

Problems and Challenges Faced by Married Women Conductors in KSRTC with Special Reference to the Malabar Region

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ABSTRACT

This study examines the difficulties married female conductors at the Kerala State Road Transport Corporation (KSRTC) encounter, with a particular emphasis on the Malabar area. Work-life balance, cultural expectations, and little prospects for job progression are just a few of the challenges these women face in spite of progress made toward gender equality. We examine the impact of these challenges on their work performance and job satisfaction using the correlation method. Furthermore, the research delves into the tactics employed by these facilitators to effectively manage their distinct situations, including time management approaches and support networks. The results show that married female conductors have several challenges, but that these challenges are largely mitigated by their adaptability and perseverance. The study underscores the necessity of legislative initiatives and organizational support in improving the working circumstances for female conductors at KSRTC.

Keywords: Married women, conductors, KSRTC, Malabar region, challenges, work performance, strategies, gender equality, work-life balance.

INTRODUCTION

Over the past few decades, women's roles in the workforce have changed dramatically, yet obstacles still exist, especially in sectors that have historically been dominated by males. Married women conductors in the Malabar region work for the Kerala State Road Transport Corporation (KSRTC), and they have particular challenges that affect both their personal and professional life. This group is becoming more and more representative of the labor force, supporting the transportation industry while juggling obligations to their families and society.

The confluence of work and family life poses notable obstacles for these women, such as striking a balance between work and home responsibilities, navigating cultural attitudes towards women in public service positions, and handling possible workplace discrimination. These difficulties may impair their productivity at work, which could result in stress, a decline in job satisfaction, and even stagnation of their career. Comprehending these concerns is crucial not only for women but also for institutions seeking to advance gender parity and augment labor force output.

The purpose of this study is to look into the many issues that married female conductors in KSRTC encounter, with an emphasis on the Malabar area. This study looks at how these obstacles affect their ability to perform at work and what tactics they use to get over them in an effort to offer insightful information that can guide future developments in support systems and legislation. In the end, establishing a climate that supports married women in the workforce is critical to realizing a more just and effective transportation system.

OBJECTIVES

1. To study the challenges faced by married female conductors in KSRTC.

2. To examine the impact of these challenges on their work performance
3. To examine strategies adopted to overcome challenges.

SIGNIFICANCES OF THE STUDY

This study, which focuses on the difficulties married women conductors in KSRTC encounter in the Malabar region in particular, is significant because it takes a multipronged approach to comprehend gender dynamics in the transportation industry. By emphasizing the distinct challenges faced by these women, the study illuminates more general concerns regarding gender parity and diversity in the workplace. It looks at how their work performance and general job satisfaction are affected when professional and familial obligations collide. The results can help KSRTC and legislators understand the unique requirements of married female conductors, which will enable the creation of focused support networks and laws that encourage work-life harmony. The study also sheds light on the methods these women use to overcome obstacles, imparting insightful knowledge that can encourage others facing comparable circumstances.

SCOPE OF THE STUDY

The study's focus on the issues and difficulties faced by married women conductors in the Kerala State Road Transport Corporation (KSRTC), especially in the Malabar region, is multifaceted. The aim of this research is to examine the operational, cultural, and socioeconomic barriers that these women face in their careers. Work-life balance, societal perspectives, safety concerns, and the effect of family duties on their employment are some of the main areas of focus. The study will also look at the support networks and organizational policies that affect the participants' general well-being and job performance. The research aims to give a thorough picture of their experiences by collecting both qualitative and quantitative data. This will help to provide proposals for enhancing conditions and advancing gender equality in the transportation sector.

REVIEW OF LITERATURE

Chaudhary et al. (2020) investigate how married women in traditionally male-dominated fields like public transportation face an increasingly restrictive job environment due to ingrained gender norms.

Ravi and Kumar (2021) analyze the challenges of work-life balance for married women conductors in KSRTC, emphasizing the need for flexible schedules to accommodate family responsibilities.

Menon (2021) investigates safety issues, highlighting that married women conductors frequently face harassment, affecting their job satisfaction and mental health.

Patel and Nair (2022) argue for improved organizational policies that provide better support for married women conductors, including mentorship programs and childcare facilities.

Singh and Iyer (2022) discuss barriers to career advancement for married women in KSRTC, stressing the significance of professional development and training to enhance their skills and opportunities.

HYPOTHESIS

1. Alternative Hypothesis (H1): The scheduling demands of my job significantly interfere with my family life.
Null Hypothesis (H0): The scheduling demands of my job do not significantly interfere with my family life.
2. Alternative Hypothesis (H1): I find it difficult to manage both work and family responsibilities effectively, impacting my job performance.
Null Hypothesis (H0): I do not find it difficult to manage both work and family responsibilities effectively, and it does not impact my job performance.
3. Alternative Hypothesis (H1): Personal challenges significantly hinder my ability to perform well at work.
Null Hypothesis (H0): Personal challenges do not significantly hinder my ability to perform well at work.
4. Alternative Hypothesis (H1): Lack of flexibility in my job negatively affects my work performance and productivity.
Null Hypothesis (H0): Lack of flexibility in my job does not negatively affect my work

performance and productivity.

