

**SOCIAL COMMITMENT OF WORKING
WOMEN AND INSTITUTIONAL SOCIAL
CAPITAL AND THEIR EFFECT ON WORK
PERFORMANCE (A CASE STUDY OF
UNIVERSITY TEACHERS DISTRICT
GUJRANWALA)**



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ABSTRACT:

The idea of this investigation was to find out the social commitment issues facing working women and their effect on their work performance, this study look at the socioeconomic traits of their families whatever they must deal with as a result of their occupations in categorize to look into the connection between working women's income and job happiness. District "Gujranwala in Punjab is where this study was carried out. The study was conducted in Gujranwala District. The Punjabi government's labor, child welfare, nursing, and teaching departments were the main targets. 180 responses from the aforementioned department made up a sample (45 respondents from each working sector). A deliberate, straightforward method was employed to choose the samples. Equal opportunity in social, economic, educational, and political spheres should exist for men and women. Additionally, it is advised that help from NGOs that train women and provide human rights education be controlled. Additionally, it is necessary to set up training courses on gender-based violence for the police and prosecutors, motivating them to work as a team to support their families and the community. Data was gathered using an interview schedule that was created in consideration of the study's goals. With the aid of the program SPSS, data was examined and analyzed with the assist of descriptive statistic techniques.

Keywords: Organized women, Women empowerment, providing equal social, economic, educational and political opportunities to women.

Introduction:

In order to maintain a fair quality of living, both male and female members of the family must work in a paid position (Akhtar, 2010). Both men and women must now chip in financially to make ends meet and have a good view on life (Abbey et al., 1993). People's views about working women have developed over time, although many women still face new obstacles every day. (Aeran & Kumar, 2015). In big industrial enterprises, women make up a significant portion of the workforce. They are attempting to create some kind of consistency. There are no safeguards in place to protect women's safety and well-being on the job. However, marriage breakup is a genuine possibility because of the high demands of their employment and the financial challenges they face (Akhtar, 1992). Equal opportunities for women in social and economic life have been available since the Stone Age, but the potential of women working alongside males has not been explored. As a result of the open entrance system, women have a strong standing as a range of topics. It is a (Banoo, 2012).

Every institution must have the same amount of trust from young women. A critical part of our human capital is harmed when girls and women are not given the education they need. There are fewer financial incentives for their unwanted inhabitants both outside and internally. Mechanical advancement is the greatest way forward. A given problem should be relevant to the development of industry (Burgman & Mohammad, 1998). The incident does not seem to be a one-time occurrence. Modern and technology practices at the national and international levels are being pursued via several initiatives by the government. However, he did not get any help from anybody else. In light of this astounding development, we can see that the contemporary framework is bound to oblivion and awe (Ashraf, 1983).

Their own set of issues arises with mechanical surface frames. The framework is influenced by a number of fundamental aspects. Despite this, the results of the poll suggest that a contemporary framework cannot be achieved without the involvement of workers. There is, nevertheless, a feeling of choice in Pakistan's telecommunications networks, according to testing. In reality, an active call deals with low-paying, poorly-produced, and unproductive beats (Abidi, 1976). Our ladies loathe modernity and administration in a culture where all young girls and women get instruction from psychologists and female health experts and staff. There does not seem to be any

way out of this situation. As resources for the working poor, especially women, have decreased, the need for a system to support them has risen. As a result, the missionary region has emerged as an uncommon source of security for the nation. In Zafar (2003), the author claims that Due to the lack of motivation, employees are less inclined to break from their routines. (Shahzadi, 2002), While it is normal for female professionals to be juggling family life and work responsibilities, bosses are enamored with their efforts and support them. Currently, something necessitates extra time and effort (Nisar et al., 2016). Due to a lack of professional flexibility for women, their responsibilities are more complicated. They rely on tiny contributions to help those in need (Saleem, 2002). The local legislation forbids modern-day female specialists from settling in the region. Teachers who work in distant locations or who have sleep and safety concerns as a result of their gender. With the money they are provided, female workers, in particular, may not be able to afford a place to live. Legal residence cannot be performed by foreigners since female experts are not accessible and their needs are not completely sufficient for full and efficient recuperation. a place of legal abode (Government of Punjab, 2004) Marketing messages in Pakistan usually offer a listing of current office supplies leaders that includes women. In this operation, the combining of an industry's name is utilized.

