
MANAGEMENT EDUCATION PROMOTES WOMEN EMPOWERMENT

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ABSTRACT: Women empowerment is mandatory for sustainable development. Management education plays historic role to grow them and helps to maintain balance in personal life and professional life. The aim of management education is develop the abilities of women to perform well. In modern time, management education is required to female for achieve the goal due to competition. Nowadays, women perform major duties at work places at high level rank that is why their skills and knowledge advancement is needed. This paper includes identification of women status after joining work and adoption of education. The survey conduct in private as well public sector to know about the response of women employees about development of their skills to enhance their recognition.

KEYWORDS: sustainable development, management education, knowledge advancement, skills.

INTRODUCTION

Woman performs several roles in her life as daughter, wife, mother, in current time as a employee and employer also. To manage these all duties and to improve her management education supports her. If she develops, her development affects family, society and economy. The important and true words are that if our women empowered our economy empowered automatically. The management education includes: Personal management, planning, leadership ability, communication, decision making power, control and others which motivates her internally and externally to obtain mission successfully.

LITERATURE REVIEW

- *Lebusa Monyooe (2004)* analyzed that the discourse with regards to Information along with Communications Technological know-how (ICTs) has become branded as a fashionable, powerful along with widespread strategy to align the particular emerging technologies towards the global socio-economic imperatives along with dynamics. In the address towards the Growth along with Development Smt, President Mbeki argues in which “In designing the Expenses of Privileges, the followers in our democracy understood too well that political rights and not using a socio-economic foundation will be unsustainable. They knew that the political settlement lacking enduring contract one of the role-players pertaining to growth along with development would over time collapse on a foundation of sand”. The introduction and growth of ICTs lends itself in to the category with the rights along with challenges that the President alluded in order to. With globalization more and more impacting upon business along with other sectors with the economy, the range for competition is not a longer limited by national limitations.
- *Margaret Pettygrove (2006)* evaluated that the recent improvements in women’s what is rights in Jordan, and rising fascination with women’s issues throughout the world, have sparked fascination with women’s political participation. The intention of this study would be to investigate the reason, despite quite a few advancements for females in Jordanian community; women have not gained better representation in political processes. This study relies primarily upon interviews using 15 Jordanian women involving the ages of 18 along with 36, as well as interview with 6 professionals in the field of women’s studies in Nike Jordan. The outcomes of these interviews were analyzed within a theoretical

framework supplied by literary options. Research was devoted to four separate variables—family, Islam, women’s municipal society corporations and the particular quota for females in Parliament introduced in 2003—and the ways in which they lessen or guide women’s political participation. Political participation with this study indicates participation, in roles of decision-making along with leadership, in both municipal society along with political processes. The outcomes of the study indicate that the family structure as well as the process of socialization inside family work as obstructions to women’s political empowerment, as does the device of Islamic values in Nike Jordan.

