DIFFERENTIAL ATTITUDES AMONG INDIAN PROFESSIONALS OF IT COMPANIES –GENDER PERSPECTIVE*

PROF. (DR.) ARATI BASU¹; VIKAS ARORA²; LALIT JOSHI³

¹PROFESSOR, CO-EDITOR, REVIEW OF PROFESSIONAL MANAGEMENT NEW DELHI INSTITUTE OF MANAGEMENT APPROVE BY AICTE AND MINISTRY OF HUMAN RESOURCES, GOI 60, 50 (B&C) TUGHLAKABAD INSTITUTIONAL AREA NEW DELHI 110062

²ALUMNI, NEW DELHI INSTITUTE OF MANAGEMENT, NEW DELHI & TERRITORY SALES OFFICER, AMBUJA CEMENTS LTD., JALANDHAR, PUNJAB

³ALUMNI, NEW DELHI INSTITUTE OF MANAGEMENT, NEW DELHI & ASSISTANT MANAGER, AXIS BANK

ABSTRACT
Studies find that women’s professional skills are not utilized optimally due to gender differential attitudes within and outside the organization. Gender differential attitude in embedded in the traditional society through patriarchy that allows women to be involved in only supportive roles in economic activities other than child bearing and raising. With progress and social development, women are moving out of their traditional role. Yet the concept of equal opportunity among men and women are still not prevalent in any part of the world. Studies show that environment for women in the job market depend both on supportive legal system as well as organizational culture of the corporate while family support and women’s own determination also are crucial factors for women to develop career.

This study is based on the sample survey of employees of IT companies and some students around Delhi. Statistical tool of Factor Analysis is used to reduce initial variables and then grouping them. ‘T Tests’ on selected grouped factor components show that men and women have significantly different responses on some professional issues. The study confirms the need to eradicate gender malice from the society and the organization for HR Management in highly skilled professions like IT Sector.

KEYWORDS: Professional Skills, Factor Reduction, T-tests, Gender Malice

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