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A Study on Problem Faced by Women Employees in IT Sectors of Chennai City

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Abstract. In this research paper describe about the problems and issues by female employees in IT industry in Chennai city. The study aims to examine that the problems of female employees in IT industry in Chennai city faced various factors like time management, better work life balance, less opportunities, unco-operative team, conflict, higher pay, stress, health issues, personal pressure, less opportunities, inequalities with men, less motivation, lack of family support, career advancement, negative feedback, misunderstand with co-workers. In this paper sample has drawn 90 female employees for this study. The primary data and secondary Data are used for the research study, the primary data is collected with the research questionnaire and secondary data is collected from articles, books. Random sampling techniques are used and data analysis tool used for percentage analysis and chi-square test.

Keywords: Women employees, IT sectors, Problems

INTRODUCTION

In the olden days, females are used only to household work like clean the home, cook food, wash cloths, to take care of her children's, etc. females were only they are considered as housewife and they are not permitted to go out from home or also they are not allowed to go work [1-3]. Now a days females have performed and execute every part of life and made a worthy portion in every tract specifically in IT industry. The issues and problems of female employees has become the trending title in the modern plot. In the modern times the sexuality has not disparity between both men and women have the balanced facts. Females are olden times they not accept to fall out but since females are participated in IT industry and expose that equal knowledge and viable, men are can't do it by them self without any help of female employees [4-6]. Also, moreover female employees today act carry own business and running business successfully and achieving targets and also boost more knowledge. Since a day female associates are working different place also doing night shift work and working abroad also. But as an female employees covering certain issue in workroom and also have personal problems there in her life. Female employees achieve target per day and managing work life balance peacefully. female employees have more struggles in her professional life and personal life, even after marriage, females are continuing her job, for the quality of their family. Female associates are facing more struggles in work place such as conflict, stress, time management, health issues, personal pressure, less opportunities, lack of family support, low motivation, negative feedback etc., females got more health issues in her work place, that are led to low productivity of the company target [7-9].

REVIEW OF LITERATURE

Vasumathi A (2018) the researcher says that, female employees are have more mental pressure and depression in the work place also personal life, also face a lot of problems to travelling time and irritating from others. Some of the female employee families are not encourage her and demotivate from her family side, it's a main reason to get stress. Overall female employees are to take in support from family side to a peaceful life. Vijayamani (2013) the researcher said that, main elements involving the female employees such as, more struggle in work place also personal life, lack of appreciation in work room, sexual harassment, to take care of her family members and children's, not spending time with family members and children's, spoiling quality of better life, and get negative feedback from society members. Sophia J. Ali (4) the researcher examines that, most of the female employees are disappointed with career growth and women were hindered in career growth level. women employees were dissatisfied with career growth programmer and women were discriminated against in career growth opportunities. The study suggest that the firm should secure that career growth programmer were set to enhance to grow women employees. Dr. Velmurugan R and Dr. Chockalingam SM (2019) in this study focus on female duties are multiple effects then men employees. Also, this study aims to examine that females are involve arise more conflicts in work place, the researcher done the research in Bangalore place. The result of the study is concluded that to reduce conflict then maintain team work in work place, and support good superior and subordinate. Also support from the family members, good time control system to reduce

conflict. The finally this paper conclude that heavy work is mainly arise conflict in the workroom. Dr. Kamani B Dashora, in this paper “Problem faced by working women in India published in international journal of advanced research in management and social science (2013) states that sexual leaning is a main reason to get low salary of female employees. Female employees are low adequate knowledge and less active compared to men employees in work place. Women are get low salary to men employees salary.

Objectives

- To analysis the big reason quoted for leave the job by female employees.
- To identify the main effect and challenge face by women in workroom.
- To analyse the health-related negative outcomes for women in the workplace in IT industry.

METHODOLOGY

In this research paper female employees are selected as responder for sample. There are almost 100 female employees were selected. All the female employees are attain for the collected of questionnaire but at last 90 data were return back. In IT industry Chennai city females employees are randomly selected as a sample collection of data. In this research paper selected as female employees are working in various IT industry like Tcs, Cognitive, Meps in Chennai as the sample of the study. The sampling is the process of using a subset of a female population to represent the whole female employees. We used for the study both primary and secondary data. Th primary data questionnaire is a research tool that consist of question used to collect primary data from the female respondents. Secondary data for the research study is used for study past data, and used more website, library and books. The main accessory to analyse research data are used for analysing percentage analysis and chi-square analysis.