- *Brooke Shannan (2006)* analyzes in order to explore their bond between women’s empowerment along with employment in India. The current rhetoric of women’s “empowerment” in developing countries demands greater contribution and decision-making within the economic, political and interpersonal spheres. From the economic world, paid employment is noted as required to women’s empowerment. Research on the relationship concerning employment along with empowerment often targets access to occupations and doing the job conditions for the societal amount, and on a woman’s command over methods and factor to overall family earnings within the household.
- *Kavita Sethuraman (2008)* looked at the average under nutrition is constantly on the affect 46 % of little ones under 5 years and 47% of farm women in India. Women’s insufficient empowerment is thought to be an important factor in the particular persistent prevalence of underneath nutrition. Within India, women’s empowerment typically varies by means of community, with tribes from time to time being one of the most progressive. This document explores their bond between women’s empowerment, home-based violence, mother's nutritional reputation, and the particular nutritional reputation and progress over.
- *Erin Murphy (2008)* offers reviewed in order to clarify their bond between training and women’s empowerment. Drawing coming from qualitative files collected within a study of four Garifuna villages on the north shoreline of Honduras, that argues in which education can easily trigger the particular empowerment practice if that expands women’s know-how and being familiar with, self-confidence and understanding gender value. However, only a few education programs is going to do this. Your programs analyzed, Sistema de Aprendizaje Guide, have numerous unique attributes that could foster the particular empowerment process and are also not traditionally contained in Latin U.S. secondary educational institutions. We should carefully take into account the content along with pedagogy of educational plans that make an effort to promote women’s empowerment, in lieu of assuming in which education along with empowerment instantly go hand-in-hand.
- *Ghosh (2009)* evaluated that ladies are more and more significant since national along with international migrants, which is now evident that the complex romantic relationship between migrations along with human growth operates in gender differentiated ways. However, since migration policy has commonly been gender-blind, an explicit sexual category perspective is essential. This document attempts this kind of, beginning having an examination of recent styles in women’s migration, around the globe and inside of nations. It then considers the particular implications with the socio-economic context with the sending location for females’ migrants. The task of migration, and how that may be gender-differentiated, is discussed with particular mention of the different kinds of women migration which can be common: marital life migration, household migration, compelled migration, and migration pertaining to work. These may be further disaggregated into legal along with irregular migration, which affect as well as the issues along with problems of women migrants in the operation of migration and within the destination state. Women migrants’ relations while using sending households as-well-as the issues appropriate for coming back migrants are also considered. The last section delivers some tips for public policy for migration by way of a gender contact lens.

OBJECTIVES

1. To study regarding job improves women knowledge & personality.
2. To identify education and self employment proposals helps in women empowerment.
3. To identify women face the challenges of sexual harassment at work place.

HYPOTHESIS

1. The category wise job improves women knowledge & personality occurs with equal probability.
2. The category wise education and self employment proposals help in women empowerment occurs with equal probability.
3. The category wise women face the challenges of sexual harassment at work place occurs with equal probability.

RESEARCH METHODOLOGY

This study is based on primary data. The data was collected from 15 private and government sector employees. The sample size was 300 and four cities budhlada, mansa, bathinda, bareta (malwa region) covered for filled questionnaires. Data collected through close ended questionnaire.

- **To identify education and self employment proposals helps in women empowerment. (Table 1&2)**

Table:1

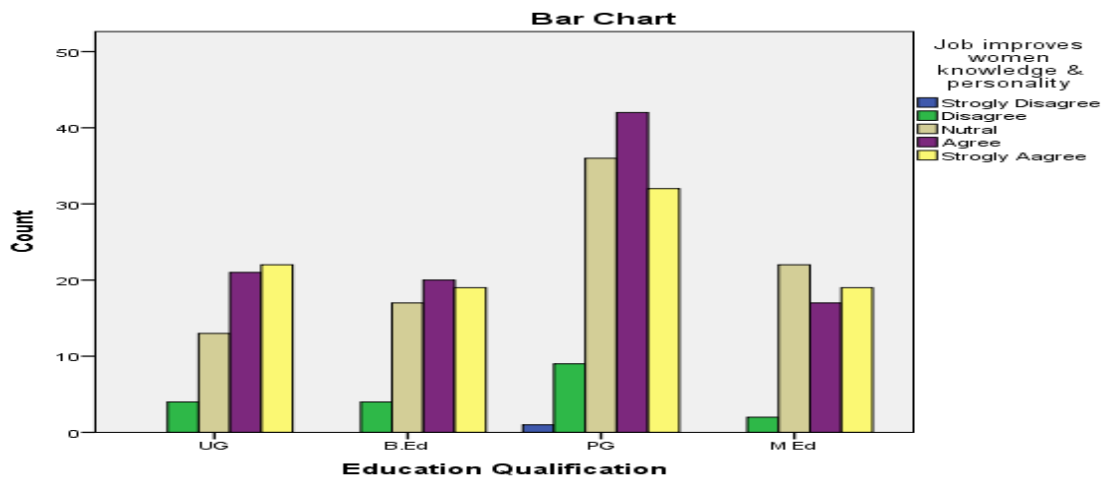
		Job improves women knowledge & personality				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Education Qualification	UG	0	4	13	21	22
	B. Ed	0	4	17	20	19
	PG	1	9	36	42	32
	M Ed	0	2	22	17	19
Total		1	19	88	100	92

Table: 2

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.942 ^a	12	.861
Likelihood Ratio	7.488	12	.824
Linear-by-Linear Association	1.166	1	.280
N of Valid Cases	300		

a. 7 cells (35.0%) have expected count less than 5. The minimum expected count is .20.



