

A Study of Problem Faced by Working Women in Corporate Sector

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Abstract – This research paper examines about the various challenges faced by women working in the corporate sector. Although women's participation in the workforce has been increasing in modern times, but they continue to encounter numerous difficulties. This study focuses on key issues such as work life flow, gender discrimination, wage disparity, workplace safety, mental stress and obstacles to career advancement. For this research a sample data of 100 working women was selected and data was collect using a questionnaire-based method. The findings indicate that, for majority of these women, maintaining work-life flow and managing emerged as significant challenge.

Key Words: working women, corporate sector, work life flow, stress, salary inequality

1.Introduction

In today's modern society, women have made significant strides in the fields of education and career. The number of women in the corporate sector is on the rise; however, alongside this progress several challenges have also emerged.

Women in the corporate sector are required to balance the dual responsibilities of home and work, which leads to increased mental and physical stress. Furthermore, issues such as workplace discrimination, wage disparity, and safety concerns still persist.

2. Objectives of the study

1. To study the challenges faced by working women
2. To understand the impact of work-life flow
3. To identify the nature of discrimination in the workplace
4. To examine issues related to women's safety
5. To suggest measures for improvement

3. Research Methodology

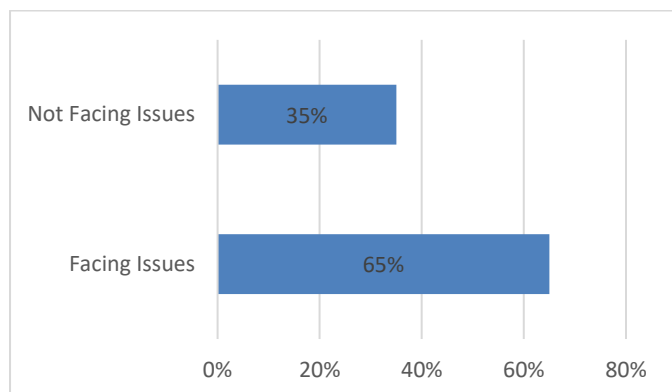
- 1) **Sample Size:** The study is based on a sample size of 100 working women employed in the corporate sector. The respondents were selected to represent diverse roles, departments and experience levels to ensure a comprehensive understanding of the research problem.
- 2) **Data Collection Method:** This study relied on primary data gathered through a structured questionnaire, which include a mix of closed-ended and a few open-ended questions tailored to address the research objectives. To enhance accuracy and dependability, responses were obtained directly from the participants.
- 3) **Type of Research:** The present study follows a descriptive research design, which is well-suited for describing and interpreting the ongoing conditions, daily practices, and attitudes of women in corporate employment. This approach facilitates a systematic arrangement of empirical data and enables the formulation of logically derived conclusions.
- 4) **Area of Study:** The research was conducted in the corporate sector, focusing on organizations where women are actively engaged in professional roles. The study area includes companies operating in structured business environments such as offices, firms and corporate institutions.

4. Challenges Encountered by Working Women

- 1) **Work-Life Flow:** Working women often face stress in balancing duties with professional responsibilities.
- 2) **Gender Discrimination:** Women are frequently provided with fewer career related opportunities in comparison to there male counterparts.
- 3) **Salary Disparity:** Despite performing equivalent roles and tasks, women continue to receive lower remuneration that men.
- 4) **Workplace Harassment:** In Certain organizational environments, women may subjected to psychological or physical harassment.

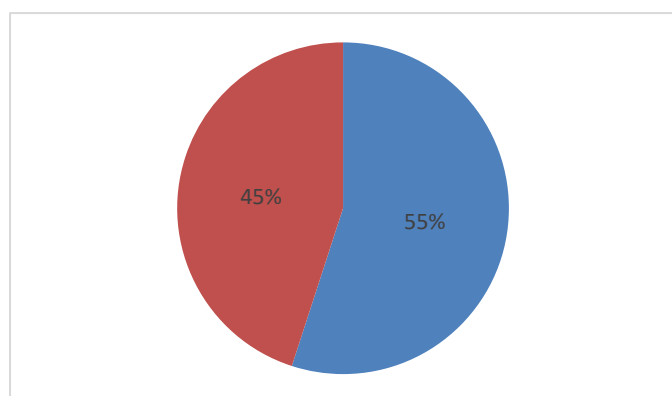
5. Data Analysis and Interpretation

1) Work-Life Balance Issues



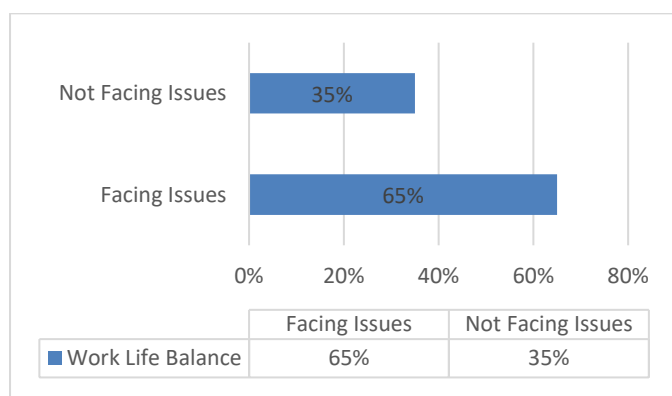
The analysis reveals that 65% of the respondents reported facing significant challenges in maintaining a proper work-life balance. This indicates that a majority of working women in the corporate sector struggle to manage professional responsibilities alongside personal life.

