

## Women in Modern Society and Job Difficulties

Aida Mehrad (Corresponding author)

Faculty of Human Ecology  
Universiti Putra Malaysia (UPM)  
(Corresponding author) aida\_238@yahoo.com

Mohammad Hossein Tahriri Zangeneh

Faculty of Social Science  
Islamic Azad University Arak, Iran  
m.tahriri.z@gmail.com

### Abstract

Job assumed as one of the main human needs that has great contribution in presence of women in society. The purpose of present literature review is to identify the vital role of job among women at modern society, because it can expand and develop the abilities of women toward society and increase the amount of their responsibilities and performances at work environment. This study also emphasized that job advances the amount of efficiency among womenduring of working. Indeed, this paper supported the need of women to achieve improvement and creative job at society and appear as active member at work. Furthermore, lack of attention to accurate job for women leads to some difficulties for them and decrease their motivation for continuing job and presence at society.

**Keywords:** women, modern society, job difficulties

### Introduction

One of the central factors that organizes one-third of waking life for individual is job. In fact, job has critical contribution in the level and type of individual's life, especially in modern society and it can create various futures for each person (Aziri, 2011; Wrzesniewski, Mccauley, Rozin, & Schwartz, 1997). In other words, job is one of the core factors for motivating individual's attitude and activity, and also it assumed as one of the most vital points for needy people (Hodson, 1989).

Nowadays, finding an appropriate job based on knowledge and individual's skills are somewhat

problematic, particularly for women. Indeed, women and job are two general and main topics in most of communities and finding convenient job by women is another principle topic that discussed about it a lot and should be consider by authorities in each countries (Shallal, 2011). Totally, it seems that job is a routine activity that performed for altercation for payment and a set of same responsibilities which associated with similarity of process and has various definitions from different concepts at society. Truly, each of individual has innumerable insights toward job at society that based on their insight tries to find job and make themselves expert (Higgins & Kram, 2001; Wrzesniewski & Dutton, 2001).

Based on job importance at society and the numerous numbers of jobseekers in different parts of the world, there are some difficulties for women about finding jobs due to their culture, social belief, community, and family (Heslin, 2005; Jessen, 2010). These difficulties make women restricted in modern society and decreased the amount of their activities areas and growth at the public situations, while the women's requests for finding proper job become more and more in recent decades. This issue among women leads to critical uncertainty that is so threaten for them. In general, it is so essential to provide appropriate job and focus on women's needs in modern society by experts in each sectors, because it can provide proper field for progress of women and their presence in modern society (Hill, Hawkins, Ferris, & Weitzman, 2001).

#### *Role of Job among Women in Different Decades*

Gender differences and endeavor of women for getting suitable job are usually debated in different decades at society and some managers are not sure toward women's abilities in various parts of organization or factory (Beehr, Jex, Stacy, & Murray, 2000). The main reason of this debate is the women face with different difficulties at the time of finding job and detecting convenient job based on women's situation which is somewhat challengeable. In fact, women, especially married women, have lots of responsibilities at home toward their family based on working outside; these tasks cannot easily be done. These women's responsibilities include child care, home affairs,

and care elderly. Generally, women are more expected to be answered toward potential issues that are related to child care during an interview and probable authorities are more anxious about finding a candidate who will be able to perform the job duties at all times. Really, the presence of women as full time or part time staff is so threaten for authorities in different parts of organization or factory (Johnson, Kenneth, & Dipboye, 2010).

However, this issue is solvable and related to type of family members' corporation and authorities at work (Rahman, 2010). In line with "Women's Roles in the 1950's," (2014), explained that women assumed as an effective human resources that were so repressive in previous decades at workplaces and the perfect woman who was stayed at home and carried out the orders of her husband and children without any complaint. On the other hand, with the passage of time during the 1960s and 1970s, women obtained more rights and introduced themselves at society for finding job more than before (Harrison, 1997).

Women have noticeable role in manufacturing and industrial sectors nowadays and also have large contribution to the economy of society. In fact fully, the number of women's jobseeker increased by 20 percent between 1993 and 2003. This fact indicates that women start fair completion with men in the work scenes. Fortunately, the number of suitable job for women become more than previous years and the women can get full time and part time job depends on their life situations (Dolado, Felgueroso, & Jimeno, 2004).

According to the explanation about rate of presence of women in society and managing

their affairs and responsibility at home Figure 1 shows this matter, clearly.

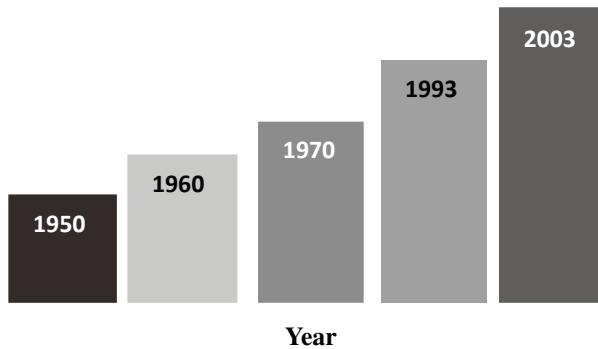


Figure 1. Rate of Women's Presence in Society

### *Women in Modern Society*

Society has considerable influence on women's working life and provides necessary condition for them. In real life, women in modern society have better chance and opportunity for improving, finding appropriate job, and developing their abilities in accurate way based on their needs (Bandler, 1997). The norms in advance societies emphasize on women's role and brilliant their presence same as men at workplace (Ramey, 2009). Also, the modern society considers the attendance and activities of women equal men at work, and decreases limitations that had determined for women at previous decades. But the problems of finding convenient job based on women responsibilities continue and this issue assumed as unpleasant factor for women. In truth, the authorities in different sectors have expected women to attend full time and in some cases overtime same as men at workplace without any complaint and earn less salary rather than men monthly (Friedl, 1986).