In order to analysis the Job Improves women knowledge and her personality to change educational qualification, an empirical study has been carried out in this context. The above table's no. 1 and 2 shows that expected and count figures indicate a considerable difference in Job Improves women knowledge and personality to educational qualification. We observe that the calculated value of chi square at 12 df. @ 5% level of significant, indicate 21.03. Meaning thereby, that calculated value of chi square is higher than that of given value that is 0.861. Hence, the **null hypothesis is rejected**. Hence, it is quite obvious that the all women working with organizations under public as well as private sector have marked 192 in 'strongly agree and agree'. It indicates a clear-cut relation between job improves women knowledge & personality with educational qualification.

- Education and self employment proposals helps in women empowerment.(Table 3&4)**

Table: 3

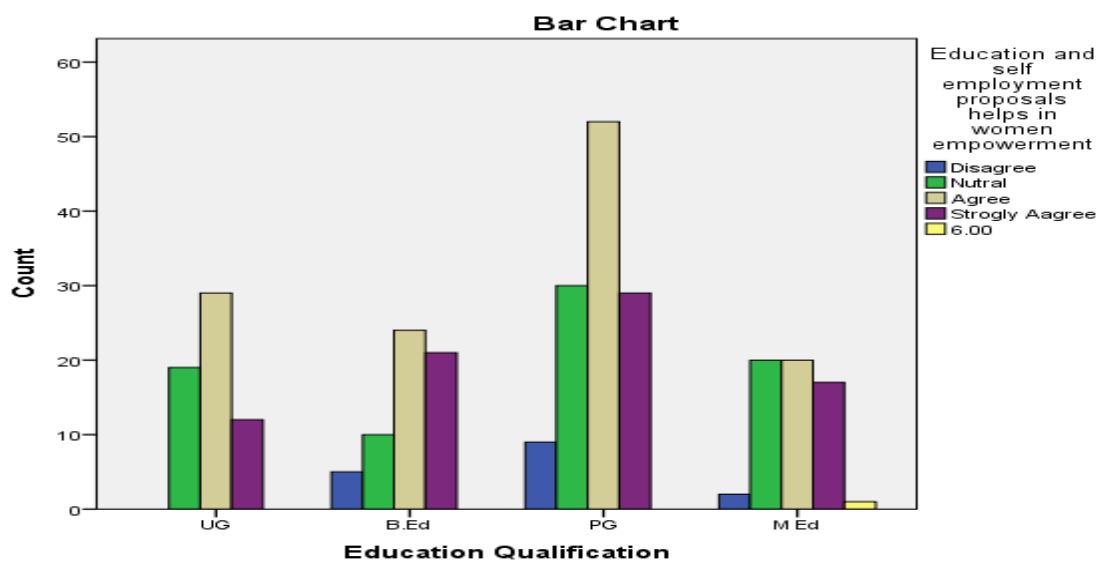
		Education and self employment proposals helps in women empowerment			
		Disagree	Neutral	Agree	Strongly Agree
Education Qualification	UG	0	19	29	12
	B. Ed	5	10	24	21
	PG	9	30	52	29
	M Ed	2	20	20	17
Total		16	79	125	79

Table: 4

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.384 ^a	12	.105
Likelihood Ratio	20.768	12	.054
Linear-by-Linear Association	.069	1	.793
N of Valid Cases	300		

a. 7 cells (35.0%) have expected count less than 5. The minimum expected count is .20.



