

## CHAPTER – III

CHAPTER - III  
PLAN AND PROCEDURE

This chapter presents an overall design of the study with procedural details of the research undertaken which include selection of the sample, construction of the instruments, collection of data and procedure for the analysis of data.

The research undertaken was a survey which attempted to study the perceptions of professional women with regard to professionalism and professional problems of women teachers in Higher Education.

The objectives of the study are restated here

- 1) To study the perceptions of women teachers in Academics (Higher Education) with regard to professionalism.
- 2) To study the perceptions of women professionals in the professions of Medicine, Administration, Law and Media with regard to professionalism.
- 3) To study the differences in the perceptions of women professionals in the professions of Academics (Higher Education), Medicine, Administration, Law and Media.
- 4) To study the professional problems of women teachers in Academics (Higher Education).
- 5) To study the professional problems of women teachers in the professions of Medicine, Administration, Law and Media.

- 6) To study the differences in the professional problems of professional women in the professions of Academics, Medicine, Administration, Law and Media.
- 7) To prepare profiles of selected women professionals with outstanding achievements in their respective professions.

#### SAMPLING

The selection of the appropriate sample was the first step towards the realization of the objectives stated above. Given below is the description of the sample selected for the present study.

As the investigation sought to study the perceptions of professional women with regard to professionalism and the professional problems faced by them, the population selected was professional women belonging to the five professions in the state of Gujarat. The professions selected were, Academics, Medicine, Administration, Law and Media.

For sampling purposes, the state of Gujarat was divided into five zones - Central Gujarat, South Gujarat, North Gujarat, Saurashtra and Kutchh. Out of these five zones, central Gujarat, South Gujarat and Saurashtra were taken for the present study. From each of these zones, the main city with university headquarters was selected. Another criterion was to select a city where women from all the five selected professions could be found. The cities thus selected

were Vadodara and Ahmedabad from central Gujarat, Surat from south Gujarat and Rajkot and Jamnagar from Saurashtra. Two cities in stead of one were selected from central Gujarat and Saurashtra due to two specific reasons. Ahmedabad being the capital city with political and bureaucratic forces affecting all the human spheres, its inclusion was important. On the other hand, Vadodara being a city with rich cultural traditions (Samker Nagari) and having the renowned Maharaja Sayaji Rao University as well as its cosmopolitan environment, its inclusion became significant to study the differences in the perceptions of professional women. In case of Saurashtra, it was very difficult to find the adequate number of women in a single city, especially in the professions like Law and Administration hence two cities in stead of one were taken.

The technique used for the selection of the sample was purposive or judgment sampling. The main reason for selecting this technique was its feasibility in terms of time and cost. As the population consisted of professional women belonging to five professions - viz. Academics, Medicine, Administration, Law and Media in the five major cities of Gujarat, it was not possible to procure an exhaustive list of all women professionals working in the previously mentioned five cities of Gujarat. <sup>ec</sup> <sub>A</sub> Hence the systematized documents of women in the different professions

were not available. Due to this, the investigator decided to select 25 women professionals from each profession, from each city, except for the profession of Media in which it is a known fact that there are very few women professionals so for this profession, it was decided to include as many women as were available in different zones.

The purposive method of sampling rendered it easy for the investigator to include the sample which was judged to be most appropriate for the study. As the sampling technique employed was non-parametric which doesn't guarantee representativeness and subsequently generalisability, the investigator kept in mind the criteria of varied age-group, different levels in the professional hierarchy, varied range of experiences and working in different types of institutions to increase its representativeness to a considerable extent.

The description of the sample is given below.

Table - 1

Distribution of the sample - zone and city wise

Professions	Central Zone		South Zone	Gujarashtra		Total
	Ahmedabad	Vadodara	Surat	Rajkot	Jamnagar	
Acad	22	19	13	-	11	65
Med	15	12	10	04	22	63
Admn	09	16	14	06	03	48
Law	10	06	06	-	07	29
Media	09	06	02	01	-	18
	65	59	45	11	43	223

Table - 2

Distribution of the Sample according to Age-Group

Professions	20-28	29-34	35-40	41-46	47-52	53-58	Total
Acad	03	14	24	09	10	03	63
Med	09	10	19	09	06	02	65
Admn	04	15	20	04	05	-	48
Law	11	08	08	01	01	-	29
Media	08	02	03	03	-	02	18
	35	57	74	26	24	07	223

Table - 3

Distribution of the Sample according to Marital Status

Professions	Married	Unmarried	Widowed	Divorced Separated	Total
Acad	47	20	01	02	65
Med	49	09	01	04	63
Admn	50	17	--	01	48
Law	10	17	--	--	29
Media	09	09	--	--	18
	140	74	02	07	213