For many years, the religious and cultural establishments have done much to improve the mobility of women. Because of the lack of restrictions, engaging in risky behavior is encouraged (Gupta, 1960). Just women in Pakistan could see their spouses and take care of children till lately. When women were not allowed to engage in civilization as equal residents of the community, they were deprived of their right to equality. The same amount of delicacy and competence may be seen in this lovely woman. When it comes to being human, he is just like the rest of us (Abidhi, 1976). Anti-feminist views claim that women are terrible housewives and neglect their children, yet in reality, women's jobs have a positive impact on their families' socioeconomic and social position (Azhar, 1978).

A female employee's contribution is different from a male employee's contribution. Women's employment was often seen as secondary and secondary despite economic need and the widespread presence of women in the workforce. In order to progress their professions, develop economically, or pursue a sector of their choice, women encounter prejudice. In addition, regardless of their accomplishments, women were mostly obligated to labor for their moms and other people, regardless of their status. Thus, manual labor never reached its apex (Finestine,

1979). A very small percentage of women have to deal with male spouses who are resistant to their efforts. People who engage in community screening programs, including prisoners, are more likely to encounter males, challenges in women's occupations and gynecological illnesses. Family members (legislators) are afraid of what they could do if they do not work hard enough. As a result, they have relaxed their guard and lost sight of their true selves (Hafeez, 1983). There has been an increase in the number of powerful women in government, science, and industry in prior decades, despite the fact that women have been subjected to discrimination and discrimination through their careers. Our society's perception of women is evolving. For example, they may work in the legal and medical professions as well as the administrative and management roles. There is no industry now that does not employ women. Unfortunately, many professional women suffer from sexual dysfunction. This is unfair, but it is a reality nevertheless (Bandarage, 1997). Physical, sexual and emotional abuse of women has been going on for decades. At home and at work, there are several hurdles and challenges. Martin (2001) is presented with a variety of issues today, including women's sadness, sexual harassment, discrimination, and worries about their safety and security at work. We see this all the time. As with any other citizen, women's position was boosted by the wide range of professional opportunities available to them. For their risky behavior, they were obliged to join the workforce and were not allowed to compete with men. Besides that, women have utilized their talents and capabilities to address a broad variety of issues, such as local residents and discrimination, and their function in financial system is worthless. They have no place in the workforce (Khalid, 1998). Psychological theories and studies are evaluated on the basis of human behavior rather than on the level of the "white, medium, hepatoccc, competent body" (Yoder & Kahn, 1993). Females ought to be treated equally to men in all disciplines. The most important human resource is broken when women are uneducated. Those who are not welcomed have a worse economic situation than the rest of the population. Industrial expansion is the most important factor in achieving success. Only current scientific and technological advancements may aid industry (Bergman & Muhammad, 1998). Valued as a global player, the country's industrial economy defined its status. In this regard, the world is at the cutting edge of technological advancements. It evolves into a global civilization that serves as a good change agent and a helpful group of individuals (Hoodbhoy, 1998). Working conditions for Pakistani workers are not up to standards, according to Kahlid (1998). In

many remote regions, women are treated as second-class citizens on an industrial scale.

Industrial workers are feeling the strain. Only women and sexual components are taken into account by the Indian Patriotic Society (IPS), and exploitation and cruelty are prominent topics of discussion (Dube, 2001).

As a result, the modern pay system includes women's wages in an effort to boost male incomes.

Gone All nations' economic growth necessitates the inclusion of both sexes. To put it another way, it is attributable to the fact of women play a significant role in development activities, and their earnings boost the economy and decreasing poverty. When it comes to providing for one's family, women have traditionally had a major role in caring for the house and raising children.

There was no denying that as more women entered the workforce, the traditional roles of men and women were shifting (Saleem, 2002). In many nations, balancing work and domestic life has evolved into a personal and family-related concern. The importance of career and family is undeniable, despite the widespread notion that they will be two distinct things (Ford et al., 2007).

