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WOMEN RESOURCE MANAGEMENT: DEVELOPMENT OF WOMEN WORKFORCE

BY

Dr. Seema Bhakuni

Faculty of Management Doon Group of Institutions, Rishikesh, India.



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Abstract

This study explains how HRM practises and policies affect women's possibilities for different roles in company and analyse how these effects are manifested in practise. Close-ended questions about supply chain management using a 5-point Likert scale, secondary data from digital libraries from ProQuest, Google Scholar, regression analysis, chi-square test are used to present the data in a concise manner. With the assistance of employers who are empathetic and regulations, especially for women could also advance in their professions. They can work better with the implementation of HR [policies made exclusively for them. This study will help the organisations and the managers to understand the role of women, they can play by getting better facilities that would acknowledge the career hurdles they face unwillingly.

Keywords: Human resource management, Training Needs, Work life balance, Chi-square test, empathetic employer.

INTRODUCTION

Background

Many nations have, over the course of the past few decades, been forced to adjust their ways of doing business in order to accommodate the challenges that have been brought about by globalisation; the advancement of information technology, and an increasingly competitive corporate climate. Because of these changes and the international financial and social crises, which have altered the demographic structure of the labour force, it has become much more difficult to incorporate human capital, and particularly women, into social and economic progress. This is a problem that has arisen as a direct result of the changes. Human capital, which includes the contributions of both men and women, is a primary factor in determining the success and longevity of an organisation. It was stated in the book "Work Force 2000: Work and Workers for the Twenty-First Century" that in order for firms to remain competitive, they must modify their HRM strategies to accommodate a more multicultural staff. The subject of diversity management was covered in depth in that book. Policies and methods for managing human resources that are based on diversity management make it feasible to attract, motivate, develop, and retain employees from a variety of backgrounds, particularly women (Mohamed, 2016).

By analysing the practises, businesses use to choose candidates for open positions, they can determine whether or

not women are more likely to be hired for particular positions. If this is the case, companies should analyse the underlying problems and devise strategies to promote diversity in the candidate pool for open positions (Bae, 2017). In addition, businesses have the ability to build recruitment teams comprised of individuals from a variety of social groups. This provides the business with the ability to gain a better understanding of how candidates would respond to working in a diverse environment. In a structured interview, people who are applying for open positions are able to demonstrate their skills and expertise by responding to the same set of questions, which can be useful for developing diversity. When it comes to the management of human resources; training and development of human resources are extremely important because they enable formerly excluded socioeconomic groups, most notably women, to take part in a variety of training and development programmes (Gunasekaran, 2016). This is particularly important for women. As part of one of the projects, training in leadership skills is provided. This training is a crucial beginning step in the career advancement of workers who have the potential to become leaders, and it is also a step towards the formation of diverse top management. In addition, if women in an organisation have access to a programme that is intended to assist them in developing their leadership skills and capabilities, they have a greater chance of being promoted to leadership roles within that organisation (Victor, 2017).



It is important that all employees, regardless of their demographics, have equitable access to chances for professional growth at their place of employment. In addition, managers are able to set up one-on-one meetings with staff members to establish bespoke professional development plans (Nomura, 2016). Any company would be wise to treat their employees in a manner that is just and equitable if they want to be successful. In an ideal world, companies would treat employees from all socioeconomic backgrounds the same way when it comes to promotion chances. When looking at organisations from the point of view of diversity management, one question that may be asked is, whether or not a disproportionate number of women or members of other social groups are departing the organisation. Engaging in an in-depth conversation with departing employees can help firms find out what went wrong and how to avoid making the same mistakes in the future (Ganesan, 2017).

AIM

The main aim of the study is to conduct the Women Human Resource Management and analyse the critical factors influencing better management of the women resources in organisation.

