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THE PROBLEM OF GENDER INEQUALITY IN INDIA'S INFORMATION TECHNOLOGY WORKFORCE

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Abstract

The focus of this piece is on the gender gap in India's information technology sector. Young people are drawn to the information technology industry in the twenty-first century because it provides them with a modern workplace, five days of work and two days off each week, and a competitive income. Male and female skilled professionals are competing for openings in this sector. The IT sector makes allowances for people of varying skill levels. They help their development in the long run. Male and female professionals are fundamentally different from one another, both physiologically and psychologically. Their relative contributions are different. The social circles of men's and women's professions are linked. They are a representation of how much value they provide to the company. The essay delves at the disparities between the sexes in terms of their contributions.

Key Words: Gender Difference, Psychological, Physiological, contribution, Work –Life, balance, Competency, Efficiency, Professionals, Managerial, software, Project Management, Decision Making.

Introduction

To make a living in the 21st century, many young people go across national borders to work in the information technology sector. It offers a competitive salary, benefits, and the option to work from home five days a week. The expansion of the IT industry relies on the work of both men and women in the field. The domestic information technology market may be broken down into four main categories. Information technology services, software, engineering, research and development services, information technology-enabled business process outsourcing (ITes-BPO), and hardware are the four categories.

Both men and women make significant contributions to the aforementioned subfields of the information technology industry. Many billions of dollars in annual software exports may be attributed to Indian IT giants like TCS(TataConsultingServices), Infosys, Cognizant, Accenture, IBM, HCL, HP, SAP, MicroSoft, etc. The specialists at these businesses work tirelessly around the clock to put their employers in the lead by consistently outperforming the competition. Both men and women professionals work hard to achieve their goals within their established organizational framework.

Both men and women in the workforce have made significant contributions to the expansion of the IT industry. Differences can be seen in areas such as level of influence, biological and psychological factors, attitude, teamwork, work-life balance, recognition, flexibility, work efficiency, commitment, leadership quality, willingness, presentation skill, analysis, design, coding, debugging, testing, project management, persuasion, motivation, initiative, punctuality, time management, communication, human resource management, cost management, trend analysis, market analysis, and emotional intelligence.

In this comparison, we'll look at how these characteristics fare across sexes.

Problem statement

The information technology sector is dynamic and rapidly expanding. In order to compete successfully in today's highly aggressive business environment, a large number of skilled individuals are needed. There are a large number of men and women working in the information technology field. They are physiologically and psychologically distinct sexes. The motivations behind them are revealed in this research. In order to offer a useful contribution to the field of information technology, it pinpoints the underlying

causes and underlying reasons. In the 21st century, many young people, especially those seeking IT-related jobs, must commute long distances to reach their destinations. The firm offers a competitive salary and benefits package, including the option to work remotely five days a week. Equally important to the development of the IT industry are the efforts of both men and women. The domestic information technology industry may be broken down into four main categories. IT may be broken down into four broad categories: hardware, software, engineering/research development services, IT-enabled business process outsourcing (ITes-BPO), and IT services.

All of the aforementioned subfields of the IT industry benefit substantially from the contributions of both men and women. Software exports from India are valued billions of dollars annually, thanks in large part to the efforts of companies like TCS(TataConsultingServices), Infosys, Cognizant, Accenture, IBM, HCL, HP, SAP, MicroSoft, etc. These organizations' specialists work around the clock to assure their continued success. Both men and women in the workforce put in long hours to further their careers inside their companies.

It's possible that the contributions of both men and women in the workforce contributed to the expansion of the IT industry. Individuals can have an effect on a wide range of variables, including but not limited to their level of influence, biological and psychological factors, attitude, teamwork, work-life balance, recognition, flexibility, work efficiency, commitment, leadership quality, willingness, presentation skill, analysis, design, coding, debugging, testing, project management, persuasion, motivation, initiative, punctuality, time management, communication, human resource management, cost management, trend analysis, market analysis, and so on.

We're going to take a look at how these characteristics are shared and shown between the sexes.

Objective

The purpose of this research is to examine the impact of gender on India's IT workforce. It examines the extent to which men and women in the IT industry contribute. The goal is to determine how much variation there is in their contribution across a wide range of dimensions, such as level of influence, time invested, biological and psychological factors, work efficiency, problem-solving prowess, outlook, teamwork, analysis, quality of leadership, level of absence, pay, recognition, willingness, organizational hierarchy, rivalry at work, work ethics, etc. The effect of gender on IT workers' contributions is the primary topic of this research.

Research Methodology

This article is based on literature review. Qualitative research methodology has been adopted. This study tries to explore the issue of gender differences on the contribution of IT professionals in India.