A working mother's life is highlighted in many ways. They have to deal with the demands of their families and their jobs on a daily basis. There are several factors that lead to a work-family conflict. Women's stress levels may be affected by a number of factors. In many cases, the most vulnerable members of society, such as children, the sick, and the old, are given special consideration. Despite the fact that many individuals pitch in to help with child care, 60% of mothers report feeling confined because of it (Bordua, 1959).

Methodology:

In the Gujranwala district, this study was conducted. People in Punjab have been addressed by the Punjab government's healthcare, children's safety instruction, and labor ministries. In all, 200 persons from these four communities were surveyed (50 respondents from every working area). In order to choose this example, we used the Purposeful and Simple technique. For psychologists, it is a focused strategy that delivers accurate data (Goode &Hatt, 1952). In every information-gathering project, data collecting is the most important step. A surveying method was employed to gather data for this study. It was a good idea to use the schedule to acquire the necessary details. It was made in relation to the investigation's goals. The survey asks a variety of questions in order to meet the test goals. To be certain that no errors or oversights had been made, a sample of 10 people took the questionnaire before it was finalized. Due to a lack of pre-testing, several of the

themes had to be changed. Refinement of a survey was made possible by conducting tests. Analyzed Data Information was entered into SPSS-22 when it was collected from the target participants.

Statistical method

The following is a depiction of the various methods used to segment the data collected:

Rate

$P = \frac{F}{N} \times 100$

The frequency of the various responses to the sessions was estimated using the following formula: $F =$

$P = \frac{F}{N} \times 100$

Sum of occurrences, denoted by N

As a rule, concepts are delivered in a real-world context. The conceptual explanation of generalized ideas reveals an idea. To demonstrate the process. As "the conceptions are reduced as the cube of functioning," research employs theories to define and anticipate tendency (Berg, 1960). To describe an inquiry as driven by an idea, the stated explanation must include a complaint, an attribution of blame or a noticeable pattern. Humanist and social studies share the same intellectual groundwork when it comes to financial well-being as well as the "modestly denied" social studies and humanism (Gould and Kolb, 1965). It is more difficult to calculate interest in a history class since these concepts have been used in various contexts by different scientists. The following occupations were identified as organizational necessities as part of the ebb and flow research. Sophisticated measures of a household's socioeconomic well-being include things like its age, its income, its size, its profession, and its members' salaries.

- Underemployment
- Behavioral psychology
- Contempt from peers

Result and Discussion

Table 4.1: *Classification of Participants by Age Grouping, Religion, Educational Level, Marriage, Family Unit*

Age	Frequency	Percent
20-30	116	64.40 %

31-40	30	16.70 %
41-50	24	13.30 %
51 and above	10	5.60 %
Religion		
Muslim	174	96.70 %
Non-Muslim	6	3.30 %
Education		
Metric	39	21.60 %
Inter	37	20.50 %
Bachelor	49	27.20 %
MS	35	19.40 %
M. Phil	20	11.10 %
Marriage		
Married	75	41.60 %
Unmarried	86	47.40 %
Widow	19	10.10 %
Family		
Nuclear	88	48.90 %
Joint	92	51.10 %

Table 4.1 shows that 64.4% of respondents are between the ages of 20 and 30, 16.7% are between the ages of 31 and 40, and 13.3% are between the ages of 41 and 50. Above six percent of the population is over the age of 65. (those aged 55 and over). Participants have been divided into groups based on their stated religious beliefs. It was found that 96.7% of people who took part were Muslim, while just 3.3% were non-Muslim. Twenty-five percent of respondents had some college education, 27.2% had a bachelor's degree or above, and 19.4 percent had a master's degree, while 11.1% had. Only 41.6% of participants in the M.Phil in Education were married, while 47.4% were single. In addition, 10.10 percent of respondents were single moms. Only 48.9% of participants were found to be from nuclear families, while 51.1% were found to be a member of a larger wider family. Only 48.9% of respondents are from nuclear families, while 51.1% are members of a wider family, per the statistics.

