A Study on Gender Discrimination and Transformation on Work Place Norm
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Abstract

Indian company face lot of problems work harassments in many industries like services industries, manufacturing industries etc. This sounds too simple and the italicized words only reinforce the simplicity by sounding quite threatening. However, in the "real world", what constitutes harassment is confusing and peppered with gray areas. We will take test in moment, but first let's see how you view yourself and your knowledge of the issues involving harassment. This definition of harassment has broadened over time it originally referred almost exclusively to the male/female relationship, but grew to include the issue of same sex harassment, and hostile working environment. A hostile work environment is defined as working conditions so intolerable that they create extreme stress in employees. The employee who voluntarily quits as a result has an actionable case based on the concepts of constructive discharge. This paper highlights some of major problems faced by employee at work harassment in India today, strategies they have formulated and implemented and innovative suggestions to overcome problems by considering that Indian company.

Key words: work Harassment, stress of employees

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1. Introduction

In simple sense, human resource management means employing people developing their resources, utilizing, maintaining and compensating their services in tune with the job and organizational requirements with a view to contribute to the goals of the organization, individual and the society. Michel J.Jucius defined Personnel Management as " the field of management which has to do with planning, organizing, directing and controlling the functions of procuring, developing, maintaining and utilizing a labour force, such that the---

1) Objectifies for which the company is established are attained economically and effectively.
2) Objectives of all levels of personnel are served to the highest possible degree.
3) Objectives of society are duly considered and served.

Human Resource Management can be defined as managing(planning, organizing, directing and controlling) the functions of employing, developing and compensating human resources resulting in the creation and development of human relations with a view to contribute proportionately (due to them) to the organizational, individual and social goals.

Features of human resource management include:

Human resource management is concerned with employees both as individual and as a group in attaining goals. It is also concerned with behaviour, emotional and social aspect of personnel. It is concerned with the development of human resources, i.e. knowledge, capability, skills, potentialities and attaining and achieving employee goals, including job satisfaction. It applies to the employees in all types of organizations in the world (industry, trade, service, commerce, economic, social, religious, political and government department). Thus, it is common in all types of organizations.

Human resource management covers all levels (low, middle, and top) and categories (unskilled, skilled, technical, professional, clerical and managerial) of employees. It covers both organized and unorganized employees.

Human resource management is a continuous and never ending process. It aims at attaining the goals of organization, individual and society in an integrated approach. Organization goals may include survival, growth and development in addition to profitability, productivity, innovation, excellence etc. Individual employee-goals consist of job satisfaction, job security, high salary, attractive fringe benefits, challenging work, pride, status, recognition, opportunity for development etc. Goals of the society include equal employment opportunity, protecting the disadvantaged sections and physically handicapped, minimization of inequalities in the distribution of income by minimizing wage differentials, developing the society in general by organizing developmental activities etc. Human resource management is a responsibility of all the managers and a function of staff managers in an organization.

1.1. Nature of Human Resources Management

People in any organization manifest themselves, not only through individual sections but also through group interactions. When individuals come to their workplace, they come with not only technical skills, knowledge etc. but also with their personal feeling, perception, desires, motives, attitude, values etc. Therefore employee management in an organization does mean management of not only technical skills but also other factors of the human resources.

Complex Dynamism

A close observation of employees reveals that they are complex beings, i.e. i) economic, ii) physiological, iii) psychological, iv) sociological and v) Ethical beings. The proportions or intensities of these dimensions of the human factor in employment may differ from one situation to another but the fact remains that these are the basic things of the human factor in organizations. Undoubtedly, the physical and mental attributes of human resources are highly pertinent to organizations performance and productivity.

A Social system

Human resource management is relatively new and developed as a part of management (concerned with the management of human resources). In its simple terms, personnel management is the task of dealing with human relationships, moulding and developing the human behaviour and attitude towards the job and organizational requirements. The personnel manager involves himself in administering a social system. In this process, the manager has to see that the economic satisfaction for a reasonable livelihood, the social satisfaction of working together as members of a group and individual job satisfaction of a wonder are attained.