LITERATURE REVIEW

Many women claim that they do not wish to be the subject of discrimination or quotas, but they do require flexible ways to manage their professional responsibilities and their family responsibilities simultaneously. This is becoming more and more true for those who place a high importance on spending time with their families. The limitations that are imposed on us as a result of our social and cultural norms have already been mentioned by other people (Ganesan, 2017). On the other hand, there are a lot of people who are pushing for a more in-depth investigation into the idea of "company culture" to find out how hospitable it is to female employees. They also fight for a revision of internal corporate rules, practises, and structures, in addition to fighting for shareholder responsibility, so that they can avoid making hiring and promotion decisions that are arbitrary and discriminatory. In addition, a number of people believe that the struggle for gender equality is significantly impacted by differences in worldviews that exist between different generations. Young men and women, as a whole, have ambitious objectives, a solid work ethic, and a burning desire to achieve their goals (Suifan, 2019).

As part of a global movement to enhance the economic standing of women and the well-being of their families, women's entrepreneurship has gained a lot of attention and financing in recent years. This movement is taking place all over the world. This is especially the case in many developing nations due to the small number of official firms and the highly developed informal sector (Kato, 2017).

An increase in activity might be interpreted as a sign that the world is on the verge of undergoing transformation, and that during the next few years, there will be a rise in the number of women holding high-ranking positions. Others contend that there is still a significant amount of work to be done before

the glass ceiling may be cracked. It is essential for businesses of all types to develop strategies for capitalising on the expanding pool of female talent as well as the rising demand from customers (Qureshi, 2019).

The progression of women in their careers will serve as this essay's theoretical underpinning. A study of the research on women's professional advancement reveals that several environmental effects, both on a macro and micro level, have an effect on women's professional paths. These environmental impacts can be categorised as either macro or micro. Because it has been asserted that women and men develop in different ways, research has been done to investigate the requirements that women in the workforce have for professional advancement. In contrast to men, who are more likely to seek occupations that are either linear or permanent, women have a tendency to view themselves as juggling with multiple careers and relationship responsibilities at the same time. Given that women are subjected to a greater number of disruptions to their careers than men are. It stands to reason that the trajectory of their growth in the workplace will be distinct from that of men. One of the key causes of conflict is the traditional role of women as primary caregivers for young children and the elderly. The degree to which women's growth is affected by both variability and circumstance varies greatly (Kalaitzi 2017).

Individual decisions, such as not getting married and having children, as well as structural factors, such as the information age, changes in jobs, expectations for work-life balance, workplace injustices, and so on, all play a role in the formation of the new identity. The need for women to find a better work-life balance is one of the most significant obstacles standing in the way of women's success. Women are sometimes, paid less and have fewer access to leadership roles for doing the same work as men, despite the fact that they are equally qualified.

Throughout the course of human history, traditions, attitudes, and assumptions have duplicated male-dominating professional development patterns that are incompatible with women. As a result, this has had an influence on the progression of women both inside and outside of the professional sphere. In addition, societal views in the field of research, on the development of women have overlooked the career routes pursued by women. According to these theorizations, there is a logical progression from one stage of development to the next, with each stage requiring a unique combination of life circumstances to be reached. This progression occurs in a linear fashion. It might be detrimental to a woman's ability to progress professionally if she does not have adequate past work experience. In organisational cultures that are dominated by patriarchal thoughts, there is often a propensity for men to amass more authority and resources than women. This presents a challenge for the progress of women. As a result, it is of the utmost importance to take into consideration the environment in which women accomplish success in their professional lives. In this study, we investigate the factors that contribute to the success of women in climbing the corporate ladder.