Table - 4

Distribution of the Sample according to Type of Family

Professions	Joint	Nuclear	Single	Total
Acad	18	44	03	65
Med	19	42	02	63
Admn	28	20	--	48
Law	11	18	--	29
Media	06	11	01	18
	82	135	06	213

Table - 5

Distribution of the Sample according to the Total Number of Family Members

Professions	1 to 4	5 to 8	9 to 12	13 - above	Total
Acad	47	16	01	01	65
Med	46	15	01	01	63
Admin	29	14	04	01	48
Law	12	12	03	02	29
Media	08	09	01	--	18
	142	66	10	05	223

Table - 6

Distribution of the Sample according to the Levels in Professional Hierarchy

Professions	Jr. Level	Mid. Level	Sr. Level	Total
Acad	13	31	21	65
Med	13	39	11	63
Admin	08	38	12	48
Law	17	09	03	29
Media	08	05	05	18
	59	112	52	223

Table - 7

Distribution of the sample according to Years of Experience

Professions	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	Total
Acad	15	16	14	11	06	03	02	--	65
Med	16	22	14	05	03	02	--	01	63
Admn	12	12	12	09	02	--	01	--	48
Law	17	06	05	02	--	01	--	--	29
Media	08	02	03	01	04	--	--	--	18
	66	58	46	29	15	06	03	01	225

Table - 8

Distribution of the Sample according to the Type of Institution in which working

Professions	Govt	Semi Govt	Private	Independent	Total
Acad	06	56	03	--	65
Med	38	06	07	12	63
Admn	22	14	12	--	48
Law	04	--	11	14	29
Media	09	02	07	--	18
	79	78	40	26	225

## **The Instruments**

The following three instruments were used to collect the data required for the study.

1. A Ranking-Scale for Professionalism.
2. An open-ended Questionnaire for the professional problems of women professionals.
3. A Semi-structured Inter-view schedule for preparing profiles of selected outstanding women professionals.

## **Description of the Instruments**

### **Instrument - I**

#### **1. Ranking Scale for Professionalism**

This instrument was constructed by the investigator herself. The studies conducted in the area of professions and professionalism so far, have tried to look into one or two dimensions of professionalism i.e. professional commitment, professional accountability, professional autonomy, professional ethics, professional competence etc but very few attempts have been made so far to explore into the concept of professionalism in a comprehensive manner.

The investigator, therefore, decided to study professionalism in a comprehensive manner. The term professionalism for that purpose has been defined in the study as "manner in which the professional women function, adhering to professional values like commitment,

accountability, pursuit of excellence, sincerity, ethical conduct etc."

To explore into perceptions of professional women with regard to all the above mentioned dimensions which culminate into the concept of professionalism, this ranking scale was developed by the investigator.

To develop this, intensive reading of the literature related to the professions in general and related to the five professions was done. A few experts from each profession were consulted for the purpose of gathering detailed information regarding the professions. This information included the social functions which each profession is supposed to perform, its prescribed code of conduct, current practices and problems faced by the practitioners of each profession.

On the basis of this information, a ranking scale on Professionalism was developed.

The ranking scale thus developed contained eighteen items related to different dimensions of professionalism i. e. choice of profession, commitment, accountability, sincerity, pursuit of excellence, professional code of conduct, professional culture and professional autonomy. Each statement in the questionnaire was related to any one dimension of professionalism. Each

statement was followed by four alternatives, describing varied perceptions which professionals could have regarding that particular dimension of professionalism. A professional was viewed in varied situations, right from the time of opting for a particular profession to performing the routine professional tasks, having alternative courses of actions. His/her ranking of these alternatives would reveal how he/she perceives professionalism. It was assumed that these perceptions would subsequently lead them to professional behaviour in accordance with their perceptions.

The ranking scale thus developed was given to the experts for their opinions.

### **Pilot Study**

A pilot study was conducted on 42 professionals in order to validate the ranking scale. Ten professionals from each profession were selected except for Media from which two professionals were selected. For the purpose of pilot study, men and women professionals both were included as the ranking scale was general in nature and not specific to women professionals.

On the basis of the pilot study and the suggestions made by the experts, the ranking scale was revised. Four more items were added. Now it contained total

twenty-two items. Some modifications were also made in the language. Whenever it was vague, there was a deliberate effort made, to present the items in simple English, avoiding technical terms in order to avoid confusion or misunderstanding. (The Ranking Scale for Professionalism is given in Appendix - I)

#### **Instrument - II**

#### **The Questionnaire for Studying Professional Problems of Professional Women.**

This instrument was also prepared by the investigator. It was designed to study the professional problems of professional women. For the construction of this instrument, initially the investigator did an extensive reading of the literature related to problems of working women. A few women professionals were contacted and were asked to list down the problems which they face as professionals.

