

Professional Recognition: A Road Ahead to Chase for Urban Working Women with Specific Reference to Banks

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Abstract: The study has been done with the rationale to know the professional recognition of the working women and their identity chase in the banks. These women are laborious, but they feel that more support should be provided by the banks so that they can get a wider platform to explore themselves. The researcher has identified banks for the study and a sample of 52 working women has been collected from the Front desk, Executives, Senior Executives and Managers. Variables like Professional Recognition, Work, Professional Progress and Management have been used. Closed ended questionnaire has been used with 13 items in all. Non Probability Convenience sampling technique, Pearsons Correlation, Multiple Regression Analysis and One sample t-Test has been used for calculating the sample results. Further the conclusions were drawn from the results and suggestions are given.

Keywords: Professional recognition, Work, Professional progress, Management.

1. Introduction

Women at the present era are sufficiently capable enough to stand on their own foot. They do not need to carry the baggage of reference or recommendations. But still today, they have to make more attempts to prove themselves and find a place called as Professional Recognition. They possess an inherent modesty. Their work speaks by itself. It is important for the society as well as for the organization to recognize their efforts and potential.

But it is felt that the gender biasness, management and leader support, pay scales and family support are some of the hurdles that stands on the path of these strong women. In most of the cases, liabilities towards the family, obstructs them to face the challenges of jobs. This adversely, hampers their profession recognition. Low salary is another component. Women work equally as to the males, yet she is paid less. Support of the management and leaders is another issue faced by the working women and securing Professional Recognition.

2. Literature Review

Carter and Susan (1981), stated that the challenges women face are many. The condition and the status of the working women has improved, but the challenges remains the same. Especially, her struggle for equality in occupation is the

foremost. Wages remain the deep gap of struggle for equality. Groenewegen et. al. (1994) asserted that making financial decision is tough. They can enhance them by being more creative and transparent regarding financial viability of the company.

Dimand et. al. (1995), stated that women are excelling in multitasks. They balance many responsibilities both inside and outside the organization. They can bring unique perceptive cultural awareness and new ideas regarding client relationship management. They work in team and can act as a good team leader. Bartlett and Robin (1999) concluded that adjusting to the working environment and job profile, forces her to work in those areas, which are not of her choice.

Lise Steward (2019), stated that women in their profession face additional problems. They pursue a career path that has been designed by men, who precedes them. Risk of financial complexity, breadwinner of the family, her problem persists. Regardless of income, women have to carry the bulk of responsibilities of their children, housework, caring for aged parents.

3. Objectives of the Study

To know the impact on the professional recognition of the working women of the banks.

Hypotheses:

- H0: Work, Professional Progress and Management has the impact on the Professional Recognition of the working women in banks.
- Ha: Work, Professional Progress and Management has the positive impact on the Professional Recognition of the working women in banks.

4. Research Methodology

The study focuses on the professional recognition (dependent variable) of the working women in the banking industry where some other variables like Work, Professional Progress and Management (independent variables) have been used for the research purpose. Demographic factors like, experience, designation & qualification have been used to know identity chase of the working women. Descriptive research design is

used for the research, where a structured closed ended questionnaire has been framed, with 13 questions and the entire questionnaire has been divided into four parts. Non Probability Convenience sampling technique has been used. Two leading private banks of Jaipur city are the sample unit. Front desk, Executives, Senior Executives and Managers have been chosen to collect the data. Sample size taken is 52 working women. Consideration has been made that only working women of these banks have been chosen as sample. Sample drawn is based on the availability and willingness of the working women. Cronbach's alpha test of reliability came out to be 0.76, which shows that the items of the questionnaire are reliable and acceptable. 5-point Likert scale (1=strongly disagree to 5=strongly agreed) has been used to know the level of agreement of the respondents.

A. Descriptive Statistics and Test: Pearson Correlation & Multiple Regression

Inferential Statistics: One Sample t-Test

Descriptive Statistics			
	N	Mean	Std. Deviation
A1	52	2.83	1.339
A2	52	3.25	1.235
A3	52	4.44	.539
A4	52	2.35	.968
B1	52	4.02	.804
B2	52	4.13	.886
B3	52	4.50	.642
C1	52	3.69	1.213
C2	52	4.50	.642
C3	52	4.21	.457
D1	52	2.31	.853
D2	52	2.62	.953
D3	52	3.77	1.131
Valid N (list wise)	52		

Here, Descriptive Statistics has been used to calculate the mean value(M) and Standard Deviation(SD). A1, A2,.....D3 symbolizes the number of items in the questionnaire.

B. Data Analysis and Interpretation- Hypotheses Testing

Ha: Identity chase has a positive impact on the professional recognition of the working women.

