

## WOMEN'S EMPOWERMENT FOR HUMAN RESOURCES

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### ABSTRACT

*Lack of Women Empowerment has continued to pose a great hindrance to economic progress and development. The development by Women empowering through their participation in industry or the workforce greatly enhances productivity and faster economic growth. In fact, empowering women to take part is not a simple problem to solve. A crucial part of the solution is getting as human resources for these working women, empowering them by proper education, social development and welfare. Human resources are the most valuable assets in every developing country for their development projects. Due to factors like capital, material, machinery etc., are controlled by human resources. Technical advantages and new techniques are also depends on manpower. So there are no substitutes of manpower such as human resources which are the one of the key factor for every development projects. For this, management could understand this asset well and develop its implicit talent and ability effectively for advancing the project aims. Hence, quality and potentiality of human resources are the main factor for survival and life of every project for their economic growth. So, for this, women as human resources, education to them should be more sincere and serious attention, be encouraged to them for develop confidence in order to increase efficiency of the projects. From the early age of society there is a discrimination of women. So to overcome against the system, requires more strength which will develop by proper education, without this social development of women, society cannot achieve its growth. To create awareness among the women's to overall empowerment by developing the educational qualification which will play a significant role in women empowerment and also take part for human resource management. In 21<sup>st</sup> century, it is a significant scenario; the number of women employees is going up, in the corporate department. It signifies the actual meaning of "Women Empowerment."*

**KEYWORDS:** *Women Empowerment, Education, Social Development.*

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### Introduction

If women are empowered they will be able to take decision at home as well as their work place, so, women empowerment, which will help in the management policy also. The most important factor, empowerment to women as human resources, they will influence directly and indirectly on all projects factors and focus on developing the management. Since the systems should provide necessary context for empowerment by delegating more power to employees benefits design, employees recruitment, training and development, performance appraisal, rewarding for the right job and giving them independence and freedom, providing a collaborative atmosphere, creating a culture teamwork. Empowerment of human resources develops potential capacities of women for utilizing human resources abilities which they are generally carry in born.

Procedure of enlisted the employees for their recruitment for the projects according their qualification and experience. Preparation of a list to update database is also in the culture to have potential candidates in future. The HR (He/She) has the full confidence to deal with the new employee and existing and will be able to adjust them with the environment of the workplace and job. They (basically women) have full ideas how to remove the hesitation and any difficulties faced by them, by go through personal talks, guidance and counselling.

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In indigenous society's management, empowering women by proper education and encouraging them for sustainable growth? More women into the workforce are the cure to many economic ills and imperative to sustainable development.

### **Importance of Women Empowerment**

Women population constitutes are around (50-60%) approx. of the World population. A large number of women around the world are unemployed. The world economy suffers a lot because of the unequal opportunities and unequal distribution of work for women at workplaces. Women are talented as men so they can take part equally in many socio- economic activities. Previously, women were not allowed for higher education like men and hence their talents were wasted. So by proper education, encourage them and uses their talents which will, not only benefit her individual but also to the whole world at large. The main advantage of women empowerment is that there will be an overall development of the society and their earning help them and also their family. Women empowerment also leads to more economic growth and helps women to stand on their own feet, become independent and also to earn their family which grows country's economy. However even, still now women empowerment in India continues to struggle in different sector of the corporate level. There are various reasons behind this:

- Proper uses of opportunities and talent.
- Lack of self- confidence and beliefs.
- Problem of gender biases which exploring their own potential.
- It may be lack of satisfactory support, where society still considers women as primary caregivers and homemakers.

### **Employers Policy**

Gender diversity is seen as an important performance factor by all organizations. Now-a day's reports confirm that companies with leadership and decision- making roles , many organization are now investing in mentoring programs, support groups, coaching programs, leadership development programs, developing female friendly workplace policies and processes and initiating career transition programs for women professionals on a break.

However, one interesting point to be noted that how companies approach leadership and how female leaders actually perceive it. Thus though companies feels the need for women leaders, they need to do more to transform their leadership culture to attract women.

### **Purpose the Women as Human Resource Management**

The purpose of the Human resource management is to make the job and deal with job holder (employee). So for everyone to perform the job easily, notification should be prepared which contains details of the job i.e. Job description (duties and responsibility) and specification (academic qualification and physical qualification), such that the candidate prepared themselves accordingly for selection. Thus assessment of employees performance should be considered to know whether employees are performing to the desired standards set by the management. Healthy and welfare measures are so important to keep employees happy and motivated which has direct impact on their productivity. However women as human resources there are various factors to be considered with analytical approach. Regarding the fact, for the organization, empowerment of human resources is required. So empowerment women as human resources increase efficiency in development organization, later assessment of resources brings a greater relationship which affect the organization. It was argued by the economists that the aim of "standardized economy" cannot be achieved until women are placed at the centre stage of our global society and to achieve it by the empowering women. For this, organization try to develop Women as human resource at the same time they are moving to the HR industry, the reason is visibility. They believe HR profession would provide them more visibility than other sectors such as marketing, finance etc. However, HR can dominate not dominated by others. So empowering women as human resources can bring positive performance and increase efficiency in development organization as because they empowering themselves accordingly.