On the basis of literature reviewed and the information provided by the professional women, an open ended Questionnaire was developed. In all, 13 items were prepared. The following section of the chapter presents the problems of professional women included in present study along with the rationale for studying each of the problems.

## i. Problems faced by Women Professional at Entry Level

Although the government of India constitutionally guarantees no discrimination to women in employment and one finds the value of "Equality of the sexes" being propagated every where, when women actually want to join a profession, after getting required qualifications and training, they do not find this coming true. They have to face problems right from the entry level.

The problems may start from a professional women's own family members who may oppose her joining a profession of her choice as they prefer her to marry "suitably" and "happily" rather than to prove her competence in a profession. To convince her own family members with this kind of attitude to allow her to join a profession is indeed a problem.

Another problem faced by professional women at entry level is the reluctance on part of the part of employers and authorities to employ women. Due to the prevalent gender-bias and gender-stereotyping in our society, most of the professions are classified as 'masculine' or 'feminine'. Women are not considered 'suitable' for the so-called "masculine" professions like 'Law' and 'Administration'. It is also assumed that women will be less committed than their male counterparts, as a result of which the institution will suffer. Thus, a major

hurdle is faced by women professionals at this point. With this consideration, the investigator attempted to study problems faced by women professionals at entry level.

## **2. Problems Related to Physical Mobility of Professional Women**

One of the important reasons why women do not prefer certain professions, or are not preferred for certain professions is the physical mobility factor involved in these professions. This mobility may involve daily commuting to the work-place, frequent traveling on account of certain professional tasks or going out of station to attend seminars, conferences, training programmes, workshops and other such activities which enhance professional development. The mobility may also involve transfers, especially in case of women professionals working in government sector.

This problem of physical mobility has been found to restrict and hamper the professional development of women professionals. Besides, it also affects their health. Very often women forgo transfers, promotions and other opportunities for professional growth just because of physical mobility problems hence the investigator found it significant to study this problem.

### 3. Problems Faced by Women Professionals while Functioning as Professionals

Even after getting entry into the professions of their choices, things don't become so easy for professional women. They face several problems in their day-to-day functioning within their professional set-ups. These problems mainly emanate from gender-bias on part of their fellow-professionals and male ethos of most of the professions.

One very common problem faced by women professionals is their not being entrusted with difficult and challenging responsibilities on par with men. This is mainly due to underestimation of their capabilities by their superiors who are usually males. Sometimes, on account of psychological conditioning, women themselves do not come forward to accept challenges, hence most of the time one finds them performing routine, repetitive and dead-end types of tasks which do not lead them to professional growth and development.

Often it is assumed, even without consulting them that they will not be willing to travel or put in extra time and ~~efforts~~ <sup>efforts</sup> to attend seminars, conferences, work-shops, training programmes etc. Thus they are denied the opportunities for professional growth and development even

though some of them might be genuinely willing to utilize such opportunities. Added to this, they are labeled as "lacking in professional commitment, sincerity and professionalism". On these lines, the investigator found it significant to study the problems of professional women while functioning as professionals.

### 3. Problems Related to Emotional Involvement of Women Professionals.

According to the gender stereotypes prevalent, not only in India but throughout the world, women are considered to be too emotional, soft and tender. It is believed that this kind of emotionalism makes them mentally unstable, rendering them incapable of taking decisions objectively. Moreover, the concepts of a profession and professionalism as prescribed, expect a professional to be objective and rational while performing the professional tasks. As a result of this, women are not considered suitable for professions.

One wonders how one can perform any task or activity efficiently without putting in one's heart into it. It is more likely that the emotional involvement with the professional tasks or with the profession itself may lead one to better and higher levels of performance. Especially, in the so-called caring professions like Academics and Medicine which require human touch, emotional involvement can definitely have a positive

effect rather than a negative~~ly~~ impact on the professional performance. Besides, who doesn't want the professions of Law and Administration to become more 'caring' than what they are? One often finds people complaining about the indifference and 'unconcern' of these professions. Ultimately any profession exists primarily for "public service". It can never be an end in itself.

With this consideration, the investigator attempted to study whether, the professional women included in this study become emotionally involved in any of the aspects of their professions, (i.e. professional activities, dealing with other human beings etc.), and what effect this involvement has on their professional efficiency.

