious, social, aesthetic, democratic, economic, knowledge, hedonistic, power, family prestige and health values. The results of present study show that most of the women professionals perceived good and average level of religious, social, democratic, aesthetic, economic, hedonistic and power values. From above results, it can be interpreted that these days the society is becoming more competitive and stressful. In order to avoid the regular stress, the women professionals have the tendency to think religiously and develop such values. Singh and Sandhu (2011)

opposed the results of the present study. They studied that advancement in technology undermine social and religious values, which leads to the deterioration of the moral fiber of the society. Furthermore, the need of the society is to work with fraternity and togetherness. Due to increasing professionalism, women professionals have to maintain their social, economic and family status. To cope up with this situation, women professionals have to survive with good social values. The study of Kaur (2008) correlates the finding of the present study. She explored that high earning professional women have the highest score in social value and they have more orientation towards social values in relation to their job satisfaction.

The present study results revealed that women professionals are having average level of democratic values. Women professionals are the citizens of the country which is the largest democracy of the world. So, the democratic values are inculcated among proud citizens from the very childhood. That is why most of the women professionals have tendency to democratize life style. In comparison to other values, women professionals perceive good aesthetic values. As far as, it is true that women have delicacy of appreciating the nature, art, beauty and prettiness. Aesthetic values have an inclination for the finer aspects of life like music, dance, literature, sculpture and painting, which proves helpful during stressful moments. Chabra and Misra (2012) supported the results of the present study to some extent. They found that learning music does leave a positive effect on personal values of music learners. They also revealed that aestheticism has greater impact of music in the life of human beings.

From the economic point of view, the new trend of dual career and increasing economic demands of the family make women professionals more oriented towards economic values because economic status is one among the most significant determinants for the progress of the family. Kaur (2011) expressed the difference in economic value of women lawyers and doctors in her study. 45.33% women professionals occupy average level of knowledge values. Kathiravan (2013) found no significant difference in knowledge values of males and females in relation to their academic achievement which proves that this value stands for love of knowledge and discovery of truth.

Likewise, the greatest numbers of women professionals perceive good and average level of power values. It can be stated that the present women is getting aware of those jobs which emancipate them and provide such opportunities in which they can



dominate even during working in such noble jobs. The findings of the present study are in agreement with the findings of Pandey and Singh (2008). They discussed that employed women are having higher level of power values than unemployed women. Busy schedule, adulterated foods is posing so many threats to physical health of the society. It is the need of time to remain conscious of health values and women professionals are very much aware of it as results of the present study revealed. Kaur (2008) explored that high earning professional women are lowest in democratic values comparative to religious, social, aesthetic, economic, knowledge, hedonistic, power, family prestige and health values irrespective of professional categories. All the professions have lowest mean score in democratic values than of other 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. Data was collected by using standardized questionnaire on personal values from 1500 women professionals of Northern India. After collection of data, scoring sheet was prepared for present variable. Data was analyzed to find out personal values of women professionals of Northern India. Personal values have ten dimensions according to the tool used in present study. In order to understand dimensions of personal values of women professionals of Northern India, mean, standard deviation and ANOVA was calculated and dimension wise results are given below.

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

In order to understand the religious 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, mean values and standard deviation were calculated in present study.

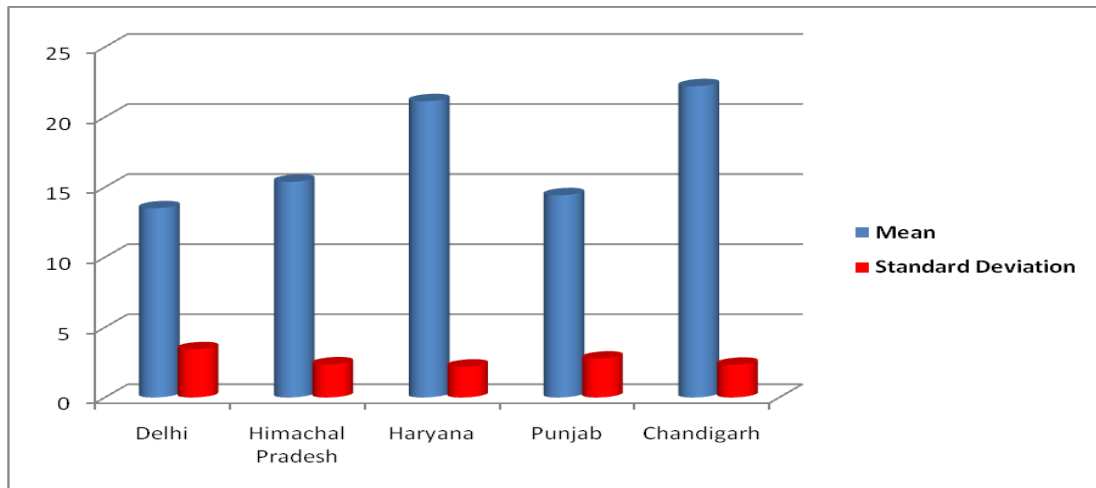
**Table 3.3**

**Mean and Standard Deviation of Religious Values of Women Professionals of Northern India**

State	Mean	Standard Deviation
Delhi	13.50	3.44
Himachal Pradesh	15.39	2.36
Haryana	21.14	2.20
Punjab	14.43	2.77
Chandigarh	22.21	2.33

**Graph 3.2**

**Mean and Standard Deviation of Religious Values of Women Professionals of Northern India**



It is explored from table3.3 and graph no. 3.2 that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 13.50, 15.39, 21.14, 14.43 and 22.21 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 3.44, 2.36, 2.20, 2.77 and 2.33 respectively. The mean score of Chandigarh is higher than other states in religious values. Results explored that women professionals of Chandigarh are more religious than other areas. It can be interpreted that Chandigarh is technologically advanced and developed area and is capital

of two states i.e. Punjab and Haryana. It is in the midst of three adjoining states including Himachal Pradesh, Punjab and Haryana. Impact of religious values of all the three states is seen in the inhabitants of the city. Moreover, this capital is different from the traits of national capital. Though the life of the city is as fast and busy as in Delhi but the planned structure and aestheticism of the city keeps it neat, tidy and peaceful which may be the reason of enhanced religious values than others states. The women professionals of Chandigarh are coming from different areas. It depicts the impact of different cultures, religions and values which may be the reason of high mean score of women professionals in Chandigarh. Furthermore, Delhi is also a very advanced state and national capital of our country. There are plenty of religions in the state like Hinduism, Islam, Sikhism, Christianity, Zoroastrian and Judaism. There is hardly a religion that does not exist in the city. There exists variety of people not only from different states of the country but also from various corners of the world. It is one of the fastest growing cities in the world. It can be elaborated that technological advancement, busy work life, changed life style and growing night party culture in city are responsible factors to take Delhi women professionals away from their religious life.

In order to examine the variance in religious values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.4**

**Variance in Religious Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>f-Value</b>	<b>Result</b>
<b>Between Groups</b>	19549.796	4	4887.449	690.170	Significant
<b>Within Groups</b>	10586.860	1495	7.082		P<0.05
<b>Total</b>	30136.656	1499			

The findings explored that 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 were 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 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. Due to advancement in technology and increasing impact of materialism may also be the reason of difference in religious values among different states. Religious values are part of family culture and values. So, it varies from one family to another, one state to another state and one culture to another culture. Arya (2004) accentuated that it is the family who form the habit of worship and cultivate religious values in children from childhood. He found that impact of television also determines the level of religious values in families. Moreover, study also emphasized that which channels are being viewed and number of hours devoted to it by the families.

To find out the significant and insignificant difference among different states in religious values, post hoc test was applied. Results have been presented in table given below.

**Table 3.5**

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

States		t	Result
Delhi	Himachal Pradesh	8.71	Significant
Delhi	Haryana	35.18	Significant
Delhi	Punjab	4.30	Significant
Delhi	Chandigarh	40.09	Significant
Himachal Pradesh	Haryana	26.46	Significant
Himachal Pradesh	Punjab	4.42	Significant
Himachal Pradesh	Chandigarh	31.37	Significant
Haryana	Punjab	30.88	Significant
Haryana	Chandigarh	4.91	Significant
Punjab	Chandigarh	35.79	Significant

**0.05 level of significance**

It is concluded that all the states have significant difference with each other in religious values. There is significant difference of Delhi with Himachal Pradesh, Haryana, Punjab and Chandigarh (t value 8.71, 35.18, 4.30 and 40.09 respectively which is significant at 0.05 level). It can be concluded from the results of present study that Haryana also significantly differs with Punjab and Chandigarh (t value 30.88, 4.91 consecutively which is significant at 0.05 level). Likewise, there exists significant difference between Punjab and Chandigarh (t value 35.79 which is significant at 0.05 level). The difference of Himachal Pradesh with Haryana, Punjab and Chandigarh in religious values is also significant (t value 26.46, 4.42 and 31.37 consecutively which is significant at 0.05 level) as shown in table above. The present study shows that all the states have significant difference with each other. The state of Himachal Pradesh is known as 'Dev Bhumi'. Different religious places like Kalkaji, Kullu, Hidamba Mandir, Naina Devi and Kinnaur Kailash Mountain, Monasteries are existing in this state. Likewise Punjab is centre of Sikh religion as many gurudwara, takhats and Baulis are found here. Haryana is also famous for religious war of Kurukshetra and Dera culture. Moreover, Delhi is a place inhabited by the people of different religions, sects and ethnicity. So, it can be concluded that the difference in religious values of different states may vary from place to place depending upon the religiosity and advancement of that area. The areas having advancement, materialistic and economic approach may have less time to spend for religious activities. Magrea (2011) lend support to the results of the present study. She explored that significant difference exists in religious values in Maharashtra state in respect to low or high socio economic status of respondents. Kaur (2008) and Arya (2004) contradicts to the results of the present study. Kaur (2008) studied that high earning professional women do not differ significantly in their religious value in the districts of Punjab. Arya (2004) found no significant gender differences in religious values of Kangra District of Himachal Pradesh.

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

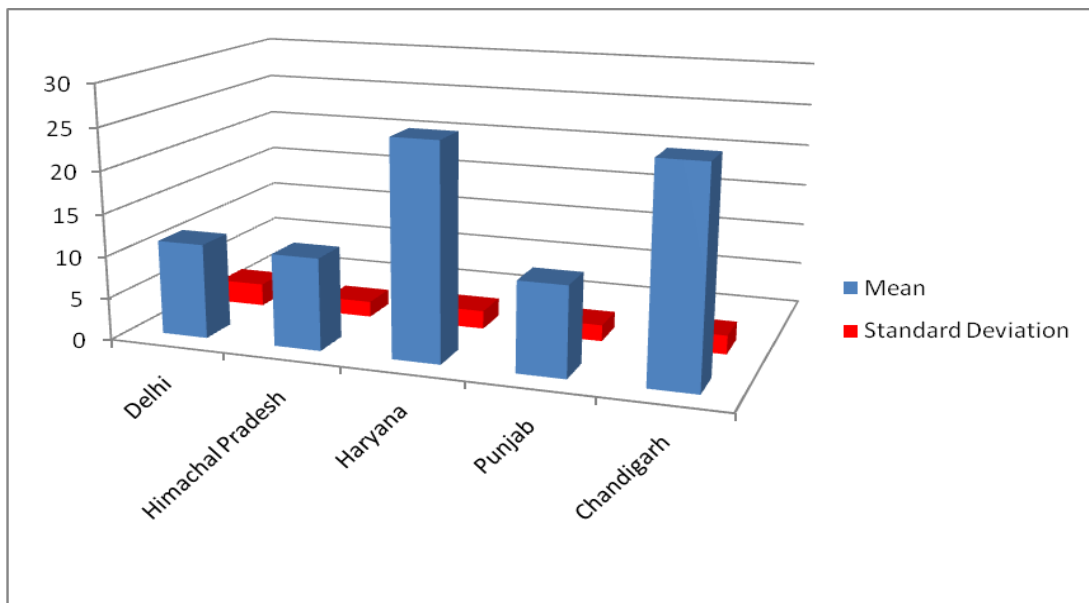
To compare social values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh, data was collected by using standardized questionnaire on personal values from 1500 women professionals of Northern India. The findings relating to social

value of women professionals observed for the present investigation and data was analyzed to find out mean values and standard deviation as discussed below.

**Table 3.6**  
**Mean and Standard Deviation of Social Values of Women Professionals of Northern India**

State	Mean	Standard Deviation
Delhi	11.22	2.69
Himachal Pradesh	10.91	1.86
Haryana	25.3	2.16
Punjab	10.58	1.93
Chandigarh	24.96	2.23

**Graph 3.3**  
**Mean and Standard Deviation of Social Values of 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. From the above results, it can be interpreted that values like kindness, love, charity, care for others and services of mankind are taught to women from childhood. These factors remain part and parcel of the women's life even after coming in the professional life. Singh et al (2009) supported the results of the present study that women in Rohtak district of Haryana have to face many traditional practices, gender differences and conflicting situations which affect their social values whether they are working or not working.

In order to find out significant difference in social values of women professionals of Northern India, ANOVA was used. Results have been given in following table

**Table 3.7**

**Variance in Social Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	72912.729	4	18228.182	3791.717	Significant
<b>Within Groups</b>	7187.017	1495	4.807		P<0.05
<b>Total</b>	80099.746	1499			

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 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 between social values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. The variation in social values from one place to another is deeply related with social culture of the area. Social values depend upon culture, customs and traditions of a particular area which varies from place to place. It automatically becomes part of its inhabitants and that may be the reason of variation of social values among different professionals. But the present finding disagrees with the results obtained by Magre (2011) as she found that there is no significant difference in the

social values of senior secondary teachers in relation to high or low socio-economic status. Sandhu and Singh (2011) revealed that the impact of television on new generation in the form of disrespect towards integrity of cultures, promoting materialism and consumerism, social degradation of women, shaping of negative sexual attitudes, discontent and loss of confidence. The study also revealed degradation of relationships in Indian families and the misleading and untruthful content of television commercials undermine social and religious values, which leads to the deterioration of the moral fiber of the society.

To find out the state which shows significant and insignificant difference between different states in social values, post hoc test was applied. Results have been shown in the table given below.

**Table 3.8**

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

States		t	Result
Delhi	Himachal Pradesh	1.69	Insignificant
Delhi	Haryana	78.67	Significant
Delhi	Punjab	3.54	Significant
Delhi	Chandigarh	76.75	Significant
Himachal Pradesh	Haryana	80.36	Significant
Himachal Pradesh	Punjab	1.84	Insignificant
Himachal Pradesh	Chandigarh	78.44	Significant
Haryana	Punjab	82.21	Significant
Haryana	Chandigarh	1.92	Insignificant
Punjab	Chandigarh	80.29	Significant

**0.05 level of Significance**

Present study results explored that there is no significant difference of Himachal Pradesh with Delhi and Punjab (t value 1.69 and 1.84 respectively which is insignificant



at 0.05 level). Himachal Pradesh has insignificant difference with Punjab and Delhi in social values. From the results of the present study, it can be concluded that tourist hubs have positive influence on the adjacent areas. Himachal Pradesh has also leading tourist places like Shimla, Dalhousie and Manali. Being capital of India, Delhi is frequently visited state like Himachal Pradesh. In Delhi, professional and personal life is complementary to each other these days and it would not be wise enough to bifurcate them completely. They enjoy professional get together, parties, club life, late night parties and family functions which makes impact on their social values. Likewise before 1966, Himachal Pradesh was a part of Punjab state. There is a great similarity between customs, traditions, mela culture and festivals of both the states. The people from both the states are cordial and their social life makes an important impact on each other. Furthermore, Haryana and Chandigarh have no significant difference in social values ( $t = 1.92$  which is insignificant at 0.05 level) as shown in table above. Chandigarh is the capital of Haryana which affects each other on social values. All the rest states have significant difference with each other which may depend on socio economic status of area and peoples. The present study result is similar to Kaur (2008) and Gore (2011) but contradicts to Kathiravan (2013). Kaur (2008) studied that high earning professional women of Punjab state vary significantly amongst each other in their social values. Gore (2011) inferred that social values are positively related to socio- economic status as all the women differ with each other in it. Kathiravan (2013) found no significant difference in social values of males and females of Tamilnadu state.

### **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 was applied. As part and parcel of investigation, the researcher has collected data by using standardized questionnaire on personal values to find out mean values and standard deviation for the present study as given in following table:

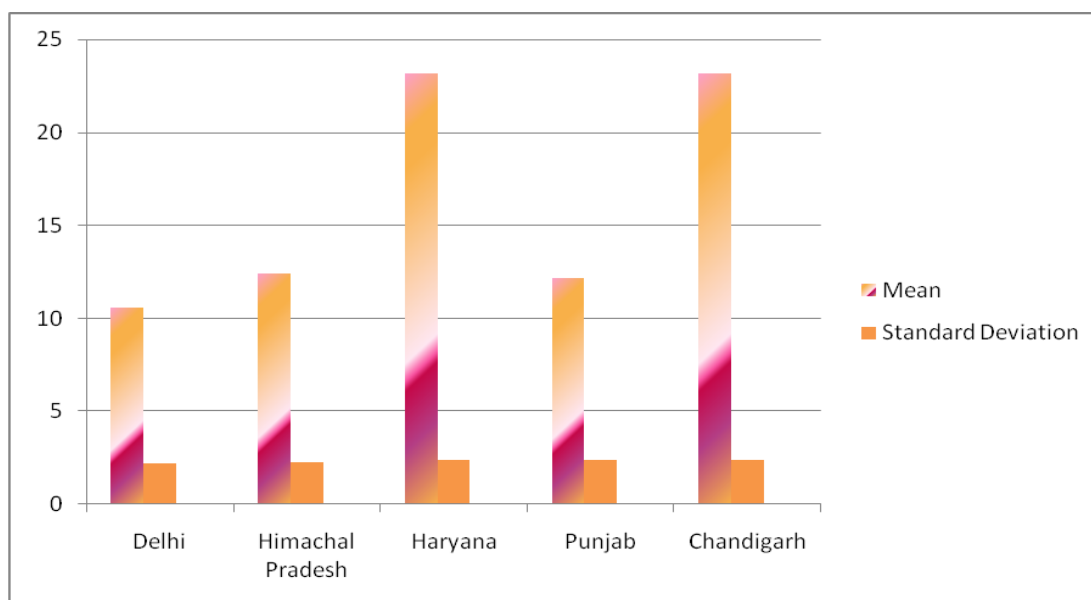
**Table 3.9**

**Mean and Standard Deviation of Democratic Values of Women Professionals of Northern India**

State	Mean	Standard Deviation
Delhi	10.60	2.19
Himachal Pradesh	12.43	2.25
Haryana	23.17	2.41
Punjab	12.18	2.36
Chandigarh	23.15	2.36

**Graph 3.4**

**Mean and Standard Deviation of Democratic Values of Women Professionals of Northern India**



It is resulted from table 3.9 and graph no. 3.4 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. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.19, 2.25, 2.41, 2.36 and 2.36 respectively. It is revealed from the present study results that the mean value of Delhi is lower than other states. Women

professionals of Delhi include higher educational and vocational degree. It leads to the opinion that they are much aware of their democratic rights, but they are unable to adapt accordingly, owing to their life style. The compulsion of playing a dual role of job as well as household adds to the complexity of their situation. it may be the reason of lower democratic values of women professionals of Delhi state. Bhuyan (2008) mentioned that in these days scam-ridden politics, the increasing role of money and mafia in elections keep most of the women away from politics. Furthermore, he opined that increasing violence and vulgarity against them intimidate women and consequently they prefer to stay out of politics. On the other hand, the women of Haryana had been under social suppression for a long time. After establishment of Delhi National Capital Region, a large part of Haryana has come under it. It has resulted into socio-political development and employment opportunities for professional women. The awareness towards democratic approach in such advanced area often leads to higher democratic value. Now, they are becoming aware of their rights and duties. They feel more independent and responsible towards their role for their country and society. Adding to it, the history of women of Chandigarh shows that they are already inclined towards their democratic values. They perform independent and responsible role for society and are equally inquisitive regarding their constitutional rights and duties.

In order to examine variance in democratic values, ANOVA was used. Results have been given in following table:

**Table 3.10**

**Variance in Democratic Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	47223.791	4	11805.948	2199.694	Significant
<b>Within Groups</b>	8023.793	1495	5.367		P<0.05
<b>Total</b>	55247.584	1499			

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 between democratic values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. As citizens of largest democracy of the world, all the Indians are having rich democratic values irrespective of gender. It can be concluded that there may be difference between levels of their democratic values but all are democratic by nature. It leads to the fact that the difference between democratic values depends upon knowledge, individual thinking and development of area. This finding is in contradiction to that of Pandey and Singh (2008) and Ratkalle (2010). They found significant difference in democratic values of male and female teachers. Pandey and Singh (2008) found no significant difference between the teachers of government and private schools in democratic values in reference to their academic achievement. Ratkalle (2010) proved that there is no significant difference between the attitude of male and female teachers towards democratic value. Devi and Vig (2014) studied that urban respondents believed in individuality and were against any kind of discrimination on the basis of sex, race, caste, social inequality and family status. Bhatia et al (2007) found that urban domicile background of teachers have a higher level of democratic values in comparison to rural domicile background.

To find out the state which shows significant and insignificant difference between different states in democratic values, post hoc test was applied. Results have been shown in table given below.

