



**GENDER DIVERSITY WITH REFERENCE TO JOB STRESS, WORK FAMILY
BALANCE AND GLASS CEILING**

**ABSTRACT
of the Ph.D Thesis**

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Today, job stress is turning into a noteworthy issue of increasing concern to employees and their organisations. Feng (1992) and Volpe (2000) defined stress as anything that can be negative or positive to an individual depending on the perseverance of the stress, personality of an individual and social support. According to Ungerson and Yeandle (2005), work family balance is defined as an insight of an employee that multiple domains of work and family are brought into equilibrium with insignificant role clashes. Cansu Akpınar-Sposito (2012) stated that work and family balance challenges can impact women's advancement and, if not dealt with, may contribute to the glass-ceiling phenomenon. No matter how woman is excelling today when it comes to corporate ladder they still find place in low-paid or underpaid jobs despite being equally experienced or qualified for the position. Women employees experience stumbling block in their career and quite often find a taboo that paves their way to growth. Though there are numerous studies present on the multiple constructs of Gender Diversity i.e. Job Stress, Work Family Balance and Glass Ceiling with respect to MNCs in Delhi/ NCR and analyse the relationship between these three constructs that basically revolves around the institution of patriarchy.

The research has been done in the MNCs located in Delhi/NCR and the industries selected for the study are IT, Banking, Financial Services, Retail, Health and Wellness as these MNCs are known to have been experiencing job stress, work family balance and glass ceiling problems to some extent. For this purpose, a total sample of 300, comprising of 100 men respondents and 200 women respondents working in MNCs were taken from the age group of 20 to 60 years through a purposive sampling method.

Hence, it is a vicious circle where each of the constructs of gender diversity viz. job stress, work family balance and glass ceiling are a cause and a consequence of each other. As compared to men greater number of women suffers from job stress, work family imbalance and glass ceiling which further leads to gender discrimination in their organisation. This glass ceiling not to reiterate affects women behaviour which causes job stress. Thus, a greater proportion of women perceived that they face lot of job stress due to lack of career advancement and their work family imbalance. Thus, on the basis of the qualitative and quantitative analysis it may be concluded that the three constructs of our study viz. job stress, work family balance and glass ceiling revolves around the broader notion of patriarchy which results in higher degree of gender discrimination.