#### **4. Problems Related to Interaction with the Fellow Professionals.**

Interactions with the fellow professionals forms an integral part of any professional's life. These interactions may range from day-to-day casual table talk to sharing of professional knowledge and problems and even supporting each other in the time of crisis. We find professional networks and organisations of professionals for this purpose. The concept of 'professional culture' also implies that kind of sharing amongst the professionals and taking certain decisions collectively or even performing certain tasks

collectively if the situations demand it.

In case of Indian women, however this seems to raise problems. Our cultural values inhibit men <sup>and</sup> women to communicate with each other freely, especially if the professional status differs. This marginalises women professionals and often they remain ignorant of the important information within their professional set-ups. This also deprives them of opportunities of professional growth because they miss on sharing professional knowledge and experiences which would enrich them.

Moreover, due to domestic responsibilities, they usually do not participate actively in professional organisations. Actually many of the professions, till to-day remain male-oriented in terms of their ethos and behaviour patterns to which women find it difficult to adhere to in terms of professional socialisation. Sometimes, due to lack of knowledge regarding professional formal behaviour, they manifest gender behaviour for which they are either criticised or put into difficult situations.

One idea which is gaining ground in this respect is forming special women's networks within the professions. But the effectiveness of this, is still doubtful because women are still not mobilised to that extent and much remains to be done for the cultivation of solidarity among women. Again the question arises here whether this will marginalise women

further.

From this view-point the investigator attempted to look into the aspect of professional interactions of women professionals. This will throw light as to whether they communicate with males or females or both and what kind of interactions they have with the fellow professionals.

#### **5. Problems Related to the Resentment Shown by the Male subordinates in Following Instructions from Women Professionals**

One of the problems faced by women professionals, especially by women in superior positions is, the resentment shown by the male subordinates in carrying out instructions from them. Sometimes even class IV employees refuse to follow their instructions.

This happens mainly because in the traditional Indian society a women's position is usually subordinate to that of a man. A woman is supposed to obey a man and not give him orders or instructions. Most of the men are conditioned this way hence women professionals in superior positions are accepted as superiors unwillingly.

Taking this into consideration, the investigator sought to inquire, in the present investigation, whether this is

true. To get more knowledge about this fact, the information about the specific situations as to when and where such a resentment is manifested was also sought by the investigator.

#### **6. Problems Related to Differential Treatment towards Professional Women**

Although women working in the organised sector, do not face any kind of discrimination with regard to wages or other facilities and benefits, women who work in private sector or work independently do have to face differential treatment. Even in the organised sector, the differential treatment may not be there overtly but it may exist covertly. This kind of covert treatment is in fact more serious as it cannot be pointed out explicitly and hence nothing can be done for its redressal. This kind of differential treatment can be meted out to women by their employers, authorities, fellow professionals or even clients (students, patients, customers and other people of society).

Differential treatment mainly emanates from the lower status given to women in society which results in gender bias -- a phenomenon which has been conditioning people's attitudes and behaviour towards women. This kind of treatment is not unfair and wrong constitutionally but it leads to more serious repercussions. The differential treatment not only deprives them of many opportunities but also adversely affects their psyche. The psychological

torture in its turn affects their professional performance.

From this viewpoint, the investigator attempted to inquire whether the professional women included in this study perceive any kind of differential treatment and also nature of this differential treatment.

#### **7. Problems Related to Harassment of Professional Women.**

It is often reported that women who are employed are harassed by their male superiors or colleagues. This harassment can be physical or psychological.

Although it happens more with the women in unorganised sector and women working at the middle or lower levels in the organised sectors, women of higher ranks are no exceptions. The only redeeming factor in case of the women with higher ranks is, that possibly with their higher qualifications and positions and better resources, they may be able to tackle such situations in a better way.

The problem of harassment was considered very important for this study by the investigator as it has direct consequences on professional women's performances. The feelings of anger, resentment and helplessness experienced by women professionals who are harassed are bound to be reflected in their professional performances as well as in

their behaviour. Moreover, it is also significant to inquire whether this harassment is gender specific or not. It is quite possible that Indian women who are over-protected in the families may expect the same from the fellow professionals and superiors which when not found may be wrongly perceived by them as harassment hence the investigator attempted to examine the nature of harassment, if any. Here, the women professionals were asked to respond not only if they have experienced the harassment personally but also if they observed this in case of other women in their professions.

**8. The Problems Related to Earning Confidence of the clients as well as Regarding their Professional Competence being Questioned.**

The professional women selected as sample for the present study belong to the professions in which they have to deal with human beings. Their clientele comprises of the students in case of academicians, patients and their relatives in case of medical professionals, individuals who have broken the law or who have been wronged and are seeking justice in case of lady lawyers, people who are interested in getting their demands fulfilled related to their day-to-day lives in case of women administrators and a cross section of people ranging from creative artists to the common people in case of media professionals.