**Table 3.11**

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

States		t	Result
Delhi	Himachal Pradesh	9.67	Significant
Delhi	Haryana	66.03	Significant
Delhi	Punjab	8.39	Significant
Delhi	Chandigarh	66.35	Significant
Himachal Pradesh	Haryana	56.36	Significant
Himachal Pradesh	Punjab	1.29	Insignificant
Himachal Pradesh	Chandigarh	56.67	Significant
Haryana	Punjab	57.64	Significant
Haryana	Chandigarh	0.32	Insignificant
Punjab	Chandigarh	57.96	Significant

**0.05 level of Significance**

From the above table, 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) as shown in table above. This finding may be explained in the terms of awareness and concern. In the modern era, people are aware of their rights and duties. Women professionals of different states are aware of their values but there may be difference between levels of democratic values either low or high. Political awareness in a particular area decides the level of democratic values of the people residing there. Political awareness is further linked with the educational level and overall advancement of that place. Delhi has significant difference with all the three states and union territory of Chandigarh in democratic values. It can be opined that Delhi is national capital and political centre of the country. Women professionals of Delhi are generally over obsessed with their profession due to high cost of living. They are not able to devote much of their time in pursuing their democratic values. Chandigarh is capital of Haryana. Both the areas

make an equal impact on each other which may be the reason of insignificant difference between both the areas in democratic values. Furthermore, Punjab and Himachal Pradesh are also neighboring states and leave impact on each other in different spheres of life. This finding is in consonance with the finding of Madankar (2012) and Magrea (2012). They uncovered significant difference between graduate and post-graduate teachers of Maharashtra and Karnataka state in relation to their democratic values. On the other hand, Kaur (2008) studied insignificant difference in democratic values across different categories of professions in Punjab state.

#### **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 different states and union territories, the technique of ANOVA was applied. Data was collected by using standardized questionnaire on personal values from women professionals of Northern India. After collection of data from 1500 women professionals, computerized statistical analysis of data was done to find out mean values and standard deviation shown in table given below

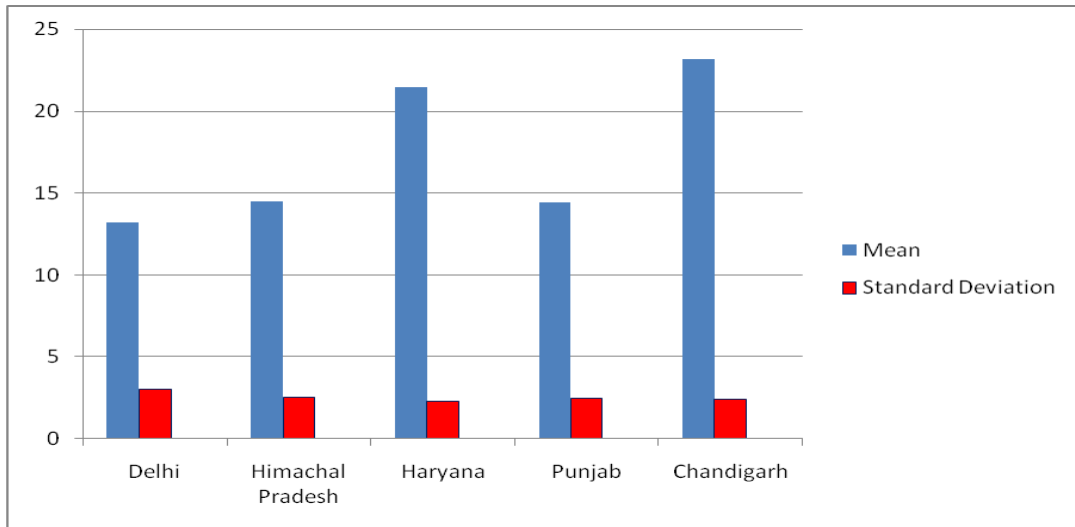
**Table 3.12**

#### **Mean and Standard Deviation of Aesthetic Values of Women Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	13.22	3.03
Himachal Pradesh	14.48	2.49
Haryana	21.47	2.28
Punjab	14.4	2.44
Chandigarh	23.14	2.42

**Graph 3.5**

**Mean and Standard Deviation of Aesthetic Values of Women Professionals of Northern India**



It is found that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 13.22, 14.48, 21.47, 14.40 and 23.14 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 3.03, 2.49, 2.28, 2.44 and 2.42 respectively. The mean score of Chandigarh is higher than other states in aesthetic values. The City of Chandigarh was designed by La Karl Busier in itself is a revelation of aesthetic sense. The existence of Rock garden is an example of using waste materials with aesthetic value. Rose garden, Sukhna lake, parks and markets of each sector in a planned way add further to this value. It can be revealed that all this makes a great impact on the aesthetic values of women professionals of the city. From the results of the present study, it can be explored that women professionals of Delhi are having lowest aesthetic values. No doubt, in the state of Delhi, women professionals have unlimited opportunities and facilities to nurture the aesthetic values but it appears that they are having lack of sufficient time to develop these values.

In order to test that there is insignificant difference in aesthetic values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.13**

**Variance in Aesthetic Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	25348.503	4	6337.126	980.297	Significant
<b>Within Groups</b>	9664.417	1495	6.464		P<0.05
<b>Total</b>	35012.919	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 25348.503 and 9664.417 respectively and the mean squares between groups and within groups was 6337.126 and 6.464 respectively. 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 between aesthetic values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. While discussing the difference among all the states, it can be said that aesthetic values like love, art, appreciation for beauty and emotions are part of women's nature. But running and busy life, dual responsibilities of home and work place, lack of time and other contributory factors of one place varies from another place. It may be consequential for difference in aesthetic values.



**Table 3.14****Aesthetic Values of Women Professionals of Northern India belonging to three States and two Union Territories**

States		t	Result
Delhi	Himachal Pradesh	6.10	Significant
Delhi	Haryana	39.74	Significant
Delhi	Punjab	5.68	Significant
Delhi	Chandigarh	47.80	Significant
Himachal Pradesh	Haryana	33.64	Significant
Himachal Pradesh	Punjab	0.42	Insignificant
Himachal Pradesh	Chandigarh	41.70	Significant
Haryana	Punjab	34.06	Significant
Haryana	Chandigarh	8.06	Significant
Punjab	Chandigarh	42.12	Significant

**0.05 level of Significance**

To find out the state which shows significant and insignificant difference among different states in aesthetic values, post hoc test was applied. Results have been shown in table 3.14. It is concluded that 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) as shown in table above. Aestheticism is love for beauty, passion for creativity and need of soul. It depends upon nature of person, time, facilities available in the specific area, interest and nature of job. Some time women professionals get so busy that they are not be able to join the leisure and art related activities. It may also be possible that some areas may not be conducive to provide such facilities to their population which are necessary for the development of aesthetic hobbies. In present era, schools provide such type of education which is based on art, drawing, dance, sculpture. These activities may be helpful to develop the aesthetic values among people. The way to look upon beauty varies from person to person. The inculcation of aesthetic values and the provision of such facilities during educational development make life long impact on an individual

of that area which contributes even during their professional life. Magrea (2011), Chabra and Mishra (2012) and Kathiravan (2013) found insignificant difference in aesthetic values of teachers in relation to their academic achievement, job satisfaction, health awareness and stress management. But Kaur (2008) supported the results of the present study that there exists significant difference in aesthetic values of professional women of Punjab.

### **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. Data was analyzed to find out mean values and standard deviation for the present study as given in table below:

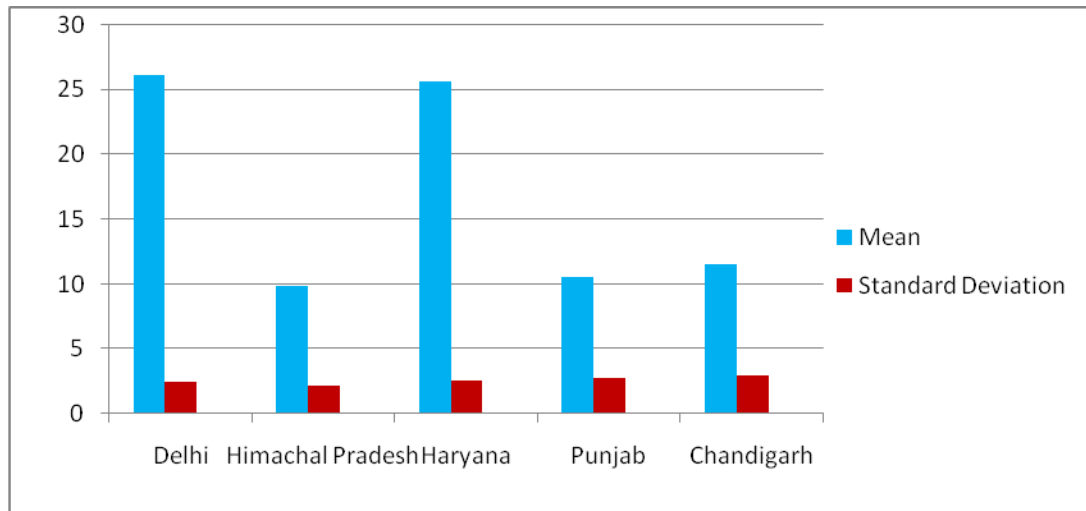
**Table 3.15**

#### **Mean and Standard Deviation of Economic Values of Women Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	26.13	2.42
Himachal Pradesh	9.87	2.20
Haryana	25.64	2.53
Punjab	10.51	2.79
Chandigarh	11.51	2.94

**Graph 3.6**

**Mean and Standard Deviation of Economic Values of Women Professionals of Northern India**



It is studied from table 3.15 and graph no. 3.6 that value of mean for 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 2.42, 2.20, 2.53, 2.79 and 2.92 respectively. The mean score of Delhi is higher than other states in economic values. From the results of the present study, it can be interpreted that earning livelihood in Delhi is comparatively tough for the inhabitants than other states. Delhi is one of the costlier cities in the country. The impact of materialism, professionalism, dual career, and race to maintain economic status may be the responsible factors to high economic values of Delhi women professionals. Furthermore, the economic growth of Haryana seems to be related with the development of Delhi and their proximity with each other. The women professionals of Haryana have sufficient opportunities to work in Delhi, Chandigarh and in Haryana itself. According to census 2011, the maximum number of women workers is available in the state of Himachal Pradesh but the fact is that most of the working women are from labour class. The density of the developed pickets in the state is very low. So, it can be interpreted that the less developed and remote areas loom large their economic values. Generally, the family support and preparedness to send women professionals for work in such areas is not much encouraging.

In order to examine that there is insignificant difference in economic values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.16**

**Variance in Economic Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	84182.649	4	21045.662	3136.556	Significant
<b>Within Groups</b>	10031.150	1495	6.710		P<0.05
<b>Total</b>	94213.799	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 84182.649 and 10031.150 respectively and the mean squares between groups and within groups was 21045.662 and 6.710 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 showed 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. The difference in economic values of women professionals of different areas may depend upon the physical growth, education system, employment opportunities and economic growth of a specific area. This finding is in corroborate by the findings of Madankar (2012) and Kaur (2008) as they found significant difference in economic values of teachers, lawyers, engineers and doctors. On the other hand, Pandey and Singh (2008) and Kathiravan (2013) contradict to the results of the present study and studied insignificant difference in economic values of male and female respondents in the state of Tamilnadu.

To find out significant and insignificant difference among different states of Northern India in economic values, post hoc test was applied. Results have been shown in table given below.

**Table 3.17****Economic Values of Women Professionals of Northern India belonging to three States and two Union Territories**

States		t	Result
Delhi	Himachal Pradesh	7.77	Significant
Delhi	Haryana	69.11	Significant
Delhi	Punjab	4.73	Significant
Delhi	Chandigarh	66.78	Significant
Himachal Pradesh	Haryana	76.88	Significant
Himachal Pradesh	Punjab	3.04	Significant
Himachal Pradesh	Chandigarh	74.55	Significant
Haryana	Punjab	73.84	Significant
Haryana	Chandigarh	2.33	Significant
Punjab	Chandigarh	71.51	Significant

**0.05 level of Significance**

Present study results revealed that all the states have significant difference with each other in economic values as shown in table 3.17. It is revealed from the results that in economic values, women professionals differ from one state to another state. The variance in economic values may depend upon the economic growth of area, emancipation and consciousness for economic independence among women professionals of Northern India. It also includes changing mind set up, status consciousness and educational growth of women. In comparison to other states, employment opportunities, availability of jobs and economic necessity of livelihood are higher in the state of Delhi. Furthermore, the economic growth and poor working conditions of Himachal Pradesh is poor as compared to other states. Chabra and Mishra (2012) discussed that there exists significant difference in economic values of respondents of Delhi. The study revealed that respondents are highly prioritize economic values to achieve their goals.

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

In this subsection, study aimed to compare knowledge values of women professionals of Northern India belonging to different states and union territories and was collected by using standardized questionnaire on personal values from women professionals of Northern India. Data was analyzed to find out mean values and standard deviation for the present study as given in following table:

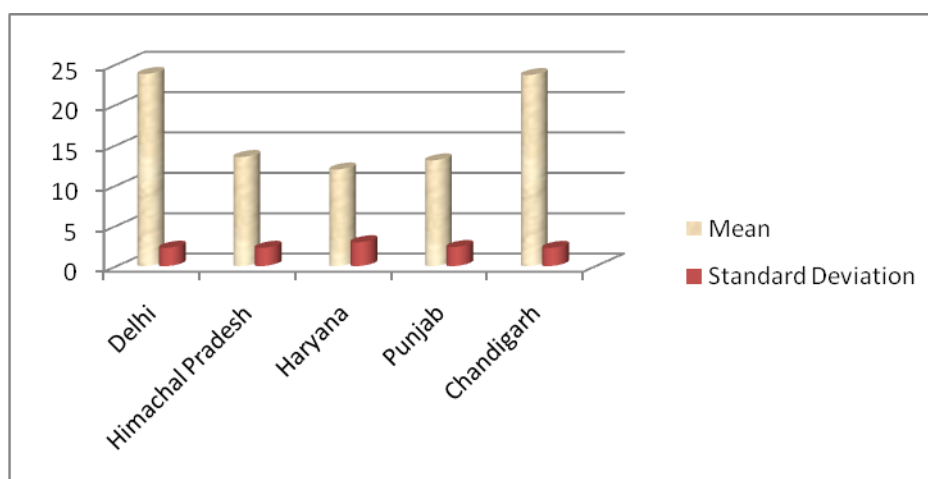
**Table 3.18**

**Mean and Standard Deviation of Knowledge Values of Women Professionals of Northern India**

State	Mean	Standard Deviation
Delhi	23.81	2.27
Himachal Pradesh	13.52	2.26
Haryana	11.97	2.95
Punjab	13.10	2.36
Chandigarh	23.68	2.25

**Graph 3.7**

**Mean and Standard Deviation of Knowledge Values of Women Professionals of Northern India**



A close perusal of table 3.18 and graph no. 3.7 revealed that value of mean 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. A plausible reason for this finding may be that Chandigarh being a compact city is having a large number of educational institutions and academies. Panjab University Chandigarh is one amongst the top universities of the country and is being governed by the centre government. Punjab Engineering College provides higher education and knowledge in engineering sector while post graduate institute of medical education and research (PGIMER) provides higher education in medical besides indoor and outdoor patients. High court of Punjab and Haryana also fall within its vicinity. There are number of academies giving a strong base to the students of the different professions which are always ideal destinations of students from various states of the country. Chandigarh is also having various research libraries and its archives. They provide professional as well as research base to the scholars which ultimately enhance knowledge values. Kaur (2008) and Kaur (2013) opposed to the results of the parent study that professional women of Punjab state have highest score in knowledge values in comparison to other personal values.

Likewise, the same facilities are available in Delhi, rather on an enhanced scale. Like national archives, Jawaharlal Nehru, Delhi University, Aligarh Muslim University, Jamia Millia Islamia University, All India Institute of Medical Sciences, Safdarjang Hospital, Ram Manohar Lohia Hospital, High Court, supreme Court, research libraries, parliament and so on. The life of the city remains in touch with international activities through various ways. The reason behind comparatively low knowledge values in Haryana may be ascribed to the fact that though the state is having all the advantages of having proximity with national capital but still the state is in a phase of transition.

In order to find out that there is insignificant difference in knowledge values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.19**

**Variance in Knowledge Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>f-Value</b>	<b>Result</b>
<b>Between Groups</b>	43013.969	4	10753.492	1819.007	Significant
<b>Within Groups</b>	8838.047	1495	5.912		P<0.05
<b>Total</b>	51852.016	1499			

Finding shows that the values of sum of squares between groups and within groups have been found to be 43013.969 and 8838.047 respectively and the mean squares between groups and within groups seems to be 10753.492 and 5.912 respectively. 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. There are different contributory factors which affect knowledge values of an area like educational institution, means of transport and communication, accessibility of the people.

With the help of post hoc test, the study aimed to find out the state which shows significant and insignificant difference among different states in knowledge values. Results have been shown in table given below.



**Table 3.20****Knowledge Values of Women Professionals of Northern India belonging to three States and two Union Territories**

States		t	Result
Delhi	Himachal Pradesh	51.85	Significant
Delhi	Haryana	59.64	Significant
Delhi	Punjab	53.98	Significant
Delhi	Chandigarh	0.69	Insignificant
Himachal Pradesh	Haryana	7.79	Significant
Himachal Pradesh	Punjab	2.13	Significant
Himachal Pradesh	Chandigarh	51.16	Significant
Haryana	Punjab	5.66	Significant
Haryana	Chandigarh	58.95	Significant
Punjab	Chandigarh	53.29	Significant

**0.05 level of Significance**

From the table 3.20, 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) as shown in table above. The reason of insignificant difference between Chandigarh and Delhi may be the same level of advancement with little variations. Both the areas have number of research institutes, knowledge based educational centre and developed and healthy environment to pursue their activities. Both are having the advantage of being supported by central system of administrations. Madankar (2012) found insignificant difference between graduate and post-graduate teachers in respect to knowledge values. Knowledge values depend upon holistic development of that area.

### **3.11.7 Hedonistic Values of Women Professionals of Northern India belonging to three States and two Union Territories**

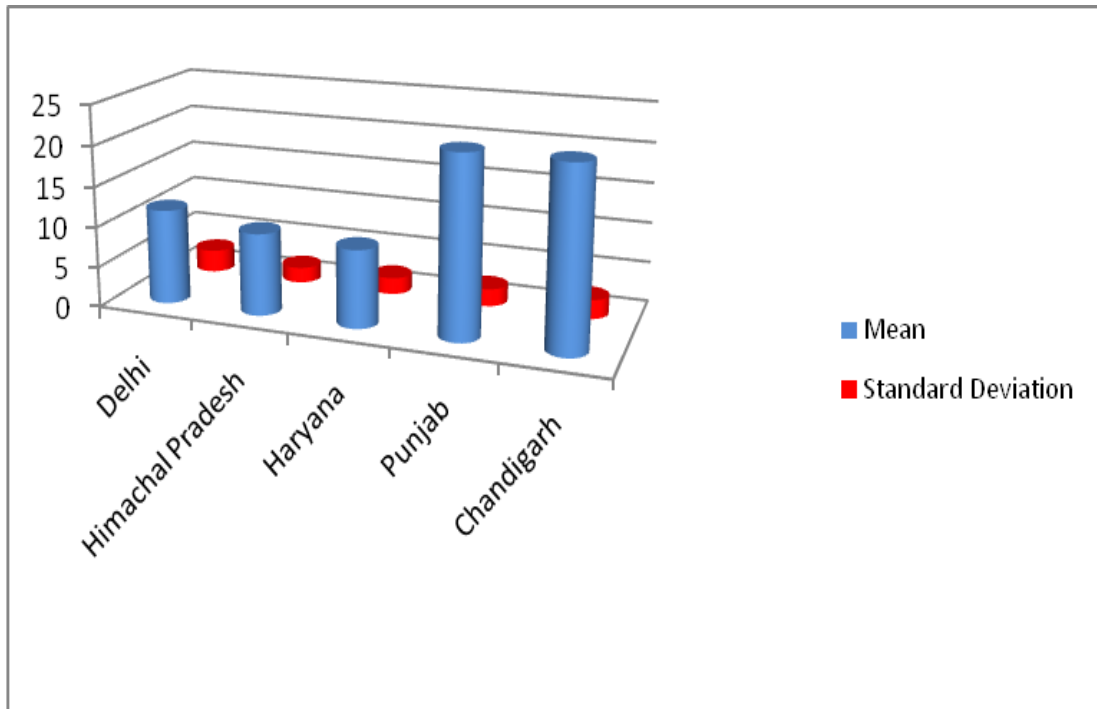
The objective of the study was to compare hedonistic values of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. To achieve this object, data collected was used as an input for computerized statistical analysis to find out mean values and standard deviation for the present study as given in following table:

**Table 3.21**  
**Mean and Standard Deviation of Hedonistic Values of Women Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	11.71	2.81
Himachal Pradesh	10.13	1.93
Haryana	9.58	2.06
Punjab	22.15	2.16
Chandigarh	22.12	2.36

**Graph 3.8**

**Mean and Standard Deviation of Hedonistic Values of Women Professionals of Northern India**



It is found from table 3.21 and graph no. 3.8 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 major possibility seems to be because of the basic nature of inhabitants from the hoary past. The people are welcoming by nature and they enjoy numerous festivals, celebrations, dances and always prefer to remain happy. On almost similar pattern, the hedonistic values of women professionals of Chandigarh are also found. Because of service opportunities, most of the inhabitants of Chandigarh are migrants of Punjab. Moreover, they have number of facilities to cope up with fast and stressful life.

The technique of ANOVA was used to study that there is insignificant difference in hedonistic values of women professionals of Northern India. Results have been given in following table:

**Table 3.22****Variance in Hedonistic Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	49687.720	4	12421.930	2379.991	Significant
<b>Within Groups</b>	7802.880	1495	5.219		P<0.05
<b>Total</b>	57490.600	1499			

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 was 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. For hedonist, there are different sources to remain happy in their life while facing many types of stress. Hedonistic values of a person vary because of his individualistic state of mind and his positive or negative attitudes towards life. It also depends upon their socio economic status. Chabra and Mishra (2012) studied significant difference in hedonistic values between music learner and non music learner respondents of Delhi state.

