

THE IMPACT OF VARIOUS ROLES AND JOB STRESS ON FEMALE EMPLOYEES' WORK PERFORMANCE*

BY

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ABSTRACT: (Female) employees' performance at work is influenced by the amount of stress they are under at work. This work-related stress is significantly impacted by internal and external variables, which originate within the organisation. As a result, it's critical to become aware of and cognizant of its existence. Contingent on the amount of pressure reported by staffs, occupational stress can have either beneficial or negative consequences on employee performance. The goal of this research was to look at the influence of stressors and workplace stress on the productivity of female employees, to see how demographic variables moderate the link among stressors & productivity for feminine employees, and to look at how workplace stress impacts productivity women. The job presentation of feminine workers at the BNI Makassar Local Center in 2020 is affected by double role conflict & stress at work.

KEYWORDS: Stressor, Work stress, Female employees, occupational stress, Demographic variables, work performance.

Received 28 Dec 2022, Accepted 03 Jan 2022, Published 18 Jan2022

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INTRODUCTION:

Currently, males hold the majority of jobs, but women are filling up the gaps left by men. As according to World Bank data, the percentage of women in the workforce has grown, albeit not significantly. The average percentage of female employees in each nation in the area is greater than 50%. The labour force participation rate rose by 0.61 percent between 1990 and 2005. It fell by 0.082 percent in 2006 compared to the year before. It then grew to 39.298 percent in 2017. TPAK (total percentage of women in the labour force) rose to 55.04 percent in February 2017 from 52.71 percent in February 2016, according to data from the Central Statistics Agency (BPS). While in 2018, the percentage of women in the labour force (TPAK) rose from 55.4% to 0.40 percent.

Every year, the number of TPAK demonstrates that women are becoming more and more involved in the country's economy and have equal possibilities in the workplace as men. A woman's primary duty in the home is to be a wife or mother, but this does not exclude her from taking on other responsibilities outside of the home. Due to a dual role work-family conflict, women who work full time and achieve the domestic will face various challenging challenges and problems that will negatively impact their job performance [1].

A CRITICAL STUDY ON GENDER INEQUALITIES IN THE WORKPLACE

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ABSTRACT: Organisational structures, procedures, and practises all have a role to play when it comes to gender imbalance in organisations. Human resources (HR) practises execute some of the most detrimental gender discriminations for women. As a result of the impact that human resources practises have on female employees in the areas of recruitment, training, compensation, and advancement, this is a critical issue. We offer a model of gender inequality in HR that stresses the reciprocal nature of gender disparity in the workplace. According to our research, wage disparities are a direct result of gender imbalances in organisational constructions, procedures, and practices. All these factors come into play when it comes to determining an organisation's culture and environment. There may be a correlation between the degree of institutionalised sexism among key decision makers and their propensity to make gender-biased HR choices or act sexist while putting such decisions into action. An important function for institutional discrimination is that it influences HR practices and provides a socialising backdrop for organisational choice makers' degrees of antagonistic and benevolent bigotry in the workplace. A self-reinforcing mechanism that can continue discrimination is depicted, although crucial levers for minimising discrimination can be found.

KEYWORDS: Hostile sexism, Institutional discrimination, Benevolent sexism, Personal discrimination, Gender harassment.

INTRODUCTION:

Workplace gender inequality has been suggested to be an unwelcome environment for women due to its many expressions. A few examples of how job discrimination impacts women's wages and opportunities include the gender wage gap, the paucity of female leaders, and the lengthier time it takes for females to advance in their careers [1]. Consequently, women's socioeconomic status is lower as a result of workplace discrimination. It is HR regulations and HR-related decision-making that most contribute to the gender pay gap. Also, personal bias in the form of sexist comments may be made by workers during HR procedures or when they are informed by decision makers about the outcomes of HR-related decisions [2]. As a result of both objective and subjective disadvantages, women's stress levels, mental health, commitment and job satisfaction, and performance are all affected by the stigmatisation they face at work. Acumen in HR strategies, choices, and enactment is examined in this article and the reasons for such discrimination in the workplace, as outlined in this study. HR-related policymaking, enactment, and **policy are explained in Section "Discrimination in HR-Related Practices,"** which clarifies the distinction among HR policy, HR decision-making, & their relation to each other. Institutional discrimination is a kind of gender inequality in HR policy. We examine evidence of official gender acumen in HR rules that are used to recruit, evaluate, and promote employees. Personal discrimination, on the other hand, is a kind of discrimination that happens in HR-related choices and their implementation. Last but not least, we present indication of personal bias against women by HR decision creators and the implementation of HR rules.