If this be so, it is very important that they should have faith in the competence of women professionals. Without this kind of faith, it is very likely that they may hesitate in approaching women professionals, thinking that they will not be competent enough to handle their problems. Secondly, they might not be satisfied with the way their problems are tackled, thinking that the quality of work rendered by them must be inferior to that of men professionals. Moreover conditioned by the inequality of the sexes prevalent in our society, they may also expect a differential pattern of professional behaviour from women. Consequently, they may find it difficult to accept confident, assertive and business like behaviour of professional women. Apart from this, it is also possible that when they do approach women professionals for their problems, the reasons might be different from those for which they approach male professionals.

To verify whether this is true or otherwise, the investigator decided to study the perceptions of women professionals regarding their attributes which win the confidence of their clients or which make the clients question their competence.

#### **9. Problems Related to Expectation of Higher Level of Performance and Extra Efforts from Women Professionals.**

On account of gender-bias and the stereo typed images of women, they are usually considered inferior to men in

competence. It has been rightly observed that a man is considered competent by mere virtue of being a male and has to prove his incompetence, whereas a woman has to put in extra efforts to prove her competence to be accepted on an equal footing.

There are some other reasons also for women putting in more efforts than men. As women are generally sensitive to criticism. To avoid reprimands and accusations, they work more diligently. Moreover, from their childhood they are trained to be submissive, so they follow rules and regulations very sincerely. They are often less assertive for which they are taken advantage of and imposed extra work load is imposed on them. As they lack courage, they can't protest in such situations.

Apart from this, adjusting to the 'masculine ethos' of most of the professions and coping with the hostile male attitudes, require them to put in extra efforts as they have to adopt their personalities to suit to this kind of professional climate.

Keeping this in mind, the investigator attempted to inquire whether women professionals included in this study put in extra efforts to prove their competence and if they do, what kind of extra efforts they need to put in.

#### **10. The Problems Related to Physical Appearance Influencing the Assessment of the Professional Performance of Women Professionals.**

Women, not only in India but all over the world have been primarily valued from the point of view of their physical attractiveness. That's why one finds mythologies, scriptures and literature of all the societies, replete with the sensuous and erotic descriptions of physical aspect of women.

But after taking over the new productive career roles, the attitudes of the society towards women needs to be changed. Women performing career roles have to be esteemed on the basis of their knowledge and competence rather than on the basis of their physical attractiveness. Unfortunately, we often find working women complaining about their being considered as "decorative pieces" or still worse as "sex-objects". Their talents and intelligence are not considered important. On the other hand, we also come across people remarking that women accomplish lot of things with the weapons of their youth and physical attractiveness or women are employed on the basis of their beauty and charm.

On these lines, the investigator considered it significant to study the role played by physical appearance in the professional assessment of the women professionals included in this study. The term physical appearance here was not taken as limited to beauty and youth but also included personal grooming, deportment, facial expressions and way of dressing.

#### 11. The problems of Absenteeism of women professionals on Account of Family Commitments.

The professional women are often labeled as being "less committed" to their professions. One of the manifestations of their less commitment is their frequent absenteeism on account of family commitments. Often, the employers are found to be reluctant in employing professional women assuming that they will be absent frequently and as a result, the institution will suffer. Even today, men who share domestic responsibilities in the families are very less in number. Moreover, on account of pregnancy and child-bearing and rearing, a woman professional is required to take long leave at times. During such long absenteeism of a professional woman, the authorities have to make some alternative arrangement which is difficult. But this is a natural, biological role of a woman and it cannot be altered. In fact, what is needed is structural changes in the professions themselves, to suit to women with their specific needs and also bring about changes

in social customs and traditions which prescribe their familial roles as more important than professional roles.

With this consideration, the investigator attempted to inquire as to how often their family commitments result in absenteeism and whether their authorities and colleagues take a considerate view at the time of their absenteeism because the authorities and colleagues are often not sensitive enough to understand women's problems. They may reprimand women or blame or even go to the extent of threatening them by issuing memorandums etc.

## 12. The Problems Related to Tensions and Conflicts Arising in Family-life as a Result of Professional Role and the Manner in Which the Tensions and Conflicts are Resolved.

The most common problem faced by all the working women at any level is coping with their dual roles, domestic and the professional. Traditionally, an Indian woman is expected to give first priority to her domestic roles of a mother, wife and a house-keeper. In doing so, she ends up neglecting her professional role and is considered "less committed" to her profession. On the other hand, if she gives first priority to her professional role and if any lapse is found in the performance of her domestic roles, she is labeled as, "too ambitious and self-seeking" and even 'unfeminine'. Thus coping with the dual roles poses a major problem before

her. Such tensions and conflicts are bound to affect her professional performance.