To find out the state which shows significant and insignificant difference among different states in hedonistic values, post hoc test was applied. Results have been shown in table given below.

**Table 3.23**

**Hedonistic Values of Women Professionals of Northern India belonging to three States and two Union Territories**

States		t	Result
Delhi	Himachal Pradesh	8.49	Significant
Delhi	Haryana	11.42	Significant
Delhi	Punjab	55.95	Significant
Delhi	Chandigarh	55.81	Significant
Himachal Pradesh	Haryana	2.93	Significant
Himachal Pradesh	Punjab	64.44	Significant
Himachal Pradesh	Chandigarh	64.30	Significant
Haryana	Punjab	67.37	Significant
Haryana	Chandigarh	67.23	Significant
Punjab	Chandigarh	0.14	Insignificant

**0.05 level of Significance**

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) shown in table above. In comparison to other states, hedonistic values of Delhi are neither high nor low. Women professionals of Delhi have facilities to remain happy but they have lack of time to avail them at its fullest. There is insignificant difference between women professionals of Punjab and Chandigarh in hedonistic values. It may happen because they carry same traits, habits and values. Gore (2011) resulted that hedonistic values are positively related to socio- economic status.

**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 to find out mean values and standard deviation for the present study as given in following table:

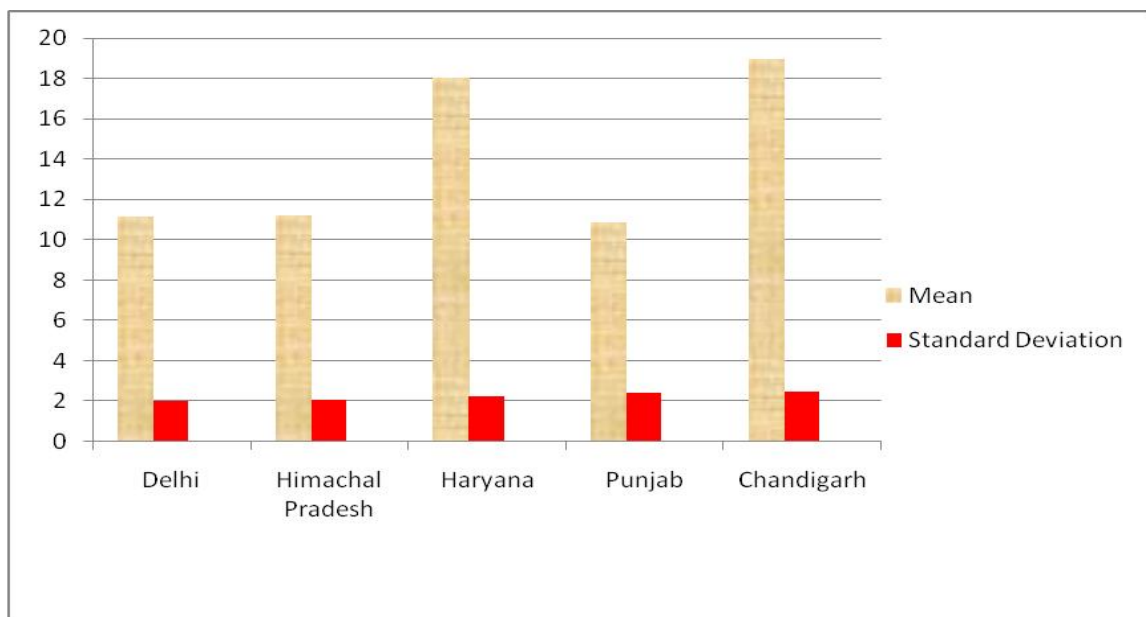
**Table 3.24**

**Mean and Standard Deviation of Power Values of Women Professionals of Northern India**

State	Mean	Standard Deviation
Delhi	11.11	2.04
Himachal Pradesh	11.15	2.06
Haryana	18	2.28
Punjab	10.79	2.44
Chandigarh	18.9	2.47

**Graph 3.9**

**Mean and Standard Deviation of Power Values of Women Professionals of Northern India**



It is concluded from table 3.24 and graph no. 3.9 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. It may happen due to dual responsibilities of family and work. While joining the administrative jobs, they feel pressurized because it disturbs their family life and makes them uncomfortable. But it is expected that in changing scenario women would like to come ahead, join the administrative jobs and perform better with new life style. It is concluded from the results of above table that power values of Delhi, Punjab and Himachal Pradesh are almost same and needs to be more aware towards their power values.

In order to test that there is insignificant difference in power values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.25**

**Variance in Power Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	20050.167	4	5012.542	977.444	Significant
<b>Within Groups</b>	7666.683	1495	5.128		P<0.05
<b>Total</b>	27716.850	1499			

According to table 3.25, findings explored that the values of sum of squares between groups and within groups have been found to be 20050.167 and 7666.683 respectively and the mean squares between groups and within groups to be 5012.542 and 5.128 respectively. The 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. The variance in power values exist due to nature of job and scope of its implementation in the given profession. It may also depend upon the physical and economic growth of that area and advancement in thinking of its inhabitants. It can be stated that the present women is

getting aware of those jobs which emancipate them and provide such opportunities in which they can dominate even during working in such noble jobs. This finding is in the agreement with the finding of Pandey and Singh (2008) in which they found significant difference in power value of employed and unemployed women. They also discussed that employed women are having higher level of power values than unemployed women.

To find out the state which shows significant and insignificant difference between different states in power values, post hoc test was applied. Results have been shown in table given below.

**Table 3.26**

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

States		t	Result
Delhi	Himachal Pradesh	0.20	Insignificant
Delhi	Haryana	37.28	Significant
Delhi	Punjab	1.73	Insignificant
Delhi	Chandigarh	42.13	Significant
Himachal Pradesh	Haryana	37.08	Significant
Himachal Pradesh	Punjab	1.93	Insignificant
Himachal Pradesh	Chandigarh	41.93	Significant
Haryana	Punjab	39.01	Significant
Haryana	Chandigarh	4.85	Significant
Punjab	Chandigarh	43.86	Significant

**0.05 level of Significance**

From the above table, it is explored that all 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. Women



professionals of Delhi are ambitious and they believe to achieve high status jobs but sometimes inclination towards family is lagging them behind and they have to avoid high position jobs. In Himachal Pradesh, opportunities to attain good jobs for women professionals are less in number but whenever chances are provided, they try to come forward and dominate. Likewise, in the state of Punjab women professionals are having domination in their nature but their power values depend upon opportunities available for them. Pandey and Singh (2008) revealed that there is insignificant difference between the males and females of Karnataka state 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. Therefore, this section discussed the data to find out mean values and standard deviation family prestige values of women professionals of Northern India as given in following table:

**Table 3.27**

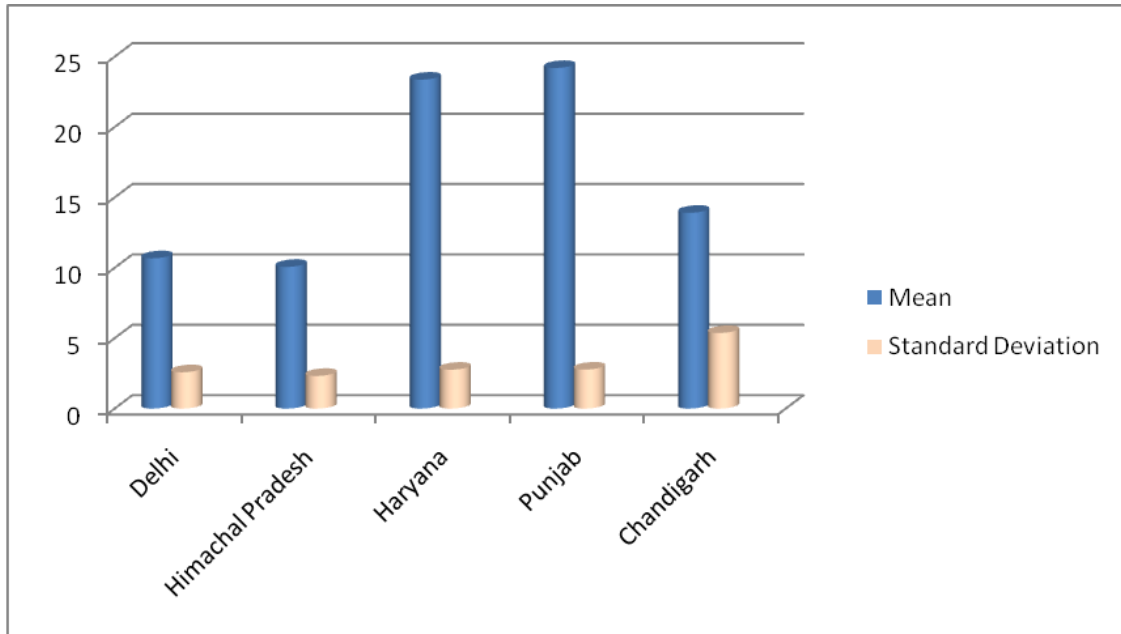
#### **Mean and Standard Deviation of Family Prestige Values of Women Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	10.68	2.58
Himachal Pradesh	10.07	2.32
Haryana	23.37	2.76
Punjab	24.2	2.77
Chandigarh	13.91	5.37

**Graph 3.10**

**Mean and Standard Deviation of Family Prestige Values of Women**

**Professionals of Northern India**



It is revealed from table 3.27 and graph no. 3.10 that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 10.68, 10.07, 23.37, 24.2 and 13.91 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 2.58, 2.32, 2.76, 2.77 and 5.37 respectively. From the results of the present study, it is explored that mean value of family prestige values of Punjab and Chandigarh are high. It may be interpreted that according to statistical report 2012 Haryana and Punjab have lowest sex ratio 857 and 863 consecutively. The birth rate of girls is lower in comparison to males in these states. In these two states women are kept under protection as they are not allowed to move so freely in the outside world. Both the states often witness honor killing, caste barriers and female discrimination. Family prestige values in these states are high in past phases of history. The impact of family prestige values are seen on women professionals occasionally which may be the reason behind high family prestige values in Punjab and Haryana. Furthermore, there is diversity of cultures, religions and social groups in Delhi which may be the reason to lower the traditional family prestige values in its inhabitants.

In order to test hypothesis that there is insignificant difference in family prestige values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.28**

**Variance in Family Prestige Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	56537.144	4	14134.286	1258.438	Significant
<b>Within Groups</b>	16791.263	1495	11.232		P<0.05
<b>Total</b>	73328.407	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 56537.144 and 16791.263 respectively and the mean squares between groups and within groups to be 14134.286 and 11.232 respectively. 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. Therefore, 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 accepted. It can be said that factors which make impact on family prestige values vary from one place to another place, one society to another society and one family to another family. It is seen that some societies are having traditional family values. They are not so receptive towards social openness. Social organizers of such societies represent a parochial view. If a person tries to come out of these fetters, he is generally communicated by the traditional set up of the society. Khap Panchayats of Haryana are example of such societies. On the other side, some societies are advanced and open minded which helps to come out from traditional values and make positive impact on the society.

To find out the state which shows significant and insignificant difference among different states in family prestige values, post hoc test was applied. Results have been shown in table given below.

**Table 3.29****Family Prestige Values of Women Professionals of Northern India belonging to three States and two Union Territories**

States		t	Result
Delhi	Himachal Pradesh	2.24	Significant
Delhi	Haryana	46.38	Significant
Delhi	Punjab	49.41	Significant
Delhi	Chandigarh	11.79	Significant
Himachal Pradesh	Haryana	48.62	Significant
Himachal Pradesh	Punjab	51.65	Significant
Himachal Pradesh	Chandigarh	14.03	Significant
Haryana	Punjab	34.58	Significant
Haryana	Chandigarh	3.03	Significant
Punjab	Chandigarh	37.62	Significant

**0.05 level of Significance**

The present study results concluded that all the states have significant difference with each other in family prestige values as shown in table above. Family prestige values are determined by the family culture which varies from family to family. So, it can be concluded that the level of education, advancement of social thinking and overall development of the area are important factors which creates difference in family prestige values. As the world is fast moving towards modernity, the traditional defunct values must give way while the richness and utility based heritage of the past culture should also be given a due place in the modern scenario. Kaur (2008), Kaur (2011) explored insignificant difference in family prestige values of professional women in relation to their life satisfaction and feminist identity. Pandey and Singh (2008) disagree

to the results of the present study and revealed that there is no significant difference between the male and female professionals 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. To achieve this objective, data was collected as an input for computerized data analysis to find out mean values and standard deviation for the present study as given in following table:

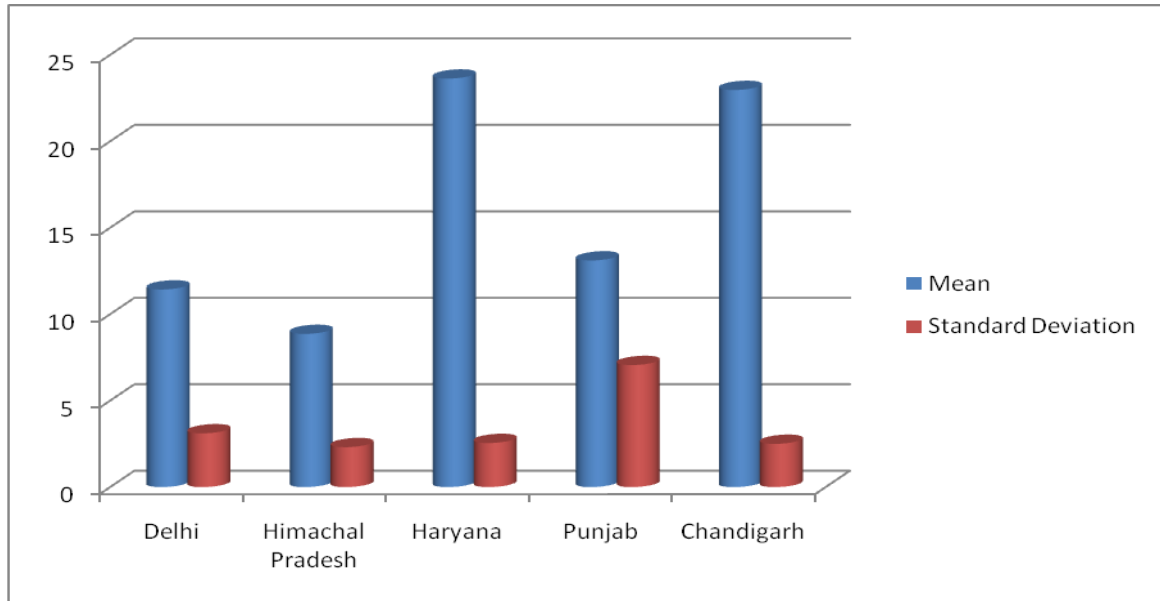
**Table 3.30**  
**Mean and Standard Deviation of Health Values of Women**  
**Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	11.43	3.11
Himachal Pradesh	8.86	2.31
Haryana	23.63	2.55
Punjab	13.11	7.06
Chandigarh	22.97	2.5

**Graph 3.11**

**Mean and Standard Deviation of Health Values of Women**

**Professionals of Northern India**



The value of mean score of health value for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 11.43, 8.86, 23.63, 13.11 and 22.97 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 3.11, 2.31, 2.55, 7.06 and 2.5 respectively. The health values of women professionals of Himachal Pradesh are lowest than other states. The state of Himachal Pradesh is one of the most beautiful hilly areas of the country. Natural climate, pollution free atmosphere and facility of Mountaineering are available in the state. Still inhabitants are facing lack of awareness and basic facilities like poor sanitation in the state. Inhabitants are not provided even basic health facilities due to its haphazard geographical conditions. Some of the backward and underprivileged areas have to face poor health conditions and populaces have to compromise with their health which may results into poor health values.

The present study aimed to find out insignificant difference in health values of women professionals of Northern India. For this, the technique of ANOVA was used and results have been given in following table:

**Table 3.31****Variance in Health Values of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>f-Value</b>	<b>Result</b>
<b>Between Groups</b>	56051.713	4	14012.928	902.588	Significant
<b>Within Groups</b>	23210.287	1495	15.525		P<0.05
<b>Total</b>	79262.000	1499			

The findings explored that the values of sum of squares between groups and within groups 56051.713 and 23210.287 respectively and the mean squares between groups and within groups came to be 14012.928 and 15.525 respectively. The 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 between health values of women professionals belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh. 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 accepted. It may be possible that geographical conditions, basic health facilities and height of awareness among women professionals are the reasons of significant difference in health values of different areas.

To find out the state which shows significant and insignificant difference among different states in health values, post hoc test was applied. Results have been shown in table given below.

**Table 3.32**

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

States		t	Result
Delhi	Himachal Pradesh	7.99	Significant
Delhi	Haryana	37.90	Significant
Delhi	Punjab	5.21	Significant
Delhi	Chandigarh	35.85	Significant
Himachal Pradesh	Haryana	45.89	Significant
Himachal Pradesh	Punjab	13.20	Significant
Himachal Pradesh	Chandigarh	43.84	Significant
Haryana	Punjab	32.69	Significant
Haryana	Chandigarh	2.05	Significant
Punjab	Chandigarh	30.64	Significant

**0.05 level of Significance**

The present study revealed significant difference in health values of women professionals of Northern India as shown in table above. It is concluded that difference in health values of women professionals of Northern India may occur due to various reasons. A good health demands some basic facilities like fitness culture, hospitals, gymnasiums, pollution free environment, safe medicines and unadulterated eatables. Moreover, health awareness is the most significant pre-requisite for it. So, it can be stated that variation in all above mentioned facilities and awareness among different areas may be the reason of difference in health values of women professionals of Northern India. It may also be possible that high-low economic status may be another reason of difference in health values in the states of Northern India. Magrea (2011) agreed to the results of the



present study and found significant differences in the health values of women teachers in relation to their socio-economic status which affects on their health values. Further, she stated that teachers of high socio economic status are more awaked towards health issues because they have resources and opportunities at their disposal.

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

The purpose of the study was to compare personal values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. Data was collected by using standardized questionnaire on personal values from 1500 women professionals of Northern India. After collection of data, scoring sheet was prepared for present variable. Data was analyzed to find out personal values of women professionals of Northern India. Personal values have ten dimensions according to the tool used in present study. In order to understand dimensions of personal values of women professionals of Northern India mean, standard deviation and ANOVA was calculated and dimension wise results are given below.

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

This section examined the difference in religious values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. Data was collected computerized data analysis was done to find out mean values and standard deviation for the present study as given in following table:

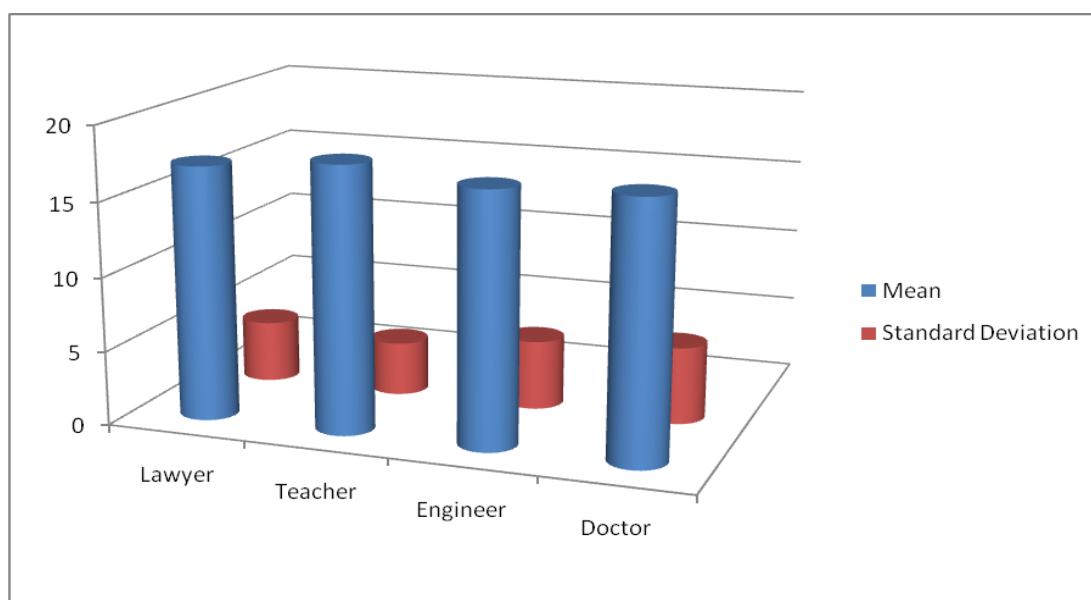
**Table 3.33**

**Mean and Standard Deviation of Religious Values of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	17.17	4.19
Teacher	17.91	3.64
Engineer	17.02	4.70
Doctor	17.24	5.22

**Graph 3.12**

**Mean and Standard Deviation of Religious Values of Women Professionals**



It is concluded from table 3.33 and graph no. 3.12 that value of mean for lawyers, teachers, engineers and doctors is 17.17, 17.91, 17.02 and 17.24 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 4.19, 3.64, 4.70 and 5.22 respectively. It is revealed from above table and graph 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. These days teachers are concerned about their students since they are being increasingly affected by violence, personal and social problems and disrespect for each other. It is need of the time

to make emphasis on teaching religious values to students as early as possible. Teachers are responsible for cultivation of values in the society through education. For this, teachers also have to maintain their values.

In order to test that there is insignificant difference in religious values of women professional of Northern India, the technique of ANOVA was applied.