RESEARCH METHODS

An approach to research known as descriptive research was utilised in this investigation in order to provide a comprehensive and coherent explanation of the phenomenon that was being investigated. When investigating a topic that is comprised of a number of different aspects, this method of research proves to be the most effective. When gathering primary data for an investigation, the descriptive technique can be quite helpful. The primary source of data for the various methodologies utilised in this inquiry was a questionnaire with predetermined answers that was distributed to those working in the supply chain. The researcher chooses closed-ended questions about supply chain management using a 5-point Likert scale and then gathers secondary data from digital libraries such as ProQuest, Google Scholar, and others to get a solid understanding of the pertinent literature. The major purpose of this quantitative study, which included 137 participants, was to conduct an analysis of the survey data. Participants for the study were chosen through convenience sampling.

FINDINGS

This section focuses in providing the analysis of the information sourced from the women respondents through primary data source, the analysis involves in providing the frequency analysis, regression analysis, and Chi-square test.

Table 1: Work-life balance is important (According to women respondents)

Work-life balance	Frequency	Percent
Strongly Disagree	8	5.84
Disagree	12	8.76
Neutral	22	16.06
Agree	50	36.50
Strongly Agree	45	32.85
Total	137	100.00

From table 1, it is identified that 32.85% stated that the work-life balance is important, 36.50% mentioned as agreed, 16.06% mentioned as neutral, and remaining were disagreeing to it.

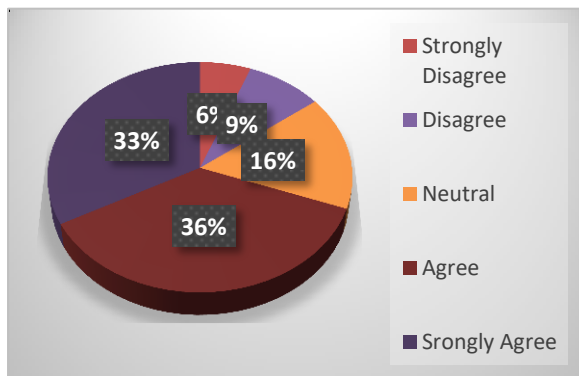


Fig 1: Work-life balance is important

Table 2: Support from supervisors

Support from supervisors	Frequency	Percent
Strongly Disagree	15	10.95
Disagree	12	8.76
Neutral	11	8.03
Agree	47	34.31
Strongly Agree	52	37.96
Total	137	100.00

From table 2, it is identified that 37.96% stated that the support from their supervisors is required to advance in their career, 34.31% mentioned as agreed, 8.03% mentioned as neutral, and remaining were disagreeing to it.

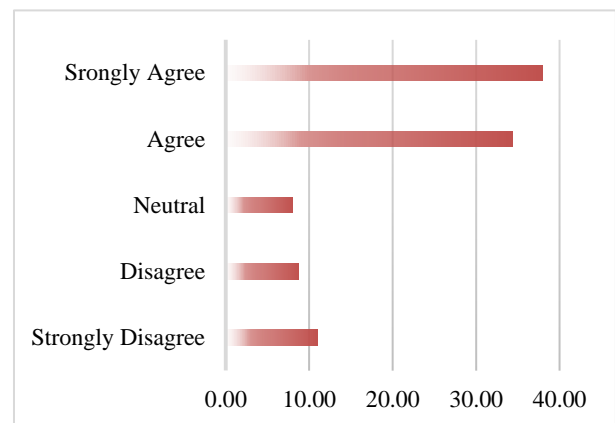


Fig 2: Support from supervisors

Regression analysis

The next step is to measure the nature of association between independent variables: Focus on equal opportunities; Networking for advancement and Supportive organisational policies and dependent variable: Women resource management.

Table 3: Regression analysis.

Model	B	SE	Beta	t	Sig.
(Constant)	0.229	0.213		0.652	0.429
Focus on equal opportunities	0.429	0.206	0.419	3.629	0.00
Networking for advancement	0.302	0.186	0.323	3.109	0.00
Supportive organisational policies	0.209	0.166	0.264	2.629	0.03

From regression analysis, it is identified that the all variables possess significant relationship towards women resource management. Based on the regression table, the equation is framed as

$$Y = 0.429 \times \text{Focus on equal opportunities} + 0.302 \times \text{Networking for advancement} + 0.209 \times \text{Supportive organisational policies}.$$

Chi-square test

The last step is to test the hypothesis of the study using chi-square analysis 1st assumption: There is no significant difference between Focus on equal opportunities and impact of women resource management in organisations.