On these lines the investigator decided to inquire as to whether tensions and conflicts arise in their lives as a result of their professional roles. Whether they allow the tensions and conflicts to supersede them or employ suitable strategies to cope with them is equally significant hence the investigator also attempted to inquire into how they resolve their tensions and conflicts.

### **13. The Problems Related to Encouragement from Family Members for Professional Development.**

Behind every successful man there is a woman. This saying rightly reflects the role played by a woman in a man's career. A woman usually inspires, encourages and supports her husband, father, brother or any other male-member of her family. But when it comes to the advancement of a woman's career, she generally does not get the same kind of encouragement or support from her family members. This is mainly because traditionally, for an Indian woman her domestic role is considered to be more important rather than her occupational role. As long as her domestic role is not disturbed, that is as long as she doesn't fail to provide her services and comforts to her family members, she is allowed to pursue her career. But the moment, the domestic role is affected by

the professional role, family members express their resentment. This may sometimes lead to pressure from the family members to give up her career. Generally, the family members make a working woman feel obliged for letting her work, especially in case of married women. They can hardly ever think that a working woman may also need encouragement for professional advancement, appreciation for her achievements and moral and emotional support at the time of some crisis in her career.

With these considerations, the investigator tried to inquire whether the professional women included in the present study receive encouragement from their family members for professional advancement. If they do get encouragement, who are the family members who encourage them and how they provide encouragement is also significant to inquire into.

#### **14. The Problems Related to Satisfaction with the Economic Rewards offered by the Profession and the Expectation Regarding the Financial Rewards.**

Though according to the definition of a profession, its practitioners are expected to offer their specialized services without the foremost consideration of economic rewards, with growing materialism in to-day's world, economic rewards have become very important for the professionals. It cannot be denied that the economic factor does play an important

role in the selection of a profession and later on acts as an incentive for a professional while functioning as a professional. As per the modern definition of profession any professional is entitled to receive economic rewards for his/her services.

When we talk of women professionals and the economic rewards obtained by them, there are certain biases working against them which affect them adversely. One such bias is that a woman's income is supplementary. In Indian society, a woman in most of the cases, is not the sole or the main bread-winner in the family hence it is believed that she does not need as much money as a man does. Moreover, a woman is considered inferior to a man. Hence it is assumed that the quality of services rendered by her also is inferior for which she does not deserve as much money as a man does. This must be affecting women professionals adversely, especially in case of women doctors, lawyers and media professionals who function independently.

On these lines, the investigator thought it significant to inquire as to whether they are satisfied with the economic rewards offered by their professions and if not; what are their expectations. It was also inquired into whether they resort to additional measures to supplement their income and if they do, whether it affects their professional efficiency in some way.

**15. Changes/ Adjustments Required at Personal Level in order to Enhance Professional Competence.**

The final item of the questionnaire was framed from a futuristic point of view. The main focus of the study was on professionalism and the problems which come in their way of functioning as professionals and in achieving the optimum level of professionalism. In this respect it was also significant to know what changes and adjustments they visualise at personal, familial, professional and societal level, in order to achieve higher levels of professionalism.

The knowledge about the changes and adjustments required at personal level will provide guidelines as to what kind of qualities should be nurtured in girls from their childhood in the family and how they should be trained while undergoing professional training so that they can meet the demands of the profession in a better way.

Similarly, changes visualised at professional level will enlighten about how the professions can be restructured in order to accommodate women. And the changes and adjustments needed at family and societal level will indicate as to what kind of changes are needed in some of our customs, traditions and attitudes of people at large in our society.

On these lines of thinking, the investigator found it significant to inquire from the professional women, the

changes and adjustments which they visualize as necessary to enhance their professionalism.

In the questionnaire, only such problems were included which are professional in nature and which come in the ways of professional women's functioning as professionals. The personal problems were not included except when they impinge upon professional roles of the professional women.

This questionnaire was given to the experts for their suggestions. On the basis of their suggestions, it was revised and the final questionnaire was prepared which contained 37 items.

### **Pilot Study**

For the validation of the instrument, the questionnaire was given to twenty-five women professionals, belonging to different professions. The women professionals belonging to engineering and technical professions were also included, although these professions were not included in the study. (The open-ended questionnaire related to professional problems of women professional is given in Appendix - (V))

### **Instrument - III**

#### **Interview Schedule**

This interview schedule was designed to prepare

profiles of selected women professionals with outstanding achievements in their respective professions. It was a semi-structured interview based on the following issues related to professional careers of professional women.

