
DESCRIPTIVE STUDY ON CHALLENGES OF EMPLOYEES IN PUBLIC SECTOR OF ANDHRAPRADESH

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ABSTRACT

The present study is to evaluate the problems being faced by the women work force post bifurcation of the State of Andhra Pradesh. The study deals with the decisions, consequences, problems and the output of the political, economical and social changes in the State that have significant impact on Government Sector. The objective of the Study is to examine the problems of female employees working in Heads of Department of Government Sector (in State's New capital Amaravathi), with a particular reference to pre and post bifurcation of the State of Andhra Pradesh. This study will be useful for the State Government, Officials to know the problems of employees of the State of Andhra Pradesh, who were forcefully migrated from the State of Telangana post bifurcation.

Key Words: Amaravathi, Employees, working women, Imbalance, post bifurcation

JEL Classification Codes: D73, E24, E71, J81,

INTRODUCTION

The Government of Andhra Pradesh has announced the heartbreaking news of shifting Government offices to new capital Region i.e., Amaravathi in the month of May 2016. In order to protect the skin of the bureaucrat, the Government has taken the decision of shifting the Government Offices to New Capital Region, even the Central Government has allowed 10 years of tenure for continuing Common Capital i.e, Hyderabad for both the States of Andhra Pradesh and Telangana.

Political Social Economical Challenges:

Political activity is felt in all socio-economic areas. In this context, political activity, along with social and economic activities, strongly influences the individuals, forcing in a particular direction of development. There are many political functions in the public administration systems that help to coordinate the activities of this system. In this context, the evidence of influence of political factors on public administration, especially on human resources in this system is overwhelming.

Persuading the changes in the Politics and Social environment, the impact was more in economical terms. The investors belonging to the residual State of Andhra Pradesh were confused to continue their ventures/investments in the Capital city i.e, Hyderabad or to invest in Amaravathi. Most of the investment was in the form of real estate in the fast growing city (Hyderabad). Growing population in the city and being cyber city, the boom for real estate mean a lot to the economy.

REVIEW OF LITERATURE

Aguilar, F J (1967), The study concluded that the level of complexity of the environment , “imposes” on the organization a specific process and in turn which effects the structure of the organization. Thus, external business environment has been classified as being stable when it does show any changes, unstable when it shows relative changes, and dynamic when it shows changes continuously.

Schnall PL, Dobson M, Roskam E (2009), This book deals with the social environmental understanding of the workplace and health. The book addresses the topic in three parts. The important changes taking place in the world of work in the context of global economy. Work stressors on employees health , unhealthy work as a major public health problem, and estimates of costs to employers and society finally various approaches to improve working conditions.

Times of India (2016)It states the announcement of shifting offices to Amaravathi to complete the shifting process as planned. Subsequently ,it is said employees would be moved from Hyderabad to Amaravathi.

Times of India (2016) It highlights that on 25th June Andhra pradesh braces itself for shifting of its admn from Hyderabad to Amaravathi. The family life of hundreds of govt employees, particularly women, may be hit hard. The worst hit are the 1500 odd women employees, who have so far played the dual role of homemaker and public servant.

Saye SekharA (2016),This study deals with the problems and challenges of employees after moving to Amaravathi. He states many of challenge that are growing up children, their education, health conditions, basic facilities and basic infrastructure

OBJECTIVES OF THE STUDY

To study the impact key factors (Time, Money and Family) influence on employees before and after bifurcation of the State of Andhra Pradesh.

SCOPE OF THE STUDY

The present study has been emphasized on the problems, imbalance, impact of Political, Social and Economical factors on Government women employees of the Andhra Pradesh working in Heads of Department of Government Sector (in State's New capital Amaravathi). The study has considered the three key symptoms which are causing the imbalance. They are Political, economical and social. Data for this study was collected through secondary source like news papers, Magazines and Internet, after bifurcation of Andhra Pradesh to know the problems of women who are migrated to capital city of Amaravathi, Andhra Pradesh from Hyderabad, Telangana state.