Consequently, this expectation of authorities assumed as a threaten item for women at their personal life and create different problems for them with family members. In modern society, based on advance and efficient management, these types of difficulties are partially solved women's problems and determined some labor laws based on country's condition and support the rights of women at society (Hundley, 2001).

### **Conclusion**

Lack of attention to the presence of women as an active and knowledgeable human resource for finding job at modern society leads to various problems for this group and provide insufficient economic conditions among family members at home.

In fact, there are lots of solutions for controlling this unpleasant phenomenon in every country, but in each country based on its culture and society this fact is absolutely different. The authorities in each sector should offer suitable fields for developing job, due to women's needs in every society. In this regard, the modern society should distinguish requirements and needs of women for finding job and establish appropriate job that related to their abilities, wisdom, and knowledge. In addition, determining 2-3 working section in huge workplaces such as factories can be supportive factor for women and prepare acceptable situation for them till to manage their affairs at home and spend fewer hours than past at workplace. Likewise, providing appropriate job at modern society, principally for women,

can protect educated generation among them and provide healthy families. Indeed, if women are satisfied about their job, undoubtedly, they will have great and pleased families. These factors terminated to high levels of performance among women and good relation with other co-workers at workplace.

Conversely, these facts have direct relationship with organization or factory' outcomes. Moreover, women assumed as respectable helper for economical part in their families and support their material needs based on their presence at society and work environment.

## References

- Aziri, B. (2011). Job satisfaction : A literature review. *Journal of Management Research and Practice*, 3(4), 77–86.
- Bandler, M.J. (1997). The roads taken: Contemporary women's voices. *Journal of Electronic of the U.S Information Agency*, 2(2), 17–21.
- Barrientors, S. (2007). Seminar for members of parliamentary bodies dealing. In A.T. Werner (Ed). *Women and work: The global dimension* (pp. 18-20).
- Beehr, T. A., Jex, S. M., Stacy, B. A., & Murray, M. A. (2000). Work stressors and coworker support as predictors of individual strain and job performance. *Journal of Organizational Behavior*, 21(4), 391-405.
- Dolado, J. J., Felgueroso, F., & Jimeno, J.F. (2004). Where do women work? Analyzing patterns in occupational segregation by gender. *Annals of Economics and Statistics*, 71/72, 293-315.
- Friedl, E. (1986). Society and sex roles. In E. Friedl(Ed.), *Social relationship*(pp. 100–104). Boston: Little, Brown and Company.
- Harrison, C. (1997). The changing roles of women in the United States. *Journal of Electronic of the U.S Information Agency*, 2(2), 1-16.
- Heslin, P. A. (2005). Conceptualizing and evaluating career success. *Journal of Organizational Behavior*, 26(2), 113-136.
- Higgins, M. C., & Kram, K. E. (2001). Reconceptualizing mentoring at work: A developmental network perspective. *Academy of Management Review*, 26(2), 264-288.
- Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive influence of perceived job flexibility on work and family life balance. *Family Relations*, 50(1), 49-58.
- Hodson, R. (1989). Gender differences in job satisfaction. Why aren't women more dissatisfied? *The Sociological Quarterly*, 30(3), 385–399.

- Hundley, G. (2001). Why women earn less than men in self-employment? *Journal of Labor Research*, 22(4), 817-29.
- Jessen, T. J. (2010). Job satisfaction and social rewards in the social services. *Journal of Comparative Social Work*, 1, 1-18.
- Johnson, K., Kenneth, E., & Dipboye, L. (2010). Physical attractiveness biases in ratings of employment suitability: Tracking down the beauty is beastly' effect. *The Journal of Social Psychology*, 150(3), 301.
- Rahman, S. (2010). Women's labor contribution to productivity and efficiency in agriculture: Empirical evidence from Bangladesh. *Journal of Agricultural Economics*, 61(2), 318-42.
- Ramey, V. A. (2009). Time spent in home production in the twentieth-century united states: New estimates from old data. *Journal of Economic History*, 69(1), 1-47.
- Shallal, M. (2011). Job satisfaction among women in the United Arab Emirates. *Journal of International Women's Studies*, 12(3), 114-134.
- Women's Roles in the 1950's. (2014, August 27). Retrieve from <http://english2rits.blogspot.com/2014/08/womens-roles-in-1950s.html>
- Wrzesniewski, A., Mccauley, C., Rozin, P., & Schwartz, B. (1997). Jobs, careers, and callings: People's relations to their work. *Journal of Research in Personality*, 31, 21-33.