N = 52,

Pearson Correlation

Independent Variable	Dependent Variable	Pearson Co-relational Statistical Value	Sign Value p<.005
Work	Professional Recognition	.876	.000
Professional Progress		.724	.001
Management		.793	.001

The obtained result from the respondents is significant at.000, and .001, which shows that independent variables is significantly correlated with the dependent variable. Statistical value of Pearsons correlational of Work, Professional Progress, and Management with Professional Recognition is r=.876, .724, .793 respectively. Here the null hypothesis is rejected and it is concluded that the identity chase has a positive impact on the professional recognition of the working women in banks.

One Sample t-test

Independent Variable	Pearson Correlational Statistical Value	SignValue p<.005
Professional Recognition	84.359	.000
Work	85.534	.000
Professional Progress	79.721	.000
Management	76.890	.000

One- sample t-test was used to generalize the result of the sample for the population. The t-test value for Professional Recognition = 84.359. For work = 85.534, for professional progress = 79.721 and for management= 76.890. The calculated p=<.005 and the result is significant at .000. Hence the sample result is true for the population also.

C. Multiple Linear Regression

Multiple Regression Model of Work, Professional Progress and Management with Professional Recognition. 2 tailed test with (α) = <.005

The values of R, represents the correlation between the work, professional progress and management with the dependent variable, professional recognition. The results of the multiple regression indicated the three predictors work, professional progress and management explained at 87.6%, 72.4% and &79.3% respectively. This high correlation indicates that the impact on dependent variable i.e. professional recognition can be explained by the explanatory variable i.e. work, professional progress and management which is 88%, 71.6% and 68.4% respectively.

5. Findings and Conclusion

The data was collected through structured closed ended questionnaire which was distributed to a sample of 52 working women. The findings are based on the responses given by the respondents. These responses justify the objective undertaken for research.

The calculated mean for the responses is ranges between 2.31 to 4.50, which significantly shows that there is a difference of perception for the working women related to her professional recognition.

The working women feel that they are given professional

	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	df	Sign. Value(α)
Work	.876	.880	.880	.096970	.880	1	.000
Professional Progress	.724	.716	.716	.0895612	.716	1	.000
Management	.793	.684	.684	.954301	.684	1	.002

- a. Predictors: work, professional progress and management
- b. Dependent Variable: professional recognition

recognition and there should be some eligibility criteria given by the bank ($M=3.25$ & $SD=1.235$; $M=4.44$ & $SD=.539$). They feel that their bank provide them with equal division of work ($M=4.02$, $SD=.804$) which includes challenging tasks ($M=4.13$, $SD=.886$), irrespective of the gender biasness. These working women also feel that they apply more of efforts in their work accomplishment ($M=4.50$, $SD=.642$).

Employed women in these banks responded that organization gives them the tasks that are professionally progressive ($M=3.69$, $SD=1.213$). Bank supports them in their professional development ($M=4.50$, $SD=.642$) and provides all information relates to promotion ($M=4.21$, $SD=.457$). Working women felt that the bank provides them with the constructive feedback, which can support them for further development ($M=3.77$, $SD=1.131$).

Hence the results reject the H_0 and accepts H_a , stating that Work, Professional Progress and Management has the positive impact on the Professional Recognition of the working women in banks.

6. Suggestions

The organizations are doing well in professional recognition for the working women, but the data reveals that there are some issues which the organizations should improve.

1. The working women should be considered as valuable asset of the banks ($M=2.83$, $SD=1.339$). They give their utmost efforts to achieve their allotted tasks ($M=4.50$, $SD=.642$).
2. The management should bring out some means of acknowledging their efforts and professional recognition should be fairly given by the management to them ($M=2.31$, $SD=.853$).
3. Though constructive feedbacks are given by the superior, but these feedbacks and directions should be frequent enough so that they do not face task related problems.

7. Significance of the Study

This study is on the Professional Recognition of the working women. The research is significant in the following ways:

1. The study will help the working women to excel their potential.
2. The study will help the banks to identify the areas in which working women can improve the potential.
3. The suggestions given will also provide the guidelines to the banks for making the working women more empower.

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Questionnaire for women employees:

Name:	Qualification:			
Age:	Designation:			
Experience in the Current Organization:				
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
5	4	3	2	1

A. Professional Recognition

1. Women Employees are considered as valuable asset in your organization.
2. Your organization gives professional recognition to the women employee.
3. There should be some eligibility criteria for Professional recognition.
4. Professional recognition to the working women is frequent.

B. Work

1. The work is equally divided among all employees irrespective of gender base.
2. Challenging task are given to you.
3. Your work motivates you to go above and beyond your efforts.

C. Professional Progress

1. Task given to you are professionally progressing.
2. Organizational supports you in your professional development.
3. Organization provides information about the promotion path.

D. Management

1. Professional recognition is fairly given by the management
2. Direction given by the superior are frequent
3. Constructive feedback is given from your manager