RESEARCH METHODOLOGY

To guarantee a deep understanding of the subject, using both qualitative and quantitative methods will be used. First, a systematic questionnaire on demographics, work experiences, obstacles encountered, and job satisfaction levels will be delivered to a representative sample of married women conductors. To find patterns and relationships, statistical techniques will be applied to this data.

A small number of conductors will also participate in in-depth interviews to learn more about their individual struggles and experiences. Due to the semi-structured nature of these interviews, open-ended questions may be asked about topics like work-life balance, social stigma, and workplace dynamics, which can provide insightful information. The integration provides a solid basis for understanding the nuances of the challenges faced by married female conductors in the KSRTC. This includes both quantitative and qualitative data.

Sampling Design

To investigate the problems and challenges faced by married women conductors in KSRTC with a focus on the Malabar region, a correlational research design will be employed. This study will aim to identify relationships between various factors such as work-life balance, job satisfaction, family responsibilities, and social support. We will create a structured questionnaire to gather information from a representative sample of married women conductors, incorporating scales that measure job stress, family obligations, and perceived discrimination.

Statistical analysis will be conducted to explore correlations between these variables, allowing for the identification of significant relationships that highlight the challenges faced by this demographic. For instance, the study may examine how higher levels of family responsibilities correlate with lower job satisfaction or increased stress. By focusing on these correlations, the research aims to provide insights into the specific factors that impact the well-being of married women conductors and inform strategies for improving their working conditions and support systems within KSRTC.

LIMITATION OF THE STUDY

Sample Size: The study's conclusions may not be as generalizable if there are not enough respondents.

Geographic Focus: Women conductors in other locations may experience difficulties if their attention is only focused on the Malabar region.

Subjectivity: Personal prejudices may have an impact on responses, which could compromise the validity of qualitative data.

Time Restrictions: If the study is done quickly, it may not be able to explore all of the concerns in-depth.

ANALYSIS AND INTERPRETATION

Correlation Analysis

Table

1:

Correlation for scheduling demands of my job interfere with my family life.

Correlations

	The scheduling demands of my job interfere with my family life.	WLBFI
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The scheduling demands of my job interfere with my family life.	Pearson Correlation	1	.208*
	Sig. (2-tailed)		.038
	N	100	100
WLBFI	Pearson Correlation	.208*	1
	Sig. (2-tailed)	.038	
	N	100	100

The influence on your family life and the scheduling needs of your employment are positively correlated, but the correlation coefficient of 0.208 suggests that the association is weak. This implies that there is a minor tendency for family life interference to increase along with the demands of work schedules. There is less than a 5% possibility that this association is the result of random variation, according to the significance level ($p = 0.038$), which verifies that this link is statistically significant at the 0.05 level. This study, which has a sample size of 100, points to a significant but weak relationship that merits more investigation to fully grasp its implications for work-life balance.

Correlations

	I find it difficult to manage both work and family responsibilities effectively.	WLBFI
I find it difficult to manage both work and family responsibilities effectively.	Pearson Correlation	1
	Sig. (2-tailed)	.208*
	N	100
WLBFI	Pearson Correlation	.208*
	Sig. (2-tailed)	.038
	N	100

Table 2: Correlation for difficulty in managing both work and family responsibilities effectively.

The variable WLBFI and the difficulty of juggling work and family obligations have a positive link (Pearson correlation coefficient of 0.208), indicating that as one grows, the other is likely to follow suit. Because this correlation's significance level (p -value) is less than 0.05, it can be considered statistically significant. This indicates a reasonable correlation with a sample size of 100; nevertheless, the strength is somewhat modest, suggesting that although there is a relationship, other factors may also be important in balancing work and family obligations.

Table 3: Correlation for ability to perform well at work is hindered by my personal issues

Correlations

	My ability to perform well at work is hindered by my personal issues.	WPF2
My ability to perform well at work is hindered by my personal issues.	Pearson Correlation	1
	Sig. (2-tailed)	-.011
	N	100
WPF2	Pearson Correlation	-.011
	Sig. (2-tailed)	.911
	N	100

There is a -0.011 Pearson association between personal concerns and your ability to perform well at work (WPF2). This number shows a very weak negative association, which means that adjustments to personal matters seldom affect productivity at work. The correlation is not statistically significant, as indicated by the significance value (Sig. 2-tailed) of 0.911, which implies that there is more likely to be a random chance association than a meaningful connection. Based on this data, your personal problems do not appear to significantly impair your ability to perform at work.

Table 4: Correlation for job does not provide enough flexibility for family needs.