- (1) Personal bio-data and family back ground
- (2) Pre-planning of the professional careers
- (3) Milestones in the careers
- (4) Influence of Role-models, professional images and mentors in their career choices and in attaining professional success
- (5) Facilitators and barriers encountered by them in attaining professional success
- (6) Involvement in professional organisations and need felt for exclusive women's networks
- (7) Role played by personal attributes in attaining professional success
- (8) Professional success as defined by them
- (9) Future professional goals

The interview-schedule is given in Appendix: (IV).

#### **Procedure for Data Collection**

For collecting the data, the investigator personally contacted most of the respondents except some, to whom the questionnaires were mailed. At the time of giving them the ranking scale and questionnaire related to professional problems, the investigator explained them the purpose of the research. Instructions were also given as to what was

expected of them. The respondents were told to fill up the ranking scale according to their personal preferences and not to give the idealistic views prescribed for the professionals.

As the ranking scale and questionnaire were considerably lengthy, it was not possible for them to respond immediately hence the investigator had to give them time to fill up the ranking scale and the questionnaire. The time given to the respondents ranged from 1 to 10 days.

#### **Procedure of Statistical Analysis.**

Given below is the objective wise procedure of statistical analysis of the data.

The first and the second objectives of the study were to study the perceptions of women professionals belonging to the professions of Academics, Medicine, Administration, Law and Media with regard to professionalism. The instrument used for these objectives was a ranking scale for professionalism.

The responses obtained from the ranking scale were in terms of ranks assigned to various alternatives related to professionalism. These ranks given by the professional women revealed their personal preferences for the various dimensions of professionalism.

In order to determine which of the alternatives was the most preferred one and which of the alternatives was the least preferred, the total sums of the ranks assigned to all the alternatives were calculated. The alternative having the lowest sum was considered as the most highly preferred one for the women professions and the alternative having the highest sum was considered as the least preferred one compared to the other alternatives. In this manner, the rank-orders among the given alternatives was determined for each of 22 statements of the ranking scale.

The following example illustrates how the rank-order among the given alternatives was determined. Taking the 7th statement of the ranking scale, which is as follows

\* The professional activities of a professional are determined by

- (a) the wishes/desires of one's clients
- (b) the conditions of work
- (c) the requirements of the professions
- (d) the socio-economic, political and technical conditions of the society

Suppose the ranks given by some of the respondent professional women are coded in the following table.

Table - 9

**An Example Illustrating Determination of the Rank-Orders**

Respondents	Alt - a	Alt - b	Alt - c	Alt - d
1	2	4	1	3
2	1	3	2	4
3	4	3	1	2
4	2	1	4	3
5	3	2	1	4
6	3	2	1	4
7	2	3	1	4
	17	18	11	24

From among the above mentioned four alternatives, alternative - c can be considered as most highly preferred as it has the lowest sum total and alternative - d can be considered as the least preferred one by the women of a particular profession as the sum total of this alternative is the highest. Similarly, alternative - a can be considered as second and alternative - b can be considered as the third in the rank-order. Thus final rank order for this particular statement, then, would be,

- Alt - a ---- 2nd
- Alt - b ---- 3rd
- Alt - c ---- 1st
- Alt - d ---- 4th

In this manner, the rank-orders for all the statements for women professionals of the five selected professions were determined. On the basis of these rank-orders, all the

alternatives were recognized separately for each profession as well as cumulatively for women of all the five professions.

The 3rd objective of the study was to find out the difference if any, among the perceptions of women professionals belonging to different professions, with regard to professionalism.

In order to find out the differences among the perceptions of women professionals across the 5 selected professions, Kendall's Co-efficient of Concordance ( $\omega$ ) which is a non-parametric measure, especially employed to measure inter-judge reliability, was computed.

For the computation of  $\omega$ , the third objective was put in the form of the following null hypothesis.

There will be no difference in the perceptions of women teachers in Higher Education and women professionals in the professions of Medicine, Administration, Law and Media with regard to professionalism.

The following steps and an illustration, shows the procedure of computing  $\omega$  - Kendall's Co-efficient of concordance.

1) The observed ranks assigned to the various alternatives related to professionalism were cast in a K X N table

wherein N = the number of alternatives to be ranked and  
K = the number of the professions here, who are the  
judges of this study.