In order to analysis the Education and self employment proposals helps in women empowerment. An empirical study has been carried out in this context. The above tables no. 3 and 4 show that expected and count figures indicate Education and self employment proposals helps in women empowerment considerable difference in education qualification. We observe that the calculated value of chi square at 12 df. @ 5% level of significant, indicate 28.87. Meaning thereby, that calculated value of chi square is higher than that of given value that is 0.105. Hence, the **null hypothesis is rejected**. Hence, it is quite obvious that the all women working with organizations under public as well as private sector have given response by marked 204 in 'strong agree and agree'. It indicates that in present period, education and self employment proposals create developing personalities to face challenges in society and prove their self.

- **Women face the challenges of sexual harassment at work place.(Table 5&6)**

Table :5

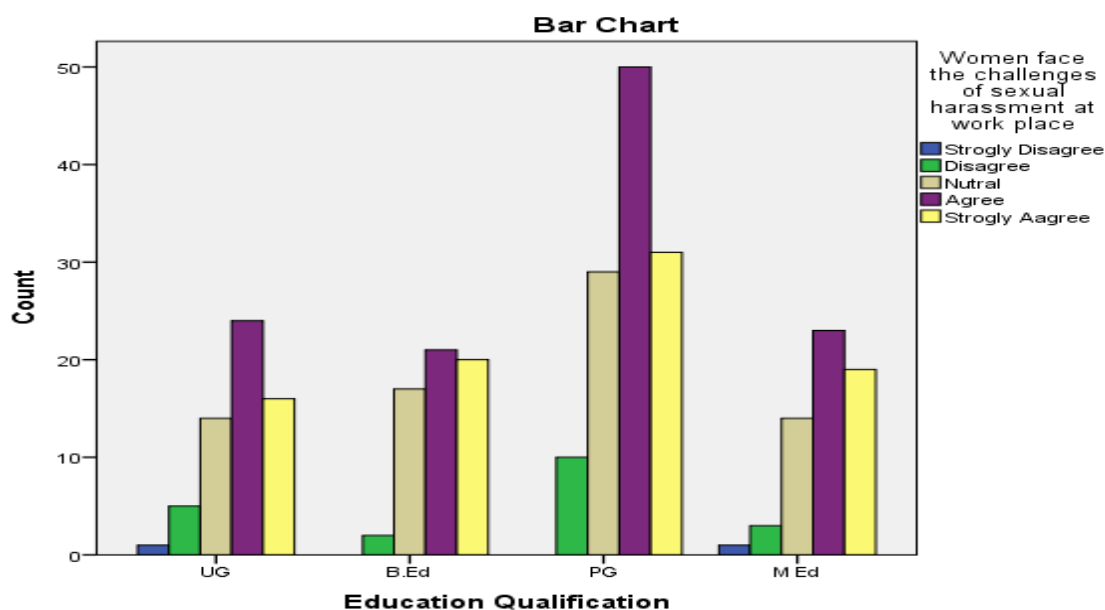
		Women face the challenges of sexual harassment at work place				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Education Qualification	UG	1	5	14	24	16
	B. Ed	0	2	17	21	20
	PG	0	10	29	50	31
	M Ed	1	3	14	23	19
Total		2	20	74	118	86

Table: 6

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.964 ^a	12	.860
Likelihood Ratio	7.804	12	.800
Linear-by-Linear Association	.110	1	.740
N of Valid Cases	300		

a. 7 cells (35.0%) have expected count less than 5. The minimum expected count is .40.



In order to analysis the women face the challenges of sexual harassment at work place. An empirical study has been carried out in this context. The above table's no. 5 and 6 shows that expected and count figures indicate a considerable difference in women face the challenges of sexual harassment at work place in education qualification. We observe that the calculated value of chi square at 12 df. @ 5% level of significant, indicate 21.03. Meaning thereby, that calculated value of chi square is higher than that of given value that is 0.860. Hence, the **null hypothesis is rejected**. Hence, it is quite obvious that the all women working with organizations under public as well as private sector have marked 204 in 'strongly agree and agree'. It indicates that like past decades, nowadays females also face these problems

CONCLUSION

Management education supports women to manage very segment in proper manner. Women empowerment is key element to develop our economy and develop competitive advantage. It helps to her manage problems on work places such as harassment and other factors. It creates skills in woman to start entrepreneurship and start business with ability.

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