RESULTS AND DISCUSSION

In this research paper accessory to use to analyse the data are statistical methods and formulas are used. In this study paper used for data analysed for percentage analysis and chi square analysis. See below to table1, and table 2 percentage analysis and table 3 were chi-square analysis used.

TABLE 1. Major reason quitting job by married and unmarried women employees

S. NO	Higher pay	Better work life balance	Stress	Personal pressure	Career opportunities
MARRIED	66.667%	38.889%	65.556%	57.778%	33.333%
UNMARRIED	33.333%	61.111%	34.444%	42.222%	66.667%

In this above board shows that major reason quitting job by married women employees are says that 66.667% of married women says that higher pay, 38.889% are says better work life balance, 65.556% are says that stress, 57.778% are says that personal pressure, 33.333%of the employees are says that personal pressure. And major reason quitting job by unmarried women employees are says that 33.333% of unmarried women employees says that higher pay, 61.111% are says better work life balance, 34.444% are says that stress, 42.222% are says that personal pressure, 66.667%of the employees are says that personal pressure.

TABLE 2. Major issues and problem faced married and unmarried women employees

S.NO	Less opportunities	Time management	Unco-operative team	Conflict	Lack of family support
MARRIED	51.111%	38.889%	33.333%	34.444%	31.111%
UNMARRIED	48.889%	61.111%	66.667%	65.556%	68.889%

In this above board shows that major issues and problems faced by married women employees are says that 51.111% of married women says that less opportunities, 38.889% are says that time management, 33.333% are says that unco-operative team, 34.444% are says that conflict, 31.111% are says that lack of family support. And major issues and problems faced by unmarried women employees are says that 48.889% of married women says that less opportunities, 61.111% are says that time management,66.667% are says that unco-operative team, 65.556% are says

that conflict, 68.889% are says that lack of family support. And major issues and problems faced by unmarried women employees are says that pressure.

Chi Square Test

Chi square test for variety of negative outcome of health issues and Age

Hypothesis

- H0: The age and Healthwise of the married and unmarried of women employees both are independent.
- H1: The age and Healthwise of the married and unmarried of women employees both are dependent.

TABLE 3. The age and health related negative outcomes for married and unmarried women employees

AGE	Married	Unmarried
BELOW 25 YEARS	19	27
25 to 30 YEARS	27	42
30 to 35 YEARS	30	17
35 to 40 YEARS	10	3
ABOVE 40 YEARS	4	1
TOTAL	90	90

Chi-square value is 1.03. So, the result concluded that the age to Healthwise of the married and unmarried of women employees both are dependent. In this research paper suggest that now a days women's are wearing painful face to do her work in the work place, and managing professional life and personal life to manage a quality of her good life. In this article says that all females have monthly checkup is an important tool for preventing multiple serious health condition, detecting disease. In this research estimate that majority (67%) of the respondents are 25 to 35 years. The study examine that majority (60%) of the prisoner are married. The study states that major reason leaving the work by female employees by 88% are says that higher pay, 74% are says that career opportunities, 70% are says that better work life. The research explores that more female employees (42%) of the respondents are says that having personal pressure to quitting job by IT industry in Chennai city. The research found that major issues and trouble faced by female employees 65% are says that Health issues, 39% are says that arise conflict, 42% are says that unco-operative team, 59% are says that disparity with men, 20% are says that arise negative feedback. The study examines that 89% of employees are says that Stress and Conflicts that increasing in the IT industry.

CONCLUSION

In this research paper result conclude that the female employees are main role in IT field. In IT companies' female employees are more struggle in work place and get depression in work area also personal life to get more stress. Most of the larger companies are taken men employees first and second preference to women employees. Also, women employees get low salary compared to men employees. Career opportunities also low for female employees to men employees. Also, this study examine that the female employees get low salary, arise conflict, low time management system, negative feedback from society, low motivated and supportive family. Now a days women also achieve more and working other countries also, and managing negative situation to move on. So, women were now advanced in a day of time, also technical system also very good knowledge of women. The study concludes and suggest that the future women employees get more knowledge then, society to support women employees to develop, and give equal priority to women compared to men.

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