- 2) For each alternative  $R_j$ , the sum of the ranks assigned to that alternative was determined.
- 3) The mean of the  $R_j$  was determined. Each  $R_j$  was expressed as a deviation from the mean. These deviations were squared and the squares were in order to obtain  $s$ .
- 4) The value of  $w$  was computed by using the following formula,

$$w = \frac{s}{1/12 \cdot K^2(N^2 - N)}$$

- 5) In order to determine whether the concordance found among the perceptions of women across the selected five professions, is significant or not, table R was consulted, which gives values of  $s$  for significance at .05 and .01 level.

Given below is an example of computing  $w$  - Co-efficient of concordance for the statement No. - 9.

4 The main function of a professional organization / association is

- (a) to support and protect a professional when one is in difficulties
- (b) to provide conditions which are conducive to optimize

professional development

- (c) to keep a check on the arbitrary, irresponsible and unethical behaviour of professionals
- (d) to promote and protect group interests

The final rank assigned to each of the above alternatives by the five professions are first cast in the K X N table.

Table - 10

An Example Illustrating Computation of Co-efficient of Concordance

Professions	Alt - a	Alt - b	Alt - c	Alt - d
Acad	2	1	4	3
Med	2	1	4	3
Admn	2	1	3	4
Law	2	1	3	4
Nedia	2	1	4	3
Rj	10	05	18	17

$R_j$  (the sum of the ranks) = 50

Now mean of  $R_j$  was determined  $50/4 = 12.5$

12.5 was mean of the sum of the ranks and each  $R_j$  was expressed as  $\delta$  deviation from the mean.

Next step was to obtain  $s$ .

To obtain  $s$ , all the deviations were squared and summed as follows

$$\begin{aligned}
 S &= (10 - 12.5)^2 + (5 - 12.5)^2 + (10 - 12.5)^2 + (17 - 12.5)^2 \\
 S &= (-2.5)^2 + (-7.5)^2 + (6.5)^2 + (5.5)^2 \\
 S &= 6.25 + 56.25 + 42.25 + 30.25 \\
 S &= 135.00
 \end{aligned}$$

Now,  $w$  (Spearman's Co-efficient) was computed in order to determine the degree of concordance or association in the perceptions of women professionals across the professions, using the following formula.

$$w = \frac{S}{\frac{1}{12} N^3 - N}$$

The computation of  $w$  for the above statement No. 7 is illustrated below

$$\begin{aligned}
 w &= \frac{S}{\frac{1}{12} N^3 - N} \\
 w &= \frac{135.00}{\frac{1}{12} \times 5^3 - 4} \\
 w &= \frac{135.00}{1.12 \times 25 - 40} \\
 w &= \frac{135.00}{125} \\
 w &= 1.08
 \end{aligned}$$

The final step was to determine whether the concordance is significant or not. To determine this, table R (given in

the Appendix - III ) was consulted which gives values of  $\chi^2$  for significance at 0.05 and 0.01 levels.

For this particular statement the critical values as per table B are 80.5 at .01 level and 62.6 at 0.05 level.

As  $\chi^2$  value obtained for the above statement is 135 which is much greater than 80.5 and 62.6, the concordance in the perceptions of the professional women can be considered significant at both the levels, 0.01 and 0.05. So on the basis of, this it can be said that there is no difference in the perceptions of women professionals, with regard to the alternatives related to statement No. - 7.

#### **Analysis of the Problems of Professional Women.**

The 1<sup>st</sup> and 2<sup>nd</sup> objectives of the study were to study the professional problems of the women teachers in Higher Education and women professionals in the professions of Medicine, Administration, Law and Media.

To study the problems of the professional women in the selected five professions, questionnaire was employed as an instrument. This was an open-ended questionnaire wherein the respondents had to give information regarding the different types of problems which they face while performing their professional roles.

In case of the questions which were of Yes/No type, the frequencies for positive and negative responses were counted and converted into percentages.

In case of the other questions wherein the respondents had to provide information, the information provided was content-analysed. This was followed by clubbing the similar responses under relevant headings. Frequencies for each category were counted and converted into percentages.

The VIth objective of the investigation was to study the differences in the problems faced by women professionals belonging to the five selected professions. For this, comparisons across the professions were made regarding the nature of the problems as well as regarding the extent to which problems of particular types are faced by women of different professions. On the basis of the categorization of the problems, frequencies and the percentages were calculated for IVth and Vth objectives.

#### **Analysis of the Profiles**

The VIIth objective of the study was to prepare profiles of a few outstanding professional women. As mentioned earlier in this chapter, the instrument employed for this objective was a semi-structured in-

terview schedule.

The responses obtained by way of these interview schedules were content analysed. The focus here was on the factors - personal, professional and social which were instrumental in the significant and high achievements of the selected outstanding women professionals.

The profiles of these outstanding women professionals are presented in Chapter V.