(i) Work Life Balance

Compared to the male counterpart, the female professionals lack work-life balance in the Indian context. Because women are expected to look after their family members such as husband, children, parents, mother and father-in-law. Since the Indian women are socially oriented, they are expected to contribute to the growth of a family more than a career. They have more work during the morning hours and in the evening as well. They have to prepare food for the family and look after the young children. This gives additional responsibility in home. In spite of the busy morning hours, they will have to arrive at the office at the right time. This triggers an imbalance both at home and work. They experience more stress to take play a dual role as a home maker and a responsible employee.

On the other hand, the male professionals are more career oriented. They are expected socially as a bread winner and solely responsible for meeting the financial needs of a home. They wake up late having less commitment in a family role. They feel less stressful compare to the female professionals. Psychologically male professionals are more positive towards their career as they are conditioned by socially. On the contrary, women are more stressful as they have to carry both the traditional role as a home maker and a job role as an employee. This gives lethargic spirit, migraine, insomnia, anxiety, worry, less concentration, unpunctuality, absenteeism, absent mindedness, late to work stress and unnecessary problems.

The female professionals take more sick leaves, permissions compared to male professionals. Even after the work the female professionals are expected to go home early and to do household chores. On the other hand, the male professionals, having given their best at work, they return home with the mind to take rest. This clearly establishes work-life balance is more difficult to female professionals than male professionals.

(ii) Biological and Psychological difference

Biologically and psychologically men are stronger. But both male and female professionals are equally competitive. Each

finishes the assigned work with equal efficiency and competency. The IT companies have many clients from other parts of the world viz US,UK,Germany,Australia,Singapore,Canada etc. The day and night time differ. So all have to work even after the sunset and late into the night also.

Therefore staying late at work and returning home is more difficult task to female professionals. Though there is patrol service by the police department during the night, some undesirable incident happens now and then. The male professionals move ahead with their private and public vehicles even during late hours. Biologically, nature protects men as they are more courageous and brave.

As regards stamina and endurance in solving problems professionally, the male and female professionals have equal efficiency. In the managerial level, the male managers take quicker decisions than the female professionals. Managerially they lack analysing ability compared to the male counterpart. In Coding, debugging, testing, the female professionals contribute efficiently when compared to the male professionals. Many companies increase in taking the female professionals for their well-known problem solving and programming ability, They are quick to understand concepts and adept to repeated tasks.

Male professionals are good in designing software and project management. They can travel across the seas whenever there is need. They can accommodate change and the different conditions. On the other hand, going for training in different places are more stressful to the female professionals psychologically.

(iii) Team Work

In the IT sectors, almost all the tasks get done by a team work. The professionals from three to many in numbers form a team and finish a task within a stipulated time, A team leader leads the team in order to carry out a task In a team, the team leader has more technical and managerial skills. In these the male and female professionals are trained well. They have equal commitment to finish the given work on time. They have equal commitment to finish the given work on time. They have equal motivation capacity to carry out the work. Because, majority of the work is done with determined time. They report to the team leader. Both male and female professionals are cautious about finishing the work .A systematically way of sharing knowledge is there. They document every phase of the project with meticulous care. In this they are competitive enough with one another. Since programmes need cent percentage accuracy, they show equal competency in finishing the programmes within the stipulated time. Motivation is given to the professionals by the management continuously and monitored periodically. In work, both male and female professionals share their responsibilities as they are accountable to their tasks. They have a certain kind of punishment for their irresponsibility such as memo, demotion, and termination from the job, etc. So they follow certain work ethics. They are cooperative with one another in completing the given task. The projects they work are huge in investments. Both genders are competitive with each other in a team work. In a team both male and female professionals contribute equally with their respective skills.

Recommendation

The important gender differences are discussed. The male and female professionals have differing work-life balance. They have their psychological and biological differences. They have competency, efficiency in working with team. They are different in many things, but their contribution level to the main growth of the IT Industry is equally competent. To the female professionals, a flexible work time should be given in order to balance work and family life. Since they have more family responsibilities in the Indian context. Their identified abilities should be utilized in accordance with their physical and psychological limitation. Both should be utilized to their maximum potential in their competitive areas. This will help the IT industry to sustain the highly specialized talents both male and female talents from leaving. This will help them to retain them in the long run saving their trained highly valuable human resources from lose. This will give a balanced organizational and social growth in the long run with rich values.

Conclusion

The aim of this article was to find out the issue of gender differences on the contribution of IT professionals in India. Since both the male and female professionals are competent enough in their respective areas, it is wise to retain them irrespective of their gender differences. Because, their contribution for the growth of IT industry is immense. Despite their own gender difference, they give their best with efficiency and competency. The work life balance is more difficult to the female professionals than male professionals. In accordance with their psychological and biological difference the job should be allotted accordingly. In team work, male and female professionals equally fulfil their responsibility.

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