**Table 3.34**

**Variance in Religious Values of Women Professionals belonging to Teaching, Engineering, Medical and Law**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Sum of Square</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	29.353	3	9.784	0.486	Insignificant
<b>Within Groups</b>	30107.303	1496	20.125		P>0.05
<b>Total</b>	30136.656	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 29.353 and 30107.303 respectively and the mean squares between groups and within groups was 9.784 and 20.125 respectively. 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. 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. This finding may be explained in the terms of unity of culture in spite of religious diversity of India. India is land of different religions like Hindu, Sikh, Muslim, Parsi, Christian and Buddhism. Because of country’s socio-religious cultural conditions, women are generally found more religious by nature whether they are educated or not, employed or otherwise. They are God fearing by nature and believe in prescribed ethical codes. Pandey and Singh (2008) opposed to the results of the present study and found significant difference in the religious values of the employed and unemployed women. They also proved that employed women are more value oriented than unemployed. Kaur

(2008) lend support to the present study that high earning professional women do not differ significantly in their religious values across different categories of jobs i.e. 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. After collection of data from 1500 women professionals, computerized data analysis was done to find out mean values and standard deviation for the present study.

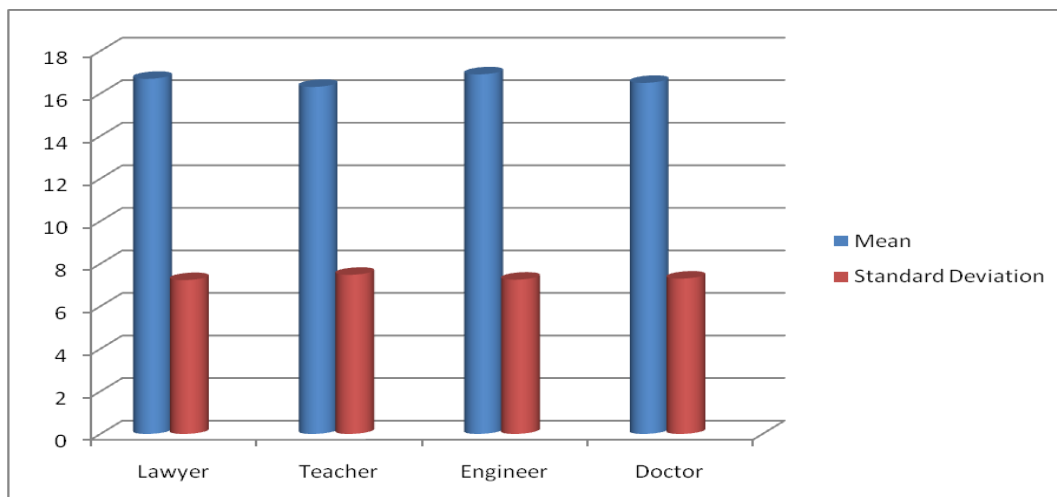
**Table 3.35**

**Mean and Standard Deviation of Social Values of Women Professionals**

Profession	Mean	Standard Deviation
Lawyer	16.69	7.23
Teacher	16.31	7.48
Engineer	16.90	7.25
Doctor	16.50	7.30

**Graph 3.13**

**Mean and Standard Deviation of Social Values of Women Professionals**



It is revealed from table 3.35 and graph no. 3.13 that value of mean for lawyers, teachers, engineers and doctors is 16.69, 16.31, 16.90 and 16.50 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 7.23, 7.48, 7.25 and 7.30 respectively. 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. Women teachers are directly related to students and indirectly to society. The plausible reason this finding may be less public dealing of teachers in comparison to other professions.

In order to assess that there is insignificant difference in social values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.36**  
**Variance in Social Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	117.148	3	39.049	0.73	Insignificant
<b>Within Groups</b>	79982.598	1496	53.464		P>0.05
<b>Total</b>	80099.746	1499			

In order to examine that there is insignificant difference in social values of women professionals of Northern India, ANOVA was used. 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 between social values of women professionals belonging to teaching, engineering, medical and law. All the women professionals have to maintain their social status and responsibilities. They have to stay tuned with social reputation for promotion, comfortable and tension free job.

It can be stated that good social values of women professionals of different categories may be useful for the well being of the society because teaching, engineering, medical and law are noble professions which may prove helpful in the development of the society. Kathiravan (2013) and Magrea (2011) lend support to the study as they found insignificant difference in social values of males and females in relation to their academic achievement and socio economic status. Kaur (2008) mentioned significant difference in social value of high earning professional women in relation to their life satisfaction and feminist identity..

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

This sub section aimed to compare democratic values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. The table 3.37 and 3.38 displays mean, standard deviation and ANOVA test 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. The graphical representations of results are also presented in graph no 3.14.

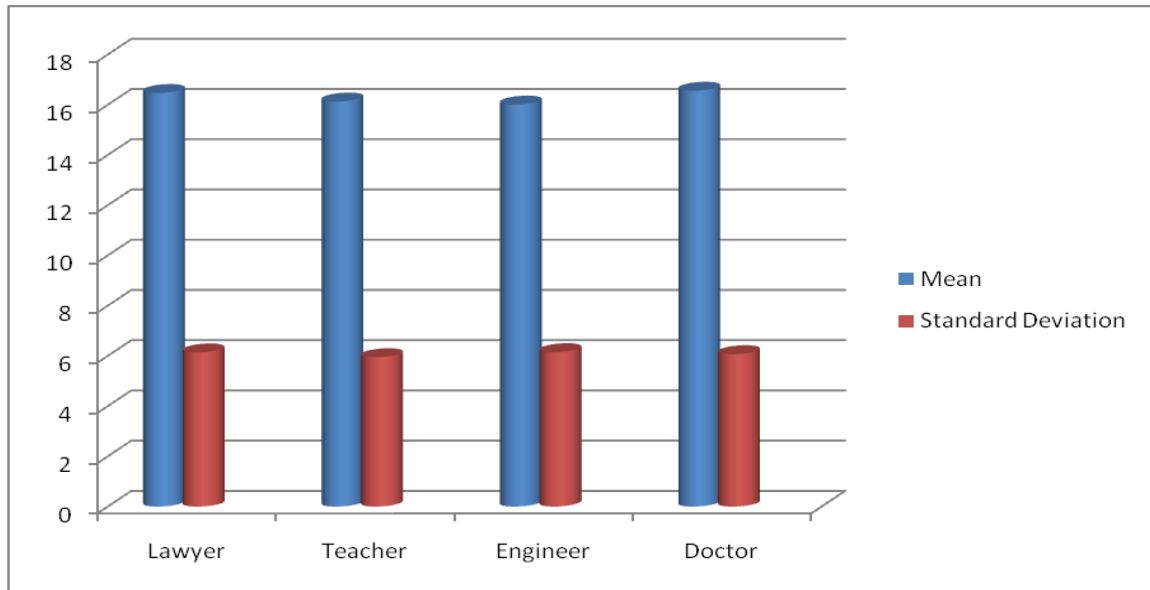
**Table 3.37**

#### **Mean and Standard Deviation of Democratic Values of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	16.47	6.14
Teacher	16.13	5.95
Engineer	16.01	6.15
Doctor	16.56	6.07

**Graph 3.14**

**Mean and Standard Deviation of Democratic Values of Women Professionals**



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 higher with little differences. The reason is quite obvious that education and awareness always keep the democratic values at high pedestal. All the women professionals taken under study belong to this group which may be the reason of almost same mean scores in democratic values. Strong democratic values of women professionals can help to weaken the bondage of age old rotten traditions of society and encourage them to develop a positive perspective on the socio political spectrum.

**Table 3.38****Variance in Democratic Values of Women Professionals belonging to Teaching, Engineering, Medical and Law**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	37.640	3	12.547	0.34	Insignificant
<b>Within Groups</b>	55209.944	1496	36.905		P>0.05
<b>Total</b>	55247.584	1499			

The findings in the above table reveal that the values of sum of squares between groups and within groups have been found to be 37.640 and 55209.944 respectively and the mean squares between groups and within groups was 12.547 and 36.905 respectively. The F value 0.34 has been found to be insignificant at 0.05 level of significance ( $p>0.05$ ). It indicates that 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. The present study also revealed that there is no significant difference in democratic values of women professionals of Northern India. India is the largest democracy of the world and the democratic values are not inculcated among citizens with special efforts. They learn democratic values with practical experiences because it is part of their lifestyle. Moreover it is part of our curriculum and students are further made aware of their rights and duties towards their country and society through curriculum and education system. The former health minister of Punjab, Dr. Laxmikant Chawla is living example of high democratic values among women professionals. She was working as professor in a college and later on elected as member of legislative assembly of Punjab. She undertook various campaigns for women emancipation and their awareness towards political rights. Magrea (2011), Kaur (2008) and Kaur (2013) opposed to the results of the present study. Magrea (2011) investigated that high or low socio economic status affects on personal values and resulted in significant difference in democratic values of respondents. Kaur (2008) and Kaur (2013) found existence of significant difference in democratic values of high earning professional women in the state of Punjab. Kathiravan (2013) and Madankar



(2012) lend support to the present study results. Madankar (2012) explored insignificant difference in democratic values of male and female teachers in respect to their job satisfaction. Either they are satisfied with their job or not but they equally democratize by nature. Kathiravan (2013) studied insignificant difference in democratic values women teachers with respect to their academic achievement and job satisfaction factors.

### **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. Therefore, this section discusses the difference in aesthetic values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions. The computerized analysis of data was summarized under table 3.39 and 3.30 with graphical representation as given in following table:

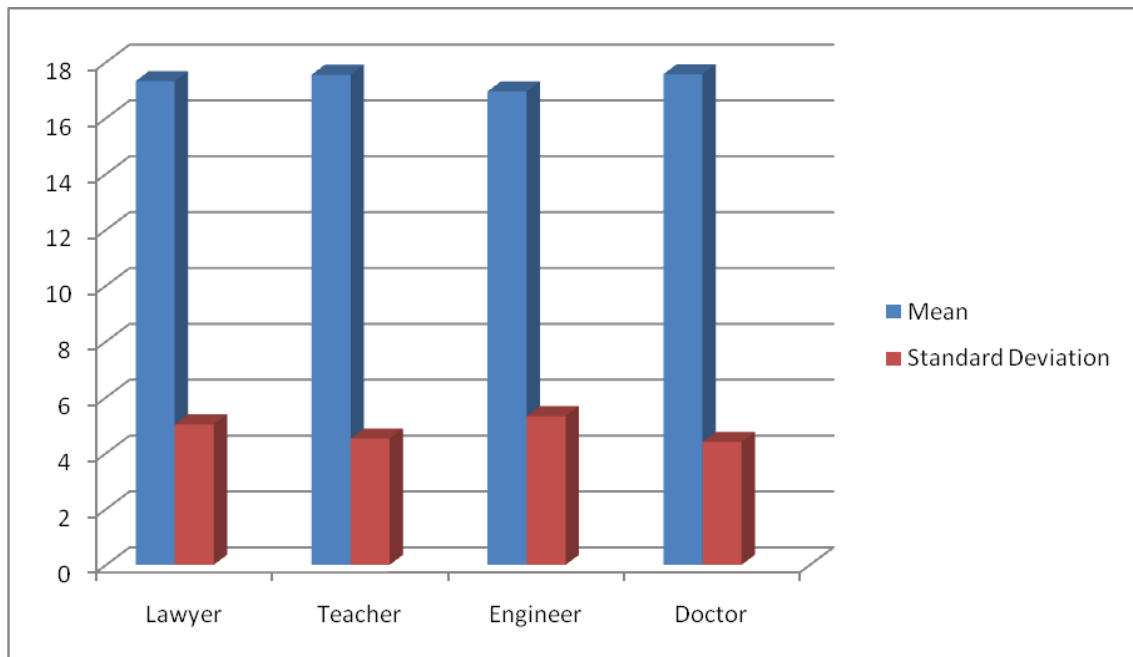
**Table 3.39**

#### **Mean and Standard Deviation of Aesthetic Values of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	17.32	5.03
Teacher	17.55	4.52
Engineer	16.95	5.32
Doctor	17.57	4.40

**Graph 3.15**

**Mean and Standard Deviation of Aesthetic Values of Women Professionals**



It is found that value of mean 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. Above table represented negligible difference in aesthetic values of teachers, doctors, engineers and lawyers as these all are dignified and respectable professions with greater intelligence quotient in the social stratification. Hence, they have a natural aptness towards aestheticism because aestheticism itself is a higher and elevated state of mind in the human beings. Moreover, they have resources to inculcate these values. That is why it is quite often observed that these professions are generally found getting themselves engaged in such activities like painting, music, dance or sculpture.

In order to examine that there is insignificant difference in aesthetic values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.40**

**Variance in Aesthetic Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	111.485	3	37.162	1.593	Insignificant
<b>Within Groups</b>	34901.435	1496	23.33		P>0.05
<b>Total</b>	35012.919	1499			

The above table 3.40 shows that the values of sum of squares between groups and within groups have been found to be 111.485 and 34901.435 respectively and the mean squares between groups and within groups was 37.162 and 23.33 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 between aesthetic values of women professionals belonging to teaching, engineering, medical and law. Hence, the present study hypothesis stated “Women professionals of Northern India belonging to teaching, engineering, medical and legal professions have significant difference in personal values” is partially rejected. No doubt, women and beauty work like synonym and their nature contain delicacy and natural aestheticism. Love and appreciation for beauty, music, dance, neatness and systematic arrangement are integral part of their life. It may be the reason of insignificant difference in aesthetic values of women professionals belonging to teaching, engineering, medical and legal professions. Chabra and Mishra (2012) discussed that music exhibited better effect in the development of aesthetic values than those who are not having interest in music. There exists no difference in aesthetic values of graduate and post graduate teachers as discussed by Madankar (2012).

**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 for the present study as given in following table:

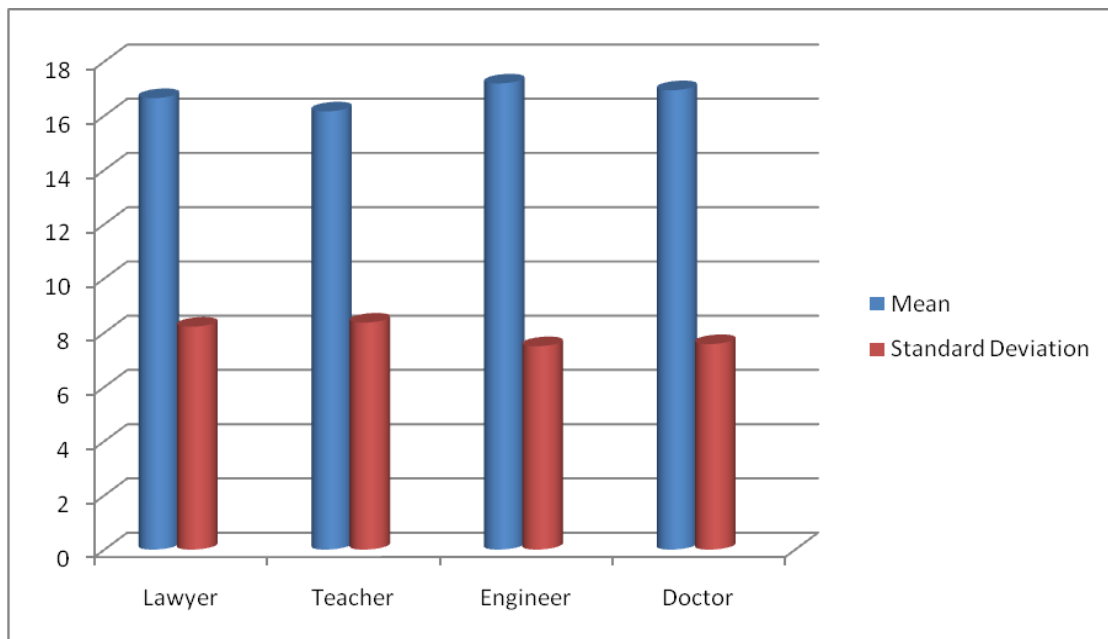
**Table 3.41**

**Mean and Standard Deviation of Economic Values of Women Professionals**

Profession	Mean	Standard Deviation
Lawyer	16.65	8.22
Teacher	16.16	8.37
Engineer	17.19	7.50
Doctor	16.94	7.58

**Graph 3.16**

**Mean and Standard Deviation of Economic Values Women Professionals**



It is investigated from table 3.41 and graph no. 3.16 that value of mean for lawyers, teachers, engineers and doctors is 16.65, 16.16, 17.19 and 16.94 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 8.22, 8.37, 7.50 and 7.58 respectively. From the results of the present study, the economic values of engineers have been observed higher than other professions. The reason appears to be the nature of jobs and aspirants of it. Generally, the companies make placements from the

very institutions in which they are studying. They offer handsome salaries and the people with more economic considerations prefer this profession. It is an interesting data to note that many IIT professionals even after getting settled in civil services, later on quit jobs and join multinationals. The economic values of teachers are lower than other professions taken under this study. It draws the inference that teaching still happens to be a noble profession and people opting it are generally professionals with less economic considerations. They prefer peaceful job even if they have to sacrifice their materialistic gains. Kaur (2011) explored that women lawyers have higher mean and women doctors have lowest mean in economic values which shows the difference in economic values of different professions.

In order to study that there is insignificant difference in economic values of women professionals of Northern India, ANOVA was used.

**Table 3.42**

**Variance in Economic Values of Women Professionals belonging to Teaching, Engineering, Medical and Law**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	866.918	3	288.973	4.631	Significant
<b>Within Groups</b>	93346.882	1496	62.398		P<0.05
<b>Total</b>	94213.799	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 866.918 and 93346.882 respectively and the mean squares between groups and within groups came to be 288.973 and 62.398 respectively. 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. Therefore, the present study hypothesis stated “Women professionals of Northern India belonging to teaching, engineering, medical and legal professions have significant difference in personal values” is partially accepted. Variations in economic values depend upon social status, economic status, economic

needs of family, materialistic desires and state of mind. Kaur (2008) lend support to the study that high earning professional women differ significantly amongst each other in their economic value in relation to their life satisfaction.

To find out the state which shows significant and insignificant difference between different states in economic values, post hoc test was applied. Results have been shown in table given below.

**Table 3.43**

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

Professions		t	Result
Teacher	Lawyer	1.90	Insignificant
Teacher	Engineer	3.67	Significant
Teacher	Doctor	2.43	Significant
Lawyer	Engineer	1.78	Insignificant
Lawyer	Doctor	0.53	Insignificant
Engineer	Doctor	1.24	Insignificant

**0.05 level of Significance**

From above table, it is concluded that 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 as shown in table above. Women are coming to open world for employment to cater the economic needs of the family. One of the prominent reasons appears to be socio-economic status of women professionals which determine their economic values. To maintain higher economic status they differ in economic values. It may be possible that difference between teachers and engineers in economic values exists due to their materialistic and advance approach. Medical profession is such which, with the passage of the time, become so scientific where emotions are relegated to the past. This finding is in consonance with the findings of the Magre (2011) and Madankar (2012). Magre (2011) studied that higher socio economic status found to be

higher in economic values and lower middle or middle socio economic status found to be lower in it. Madankar (2012) studied that there is significant difference in economic values of graduate and post-graduate teachers in relation to their academic achievement. He also found significant difference in economic values of male and female teachers.

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

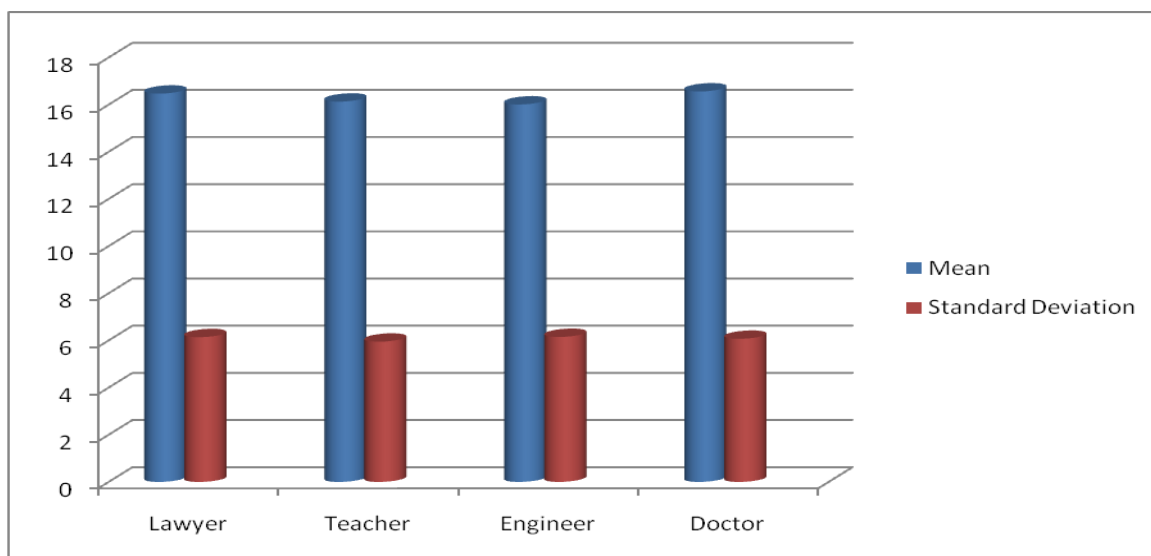
This section assessed the difference in knowledge values of women professionals of Northern India belonging to teaching, engineering, medical and legal professions, data was collected by using standardized questionnaire on personal values from women professionals of Northern India. After collection of data from 1500 women professionals, a scoring sheet was prepared for this variable. Data was analyzed to find out mean values and standard deviation for the present study as given in following table:

**Table 3.44**  
**Mean and Standard Deviation of Knowledge Values of**  
**Women Professionals of Northern India**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	17.32	5.96
Teacher	17.20	5.73
Engineer	16.87	6.21
Doctor	17.50	5.61

**Graph 3.17**

**Mean and Standard Deviation of Knowledge Values of  
Women Professionals of Northern India**



It is revealed from table 3.44 and graph no. 3.17 that value of mean for lawyers, teachers, engineers and doctors is 17.32, 17.20, 16.87 and 17.50 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 5.96, 5.73, 6.21 and 5.61 respectively. It is revealed from the results of the present study that all the professions have almost same mean scores in knowledge values. Accordingly, teachers have to update their knowledge to satisfy the queries of their students. Likewise, doctors must have knowledge towards new researches pertaining to new diseases and their cures. In the present era, new technical developments and environmental pollution are becoming consequent to different types of bacteria which may be harmful to individuals. The researches pertaining to these medical problems and their cures must be updated to add knowledge of doctors. Moreover, engineers must have knowledge of new techniques, problems and their remedies to maintain their professional status. In the changing scenario, it is need of the time to control the law violation or make amendments in law which is part of judiciary and lawyers have to update their knowledge at least related to their own profession.