Table 4: Chi-square test between equal opportunities and women resource management

Focus on equal opportunities	Value	P Value
Test value	169.33	0.00
LR Ratio	153.29	0.00

Based on analysis it is identified that test value is 169.33 the relevance value is 0.00 hence stated that there is a significant difference between Focus on equal opportunities and impact of women resource management in organisation. 2nd assumption: There is no significant difference between Focus on equal opportunities and impact of women resource management in organisations.

Table 5: Chi-square test between Networking for advancement and women resource management

Networking for advancement	Value	P Value
Test value	153.72	0.00
LR Ratio	136.59	0.00

Based on analysis it is identified that test value is 153.72 the relevance value is 0.00 hence stated that there is a significant difference between Networking for advancement and women resource management. 3rd assumption: There is no significant difference between Focus on equal opportunities and impact of women resource management in organisation.

Table 5: Chi-square test between Supportive organisational policies and women resource management

Supportive organisational policies	Value	P Value
Test value	132.09	0.00
LR Ratio	116.23	0.00

Based on analysis it is identified that test value is 132.09 the relevance value is 0.00 hence stated that there is a significant difference between Supportive organisational policies and women resource management.

DISCUSSION

An important factor that contributes to women's development is the presence of a support system within an organisation. It is necessary for this system to have a method for measuring progress that examines how successfully women are climbing the corporate ladder in order for the organisation to determine how successful it is. Pay, possibilities for growth, participation in decision-making, respect, and credibility would all be tracked by this system. The study's focus would be on women's desires in terms of their professional lives as well as any potential discriminatory problems. In addition to this, it would evaluate their performance as well as how far they have progressed. A robust organisational support

network was shown to increase job satisfaction for female managers who worked in any organisation.

With the assistance of employers who are empathetic and access to various networks, women also have the ability to advance their professions. According to studies on the subject of professional development, having an empathetic and rational employer is critical for women who want to advance in their careers as it may be helpful for them to have conducive work environment and favourable regulations. This is especially true for women, who are more likely than men to state that social and biological processes are preventing them from being successful. Many successful female leaders credit their employers as mentors with much of their accomplishments. Women who have conducive work environments where their genuine problems are understood and taken care of with feasible alternatives, benefit professionally because they have improved self-esteem and experienced lower levels of stress. Studies and many real-life examples demonstrate how vital it is for females to have employers who took care of their problems in the work set-up and served as role models for them in overcoming social isolation, discrimination, and stereotypical expectations which they can carry forward for other female employees of any organisation. The rules should not be optional or made after a request is made by a particular female employee rather they should be a part of the organisational objective and indispensable in all circumstances.

CONCLUSION

In conclusion, it is essential to emphasise the need of conducting additional study. Studies have not done a good job of describing how implementing WRM policies and practises based on diversity management influences an organization's business strategy. This is despite the fact that these policies and practises are based on diversity management. In light of the fact that this is the situation, WRM ought to use a methodical strategy while formulating, putting into effect, and analysing the aforementioned policies and procedures. When it comes to Women Resource Management (WRM) and the professional growth and advancement of women in organizations, the researcher has, until this point, primarily concentrated her attention on working women. In subsequent research, the unique challenges that women of different demographic groups and women with disabilities confront ought to be investigated. This indicates that current HRM practises need to be revised in order to accommodate the various requirements placed on women by various groups. There are many women who have to adjust to circumstances and take up jobs below their qualification because of their career breaks due to various biological and social commitments. This is not felt in most of the organisations but a separate policy of managing the women resource is highly recommended for those women who want to work full time but cannot do that due to various obligations.

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