Table 4.2: *Classification of Participants according to Their Profits, relatives, Housing Position, Work Position, Time Era*

Incomes	Frequency	Percent
10,000-20,000	68	37.80 %
20,001-30,000	42	23.30 %
30,001-40,000	22	12.20 %
40,001-50,000	26	14.40 %
50,001-60,000	10	5.60 %
60,001 and above	12	6.70 %
Total	180	100.00 %
Members	Frequency	Percent
1-5	94	43.30 %
6-10	78	52.20 %
11 and above	8	4.40 %
Total	180	100.00 %
House	Frequency	Percent
Rental	144	80.00 %
Owned	36	20.00 %
Total	180	100.00 %
Job	Frequency	Percent
Contract	24	13.30 %
Permanent	54	30.00 %
daily wages	102	56.70 %
Total	180	100.00 %
Time period	Frequency	Percent
less than 1 year	22	12.20 %
1 year	40	22.20 %
2 to 5 years	54	30.00 %
more than 5 years	64	35.60 %
Total	180	100.00 %

For individuals who earn from 10,000 and 20,000 rupees per monthly, 3.5%, 23.33%, and 12.5% of the population earn between 20,000-30,000 rupees monthly, respectively. Table 4.2.1 displays this data. Between 40,001 and 50,000 rupees per month, 14.4 percent of the respondents reported, while 5.6 percent stated their gross pay was around 50,000 and 60,000 rupees. There were 6.7% of those who attended who actually scored 60.001. According to the data, 43.3% of

those polled live in families that include one to five blood relations. While 52.2% of families had six or more members. Only 4.4% of the persons polled had homes with 11 or more members. More over two-thirds (80%) of the people depend on leasing, as according Table. Contract employees make up 13.3% of the population, including these figures. There are just 30 percent of the workforce that have a consistent wage, compared to 56.7 percent who make their livelihood hour by hour 12.5 percent of the people has much less than a year of training, 22.2 percentage had a year, and 30.0 % have had within two and five month of training, according to the Table. " The percent of people (%) have at least five years of work experience.

Table 4.3 *Classification of Participants according to Work Reason, Work Fear, Challenge, Skills*

Variables	Frequency	Percent
Reason		
To support your family financially	76	42.2 %
Money for your own self	20	11.10 %
To keep yourself busy	68	37.80 %
Any other reason	16	8.90 %
Fear		
Fear of job losing	14	7.80 %
No fear regarding my job	76	42.20 %
To give my best performance	78	43.30 %
Any other fear	12	6.70 %
Challenge		
To loss the job	4	2.20 %
To give my best performance	158	87.80 %
Any other challenge	18	10.00 %
Skills		
strongly agree	32	17.80 %
Agree	138	76.70 %
Disagree	6	3.30 v
strongly disagree	4	2.20 %

There are 42.2% of respondents in this survey who are the major earner, with the finance industry accounting for 11.1% of their incomes. Some 38% of people who took the poll work to keep up with their hectic schedules, while another 8.9% are identity for various reasons. In the table, those who were concerned about 7.8% of their employment or 42.2% of their occupations were not fearful of getting to work. Other anxieties were expressed by 6.7% of the respondents, whereas 43.3% said that they anticipated a greater return. More than 80% of respondents think that participants are meeting or exceeding the standards necessary to succeed in their enterprises, despite 10% of participants stating additional difficulties due to study hurdles. As shown in the table, 17.8% of participants believed, 76.7% approved, 3.3% disapproved, and 2.2% just disagree strongly with the survey's questions on hobbies and skills.

If a society's members are not equal in all elements of daily life, they cannot make art carelessly. Women are most exposed when their abilities are called into question. There was no difference in the views of male and female labor unions when women had equal access to social and financial engagement in Stone Age societies. The marginalization of women's second citizenship has been exacerbated by a lack of employment choices for women. In the absence of private firms or professional organizations like daily or non-public institutions with usual duties, there is a peaceful and pleasant ambiance that allows a wide range of activities to be found. For the benefit of the nation, it is also difficult to employ a woman who wears a complete veil because of her religious convictions. Women have been equally as important as men in the history of human civilization. This is a crucial statistic for assessing how far a country has come in valuing women's entrepreneurship and employment. Women's participation in national affairs must be restricted in order for a country to achieve social, economic, or political advancement.