The technique of ANOVA was used in order to find out insignificant difference in knowledge values of women professionals of Northern India. Results have been given in following table:



**Table 3.45**

**Variance in Knowledge Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	158.501	3	52.834	1.529	Insignificant
<b>Within Groups</b>	51693.515	1496	34.554		P>0.05
<b>Total</b>	51852.016	1499			

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. All the four categories of women professionals belong to higher education and all of them have to maintain their knowledge values to get higher status in their related profession. This finding is also in conformity with the findings of Madankar (2012), Pandey and Singh (2008) and Kathiravan (2013). Madankar (2012) and Kathiravan (2013) have studied insignificant difference in knowledge values of male and female teacher in respect to academic achievement and job satisfaction. Pandey and Singh (2008) also found insignificant difference in knowledge values of empowered women. They evinced impact of employment level and socio economic status in reproductive health of women.

**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. Data was analyzed to find out mean values and standard deviation for the present study as given in following table:

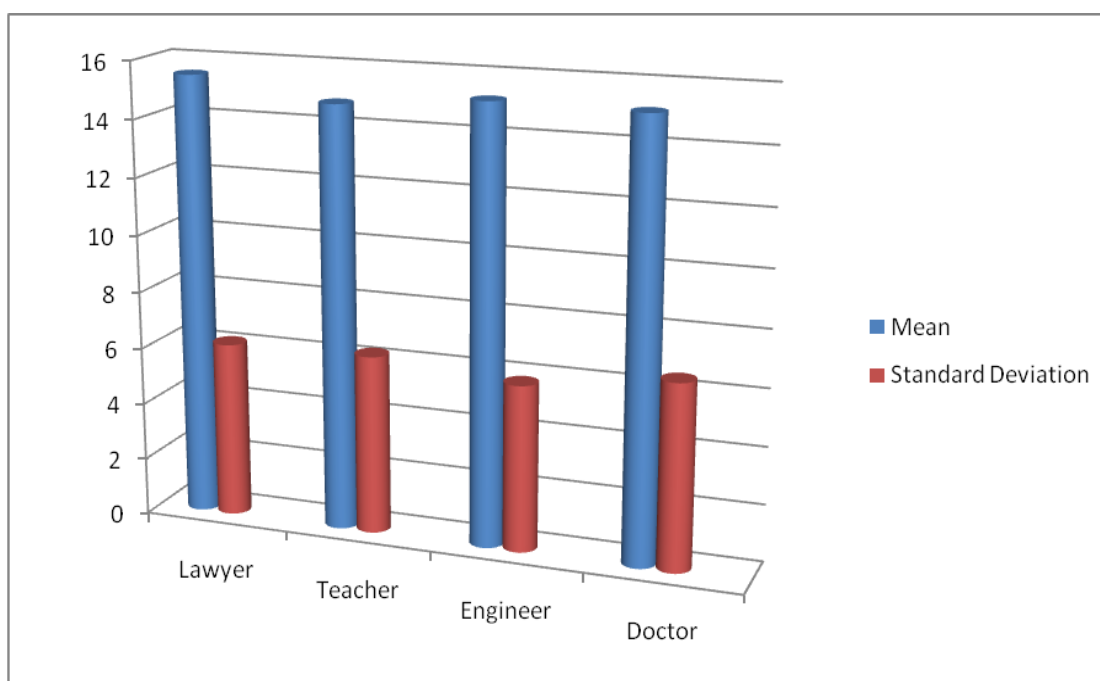
**Table 3.46**

**Mean and Standard Deviation of Hedonistic Values of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	15.48	6.16
Teacher	14.79	6.27
Engineer	15.19	5.83
Doctor	15.12	6.50

**Graph 3.18**

**Mean and Standard Deviation of Hedonistic Values of Women Professionals**



The results indicated from table 3.46 and graph no. 3.18 that value of mean for lawyers, teachers, engineers and doctors is 15.48, 14.79, 15.19 and 15.12 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 6.16, 6.27, 5.83 and 6.50 respectively. From the results of the present study, it revealed that hedonistic values of teacher have been seen marginally lower in comparison to other profession taken up in present study. Hedonistic values are likely to be inextricably linked with the performance and its results. After an analysis of the performance of these

professions, it has been observed that performance of the teachers is not an exclusive act of themselves. Their performance is deeply rooted in the performance of their students. Some times in spite of the best efforts of the teachers, students bring about the discouraging results. It badly affects the hedonistic taste of the teachers which may be the reason that they lack behind the other professions of the present study in this aspect.

In order to study that there is insignificant difference in hedonistic values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.47**

**Variance in Hedonistic Values of Women Professionals belonging to Teaching, Engineering, Medical and Law**

	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	180.338	3	60.113	1.569	Insignificant
<b>Within Groups</b>	57310.262	1496	38.309		P>0.05
<b>Total</b>	57490.6	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 180.338 and 57310.262 respectively and the mean squares between groups and within groups came to be 60.113 and 38.309 respectively. 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 present study hypothesis stated “Women professionals of Northern India belonging to teaching, engineering, medical and legal professions have significant difference in personal values” is partially rejected. Hedonistic values of women professionals occur insignificant difference among different professions. Women professionals taken under study have high socio economic status in comparison to other professions or unemployed women. They are closely related to society in their profession. Their high economic status makes them confident, independent and aware to stay positively in the society which may result in good hedonistic values. It may also be possible that heavy work load at home

and in office attracts them to seek the relieving and pleasurable moments in their life. They try to find out options like social get together, free time to watch movies, parties, club time and anything of their interest at individual or social level that makes them happy. To make their life lighten, they prefer to live according to their preferences which may result in pleasure. Gore (2012), Pandey and Singh (2008) contradicts the results of the present study. Gore (2012) highlighted that regarding hedonistic value elite class and higher middle class females are found to be highly hedonistic than middle class and lower middle class group. Pandey and Singh (2008) studied significant difference in hedonistic values of women in relation to women empowerment and health reproductive. They mentioned that women empowerment and health reproductive issues make positive impact on hedonistic values of women. The professional women have shown moderate level and insignificant difference in hedonistic values as mentioned by Kaur (2008).

### **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 results have been presented in table given below.

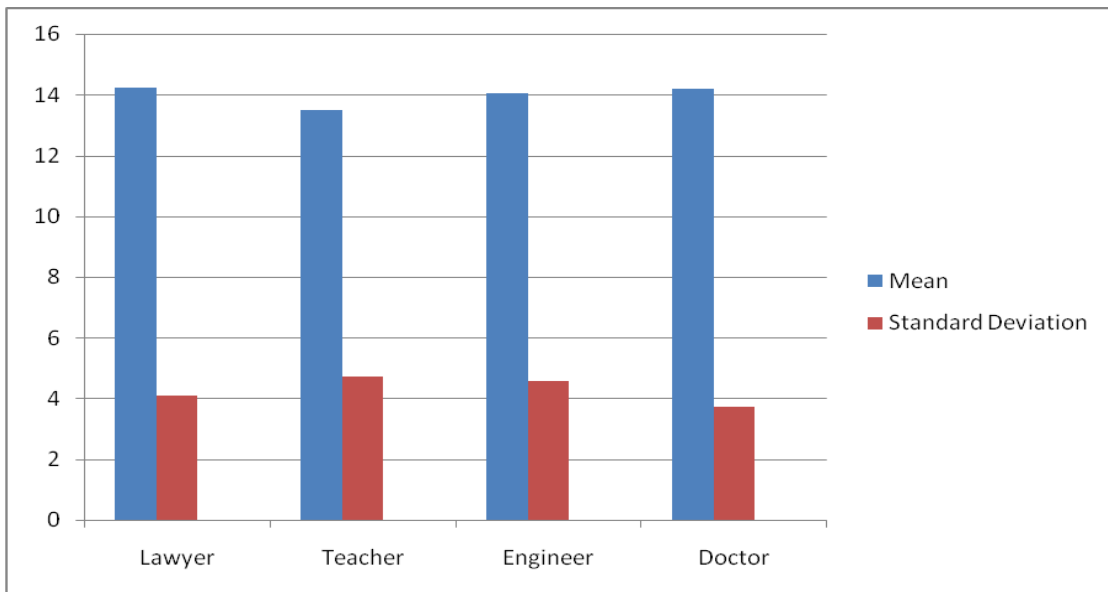
**Table 3.48**

#### **Mean and Standard Deviation of Power Values of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	14.22	4.10
Teacher	13.50	4.71
Engineer	14.06	4.58
Doctor	14.20	3.72

**Graph 3.19**

**Mean and Standard Deviation of Power Values of Women Professionals**



The present study results mentioned from table 3.48 and graph no. 3.19 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. All the four professions i.e. lawyers, teachers, engineers and doctors are also not directly related to power pattern. Since, the women professionals from teaching, engineering, medical and law do not include administrative sphere. So, they have negligible difference in power values.

In order to examine that there is insignificant difference in power values of women professionals of Northern India, the technique of ANOVA was used. Results have been given in following table:

**Table 3.49**

**Variance in Power Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	49.407	3	16.469	0.89	Insignificant
<b>Within Groups</b>	27667.443	1496	18.494		P>0.05
<b>Total</b>	27716.85	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 49.407 and 27667.443 respectively and the mean squares between groups and within groups 16.469 and 18.494 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 between power values of women professionals belonging to teaching, engineering, medical and law. Therefore, the present study hypothesis stated “Women professionals of Northern India belonging to teaching, engineering, medical and legal professions have significant difference in personal values” is partially rejected. Being a high earner, most of the women professionals are not ambitious for an authoritative edge and prefer to work and live comfortably in their life. They are having high status and matured state of mind that is why they are not much inclined towards authority and power positions. As discussed earlier that these four professions are also not directly related to power pattern and do not include administrative sphere. So, it has been observed that in the given professions power values do not vary.

**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 table 3.50 and 3.51 displays mean, standard deviation and ANOVA test 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. The graphical representations of results are also presented in graph no 3.20.

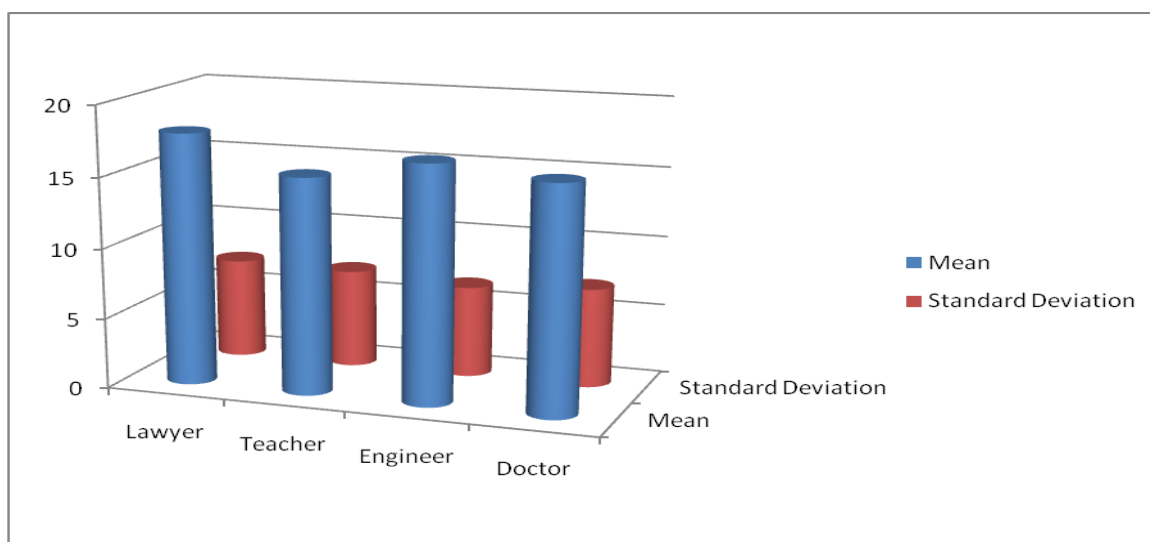
**Table 3.50**

**Mean and Standard Deviation of Family Prestige Values of Women Professionals**

Profession	Mean	Standard Deviation
Lawyer	17.91	7.17
Teacher	15.38	7.03
Engineer	16.85	6.53
Doctor	16.09	7.09

**Graph 3.20**

**Mean and Standard Deviation of Family Prestige Values of Women Professionals**



It is revealed from table 3.50 and graph no. 3.20 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. It indicates that there is trivial difference between family prestige values of women professionals of all the four professions. Women teachers are marginally lower in family prestige values than other professions. The lower family prestige values of women teachers may be due to their aesthetic and noble profession in

which they have to deal with students from different communities, castes, religions and colour. They cannot discriminate with their students on the basis of caste, color and creed. They are in better position to understand the caliber and talent of students irrespective of their communal background. They have to leave orthodox approach and adopt broad minded thinking and break the communal boundaries. Likewise, while dealing with patients, doctors can also not particularly stress on the communal basis of their patients. Their profession does not allow them to think in traditional way and they leave the family prestige values behind. The high family prestige values of lawyer may be due to the clientage they are dealing with. Sometimes the specific criminal history of a person adversely affects their family prestige values.

In order to test hypothesis that there is insignificant difference in family prestige values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.51**

**Variance in Family Prestige Values of Women Professionals belonging to Teaching, Engineering, Medical and Law**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	1950.558	3	650.186	13.627	Significant
<b>Within Groups</b>	71377.849	1496	47.712		P<0.05
<b>Total</b>	73328.407	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 1950.558 and 71377.849 respectively and the mean squares between groups and within groups was 650.186 and 47.712 respectively. The F value 13.627 has been found to be significant at 0.05 level of significance ( $p < 0.05$ ). The difference in family prestige values of women professionals may depends upon their family background, social and cultural advancement, educational level and awareness. They are being oriented by their family values, culture, habits and tastes. Moreover, their own educational level and awareness further add to the absorption of high values and quitting the drawbacks.



To find out the state which shows significant and insignificant difference between different professions in family prestige values, post hoc test was applied. Results have been shown in table given below.

**Table 3.52**

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

Professions		t	Result
Teacher	Lawyer	6.20	Significant
Teacher	Engineer	4.24	Significant
Teacher	Doctor	2.68	Significant
Lawyer	Engineer	2.09	Significant
Lawyer	Doctor	4.24	Significant
Engineer	Doctor	1.54	Insignificant

**0.05 level of significance**

It is concluded from above table that all the professions have significant difference with each other in family prestige values except engineers and doctors. 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 as shown in table above. Most of the women professionals have to bear double onus on their shoulders. They have to take responsibilities at home and at the same time working like their male counterparts outside. They have greater sense of responsibilities in household affairs in comparison to male members. Whatever profession is chosen by the women professionals, their family values remain different depending upon family culture. As the women grow in their professions, it has been seen that family prestige values also experience the difference. Magrea (2011) found significant difference in family prestige values in relation to socio-economic status. Madankar (2012) found insignificant difference in family prestige values of high school male and female teachers instead of different academic levels in relation to their job satisfaction.

### 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. To achieve this object, data collected was used as an input for computerized statistical analysis to find out mean values and standard deviation for the present study as given in following table:

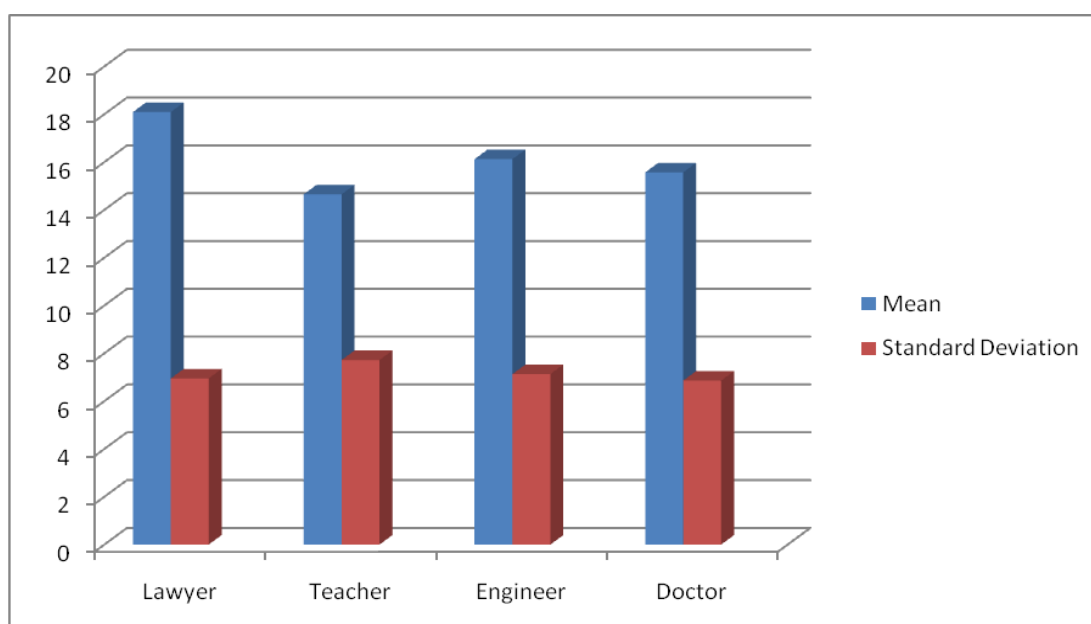
**Table 3.53**

**Mean and Standard Deviation of Health Values of Women Professionals**

Profession	Mean	Standard Deviation
Lawyer	14.65	7.72
Teacher	18.09	6.95
Engineer	16.12	7.13
Doctor	15.57	6.86

**Graph 3.21**

**Mean and Standard Deviation of Health Values of Women Professionals of Northern India**



It is revealed from table 3.53 and graph no. 3.21 that value of mean for lawyers, teachers, engineers and doctors is 14.65, 18.09, 16.12 and 15.57 respectively. The value of standard deviation for lawyers, teachers, engineers and doctors is 7.72, 6.95, 7.13 and 6.86 respectively. It is revealed from the results of the present study that health values of women teachers are comparatively high. It may be possible that flexible time schedule, facilitation of equipments and awareness to lead stress free life make them aware towards high health values. Doctors and engineers are coming next to the teachers so far as health values are concerned. In both these categories, it has been observed that even if both the professions are characterized by sufficient work load and busy life, but since both are intellectuals so they have almost same health values.

In order to find out that there is insignificant difference in health values of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.54**

**Variance in Health Values of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	2933.57	3	977.857	19.166	Significant
<b>Within Groups</b>	76328.43	1496	51.022		P<0.05
<b>Total</b>	79262	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 2933.57 and 76328.43 respectively and the mean squares between groups and within groups came to be 977.857 and 51.022 respectively. The F value 19.166 has been found to be highly significant at 0.05 level of significance (p<0.05). It shows the variance in health values may depend upon awareness and economic status of women professionals. The high economic status of women professionals may lead towards good health facilities, health equipments and fulfillment of monetary requirements of it. Adding to it, awareness of women professionals towards

good health may also be consequential for significant difference in their health values. Magrea (2011), Chabra and Mishra (2012) lend support to the results of the present study that significant difference existed in health values of respondents from different socio economic status. Madankar (2012) oppose to the results of the study that there is insignificant difference in health values of high school male and female teachers. He found insignificant difference in personal values and job satisfaction of male and female teachers either they are graduate or postgraduate.

To find out the state which shows significant and insignificant difference between different professions in health values, post hoc test was applied. Results have been shown in table given below.

**Table 3.55**

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

Professions		t	Result
Teacher	Lawyer	7.47	Significant
Teacher	Engineer	3.96	Significant
Teacher	Doctor	4.80	Significant
Lawyer	Engineer	3.69	Significant
Lawyer	Doctor	2.76	Significant
Engineer	Doctor	0.91	Insignificant

**0.05 level of significance**

It is explored that there is significant difference between all the professions in health values except engineers and doctors (t value 0.91 which is insignificant at 0.05 level) as stated in table above. It is concluded that there is significant difference in all the professions in health values except engineers and doctors (t value 0.91 which is insignificant at 0.05 level) as stated in table above. It may be explained in the terms of their environment, nature of job and busy schedule different professions which observed with difference in health values. There have been alarming challenges of environmental pollution and other such health hazards. The educated, intellectual and awaked people are

more receptive and enlightened towards these threats. So, they tend to become more active against such challenges in the society than that of ordinary masses. The professionals under study also enjoy good economic status so they have more accessibility towards health requirements. Kaur (2008) lend support to the results of the present study as she found significant difference in health values of high earning professional women.

### 3.2 Work Place Exploitation of Women Professionals of Northern India

To study 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. A scale on work place exploitation was administered to the respondents. 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. Thus, the distribution of sample according to these groups has been given in table below.