Organisational structures, processes, and practises all have an impact on HR practises, and this is explored

THE EDUCATION SYSTEM PLAYS A DYNAMIC ROLE IN REMOVING GENDER DISPARITY

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ABSTRACT: In order to raise awareness about gender disparity, this article examines international accords, constitutional mandates, and legislative mechanisms to combat sex discrimination in education. It also mentions the economic elements of gender inequality. Educators should create and enhance constitutional culture and consistency in students. To foster equality, it will be vital to ensure equal access to education and achievement for all. Education must remind everyone of their natural equality. The goal is to eliminate preconceptions and complexes inherited from the social environment and birth. In the Indian setting, all educational programmes must adhere strictly to secular norms. The school system must help people gain self-confidence and remove all types of artificial prejudices. Creating a populace aware of their rights and obligations and devoted to our constitution's values is essential for our country's social, economic, and political success. The Indian Constitution envisions a pluralistic, open society founded on social justice and equality. Discrimination might be subtle or latent. In a scenario, it is a mindset. Everything should be done to make this particular set aware of the equality and justice values mentioned in many international accords and other legal regulations.

KEYWORDS: Women empowerment, Higher Education, Literacy rate, Active workforce.

INTRODUCTION:

Humans have created gender prejudice. It's been around forever. Discrimination varies depending on a society's level of development. The fight against gender discrimination continues [1]. Various constitutional and statutory provisions have been introduced and executed with little success.

Women's empowerment involves realising and utilising their full potential to actually be empowered. Enabling women to flourish socially, politically, and economically is a process of empowerment [2]. For women to fully engage in the development process, education is one of the most significant empowering strategies. Education, especially higher education, may empower women. Education should be given high attention among the various methods used to promote women's standing in every culture [3]. Education empowers women, raises their position in the community, and allows them to participate more in family and communal decisions.

Education is the systematised information and abilities that allow a specific type of training to address theoretical and practical issues, employing and creatively creating current science, technology, and culture. Graduates of secondary general or secondary specialised education institutes are eligible for education [4].

GENDER ROLES:

We see numerous distinctions between males and girls in the home, street, classroom, and playground. For example, guys are often lively, playful, brave, boisterous, and tough to regulate. Generally, girls are more docile and simpler to manage. Educators must understand in what way infants & toddlers grow to perceive themselves as lasses and lads in their societies' adult representations of females and males [5]. It is also vital to understand how uneven and discriminatory treatment leads to low self-concept in girls. Girls' poor self-esteem hinders

HIGH PERCENTAGE OF FEMALE WORKERS AMONG TIWA TRIBE: PERSPECTIVE OF ASSAM

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ABSTRACT: Assam's Morigaon and Nagaon districts in north-eastern India are the focus of this study, which aims to analyse the socio-economic factors that influence women's employment status among the Tiwa tribe and give recommendations to policymakers for increasing female labour force participation. This research is based on primary data gathered at random from 442 families in 14 villages from both districts using a well-structured questionnaire. In addition to descriptive statistics, we employ Logistic Regression to identify socioeconomic factors that influence Tiwa women's working status. Women's working status is positively influenced by factors such as the size of the family, the number of dependents, the employment of the primary earner, the education of the primary earner, and the debt load. It is more difficult for women to get involved in the economy if they own land or have to deal with flooding. In other words, it's bad for women's careers. To increase women's participation in earning activities, the government and civil society must implement policies that include policies to increase agricultural growth; better education and health; infrastructure development; the urgency of creating employment opportunities; and measures for flood control.