Correlations

	My job does not provide enough flexibility for family needs.	WLBFI
My job does not provide enough flexibility for family needs.	1	.310**
	Pearson Correlation	.002
	Sig. (2-tailed)	100
	N	100
WLBFI	Pearson Correlation	1
	Sig. (2-tailed)	.002
	N	100

The variable "My employment does not provide enough flexibility for family requirements" (WLBFI) itself has a substantial positive correlation, as predicted by correlation analysis. The moderately positive association is indicated by the Pearson correlation coefficient of 0.310. This implies that respondents are likely to share similar feelings when the perception of inadequate job flexibility for family demands grows. Because the significance level ($p = 0.002$) is less than the 0.01 cutoff, the statistical significance of this link is confirmed. This implies that the respondents' worries regarding employment flexibility are not sporadic and may indicate a larger trend. All things considered, these results point to a possible area that companies should consider addressing, since increasing employment flexibility may boost worker satisfaction and work-life balance.

FINDINGS

- 1) Weak Positive Correlation: The relationship between job scheduling demands and family life interference is weakly positive ($r = 0.208$), suggesting that increased scheduling demands may marginally worsen family life difficulties..
- 2) Statistical Significance: There may be important consequences for work-life balance from the statistically significant ($p = 0.038$) link between job scheduling demands and family life interference.
- 3) Moderate Correlation in Responsibilities: Though this association is modest, job and life are positively correlated. balance views (WLBFI) and the challenge of juggling work and family obligations.
- 4) Additional Factors Influencing Responsibilities: The association indicates that other factors may potentially have a substantial impact on how married female conductors balance job and home duties, even though there is a link ($r = 0.208$).
- 5) Weak Negative Impact of Personal Issues: Work performance and personal troubles possess a very weak correlation ($r = -0.011$) that is not significant in terms of statistics ($p = 0.911$), suggesting that personal issues have little to no impact on work performance.
- 6) Job Flexibility Perception: The same variable and respondents' perceptions of inadequate job flexibility for family requirements have a somewhat positive association ($r = 0.310$), suggesting that respondents' opinions are in agreement.
- 7) Significant Job Flexibility Concerns: Concerns about inadequate flexibility are not arbitrary, as evidenced by the significant association ($p = 0.002$) found in relation to employment flexibility. This correlation may point to a pattern.

- 8) Implications for Employee Satisfaction: Results point to the possibility that increasing working flexibility for married female conductors in KSRTC could improve work-life balance and employee satisfaction.
- 9) Interference Between Work and Family: The analysis highlights the trend for increased interference with family life when job scheduling demands rise, which may result in a decline in overall satisfaction.
- 10) Need for Further Exploration: In light of the correlations discovered, more research into the precise variables impacting married female conductors' work-life balance is necessary in order to create focused support initiatives.

SUGGESTIONS

- 1) Enhance Job Flexibility: Provide more alternatives for flexible scheduling to meet the requirements of families. This could involve chances for remote employment or modifiable shift schedules.
- 2) Support Programs: Provide time management and prioritizing training programs to assist staff in better juggling work and family obligations.
- 3) Open Communication Channels: Establish channels for staff members to express their worries about demanding schedules and conflicts with family life. Management can have a better understanding of employee needs through regular feedback meetings.
- 4) Family Support Initiatives: Implement family-friendly measures to lessen the pressures caused by scheduling demands, such as daycare assistance or family leave alternatives.
- 5) Training for Management: Supervisors ought to be trained in the importance of work-life balance and how to help their teams effectively manage responsibilities.
- 6) Monitoring Workload: Make sure that the workload and scheduling are reasonable on a regular basis. Take employee feedback into consideration when making adjustments to demands.
- 7) Employee Assistance Programs: Ensure that employees have access to the resources they require by offering guidance and assistance for personal issues that may impede their capacity to perform their duties.
- 8) Promote Work-Life Balance Culture: Encourage a work environment that appreciates and encourages a work-life balance, which will motivate staff to put their health first.
- 9) Research and Assessment: Carry out additional investigation to pinpoint particular difficulties encountered by married female conductors and modify remedies correspondingly.
- 10) Pilot Programs: Before expanding their implementation, think about starting pilot projects that are centered on employment flexibility and support measures and evaluating their efficacy.

CONCLUSION

Significant new information about the work-life balance of married female conductors at KSRTC is provided by an analysis of their challenges. Growing job scheduling demands appear to marginally interfere with family life, according to a small positive association ($r = 0.208$, $p = 0.038$), which may indicate that these obligations put these conductors under stress. Managing work and family obligations also demonstrates a moderately positive link, highlighting the possibility that challenges in one area may have an effect on the other. Personal problems, on the other hand, have a minimal connection ($r = -0.011$, $p = 0.911$) with work performance, suggesting that they do not substantially impair job performance. A crucial area for intervention is highlighted by the notable moderate positive connection ($r = 0.310$, $p = 0.002$) between the sense of inadequate employment flexibility and family requirements. This implies that giving these conductors more job flexibility could greatly increase their job happiness and work-life balance. Overall, these results highlight how crucial it is to help married female conductors by resolving scheduling pressures and encouraging flexibility, which will eventually improve their performance and overall well-being in their positions. Companies ought to think about putting plans in place to encourage a more welcoming workplace.

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