**Table 3.56**

#### **Levels of Work Place Exploitation of Women Professionals of Northern India**

<b>Levels</b>	<b>N</b>	<b>Percentage</b>
High Work Place Exploitation (HWPE)	386	25.73
Average Work Place Exploitation (AWPE)	726	48.40
Low Work Place Exploitation (LWPE)	388	25.87

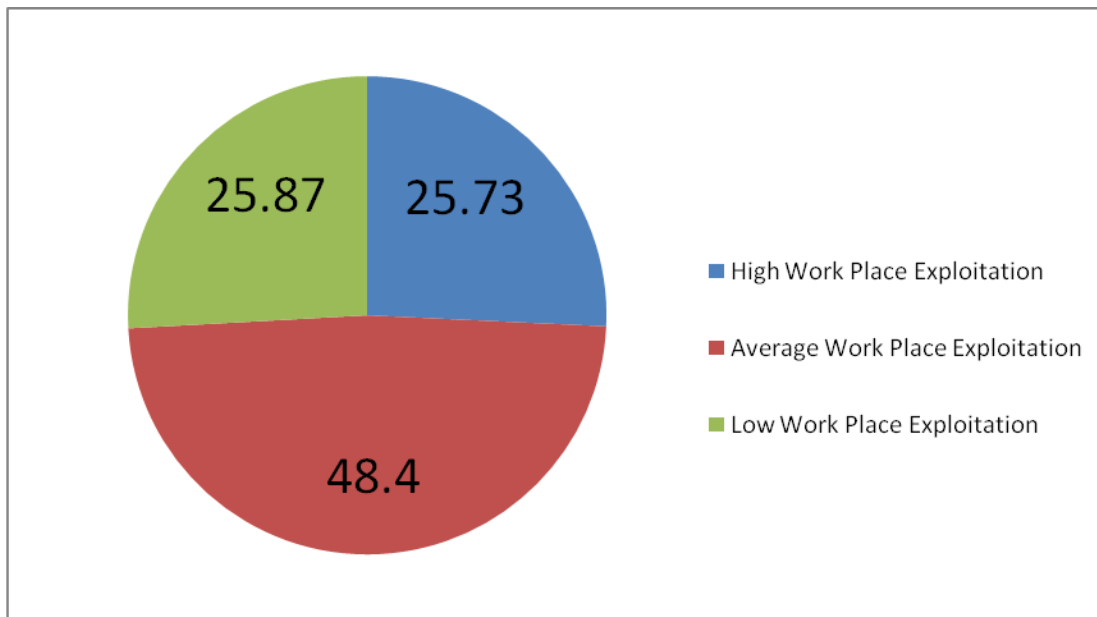
**N=1500**

**Mean= 268.70**

**SD= 18.60**

**Figure 3.2**

**Levels of Work Place Exploitation of Women Professionals of Northern India**



Above table 3.56 and figure no. 3.2 shows that 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% faced low work place exploitation in Northern India. It can be concluded from results of the present study that each and every woman has to face work place exploitation in direct or indirect form. Work place exploitation takes place because of poor government policies, irresponsibility of employer or organization, unavailability of strict rules and regulations, lack of awareness regarding laws. This finding is consistent with other researchers who found that exploitation of women in any form is taking place. Einarsen (2000) found that hostile work environment, insulting remarks, persistent criticism, even physical abuse and threats prevail is a reality for many employees in both public and private organizations. Matthiesen (2006) highlighted that the victims of the common group reported the highest level of exposure to bullying. Kompipote (2002) also revealed that 86% women workers experience or witnessed indirect exploitation and 14% direct exploitation. Collen (1997) explored that 69% of the women workers experienced at least one sexual harassment incident by men at higher levels, 62% by men at equal levels and harassment by lower

level men was reported by 42%. Savior (2012) expressed doubt on the ability of the police and the labor unions to take up their matters and get justice for employees because laws only protect the employees when they are victimized.

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

This section describes the data collected on the variable work place exploitation to achieve the objective ‘to know 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. Data was collected by using scale on work place exploitation. To achieve this objective, data was collected as input for computerized statistical analysis to find out mean values and standard deviation for the present study as given in following table:

**Table 3.57**

#### **Mean and Standard Deviation of Work Place Exploitation of Women Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	177.33	13.52
Himachal Pradesh	177.57	41.15
Haryana	171.87	12.74
Punjab	174.79	12.17
Chandigarh	172.72	13.87

**Graph 3.22**

**Mean and Standard Deviation of Work Place Exploitation of Women Professionals of Northern India**

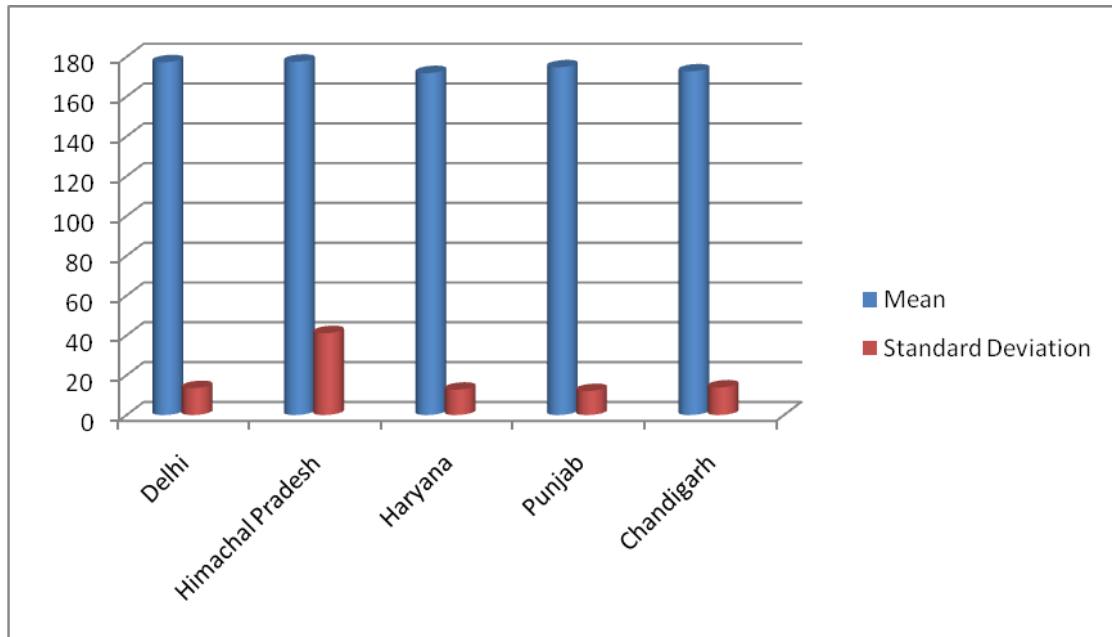


Table 3.57 and graph no. 3.22 described the mean and standard deviation of women professionals of Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh. The mean score of Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 177.33, 177.57, 171.87, 174.79 and 172.72 respectively. The value of 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 revealed that work place exploitation of women professionals in Himachal Pradesh and Delhi is comparatively higher than other states. It is seen that due to haphazard topography, tough working conditions in Himachal Pradesh are not comfortable for women professionals. There is less number of jobs in Himachal Pradesh for highly educated women professionals and they have to go outside states to prove their talent. The possibility seems to be that due to less number of good jobs for women professionals in Himachal Pradesh, they have to face work place exploitation. Oppose to it, there are considerable job opportunities in Delhi but it is one of the costlier and busy cities of India and to live in Delhi is comparatively tough from economic point of view than in other states. To maintain economic and social status, dual career becomes necessity in the family. Husbands and wives have to work and struggle to systemize their life standards. When there are numerous number of candidates available



for the employer, the exploitation becomes pertinent because the expectations of employer move higher. Salin (2012) found that bullying is also a widespread and visible problem among highly educated professionals as 8.8 % of the respondents classified themselves as bullied and reported high levels of work-related negative acts.

The technique of ANOVA was used to find out significant difference in work place exploitation of women professionals of Northern India. Results have been given in the following table:

**Table 3.58**

**Variance in Work Place Exploitation of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>f Value</b>	<b>Result</b>
<b>Between Groups</b>	8101.236	4	2025.309	4.262	Significant
<b>Within Groups</b>	710447.790	1495	475.216		P<0.05
<b>Total</b>	718549.026	1499			

The findings entered in table 3.58 show that the values of sum of squares between groups and within groups have been found to be 8101.236 and 710447.790 respectively and the mean squares between groups and within groups came to be 2025.309 and 475.216 respectively. 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. As far as results of the present study discussed, it can be interpreted that work place exploitation in specific area depends upon circumstances, economic needs of an individual, insufficient job opportunities of that area, awareness of legal rights, capability and strength of employee to oppose negative forces used to exploit him. Adding to it, working conditions, legal facilities, attitude of employer, governmental policies and programmes are also contributory factors towards it. Ministry of Labour, Invalids and Social Affairs (2013) significant difference in work place exploitation of male and female workers. They also discussed that there is significant difference between male and female workers in Vietnam as men can also be victims of harassment in the

workplace, but their number is far fewer than that of women. Gettman (2003) studied that in the United States approximately 50% working women have been harassed by their supervisors, 20% to 30% by coworkers and 89% women are being harassed by their clients.

It is found that there is significant difference in work place exploitation of women professionals belonging to three states and two union territories. In order to find out the state which shows significant and insignificant difference between two different states in work place exploitation, post hoc test was applied. Results pertaining to difference between 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 have been shown in table given below.

**Table 3.59**

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

States		t	Result
Delhi	Himachal Pradesh	0.13	Insignificant
Delhi	Haryana	3.07	Significant
Delhi	Punjab	1.43	Insignificant
Delhi	Chandigarh	2.59	Significant
Himachal Pradesh	Haryana	3.2	Significant
Himachal Pradesh	Punjab	1.56	Insignificant
Himachal Pradesh	Chandigarh	2.73	Significant
Haryana	Punjab	1.64	Insignificant
Haryana	Chandigarh	0.48	Insignificant
Punjab	Chandigarh	1.16	Insignificant

**0.05 level of significance**

On the basis of tabulated results, 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) as shown in table above. It is concluded from table 3.59 that both union territories have significant difference with each other. The state of Punjab has no significant difference with any state in work place exploitation. As discussed earlier, 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. It appears possible that both union territories have different socio-economic culture and educational conditions which creates difference between union territories and some of the states in work place exploitation. Economic, social and cultural traits may be the reasons of insignificant difference between different areas. Delhi has higher level of awareness among their inhabitants as compared to other states. It has better educational and employment opportunities, equally in government and private sector. It enjoys better facilities being directly governed and managed by central government. Factors and environment responsible for exploitation may be the reasons of significant difference of Delhi with Himachal Pradesh and Chandigarh.

The topography of Haryana and Punjab is almost same. They have almost same social, economic and socio-cultural similarities. The inhabitants of one state do not find much difficulty in migrating and settling in each other states. These may be the causes of insignificant difference between two states in work place exploitation. Parish et al (2006) stated that urbanization may be another factor of work place exploitation as urban areas are more vulnerable to work place exploitation. They expressed that in total, 12.5% of all women and 15.1% of urban women reported some form of harassment in the past year. Bowling et al (2006) showed that both environmental and individual difference factors potentially contributed to harassment and harassment was negatively related to the well-being of both individual employees and their employing organizations.

### **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. The results are given in following table

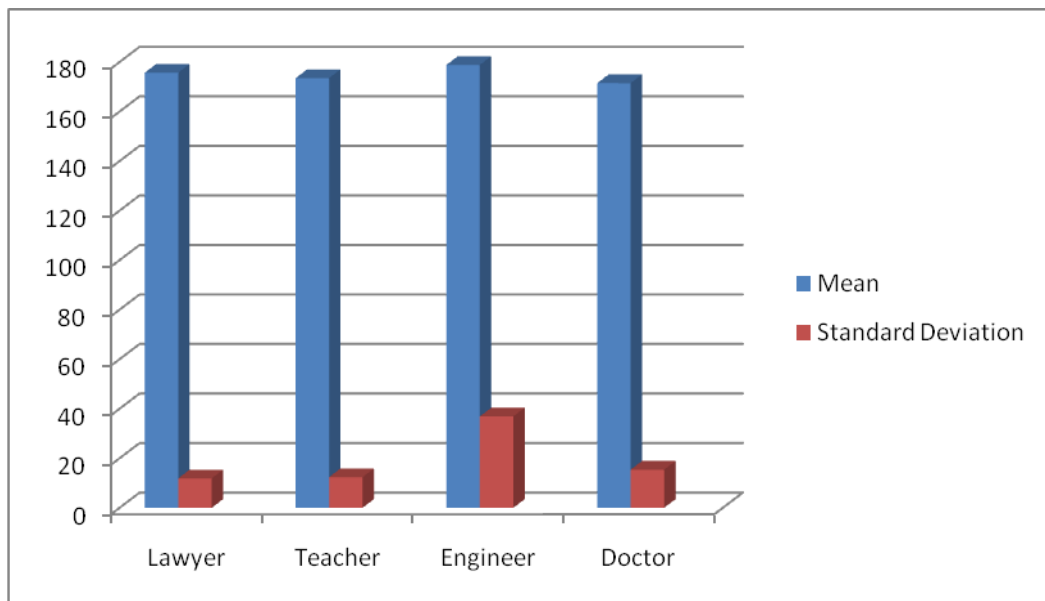
**Table 3.60**

**Mean and Standard Deviation of Work Place Exploitation of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Lawyer	175.67	11.88
Teacher	173.47	12.36
Engineer	178.82	36.9
Doctor	171.46	15.40

**Graph 3.23**

**Mean and Standard Deviation of Work Place Exploitation of Women Professionals**



It is revealed from table 3.60 and graph no. 3.23 that value of mean and standard deviation for women teachers is 173.47 and 12.36 whereas for women lawyers it is 175.67 and 11.88 respectively. Likewise, the value of mean and standard deviation for women engineers is turned out to be 178.82 and 36.9 and for women doctors it is 171.46 and 15.40 respectively. From the present study results, it indicates that exploitation of women engineers is maximum followed by lawyers, teachers and doctors. It is seen that

maximum number of women engineers and lawyers are working in private sector and exploitation level in private sector is comparatively higher than public sector due to lack of proper policies and programmes for employees as mentioned in Statistical Profile on Women Labor 2012-13 by ministry of labour and employment of India. In private sector, their achievements are performance based to step forward in their related fields. Employment opportunities having good salary structure are insufficient which results into economic, physical, sexual and psychological exploitation. It is also noticed that number of engineer students are hired during their studies on companies' own terms and conditions which later on turn to exploitation

To achieve the objective that there is no significant difference in work place exploitation of women professionals of different streams belonging to teaching, engineering, medical and law, the technique of ANOVA is used. Results have been given in following table:

**Table 3.61**  
**Work Place Exploitation of Women Professionals belonging to Teaching, Engineering, Medical and Law**

	Sum of Squares	df	Mean Squares	F-Value	Decision
<b>Between Groups</b>	11181.458	3	3727.153	7.882	Significant
<b>Within Groups</b>	707367.568	1496	472.839		P<0.05
<b>Total</b>	718549.026	1499			

The findings explored that the values of sum of squares between groups and within groups have been found to be 11181.458 and 707367.568 respectively and the mean squares between groups and within groups to be 3727.153 and 472.839 respectively. The F value 7.882 has been found to be highly significant at 0.05 level of significance ( $p < 0.05$ ). It indicates that hypothesis of the present study stated, "There is no significant difference in work place exploitation of women professionals of different streams belonging to teaching, engineering, medical and law", is partially rejected. It is concluded that there is significant difference in work place exploitation of women

professionals belonging to teaching, engineering, medical and law. It is not possible to mention any specific reason of work place exploitation in four professions taken under study. It may depend upon organizational factors, individual factors, strength of departmental unions and governmental policies and their implementation. Wood (2012) studied that U.S. corporate power, government policies and personnel are responsible for racial, economical, physical, psychological and sexual exploitation of Mexican female workers. Gonzalez (2012) discussed that worker vulnerabilities include the relatively low pay rate, low occupational and socio-economic status that are common to most individuals who perform temporary job.

It is found that there is significant difference in work place exploitation of women professionals belonging to teaching, engineering, medical and law. In order to find out the profession which shows significant and insignificant difference between two different professions on work place exploitation post hoc test was applied. Results pertaining to difference between work place exploitation of women professionals have been shown in table given below:

**Table 3.62**

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

Professions		t	Result
Teacher	Lawyer	1.38	Insignificant
Teacher	Engineer	3.37	Significant
Teacher	Doctor	1.27	Insignificant
Lawyer	Engineer	1.98	Insignificant
Lawyer	Doctor	2.65	Significant
Engineer	Doctor	4.63	Significant

**0.05 level of significance**

According to table 3.62, it is concluded that 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) as shown in table above. 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). Tredeau et al (2000) supported the findings of present study. Tredeau et al explored that respondents who were employed as managers and engineers reported approximately equal levels of harassment, while those in the professions such as the medical, computers and public administration reported significantly lower levels of harassment. Jaqueline (2012) stated that workplace bullying of teachers is mostly perpetrated by organizational channels, principals and colleagues who aimed at attacking the character as well as the work of teachers.

### **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. The respondents of the study were 1500 women professionals from Northern India. A scale on work life balance was administrated to the respondents. They were grouped according to the level of work life balance i.e. good work life balance (GWLB), average work life balance (AWLB) and poor work life balance (PWLb). 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. Total frequencies were calculated for each group. Thus, the distribution of sample according to these groups has been given in table below.

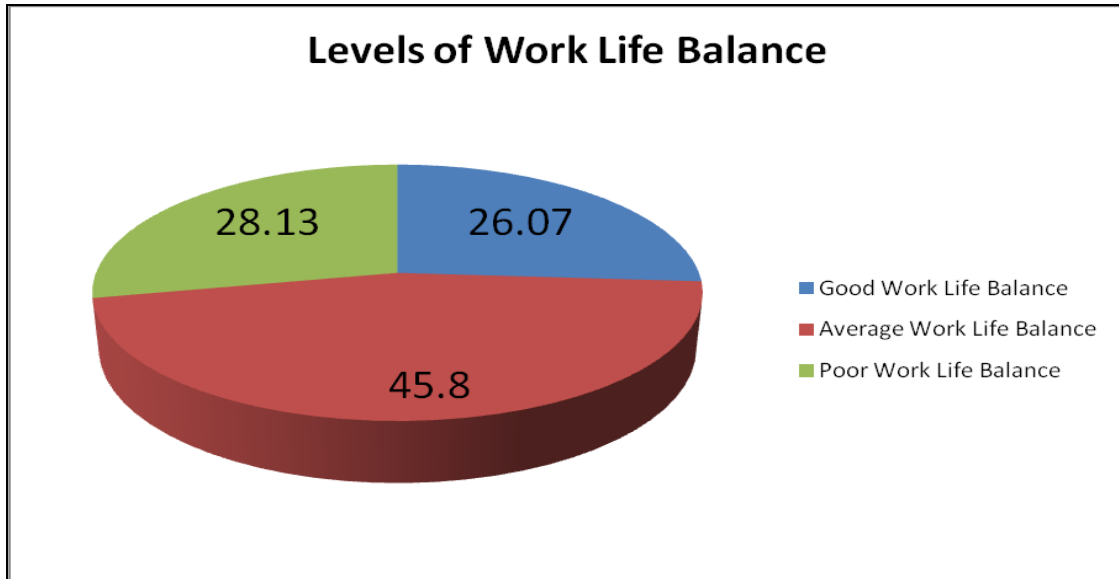
**Table 3.63**

#### **Levels of Work Life Balance of Women Professionals of Northern India**

<b>Levels</b>	<b>N</b>	<b>Percentage</b>
<b>Good Work Life Balance</b>	391	26.07
<b>Average Work Life Balance</b>	687	45.80
<b>Poor Work Life Balance</b>	422	28.13

**Figure 3.3**

**Levels of Work Life Balance of Women Professionals of Northern India**



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 from the table 3.63 and diagram no. 3.3 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. 26.07% face good work life balance. It may be because of typical mental tendency of Indian society which perceives that whether women are working or not, they have to perform household responsibilities properly. On the other hand, at work place it is also considered that women professionals have to take responsibilities equal to men because they are fetching equal salaries. So, it can be concluded that women have to carry out dual responsibilities at home and at workplace. Burke (2002) explored that work and family are equally important for women and both are the sources of their satisfaction as compare to men. Niharika et al (2011) found that both men and women perceive work life balance because flexible working hours, supportive work and family environment prove helpful in achieving work life balance. Mathew et al (2011) revealed that overload of work, family issues, quality of



health, problems in time management and lack of proper social support are the major factors influencing the work life balance of women entrepreneurs in India.