A challenging Task

The personnel manager plays a crucial role in understanding the changing needs of the organization and society. Further, he faces some challenging tasks in attaining the employee, organizational and societal objectives with the available resources. In addition to it, the technological developments increasing educational standards etc. further complicate the role of the personnel manager. Hence, the modern personnel manager should equip himself with good knowledge of disciplines, viz Economics, Commerce, Management, Sociology, Psychology, Engineering, Technology and Law.

1.2. Scope of Human Resource Management

The scope of human resource management in the modern days is vast. In fact, the scope of HRM was limited to employment and maintenance of and payment of wage and salary. The scope gradually enlarged to providing welfare facilities, motivation, performance appraisal, human resource management, maintenance of human relations, strategic human resources and the like. The scope has been continuously enlarging.

No longer is Manpower just one of the resources in industries and business; it is the most important of all resources. This is because manpower is that resources through which management wants to direct and control all other resources like materials, machine, money and others. To keep the human

power happy and content is the most important objectives of every management. In order to meet this objective, Management must design and implement a set of policies, procedures and practices. However as this passes, the set of demands and expectations of employees change making the old set of policies, procedure and practices obsolete. This is yet another challenge in personnel management.

This happens because the working organizations and working relationships and expectations of employees are dynamic and hence changes. The "know – why" of personnel management is to know the reasons, Why behaviour pattern of employees changes as time passes. What are the factors influencing such changes in behaviour and "know – how" of personnel management is to know, How the manager should change his style of leadership, method of direction & existing organizational philosophy, policies, practices and procedures to meet the new challenges and meet the expectations of the employees without diluting the objectives of the organisations.

Harassment

The mere thought of it is enough to send anyone into a panic, especially if you are named as the alleged harasser.

The Basics of Harassment

What is harassment? To understand harassment, you need to know what it is as well as what it is not. Webster's new world dictionary (Second College edition) defines it as:

- Trouble persistently
- Discrimination on the basis of sex
- To trouble, worry of torment

This sounds too simple and the italicized words only reinforce the simplicity by sounding quite threatening. However, in the "real world", what constitutes harassment is confusing and peppered with gray areas. We till take test in moment, but first let's see how you view yourself and your knowledge of the issues involving harassment.

This definition of harassment has broadened over time it originally referred almost exclusively to the male/female relationship, but grew to include the issue of same sex harassment, and hostile working environment. A hostile work environment is defined as working conditions so intolerable that they create extreme stress in employees. (The employee who voluntarily quits as a result has an actionable case based on the concepts of constructive discharge.)

A Research design the specification of methods and procedures for acquiring the information needed. It is the overall operational pattern or network of project that stipulates what information to be collected. For the purpose of this study, research design consisted of setting through existing literature and thus making theoretical background for the study. Setting through topical articles of sexual harassment of work place, present scenario is included (Analysis & Interpretation).

2. Statement of the Problem

Sexual harassment takes place in many forms and in many places, the most common environment for sexual harassment to manifest is the workplace. The study is to understand the close look at what harassment is & to examine what it is not. To evaluate that does harassment really affects in the negative way in a professional working environment. Sexual harassment plaintiffs are required to follow certain procedural requirement in order to properly pursue their right to be free from Discrimination in the workplace.

3. Objectives of the study

1) To study the existence of sexual harassment in the work place, at Bangalore.
2) To know the various forms of sexual harassment at work place.
3) To study the existence of Indian corporate current policies on sexual harassment.
4) To find the existing Guidelines and Norms from Supreme Court in the acts for the employees.
5) To suggest measures to prevent and counter sexual harassment of women at work place

4. Scope of the study

Scope of the study extends to discover the vulnerability of sexual harassment in work place with respect to industries, and its effects on the employees and working conditions. The study helps employees to express their problem clearly.

5. Research Methodology

This is a systematically way to solve the research problem and it is an important component for the study without which the component for the study without which the re-searcher may not be able to obtain the facts and figures of the employees.

