



THE ISSUE OF GENDER DIFFERENCES IN THE CONTRIBUTION OF IT PROFESSIONALS IN INDIA.

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Abstract

The aim of this article is to identify the issue of gender differences on the contribution of IT professionals in India. In the 21st century, the IT sector attracts the younger generation towards it as it gives a sophisticated work environment ,giving work for 5 days with 2 days rest in a week with good salary package .The male and female professionals getting trained themselves, rush into finding jobs in it. The IT industry accommodates them in accordance with their ability. In term they contribute their growth. Fundamentally, both male and female professionals are biologically and psychologically different. Their contribution levels differ. Both male and female professionals are intertwined socially. They reflect their contributory level in the working place. In this article their contribution level and their gender differences are discussed.

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

Introduction

In this 21st century, the IT industry attracts the young generation to work across the boundary of a country .It gives good package with flexible time and five days work in a week. Both male and female professionals contribute to the growth of IT sector. The domestic IT market is broadly classified into the four segments. They are (i) IT Services,(ii) Software products, Engineering and R&D Services,(iii)IT-enabled services and Business Process Outsourcing(ITes-BPO) and (iv)Hardware.

In the above-mentioned IT sector segments, both male and female professionals contribute a lot. The IT companies TCS(TataConsultingServices),Infosys,Cognizant,Accenture,IBM,HCL,HP,SAP,MicroSoft,etc from india give the world software exports many billions every year. The professionals toil in these companies day and night in order to take their companies to the driver's seat by giving their best with a healthy competitive spirit. The male and female professionals give their best in accordance with their hierarchical organizational structure.

Irrespective of their differences both male and female professionals contribute to the growth of IT sector immensely. They differ in terms of influence level, biological, psychological factors, attitude ,team work, work family balance, recognition, flexibility, work efficiency, commitment, leadership quality, willingness, presentation skill, analysing, designing, coding, debugging, testing, project management, persuasion, motivation, initiative, punctuality, time management, communication, human resource management, cost management, trend analysis, market analysis, emotional intelligence, decision making, timely response, stress handling, stability, expressiveness, salary, negotiation ,procurement management, program management, portfolio management etc.

Here some of these qualities are taken and compared with each gender.

Problem statement

The IT industry is a fast and an ever growing one. It requires many in number of professionals in order to bring it to the front in this stiff competitive business world. Many in number of male and female professionals are working in the IT industry. They have their own gender differences, biologically and psychologically. This study brings out the reasons behind them. It identifies the reasons and points out the cause in order to make a positive contribution to the IT industry.

Objective of study

This study aspires to find out the issue of gender differences on the contribution of IT professionals in India. It finds out the contribution level of both male and female IT professionals. To find out the variance of their contribution in terms of influence level ,time, biological and psychological factors, work efficiency, problem solving ability, attitudes, team work, analysing, leadership quality, absence level,salary,recognition,willingness,organizational hierarchy,competition,work ethics etc.This study mainly focuses on the gender difference on the contribution of IT professionals.

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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