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

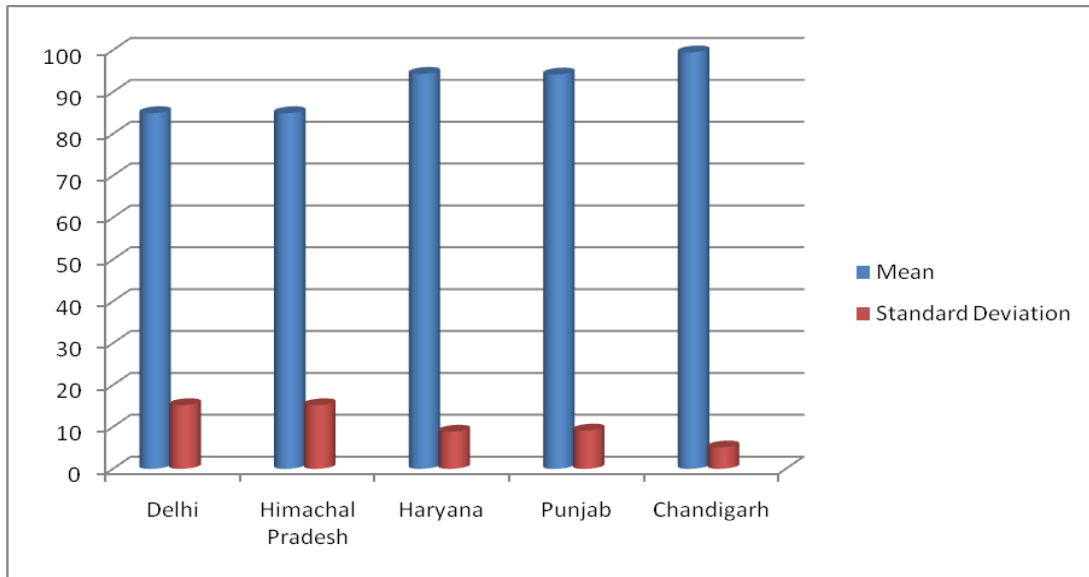
In this section, the objective of the study was to compare work life balance of women professionals of Northern India belonging to three states i.e. Punjab, Haryana, Himachal Pradesh and two union territories i.e. Delhi and Chandigarh was examined. Data was collected by using scale on work life balance. A scoring sheet was prepared for this variable. Data was analyzed to find out mean values and standard deviation for the present study as given in following table:

**Table 3.64**  
**Mean and Standard Deviation of Work Life Balance of Women Professionals of Northern India**

<b>State</b>	<b>Mean</b>	<b>Standard Deviation</b>
Delhi	84.95	15.2
Himachal Pradesh	84.95	15.2
Haryana	94.34	8.87
Punjab	94.19	9.14
Chandigarh	99.46	5.11

**Graph 3.24**

**Mean and Standard Deviation of Work Life Balance of Women Professionals of Northern India**



It depicted from table 3.65 and graph no. 3.24 that value of mean for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 84.95, 84.95, 94.34, 94.19 and 99.46 respectively. The value of standard deviation for Delhi, Himachal Pradesh, Haryana, Punjab and Chandigarh is 15.2, 15.2, 8.87, 9.14 and 5.11 respectively. 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. It can be stated that the personal and professional life in Chandigarh is comparatively peaceful. The area has some unique characteristics which makes it different from other states taken under study. It has planned urban life, huge government sector and services, serenity in spite of urban life, aesthetic values, awareness among the people, facilities to make develop life to its fullest. In Himachal Pradesh, professionals have to work with the challenges of tough terrain, natural hardships, overall development of area and individual family characteristics. All these factors appear difficult to make balance between work and life of women professionals in Himachal Pradesh. The life in Delhi is comparatively tough involving more competition, high cost of living and more demand to earn for the family. The fast urban life, thin line of difference between professional and personal life appears to result into poor work life balance among women professionals of Delhi.

In order to test that there is insignificant difference in work life balance of women professionals of Northern India, ANOVA was used. Results have been given in following table:

**Table 3.65**

**Variance in Work Life Balance of Women Professionals of Northern India**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Squares</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	49315.603	4	12328.901	94.285	Significant
<b>Within Groups</b>	195489.637	1495	130.762		P<0.05*
<b>Total</b>	244805.239	1499			

The results presented in table above explored that the values of sum of squares between groups and within groups 49315.603 and 195489.637 respectively and the mean squares between groups and within groups have been found to be 12328.901 and 130.762 respectively. The F value 94.285 has been found to be significant at 0.05 level of significance ( $p < 0.05$ ). It indicates that hypothesis of the present study, ‘There is no significant difference in work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law’, is partially rejected. 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. The difference in work life balance of women professionals of Northern India may depends upon economic conditions, family characteristics or attitude of family towards dual responsibilities of women professionals organizational policies toward work life balance and urban development of an area to make life comfortable and easy. Mathew et al (2011) lend support to present study that variations exist in work life balance of female entrepreneurs in south India. They revealed that the job of entrepreneurs demands more working hours in the office due to which they are unable to devote maximum time with their families. It results work life imbalance among female entrepreneurs in south India.

Results pertaining to difference between 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 have been shown in the table given below.

**Table 3.66****Work Life Balance of Women Professionals of Northern India belonging to three States and two Union Territories**

States		t	Result
Delhi	Himachal Pradesh	0	Insignificant
Delhi	Haryana	10.06	Significant
Delhi	Punjab	9.9	Significant
Delhi	Chandigarh	15.54	Significant
Himachal Pradesh	Haryana	10.06	Significant
Himachal Pradesh	Punjab	9.9	Significant
Himachal Pradesh	Chandigarh	15.54	Significant
Haryana	Punjab	0.16	Insignificant
Haryana	Chandigarh	5.48	Significant
Punjab	Chandigarh	5.64	Significant

**0.05 level of Significance**

From the results of the present study, it is concluded that 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) as shown in table above. It can be interpreted that the reason of insignificant difference between Haryana and Punjab may be their setting, being situated in the neighbourhood and making impact on each other. Haryana is a small state and having mixture of rural and urban centers. The culture of rural and urban centers in the state varies depending upon the development of the concerned centre. The work life balance of Haryana differs from Chandigarh, Himachal Pradesh and Delhi. Delhi is capital of one of such country which is considered as largest democracy of the world. It is highly urbanized centre which invites population from different states of

India. That's why it differs from other states of India in its demographic construction. Economically, the living cost and social status is also much higher than other states. That may be the reason of difference in work life balance of Delhi and other states. Topographically, Himachal Pradesh differs much from other states, that make impact on its demographic and economical patterns which may be the reason of significant difference of Himachal Pradesh with Punjab, Chandigarh and Haryana in work life balance. It was found by Mathew et al (2011) that lack of a sufficient social support network like support from family members, subordinates, employees and society is important concern of variations in work life balance of female entrepreneurs in south India.

### **3.3.2 Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

In this subsection difference in work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law was studied. Data was analyzed to find out mean values and standard deviation for the present study as given in following table:

**Table 3.67**

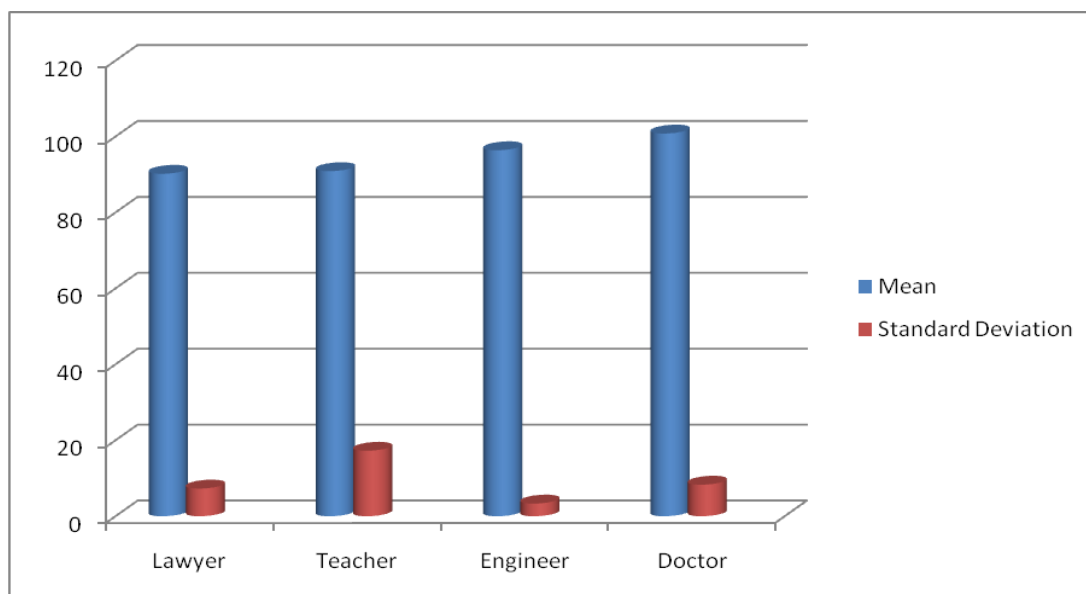
#### **Mean and Standard Deviation of Work Life Balance of Women Professionals**

<b>Profession</b>	<b>Mean</b>	<b>Standard Deviation</b>
Teacher	90.2	7.29
Lawyer	90.9	17.25
Engineer	96.4	3.34
Doctor	100.8	8.32

**Graph No-3.25**

**Mean and Standard Deviation of Work Life Balance of Women**

**Professionals of Northern India**



The value of mean and standard deviation for women teachers is 90.2 and 7.29 where as for women lawyers it is 90.9 and 17.25 respectively. The mean score of doctors is higher than other professions. Likewise, the value of mean and standard deviation for women engineers is turned out to be 96.4 and 3.34 where as for women doctors it is 100.8 and 8.32 respectively. There may be many reasons of low work life balance among women lawyers and teachers like poor family support, work environment, child care facilities, health facilities and lack of leisure time activities. It can be assured that teachers are not to work only in their respective institutions but are left with many other work-related assignments which they have to fulfill while at home. For instance, preparing exhaustive registers of attendance record, checking assignments, preparation of papers, writing books, journals and other research activities, preparation for the next lectures, notes and power point presentations and so on. All these engagements need a compromise with household activities and care for the family needs. If the employers or the employing institution designs certain policies, programmes and facilitates to their employees to maintain work life balance, it can be beneficial for both the employee and the employing institution. It will further develop job satisfaction and a sense of belongingness with the job assigned. The results of the present study are in agreement with the findings of Goud and Nagaraju (2013) as they revealed that teachers need to spend extra hours every day to

be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. They also indicated that majority of the faculty feeling stress due to dependents, role clarity, co-worker support, family culture, working hours, flexibility, head support and various institution related functional requirements. Dwarswaard et al (2009) studied on robustness of medical professional ethics when times are changing in context of their work life balance. The study explored that in the decade of 1960s the doctors were finding it difficult to maintain their work life balance since they had to run on each and every emergency call. They had to visit the ailing patients even in odd hours. They felt it burdensome to attend such patients after spending the whole hectic day on their job hours. They finally tried to pool their services in group practices instead of their traditional solo practices in present which results into better work life.

In order to find out that there is insignificant difference in work life balance of women professionals belonging to teaching, engineering, medical and law, the technique of ANOVA is used. Results have been given in following table:

**Table 3.68**

**Variance in Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F-Value</b>	<b>Result</b>
<b>Between Groups</b>	28044.059	3	9348.02	86.703	Significant
<b>Within Groups</b>	161292.757	1496	107.816		P<0.05
<b>Total</b>	189336.816	1499			

The findings explored from table 3.68 that the values of sum squares between groups and within groups have been found to be 28044.059 and 161292.757 respectively and the mean squares between groups and within groups 9348.02 and 107.816 respectively. The F value 86.703 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 belonging to teaching, engineering, medical and law. Hence, present study hypothesis stated “There is no significant difference in work life balance of women professionals of Northern India belonging to teaching, engineering,

medical and law”, is partially rejected. It can be said that work life balance varies from individual to individual and priorities differ according to individual life styles. It is associated with status like married, unmarried, child bearing and at the beginning of career. Women often found it more difficult to maintain balance due to the competing pressures at work and demands at home. Mathew et al (2011) lend support to the results of present study. They explored that there are significant differences in the work life balance issues faced by the various categories of women entrepreneurs. Kumari (2012) indicated that mean score of male is significantly high on work life balance as compared to female. Aggarwal (2015) mentioned that work life balance is like two sides of the coin, so both employer and employee are responsible for having balance between work and life based on individuality.

Results pertaining to variance in work life balance of women professionals have been shown with the help of post hoc test in the table given below:

**Table 3.69**

**Work Life Balance of Women Professionals belonging to Teaching, Engineering, Medical and Legal Professions**

Professions		t	Result
Teacher	Lawyer	1.04	Insignificant
Teacher	Engineer	8.20	Significant
Teacher	Doctor	14.05	Significant
Lawyer	Engineer	7.16	Significant
Lawyer	Doctor	13.01	Significant
Engineer	Doctor	5.85	Significant

**0.05 level of Significance**

On the basis of tabulated results, it is observed that all the professions have significant difference with each other in work life balance except teachers and lawyer (t value 1.04 which is insignificant at 0.05 level) as shown in table above. The reason of insignificant difference of teachers and lawyers may be their same working pattern. They can do homework which will excel their efficiency to official work and they can take care of their family during these hours. They do not need to work after fixed hours of duty



outside the house. Doctors have significant difference in work life balance with other professions. The reason may be the nature of their duty as they are to be available to the patients on odd hours during emergency. Work life balance of engineers depends upon type of job because they deal with machinery. It is also true that work life balance is unique from one to another because professional and personal goals and ideas differ from others. It was found by Mathew et al (2011) that lack of a sufficient social support network like support from family members, subordinates, employees and society is important concern of variations in work life balance of female entrepreneurs in south India. They further highlighted that there exists variations in the perception of work life balance among the various women entrepreneurs, depending on age group, education level, income and marital status. Deepak (2010) also found that IT employees were more likely to use work life balance programs e.g. flexible work schedules, work from home occasionally and leave for sick family. Yasbek (2004) explored that during selection of employees in IT sector, emphasis is placed on the attitudes that a person exhibits, more particularly, whether the employee is flexible enough to be available for work at any time.

#### **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. Data was collected from 1500 women professionals to achieve the objective. The relationship of personal values (as measured by personal values questionnaire) with work life balance (as measured by scale on work life balance) was measured by using Pearson's product-moment correlation coefficient. After administering scales pertaining to personal values and work life balance, the mean and coefficient of correlation were calculated and results have been presented in table given below.

**Table 3.70****Association of Personal Values with Work Life Balance of Women Professionals of Northern India**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Personal Values	1500	163.08	0.048	Insignificant
Religious Value	1500	17.34	0.157	Significant
Social Value	1500	16.59	0.063	Significant
Democratic Value	1500	16.29	0.057	Significant
Aesthetic Value	1500	17.34	0.166	Significant
Economic Value	1500	16.73	-0.009	Insignificant
Knowledge Value	1500	17.22	0.087	Significant
Hedonistic Value	1500	15.14	-0.039	Insignificant
Power Value	1500	13.99	-0.002	Insignificant
Family Prestige Value	1500	16.44	0.034	Insignificant
Health Value	1500	16	-0.020	Insignificant

**Mean of work life balance is 91.58**

**At 0.01 level of significance**

A Pearson product-moment correlation coefficient is computed to assess the relationship of the all the ten personal values with work life balance of women professionals of Northern India. The mean score of personal values and work life balance is 163.08 and 91.58 respectively as shown in the table no 3.70. The findings of the present study highlighted that there is no correlation of personal values with work life balance of women professionals of Northern India. The coefficient of correlation of personal values with work life balance has been found to be 0.048 being insignificant. There is insignificant correlation between personal values with work life balance of women professionals of Northern India. Hence, hypothesis of the present study stated that ‘There

is no significant association of personal values with work life balance of women professionals of Northern India,' stands accepted. It means increase or decrease in personal values may not result in increase or decrease in work life balance. It can be concluded from the results of the present study that there may be some other factors that make influence on personal values and are responsible for change in personal values except work life balance. The results of the ongoing study are different from the study of Diskienė et al (2010). Their study points out that individual value of the employees too affect their work life balance significantly. So, positive relationship exists between employees' individual and organizational values, organizational culture and work life satisfaction.

A close perusal of table no 3.70 revealed that work life balance is found to be positively and significantly related to social and democratic values with coefficient of correlation 0.63 and 0.57 respectively which is significant at 0.01 level of significance. The mean score of social values, democratic values with work life balance is 16.59, 16.29 and 91.58 respectively. The work life balance is positively and significantly related to aesthetic value, religious value and knowledge value with coefficient of correlation 0.16, 0.15 and 0.08 respectively which is significant at 0.01 level of significance. The mean score of aesthetic value, religious value and knowledge value with work life balance is 17.34, 17.34, 17.22 and 91.58 respectively. It can be concluded that aestheticism makes greater impact in life of women professionals as they try to work systematically, delicately, aesthetically and artistically in personal and professional life. It helps in taking them away from stress and enjoys some relaxed and lighter moments of their life. Religious values provides silver lining in the dark clouds and help to think positively, hopefully and spiritually during harder days of personal and professional life which may be reason of positive and significant association of religious values with work life balance. Likewise, knowledge values also help to maintain work life balance in the life of women professionals to solve their problems tactfully, intelligently, and wisely with greater knowledge and confidence at both the fronts of life. The results of the present study also revealed the positive and significant association of social value and democratic value with work life balance. A plausible reason of this finding may be good social and democratic values of women professionals of Northern India. Good social and democratic values may help them to be more adjustable, tolerable, helpful, social and with nature to respect individual at home, workplace and in social life. It can also be concluded that

women professionals with good work life balance may be more social and democratic which appears to significant and positive association of social value and democratic value with work life balance. The present findings of this study commensurate with the findings obtained by the several researchers. Starks et al (2003) found significant association of work life satisfaction and spirituality among women workers. They mentioned that those women reported higher level of work life balance who deeply believed in religiosity and spirituality and believed in the power of God. Sophie (2004) found significant correlation between social value and work life balance of single working women and married working women. She also explored that single working women are highly in touch with social activities and more capable to balance between work and family life.

In order to find out insignificant association of economic value, hedonistic value, power value and health value with work life balance of women professionals of Northern India, the Pearson product-moment correlation coefficient was computed. Findings in the table no 3.70 revealed that the coefficient of correlation of economic value, hedonistic value, power value and health value with work life balance has been found to be -0.009, -0.039, -0.002, 0.034 and -0.020 insignificant. It is concluded that there is no significant association of economic value, hedonistic value, power value and health value with work life balance of women professionals of Northern India. This finding may be explained in the terms that economic independence for women should be of prime importance but an outright race for money and materialism often lead towards work life imbalance. The insignificant association of economic values with work life balance may occur because this value belongs to over ambitious attitude while work life balance belongs to satisfaction and both are opposite factors disturbing each other quite often. In addition to it, hedonistic values refer to remain happy in present and avoid pain against all odds. They remain hedonistic by nature either work life balance exists or not. Jackson (1992) and Betty (2007) contradict to the results of the present study. Jackson (1992) found work life balance is highly associated with their social and economic status in American women. Study revealed that if they have high economic status they feel comfortable in their personal and professional life. Betty (2007) has shown significant association of individual and organizational values of married working women than single working women in relation to their work life balance. The findings of Richardson (2004), relates to the finding of present study to some extent in the case of health value. He studied that

working women experienced high role conflict and work family pressures which resulted in poor health outcomes and low life satisfaction in Norway.

### 3.4.1 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. After administering scales pertaining to personal values with work life balance, the mean and coefficient of correlation were calculated and results have been presented in table given below.

**Table 3.71**  
**Association of Personal Values with Work Life Balance of Women Professionals of Delhi**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	13.50	0.575**	Significant
Social Values	300	11.22	0.389**	Significant
Democratic Values	300	10.60	-0.013	Insignificant
Aesthetic Values	300	13.22	0.497**	Significant
Economic Values	300	11.51	-0.532**	Significant
Knowledge Values	300	11.97	0.372**	Significant
Hedonistic Values	300	11.71	-0.464**	Significant
Power Values	300	11.11	-0.084	Insignificant
Family Prestige Values	300	10.68	-0.293**	Significant
Health Values	300	11.43	-0.538**	Significant

**\*\*0.01 level of significance**

There exists positive and significant association of religious value, aesthetic value, social value and knowledge value with work life balance (coefficient of correlation .575, .497, .389 and .372 respectively which is significant at 0.01 level of significance) of women professionals of Delhi. The results of the present study revealed negative but significant association of family prestige value, hedonistic value, economic value, health value with work life balance (coefficient of correlation -.293, -.464, -.532 and -.538 respectively which is significant at 0.01 level of significance) of women professionals of Delhi. It can be interpreted that change in family prestige value, hedonistic value, economic value and health value will result in work life balance but the direction of change will be opposite. It means increase in family prestige value, hedonistic value, economic value and health value will result in decrease in work life balance and vice versa. Findings show insignificant association of democratic value and power value with work life balance (coefficient of correlation -.013 and -.084 respectively which is significant at 0.01 level of significance) of women professionals of Delhi.

There may be different responsible factors towards significant or insignificant association of personal values with work life balance of women professionals of Delhi. It can be concluded that increase or decrease in religious value, aesthetic value, social value and knowledge value will result accordingly in work life balance in the same direction. It can be interpreted that in busy life of women professionals of Delhi state religiosity, social behavior, aestheticism and upgraded knowledge may contribute into work life balance positively. These values help them to maintain equilibrium of life in their hectic schedules of work at job and at home. Personal values like family prestige value, hedonistic value, economic value, health value moves in opposite direction to work life balance of women professionals of Delhi. Family prestige value in the state like Delhi does not matter due to ideological and technological advancement of the area and it does not affect work life balance of women professionals of Delhi. There are so many facilities and enjoyments in the state to maintain hedonistic value with disturbing personal and professional life balance. To sustain hedonistic value, whenever women professionals try to devote some time towards such activities, they have to compromise with the time at job and at home which may result into significant but negative relationship with work life balance. Though, generally it is believed that health value make a positive impact on the work life balance of professionals but the case of Delhi has been seen observed differently. The reason may be that though there are a number of medical facilities and

health related awareness, gymnasium culture, yoga activities but due to shortage of time, busy schedules, expensive medical facilities are not closely related to work life balance of women professionals of Delhi. It may be interpreted that high economic value may result into hankering after money which may be the reason of negative relationship of economic value with work life balance. Delhi being a national and political capital of the country has significant importance than other states. The power positions even at higher level do not have much weightage in Delhi. Women professionals under study are not directly related to administrative jobs involving power value. It may be the reason of insignificant association of democratic value and power value with work life balance as studied in present study. This findings of present study that health values are associated with work life balance correlates with the findings of survey conducted by the Ph.D. Chamber of Commerce and Industry (March 2015) on working women in Delhi. The survey discovered that poor health values of working women adversely affect their family and career growth. But the present finding disagrees with the findings obtained by Tewathia (2014) as he found no association of health concerns with work life balance of women workers in cyber industry. She conducted a survey on sample size of 150 IT employees of Delhi and respondents of this study have expressed their inability to balance professional and personal life due to reduced efficiency and illness which leads toward death in some cases. WLB policies need to be implemented as much as possible in all IT industries. She further expressed that long working hours, restlessness, sitting in front of computer screen and work stress are some factors that make adverse affect on the health of women workers.

