

## A STUDY ON CHALLENGES OF WOMEN MANAGERS IN VISAKHAPATNAM

**PROF VIJAYA RUDRARAJU\*; G.SAVITRI JAYANTH\*\***

\*PROFESSOR & DIRECTOR,  
AQJ CENTRE FOR PG STUDIES  
VISAKHAPATNAM,  
ANDHRA PRADESH, INDIA

\*\*ASSOCIATE PROFESSOR,  
SAMATA DEGREE & PG COLLEGE  
VISAKHAPATNAM,  
ANDHRA PRADESH, INDIA

---

### ABSTRACT:

Women today comprise only 2 per cent of the total managerial strength in the Indian corporate sector. Very few women hold top positions in corporate houses. Women in management face many challenges which can be domestic, professional, or personal. The present study was carried out with the objective of identifying the frequency and intensity of challenges faced by women managers with respect to seven parameters - conflict at home, conflict at work, stress, burnout, health hazards, professional compromise, and discrimination at work, sexual harassment and glass ceiling. In addition it was analysed as to whether these challenges and the perception of women managers vary with the level of hierarchy they are occupying.

The study was conducted on 153 women managers who had a minimum of six subordinates (based on Graicunas Theory) with both primary and secondary data covering diverse sections of Women Managers in different industries from various public and private sector organizations in Visakhapatnam, Andhra Pradesh, India. For the purpose of this study both primary and secondary data were collected. Primary data was collected through a structured questionnaire, tabulated and analysed using statistical tools such as percentile method and F test.

**KEY WORDS:** Hierarchy, Discrimination, Sexual Harassment, Glass Ceiling, Stress & Burnout

---