Incredibly, their friends, family, and colleagues do not respect the labor done by the people they hire. In the past, women have struggled in their employment because of their responsibilities at home, but this has changed. Pakistani women have been working from home for the last decade, despite the high expense of living, and doing it with meticulous planning and a quiet voice. They have decided to take a break and see what else is out there for them.. Having a main earner for a family is ludicrous in Pakistani human development. Despite the fact that many of them work from home, Pakistani women are banding together to promote positive social and economic change. There are 64.4% of young adults, 16.7% of lots, and 13.3% of the general population next year who fall into these three categories. Respondents in the 51-year-old age group make up 5.6% of

the total. A majority (51%) of respondents stayed inside the family structure, whereas a minority (49%) stayed within the specified focused unit of individuals. 3.37 percent of respondents polled reported monthly incomes of between \$10,000 and \$20,000 as a direct consequence of their participation in the study. Among those polled, 23% earned less than \$20,000 per month and 13% earned more than \$30,000 per month. 44% of all quarterly responses fell within this range. According to the findings, 5.6 percent of the population earns between \$50,000 and \$100,000 in typical family income each month. The remaining 6.7% were paid \$60,001 or more per year, 48.0% were pleased with their family status, and only 20% of discussions were held outside from house. They stayed in the previous society's dwellings. In spite of the fact that only 5.3% of volunteers were hired by subcontractors and 56% remained with the study, the daily productivity of the other 13.30% is sustained." There are 43.3% public gatherings, 6.7% imperial houses, and 50% memorials, according to the research. There were 7.12% of those polled who lacked protracted practice, 22.2% of Madina's job needed multiyear knowledge, and 30.0% of the organization had two decades of experience, according to results from question 8. Question 8 revealed that 30% of those who responded had at least five years of experience. Over a year's time, the average tenure of participants was found to be 23.3%, with 28.9% having worked here for 2 years more than, and 8.20% having spent significantly less time here. Those that took the poll had an average of seven years of experience. In the event of a financial windfall, 42.2% of survey participants handed money to loved ones. While 37.8% of employees work longer hours to ensure they are weary, 8.2% work longer hours for reasons apart from exhaustion. 7.8 percent of employees lost their jobs in answer to issue 11, while 42.2% claimed they were not concerned regarding their future jobs. However, 43.3% claimed they were reluctant to put in a hard effort despite 67% of the respondents being worried about their employment. Picking the ideal execution offer was a continual effort for just 8% of respondents; 10% indicated they had not lost any revenue; 88% had a lot of questions and worries. Who is that?? 14 More over two-thirds of individuals stated they were not like other people, while just a third claimed they were like their friends. Participants in this region express a very low degree of well-being while it is working in their job. There were just 17.8 % who offered a strong reaction, compared to 82.2 percent who gave a clear answer. Not whether you manage to complete your family's duty on time. The majority of respondents (83.3%) replied yes, while 16.7% said no. Participants in this one-of-a-

kind situation reacted firmly with 42.2 %, while 578.8 percent were mute. 60 % of the population did not answer.

Conclusion

Pakistan's economy relies heavily on agriculture since it is a mostly agricultural nation. Pakistani women have major health issues compared to their male counterparts. So that they may more quickly support their families and themselves while also finishing up free, women's compensation delivery practices must be modified in order to advance their expectations for regular comforts and a nuclear family life. It is safe to suppose that a significant majority of those who participated lacked skill in some way. Most of individuals surveyed said they were employed on a contract basis. Cooking, cleaning, caring for old, producing clothes, teaching, and dealing with material were thought to be the primary occupations of the vast majority of the respondents.

Recommendations

The awareness of women's rights should be a part of the educational process. The educational structure should be improved, in particular in the management of schools. Religious scholars, especially Alma's, should have a significant role in promoting the idea that women and men have equal rights to health, education, and work, according to Islamic teachings. Coercive and dictatorial attitudes toward women should be outlawed by government legislation.

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