#### **3.4.2 Association of Personal Values with Work Life Balance of Women Professionals of Haryana**

To find out association of personal values with work life balance of, data was collected from 1500 women professionals of Haryana. A Pearson product-moment correlation coefficient was computed to assess the relationship of the all the ten personal values with work life balance of women professionals of Haryana. The coefficient of correlation was calculated and results have been presented in table given below.

**Table 3.72****Association of Personal Values with Work Life Balance of Women Professionals of Haryana**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	21	0.203**	Significant
Social Values	300	25.3	0.079	Insignificant
Democratic Values	300	23.09	0.020	Insignificant
Aesthetic Values	300	21	0.019	Insignificant
Economic Values	300	26.13	0.179**	Significant
Knowledge Values	300	23.81	0.013	Insignificant
Hedonistic Values	300	22.15	0.044	Insignificant
Power Values	300	18.00	-0.201**	Significant
Family Prestige Values	300	23.37	-0.171**	Significant
Health Values	300	23.63	0.171**	Significant

The results of table 3.72 stated that significant correlation of different personal values with work life balance of women professionals of Haryana. Table 3.72 revealed that 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. The obtained r value indicated negative but significant association of family prestige value and power value with work life balance (coefficient of correlation -0.171 and -0.201 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 (coefficient of correlation 0.079, 0.044, 0.020, 0.019 and 0.013 respectively which is insignificant at the level of 0.01) of women professionals of Haryana.



The state of Haryana in itself has also been evident of religious war of Kurukshetra where the preachings of Shri Krishna were delivered and the birth of 'The Bhagwadgeeta' took place which makes religious impact on the inhabitants. It can be said that during stressful moments, religious values make positive impact on women professionals of Haryana to maintain work life balance. The state of Haryana is a mixture of traditional culture and advancement. The impact of traditional values among women makes them religious. On one side, traditional culture of Haryana makes women professionals religious and on the other side advancement in the state develops economic values of women professionals which resulted in greater satisfaction of economic independence which may be the reason of significant association of religious and economic values with work life balance of women professionals of the state. The present study investigated that in the state of Haryana family prestige values are high. Women are kept under protection as they are not allowed to move so freely in the outside world. The impact of family prestige values are seen on women professionals occasionally. The traditional values imbibed at home and during childhood leave a last longing impression on the behavior of these women. But when they have to perform as professionals in their different careers, the same impression makes them difficult to adjust in the jobs and at home. It may be the reason of negative significant association of family prestige values with work life balance of women professionals of Haryana. The findings of the present study are in agreement with the results of Rani and Kritika (2013). They studied on the quality of work life balance of female employees in the universities of Haryana and explored that the leadership style is also a significant variable affecting quality of work life balance of female employees. They also revealed that all amenities like gym or health care centers and medical facilities, provision of accommodation and transport facilities are playing a significant role in attraction of quality of work life balance. Sugandha (2014) examined work life balance male and female employees in the region of Haryana, Chandigarh and Delhi in particular and resulted that there is insignificant association of work life balance of employees with individual and social values. The present study results also found insignificant association of the work life balance and social and personal values.

### 3.4.3 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). After administering scales, pertaining to personal values with work life balance, the mean and coefficient of correlation were calculated and results have been presented in table given below.

**Table 3.73**

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

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	15.0	0.042	Insignificant
Social Values	300	11.0	0.041	Insignificant
Democratic Values	300	12.4	0.034	Insignificant
Aesthetic Values	300	14.0	0.036	Insignificant
Economic Values	300	9.9	-0.038	Insignificant
Knowledge Values	300	13.5	-0.157**	Significant
Hedonistic Values	300	10.0	-0.054	Insignificant
Power Values	300	11.1	0.134*	Significant
Family Prestige Values	300	10.1	0.006	Insignificant
Health Values	300	9.0	-0.054	Insignificant

**\*\*significant at the level of 0.01**

**\*significant at the level of 0.05**

From table 3.73, 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). 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 state with coefficient of correlation 0.042, 0.041, 0.036, 0.034, 0.006, -0.054, -0.054 and -0.038 which is insignificant at the level of 0.01.

Power value makes positive influence on the work life balance of women professionals of Himachal Pradesh. It may be possible that due to desirability of ruling and leading others, women professionals get inner happiness. The haphazard topography of the state works as an obstacle to have such high profile jobs, related to power connotations. So, whenever they get opportunity to work in administrative job, they feel happy, comfortable, respected and satisfy both at work and at home. Knowledge at higher level influences the life style of a person to move in progressive direction in different ways. It makes him knowledgeable, confident and aware about the happening around him. In the state of Himachal Pradesh, where high profile jobs are not easily available for women professionals, they have to make compromises with their professional and personal life to achieve good jobs. It may be the reason of negative but significant association of knowledge value with work life balance of women professionals of Himachal Pradesh.

#### **3.4.4 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 and results have been presented in table given below.

**Table 3.74****Association of Personal Values with Work Life Balance of Women Professionals of Punjab**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	14.43	-0.205**	Significant
Social Values	300	10.58	-0.120*	Significant
Democratic Values	300	12.18	-0.215**	Significant
Aesthetic Values	300	14.40	-0.213**	Significant
Economic Values	300	10.51	0.259**	Significant
Knowledge Values	300	13.10	-0.099	Insignificant
Hedonistic Values	300	9.58	0.046	Insignificant
Power Values	300	10.79	-0.308**	Significant
Family Prestige Values	300	13.91	0.121*	Significant
Health Values	300	13.11	0.047	Insignificant

**\*significant at the level of 0.05**

Table 3.73 shows that the coefficient of correlation of economic value with work life balance is 0.259. The correlation of economic value with work life balance is found positive and significant at the 0.01 level of significance. Present study results revealed that the significant relationship of social value and family prestige value with work life balance. The correlation of family prestige value with work life balance is found positively significant but on the other side association of social value with work life balance is found negatively significant at the 0.05 level of significance. There exists negative and significant association of religious value, aesthetic value, democratic value and power value with work life balance when coefficient of correlation is -0.0205, -0.213, -0.215 and -0.308 respectively at the 0.01 level of significance. It is also resulted from above table 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.

The people of Punjab are of welcoming nature because of geographical and social factors. The state of the Punjab has been known for its high family prestige values. The incidents of honor killing, female infanticide and foeticide have been noticed from time to time. When women professionals of Punjab enter into careers these high prestige values play significant role in maintaining balance between Personal value and work life because they are under continuous influence of this value. Economic value of women professionals of Punjab is positively significant with work life balance because economic independence reveals happiness, confidence, motivation to work and respect of society. Singh (2015) and Dhanda (2012) contradict to the results of present study. They found that family prestige values of the Punjab state are weakening and culture of inter caste marriages and runaway marriages is increasing in the state. They also discovered that greater awareness of gender rights and assertion by young women education even in villages, protest against son preference and female foeticide is taking place. More recently, Kumari (2012) conducted a study in Malwa region of Punjab state to identify why females are better at coping with stress at professional and personal life than men while maintaining their values. But the present findings disagree with the findings obtained by Aggarwal (2015). She investigated the work life balance of women employees of public sector in the district of Patiala and found that the pressures of the work or personal life can lead to stress and such situation affects person's health both physiologically and psychologically which affects on work life balance of women employees. The state of Punjab is known for good health values as it is land of green and white revolution.

#### **3.4.5 Association of Personal Values with Work Life Balance of Women Professionals of Chandigarh**

In this sub section, present study aimed to find out association of personal values with work life balance of women professionals of Chandigarh (Northern India). For accomplishing this and testing hypotheses that there is no association of personal values with work life balance of women professionals of Punjab (Northern India), Pearson's product-moment correlation coefficient was measured and results have been presented in table given below.

**Table 3.75**

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

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	22.21	0.023	Insignificant
Social Values	300	24.96	-0.011	Insignificant
Democratic Values	300	23.15	0.03	Insignificant
Aesthetic Values	300	23.14	.121*	Significant
Economic Values	300	25.64	-0.029	Insignificant
Knowledge Values	300	23.68	0.003	Insignificant
Hedonistic Values	300	22.12	-0.004	Insignificant
Power Values	300	18.90	-0.124*	Significant
Family Prestige Values	300	24.20	-0.089	Insignificant
Health Values	300	22.97	0.011	Insignificant

**\*significant at the level of 0.05**

From the results of present study, it is explored that there is significant and positive relationship of aesthetic value with work life balance ( $r= 0.121$  at the 0.05 level of significance) of women professionals of Chandigarh. It is also concluded that there exists significant and negative relationship of power value with work life balance ( $r= -0.124$  at the 0.05 level of significance) of women professionals of Chandigarh. 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. As discussed already, Chandigarh is an exemplary piece of architecture having numerous places of aesthetic tastes which contributes to remove stressful moments of the inhabitants. Kaur (2013) discovered strong correlation of work life balance with personality dimensions related to values and life. Sunganda (2014) found that work life balance is insignificantly

associated to individual values of male and female employees irrespective of age, sector, location, type of company in the areas of Haryana, Chandigarh and Delhi.

### 3.4.6 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 was applied. Results are presented in the table given below.

**Table 3.76**

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

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	17.91	0.355**	Significant
Social Values	300	16.90	0.324**	Significant
Democratic Values	300	16.56	0.411**	Significant
Aesthetic Values	300	17.57	0.346**	Significant
Economic Values	300	16.16	0.348**	Significant
Knowledge Values	300	17.50	0.377**	Significant
Hedonistic Values	300	15.12	0.375**	Significant
Power Values	300	14.20	0.321**	Significant
Family Prestige Values	300	15.38	0.378**	Significant
Health Values	300	14.65	0.330**	Significant

**\*significant at the level of 0.01**

A close perusal of table 3.77 studied that all the ten personal values have significant and positive relationship with work life balance of women teachers at the 0.01 level of significance. Teaching is a noble profession and shoulders the responsibility of cultivating personal values among students. Women teachers have double responsibility of value conservation at home, at workplace, and in society at large. The strength of their high values enables them to maintain balance between work and family life. Baig and Shah (2013) studied that the level of personal values among teachers not only leave influence on their personal life but also on the life of those people who are related to them

socially or professionally in direct or indirect way. Women teachers have significant association of economic values with work life balance. Nitasha (2013) studied in modern era women are becoming economically independent, even they have to manage household and workplace related economic activities which left positive impact on their economic values.

### 3.4.7 Association of Personal Values with Work Life Balance of Women Lawyers

One of the objective of the present study was to find out association of personal values with work life balance of women lawyers. Data was collected from 1500 women professionals to achieve the objective. 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. After administering scales pertaining to personal values and work life balance, the mean and coefficient of correlation were calculated and results have been presented in table given below.

**Table 3.77**

#### **Association of Personal Values with Work Life Balance of Women Lawyers**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	17.17	0.275**	Significant
Social Values	300	16.66	0.187**	Significant
Democratic Values	300	16.45	0.245**	Significant
Aesthetic Values	300	17.52	0.317**	Significant
Economic Values	300	16.65	0.174**	Significant
Knowledge Values	300	17.17	0.315**	Significant
Hedonistic Values	300	15.17	0.240**	Significant
Power Values	300	14.04	0.141**	Significant
Family Prestige Values	300	17.91	0.397**	Significant
Health Values	300	18.09	0.377**	Significant

**\*\*significant at the level of 0.01**



It is studied from the results of the present study that all the ten personal values have significant and positive relationship with work life balance of women lawyers at the 0.01 level of significance. It means all the ten values make significant impact on work life balance of women lawyers of Northern India and vice versa. Lawyers have to deal with criminal incidents, negativity, unethical culture and criminal brains. Such incidents and negative environment may result into inner irritation, mental torture and frustration among women lawyers and they can either loose their values and may fail to balance between personal or work life. In such conditions, strong personal values or good work life balance may make positive impact on each other that help them to face problems of the life. This finding of present study is similar to the study of Green (1997), Brown et al (2008) and Corbin et al (2008). They studied that work life balance activities help lawyers to maintain their family values in their life and an all out dichotomy of professional and family life is not always advisable and desirable as it affects social values and results into work life imbalance. Green (1997) mentioned that if one has degraded moral values it also adversely affects the work life balance. Drew et al (2015) highlighted the need to increase the awareness of work life balance issues as a starting point towards wider systemic change in cultural attitudes, values and expectations. Tranter and Corbin (2010) mentioned that lawyers need clear distinction between professional and personal life but they have to owe loyalty to clients. They stated that strong and meaningful values help them to main issues between work life and family life.

#### **3.4.8 Association of Personal Values with Work Life Balance of Women Engineers**

In this sub section, present study explored that association of personal values with work life balance of women engineers.

**Table 3.78****Association of Personal Values with Work Life Balance of Women Engineers**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	17.02	0.039	Insignificant
Social Values	300	16.50	0.117*	Significant
Democratic Values	300	16.01	0.122*	Significant
Aesthetic Values	300	17.32	0.154**	Significant
Economic Values	300	17.19	0.176**	Significant
Knowledge Values	300	17.32	0.092	Insignificant
Hedonistic Values	300	14.79	0.110*	Significant
Power Values	300	13.50	0.071	Insignificant
Family Prestige Values	300	16.39	0.171**	Significant
Health Values	300	15.69	0.163**	Significant

**\*\*significant at the level of 0.01**

**\*significant at the level of 0.05**

Table 3.78 shows that the coefficient of correlation of economic value, family prestige value, health value and aesthetic value with work life balance is 0.176, 0.171, 0.163 and 0.154 respectively. 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 0.122, 0.117 and 0.110 respectively. 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. 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. It can be interpreted that economic satisfaction, good health, time to spend on creative works result into good work life balance as these values are instrumental in maintaining a positive state of mind. Likewise, democratic and

hedonist attitude, and good social relations also leave positive impact on work life balance. On the other side, busy schedule and mechanical life takes the employees away from spiritual and religious aspects of life.

### 3.4.9 Association of Personal Values with Work Life Balance of Women Doctors

In this section 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 and results have been presented in table given below.

**Table 3.79**

#### **Association of Personal Values with Work Life Balance of Women Doctors**

<b>Correlation of Work Life Balance with</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Religious Values	300	17.24	0.414**	Significant
Social Values	300	16.31	0.352**	Significant
Democratic Values	300	16.13	0.382**	Significant
Aesthetic Values	300	16.95	0.411**	Significant
Economic Values	300	16.94	0.262**	Significant
Knowledge Values	300	16.87	0.364**	Significant
Hedonistic Values	300	15.48	0.257**	Significant
Power Values	300	14.22	0.335**	Significant
Family Prestige Values	300	16.09	0.306**	Significant
Health Values	300	15.57	0.240**	Significant

**\*significant at the level of 0.01**

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. It can be interpreted from the results of the present study that moral responsibility of doctors towards society makes them aware to strengthen their

values. They try to adjust their life peaceful, responsible, religious and comfortable with the help of their moral values.

### **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. After collection of data from 1500 women professionals, a scoring sheet was prepared for this variable. Data was analyzed and the technique of coefficient of correlation is applied. The results are shown in table given below.

**Table 3.80**

#### **Association of Work Place Exploitation with work life balance Women Professionals**

<b>Correlation between</b>	<b>N</b>	<b>Mean</b>	<b>r</b>	<b>Result</b>
Work Place Exploitation	1500	174.86	0.60	Significant
Work Life Balance	1500	91.58		

In order find out association of work place exploitation with work life balance of women professionals, the technique of coefficient of correlation is used. 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 found between work place exploitation with work life balance of women professionals is 0.60 that is significant at 0.05 level. It shows significant association of work place exploitation with work life balance of women professionals. So, hypothesis of the present study stated ‘There is no significant association of work exploitation with work life balance of women professionals of Northern India’, is partially rejected. Sureshkrishna et al (2012) found sexual and ethnic harassment was negatively related to job satisfaction and organizational commitment. They also explored that a negative environment of harassment adversely affected the image of the workplace in the society and the talented workforce preferred to quit job and settled elsewhere. Matthiesen (2006) revealed significant interconnections between bullying and mental well-being in relation to job dissatisfaction. Savior (2012) found that exploitative experiences encountered in workplaces can put employees in a

very big psychological problem which affected their performance in Finnish industries. Bowling (2006) mentioned that environmental and individual difference contributed to harassment which was negatively related to the well-being of both employees and their organizations. Savior (2012) discussed that work stress caused by labor exploitation and negative experiences encountered in work places could affect many things in part time employee's life including relationship and family life. Matthiesen (2006) revealed that victims of bullying reported a low level of self-esteem, high level of aggressiveness and psychiatric distress and posttraumatic stress (PTSD) symptoms. Conte (2000) explained that threatening, unfriendly and unpleasant environment at work place has the capability of affecting an individual's work performance. Elmer et al (2005) revealed significant variations between employment status and life satisfaction in relation to level of education. Quine (2001) revealed that nurses who had been bullied, reported significantly lower levels of job satisfaction and significantly higher levels of anxiety, depression and propensity in their personal life.

### **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 belonging to three States and two Union Territories. To fulfill this purpose, data was analyzed and the technique of coefficient of correlation is applied. The results are shown in table given below.

**Table 3.81**

**Association of Work Place Exploitation with work life balance of Women  
Professionals belonging to three States and two Union Territories**

State	N	Mean		r	Result
		WPE	WLB		
Delhi	300	273.09	84.95	0.159**	Significant
Haryana	300	265.79	94.34	-0.005	Insignificant
Himachal Pradesh	300	265.71	84.95	0.190**	Significant
Punjab	300	267.43	94.19	0.051	Insignificant
Chandigarh	300	271.64	99.46	0.242**	Significant

**\*\*significant at the level of 0.01**

From table 3.81, 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). It can be concluded that there is significant relationship of work place exploitation with work life balance of women professionals of Delhi, Himachal Pradesh and Chandigarh. It may happen due to various factors responsible for it. In the fast running life of Delhi and Chandigarh, factor like work place exploitation gives birth to aggression and frustration which make adverse effect on their family life with work life balance. As discussed earlier, that in the state of Himachal Pradesh working conditions is not conducive for women employees. They have to make extra efforts to maintain their work life balance while facing work place exploitation. The rough and tough culture of Haryana and Punjab may be the reason of insignificant association of work place exploitation with work life balance of women professionals.

### 3.5.2 Association of Work Place Exploitation with work life balance of Women Professionals belonging to Teachers, Lawyers, Engineers and Doctors

The study aimed to find out association of work place exploitation with work life balance of women professionals belonging to teaching, medical, engineering and law. The technique of coefficient of correlation was applied. Results are presented in the table given below.

**Table 3.82**

**Association of Work Place Exploitation with work life balance of Women Professionals belonging to teaching, medical, engineering and law**

Professions	N	Mean		r	Result
		WPE	WLB		
Teacher	375	266.4507	90.20	0.060	Insignificant
Lawyer	375	272.7333	90.98	0.107*	Significant
Engineer	375	271.9333	90.41	0.084	Insignificant
Doctor	375	263.6693	100.85	-0.28	Insignificant

**\*significant at the level of 0.05**

The study aimed to find out the association of work place exploitation with work life balance of women professionals belonging to teaching, medical, engineering and law. Association of work place exploitation with work life balance of women teachers, lawyers and doctors found to be insignificant. It can be resulted that work life balance and work place exploitation of women teachers, engineers and doctors is not associated with each other. On the other side, the coefficient of correlation between work place exploitation with work life balance of women lawyers was 0.107. The correlation of work place exploitation with work life balance of women lawyers is found positive and significant at the 0.05 level of significance. It can be interpreted that hypothesis of the present study ‘There is no significant association of work exploitation with work life balance of women professionals of Northern India’, is partially accepted. So, it can be stated that there is significant association of work place exploitation with work life balance of women lawyers of Northern India. The reason behind this finding may be nature of lawyers’ job culture. The nature of the job of lawyers is such that they

are in constant touch with the criminal and negative element of the society and they start seeing the things with little suspicion consequently, it disturbs their work and life balance because being humans they cannot keep job and family cultures in totally different compartments. The work culture of teachers and doctors give them impression that they are doing better for the society in more positive terms. Teachers are orienting the generations and doctors are applying soothing effects on the wounds of the mankind. So, under such noble professions, it makes positive influence on their nature which makes them capable to maintain work life balance even during adverse moments in their jobs. This finding is corroborating with the finding of Heath and David (1988). They discovered the fact that an increasing exploitation of women's labor compels her either to withdraw from the job or choose divorce. Mukhtar (2012) contradicts the results of the present study and explored that faculty of IOWA State University experienced balance between work life and family life if they were mentally and physically satisfied with their work culture. Fouad et al (2012) investigated that work place culture plays a strong role for the students of engineering stream to decide whether they would take admission in that institution or not.

### **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 vs 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 depends 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.

## 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.

## **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, 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 (GWLB), average work life balance (AWLB) and poor work life balance (PWLb). 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.

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