6. Sources of Data

Data for the study consists of both primary and secondary data.

a) Primary data: Primary data consists of original information gathered for a specific purpose. It is collected by personnel interview backed up by a structural questionnaire from the employees.

b) Secondary data: The research stated by examining the secondary data like books, journals, and also from related past documents.

Data Collection Tools

Following tools will be used for collecting the primary data:

a) Questionnaire.
b) Personal interview.

Sampling Procedures

a) Sampling Unit: The Sampling unit for the study consists of the employees working in industries and women specifically working
b) Sample size: The sample size for the study consists of 400 employees.
c) Sampling technique: Conventional random sampling has been used to arrive at the sample size.

Research Method

As the study is to portray accurately the characteristics of particular individual situation or group to determine the frequency with which something occurs or with which it is associated with certain problem. Hence the explorative method is extensively used here.

6. Limitations of the Study

a) The studies confined only to the city of Bangalore.
b) Due to the time constant it was not possible to make an in depth study of sexual harassment. Sexual harassment is a form of sex discrimination also involving unwanted or unwelcome conduct. Harassing activity can be male to female, female to male or involve the same sex.

Period of Study

It ranges from Oct. 2009 to Dec. 2012

Geographical Area of the Study

The study was confined to the companies located in Bangalore City.

7. Findings

1) It is found that 86% of the respondents have experienced sexual harassment in the workplace.
2) It is found that more than 40% of the respondents are harassed through teasing.
3) It is found that about 35% of the respondents are harassed by their superiors or Boss.
4) It is found that about 40% of the respondents feel irritated rather than stress or feeling aggressive.
5) It is found that about 30% of the respondents ignore the situation and only 26% of them initiate a complaint.
6) It is found that 38% of the respondents highly agree that more women never act over fears against harassment.
7) It is observed that 36% of the respondents disagree that sexual harassment is prevalent where employees are educated.
8) It is observed that men/women don't have equal opportunity at works.
9) It is observed that women have equal opportunity in monitoring and identifying problem areas and resolving them.

8. Suggestions

1) It is suggested to implement strict rules against sexual harassment.
2) It is suggested that for employees rather than feeling irritated, it's better to initiate a complaint against harasser.
3) It is better if the top-level management be aware of harassment as it's found that 35% are harassed by superiors.
4) It is better women rather being scared can take corrective remedial action against harassers.
5) It is suggested that women employees should be provided with equal opportunity at works.
6) Employees counselling should be made frequently to know their problems.
7) All the employers or personnel in charge of workplace whether in public or private sector should late opposite steps to prevent sexual harassment?
8) Without prejudice to the generality of obligations they should take following steps.
   - Express prohibitions of sexual harassment at workplace should be notified, published and circulated in appropriate way.
   - Appropriate working condition should be provided irrespective of work, leisure, help and hygiene to further insure that there is no Hostile- environment to women at workplace.
   - Strong company policy should be formulated an enforced.
   - Early or continuous training to the employees should be provided.
   - Communicate sexual harassment policy on a regular basis.
9) In a service, rule of government and public sector bodies relating to conduct & discipline should have provision for prohibiting Sexual harassment & provide for appropriate penalties to the offender.
10) Appropriate action & disciplinary actions like job transfer, demotion, pay reduction, laws of an owner, termination will prevent sexual harassment at workplace.

9. Conclusion

From the above study, we can conclude that sexual harassment is one of the major problem faced by each and every organisation and almost all employees. When it is small organisation or big organisation they should concentrate on these areas in the maintaining proper relation among employees. Otherwise it will lead to problems like decrease in production, fewer sales, less turnover, increase in labour turnover and so on. As it is found that sexual harassment is highly associated taking preventive steps may lesser turnover and keep the organisation from losing valuable employees. Sexual harassment is a reflection of poor attitude about the whole organisation. The managers and superiors, who work with the employees, should change employee's perceptions about the organisation policies and practices.

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