KEYWORDS: Tribal community, Tiwa tribe, Women workforce participation, Assam, North East India.

INTRODUCTION:

The character of a region's socioeconomic growth and the standard of living within a society are strongly influenced by the percentage of women who work. There are two beneficial outcomes to women's employment in tribal communities: it improves their quality of life and reduces family size. Most of the home and agricultural work is done by indigenous women [1]. However, because of their illiteracy and callous attitude toward their employment, it's clear that their methods are rudimentary in nature. Over eighty percent of working women have jobs that are considered vulnerable, including over two-thirds of those who work in agriculture. They come from the most economically and socially disadvantaged sections of rural society. They are also a less organised and less educated group of employees, which explains in part why they are less eloquent.

People from all over the world come to Assam to live, work, and worship in a variety of ethnic and religious groupings. Tribes of Assam in north-east India include the Tiwas. They are a member of the Monogoloid people group ethnically. Assam and Meghalaya are home to the Tiwa people. For the Tiwas, there are two distinct sub-groups: those who live on hills and those who live in the plains of the region. Karbi-Anlong district (Assam) and Ri-bhoi district (Assam) are home to the hill Tiwas (Meghalaya) [2]. Plain Tiwas are mostly found in the districts of Morigaon and Nagaon on the southern bank of the Brahmaputra Valley. The state's Tiwas make up 5.17 percent of the state's overall tribal population. The district of Nagaon is located in the heart of Assam, in the north-central region of the state. It serves as the geographic hub for the whole region of northeastern India. The district, which is located in Nagaon, has a total size of 3993 square kilometres. Karbi-Anlong, North Cachar and Golaghat districts are located south, east Karbi Anlong & Golaghat districts are located in the east and west of the



THE IMPACT OF URBANIZATION ON TRADITIONAL ASSAMESE CUISINE AND DRESS

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ABSTRACT: Ancient, rural, tribal, civilised, urbanised, and other cultural subtypes can all be distinguished. Capitalism and globalisation have had a profound effect on the way people live their lives. The contemporary way of living has impacted the way of life of seventy percent of rural residents nowadays. These changes were brought about by a variety of factors, including urbanisation, economic growth, the development of science, and rivalry in the market. It's no longer fashionable to wear some of the classic costumes therefore, they're only worn at special events. In the same way, new dishes from the city found their way to the countryside. Assamese cuisine and clothing are examined as a result of modernism in the paper's goal.

KEYWORDS: Assam, Urbanization, costume, Tradition, Food habit, Development.

INTRODUCTION:

The integration of capitalist systems, the absorption of social attitudes & cultural norms, and the inclusion of global administration and systems via technological advancements, transportation, and communication may all be classified as aspects of globalisation. In a nutshell, globalisation refers to the development and deepening of connections & movements of people, products, capital, ideas, & culture, between among countries [1].

People from all over the world have tried to build a multicultural "global village" in which they may learn from each other, but instead it has only helped wealthy nations while harming the poor and those with less means in terms of their sustainable lifestyles and cultural eating habits.

Food is a need for the existence of all living creatures. Activities aimed at obtaining food take precedence over those aimed at ensuring one's own existence. Obtaining food necessitates a variety of methods that may offer a balanced diet in a variety of climates and situations. Other dimensions of culture, such as the size and duration of a community, the economics, the degree of inequity, the kind of political system, and even art forms and religious beliefs and practises, are significantly predicted by how a civilization obtains its food. **However, apparel** and decorations are a vital aspect of material culture that may be seen as a marker of a community's uniqueness and a way to identify them. There are many distinct kinds of clothing and jewellery worn by individuals across the world in a civilised society. A representation of how diverse places, communities, and societies all have distinct cultures and customs based on their physical settings. People's material culture is strongly influenced by the area's natural resources and the extent to which they may be used. "Material culture as a study is founded on the evident truth that the existence of a man-made item is concrete proof of the presence of a human intellect acting at the moment of production," noted Prown (1982). For the