2) Gender Discrimination



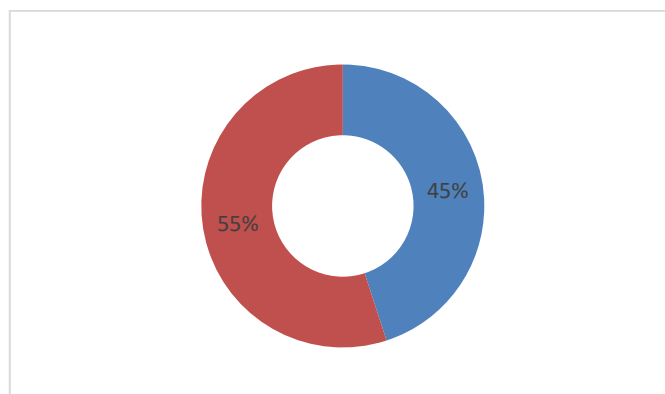
According to the study, 55% of the respondents reported encountering gender discrimination in their workplaces, underscoring the persistent nature of gender bias within corporate settings.

3) Stress Levels



The findings revealed that 60% of the participants experienced stress originating from work-related factors, highlighting the psychological demands inherent in corporate employment.

4) Salary Inequality



The findings indicate that 45% of respondents believe there is salary inequality in the workplace. This suggests that nearly half of the participants perceive unfair compensation practices.

6. Findings of the Study

Based on the analysis of the data collected from working women in the corporate sector, the following key findings have been derived:

1) Difficulties in Achieving Work-Life Balance:

A Majority of women surveyed reported substantial challenges in balancing their professional duties with personal and family responsibilities, making work-life integration a persistent struggle.

2) Ongoing Gender Discrimination:

The evidence confirms that gender-based unequal treatment continues to exist in corporate settings. A notable portion of respondents indicated facing differential treatment, emphasizing the urgent need for fairer and more inclusive workplace policies.

3) High Levels of Mental Stress:

Many female participants acknowledged experiencing mental strain stemming from expectation were identified as key contributors to heightened stress among employees.

4) Safety Concerns:

The data shows that safety remains a critical issue for employed women. Both workplace security and travel related safety concerns negatively influence their overall well-being and level of job satisfaction.

7. Findings of the Study

Based on the findings of the present study, the following recommendations are proposed to enhance the working conditions of women in the corporate sector:

1) Introduction of Flexible Work Arrangements

Organizations should adopt flexible working models, including remote work options, adjustable shifts, and hybrid frameworks. Such arrangements would enable women to balance professional obligations with personal and family

responsibilities more effectively, thereby contributing to improved work-life harmony.

2) Enforcement of Equal Pay Policies

Companies must establish fair and transparent compensation structures by implementing equal pay policies. Regular salary audit should be conducted to identify and eliminate gender-based wage disparities, fostering a more equitable workplace environment.

3) Establishment of a Safe Work Environment

It is essential for organizations to create a secure workplace for women through the strict enforcement of anti-harassment and anti-misconduct policies. The installation of proper grievance redressal mechanisms, along with regular awareness programs, will help ensure employee safety and build confidence among female staff.

4) Implementation of Stress Management Program

Employers should periodically organize stress management initiatives, such as professional counselling sessions, employee wellness program, and skill building workshops. These measures can assist women in coping with job related stress and contribute positively to their overall mental well-being.

8. Conclusion

The present study clearly establishes that while female participation in the corporate workforce is steadily rising, working women continue to encounter persistent challenges, including work-life conflict, gender-based discrimination, psychological stress, and safety risks. These difficulties substantially affect their personal well-being as well as their professional effectiveness.

To mitigate these issues, it is imperative for organizations to adopt meaningful policies and supportive frameworks. Ensuring equitable access to opportunities, upholding salary parity, promoting adaptable work models, and cultivating a secure and inclusive organizational culture represent critical measures toward the empowerment of women in the workplace.

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Payal Shivaji Dhame is an aspiring HR professional, motivational speaker, and author, currently pursuing her MBA at Zeal Institute of Business Administration, Computer Application & Research, Pune. She has completed her Bachelor of Business Administration in International Business with excellent academic performance, securing 82.40% and ranking first in her graduation.

She possesses strong interpersonal, leadership, and communication skills, along with a keen interest in people management and organizational development. Payal has actively participated in various academic and social activities, including conducting seminars on women empowerment and winning competitions related to the same.

In addition to her academic achievements, she is a published author of multiple books and has been recognized for her contributions to social work and public speaking. Her dedication, confidence, and adaptability reflect her commitment to building a successful career in the field of human resource management.