### **Management Skills**

Resource management as part of project management is all about doing more with less. Nobody likes waste; especially in business Resource management is centred on optimization and efficiency. As women as resource they can effectively plan out the optimal way to use those available resources.

They have high-level of management power by which they can execute and manage any problem of the project. They can deal with customers or clients more efficiently than the men for their quality of hospitality. They have full responsibility for creating and assigning tasks to get the project done and are accountable for allocating the existing resources needed to make the project success. The better the reporting capabilities at their disposal, the more transparency and efficiency they will have over their projects. Development of these skills is only avail by empowering the women as human resource. As a result, the women succeed in their career journeys.

### **Multitasking Skills**

The HR are widespread people and they can accomplish their multiple responsibilities by profession. Since women are more mature and sensible than men, they can control the workplace as human resource and can deal any challenges easily by nature.

### **Utility**

The development of human resources is at the core of sustainable development. So when women are empowered with the necessary knowledge and skills, will be architects of their own development and able to confront a diverse set of challenges in a rapidly changing social, economic and environmental landscape. So, human capacity development must include the capacity of the community as well as the organizations that work with them, facilitating a harmonious exchange and integration of local capacity and local knowledge with the external technical information and social skills. So women as Human Resource as human are the main resource to use rest of resources. It is now being increasingly realized that the people working in organization are human beings. Investment for increasing the resource is important and the more an organization invest in its human resources; the greater return from the investment is likely to be. Human resource practices focuses on the difference aspect and the potential of an individual not in just in the reference of an organization but in his/ her personal life. The roles of human resource as an integrating factor in any of the industry or any other service sector are most valuable assets. Human resource development particularly can facilitate improved communication among members of the work team for greater consensus regarding core concepts. So, by empowering themselves, when women are developing greater and improved social and technical knowledge within the work team, this team will improve the quality of work.

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All these are achieved if education for the women enriched for the empowerment them. Women's empowerment is first step towards social change. This begins with the awareness about their rights and capabilities and necessary understanding, together with the educational attitudes and cultural norms that will make them to considering and ultimately accepting new approaches and technologies that could be of personal and collective benefit. By empowering themselves, ultimately, the development of local capacity must include the facilitation of a positive self-image (self-esteem and self-confidence), good communication and organizational skills, as well as technical capacity to assure the necessary on-going monitoring and maintenance of the system.

The sustainable development process has to be based upon poverty alleviation programmes which should envelop empowerment as a goal of development projects as which covers both an individual and collective transformation. The objective of education and study is for empowering the women and to prepare for participate in planning, implementation and monitoring activities and take part for decision making process. "The effect of women empowerment for Human Resource Management increases Turnover, Productivity and Corporate Financial Performance" evaluated the links between systems of high performance. The selection procedures of incentive compensation and performance management system can improve knowledge, skills and ability. The current and potential employees increase their motivation by the improvement of the quality of the management policy.

### **Conclusion**

Women empowerment is not mean that they have full power to take decision in every aspect of life and situation. So women need to primarily lead themselves; they need to have a sense of who they are, what they can do, and where they want to go in life. For this by education empowering themselves and change the way of thinking, and prepare themselves as (HR), and in this process the change of

attitude of women and men is very important to empower women by giving decision making authority to them. Therefore, human resource management is meant for proper utilisation of available skilled workforce and also to make efficient use of existing human resources in the organization. As per conclusion, there are some points should be considered for women as a resource.

- Every women feel that they have own identity.
- Every man should respect that identity of the women.
- Every woman should have self-confidence and try to update herself within the time.
- Still now the women are utilised as assets, for this there is a great discrimination between men and women.

### **Significance**

Today many experts claim that machines and technology are replacing human resource and minimizing their role or effort. However, machines and technology are built by humans only and they need to be operated or at least monitored by humans and this is the reason why companies in hunt for talented, skilled and qualified professionals for continuous development of the organization. So the performance and success of organization depends on Human Resources.

### **References**

- ⇒ Different Journal (one of them JMME)
- ⇒ Web Pages
- ⇒ Website