RESEARCH METHODOLOGY:

The study has considered data and information published and available to public source over print and social media, to study the problems of working women, who have migrated to Amaravathi of Andhra Pradesh state capital from Hyderabad district of Telangana State.

ANALYSIS

Objective -1: To study the impact key factors (Time, Money and Family) influence on employees before and after bifurcation of the State of Andhra Pradesh.

The study has considered three factors i.e., Family, time and money that can be treated as major issues for every individual either working or carrying out business. Family comes first for every living thing disregard rich, poor or middle class. Time For those who are working, is considered more precious and even at times they are ready to spend more and more (money) for buying the time in terms of using speedy transport and even hiring vehicles to attend the office in time. Money, in a Country like India, most of us earn for livelihood, build family, protect family and health.

Family: A group of persons united by the ties of marriage, blood, or adoption, constituting a single household and interacting with each other in their respective social positions, usually those of spouses, parents, children, and siblings. Always mother is mentioned/termed as the Home maker which indicates the role of mother in setting the things right at home, taking care of preparing food, medical care and elderly responsibility during illness. Mother (women) plays a vital role in managing the thing at home, women considered at full time worker who plays the role of mother, sister, daughter, maid, adviser, minister and every role that helps the family.

Before bifurcation, though women used to work in offices and also take care of home simultaneously, they were available to give enough time for the family, as they were available to family after office hours. Post bifurcation, as it is needed to the employees, they are to stay in Amaravathi, they are unable to give enough time to the family. Moreover, they have to travel every weekend to look after the family responsibility. Traveling is not an easy task for women when compared with men. Men can adjust in any seat in the bus or trains or even cabs unlike women. Women have their personal problems and reasons of trusting strangers, travelling alone, travelling with unknown people, using public transport to reach either bus stand or railway

station and many other challenges make them force to stay back in Amaravathi, even when they are needed to the family.

At times, it is very difficult to attend emergency situations as there is no proper connectivity to the newly build offices in the capital region i.e., Amaravathi. Women had to face many challenges to make it possible to reach home. Many of the offices have extended their support to provide bus facility to the staff, who are travelling/shuttling between Hyderabad and Amaravathi. Even though the bus facility is provided, it is difficult for women to catch up the bus from the pickup points, as they needed assistance to reach the buses and while on return journey they need some assistance again to pick them from the dropping points to their residences. Most of the women have working husbands/spouses who also have their professional responsibilities and are unable to spend time with family when needed. Women are the once who had to frequently apply for leaves and spend time with family during emergency.

Time: Time can be defined as a continuous process of existence and events that are irreversible events from the past, present and future also. Time is used to compare the duration of events, intervals between the events. Time plays a vital role for every individual either it be working or business.

The Central Government with the support of National Informatics Centre (NIC), Dept of Electronics & Information Technology has designed an online portal and is being implemented throughout the Nation in the name of “Aadhar enabled Biometric Attendance System” in other words called as AEBS, to mark attendance of Government employees, as a part of Real time governance. Central Government made it mandatory to all the States and all the government Office to install necessary equipment for the above purpose. This helps the government to have a real time governance. With the involvement of latest technology in Government offices, it is mandatory to have attendance through an online portal linked with Aadhar no and Biometrics of the employee.

As such it is mandatory to the Government servants irrespective of male and female, to register their attendance online, where time plays a vital role. In most of the Government offices the rules of late attendance stands the same, one day (s) of Casual leave will be deducted from the leave account of the employees who attend office late for 3 days during a month. To avoid forfeiting Casual Leaves, the employees are mounted with pressure to attend the office in time. Men working in Government sector have to ability to drive two wheelers, make use of cars/bikers passing by (to ask for dropping or picking up) that route to reach the offices without any delay, whereas women, hesitate to make use of private transport (either bike or cars). They rely on public transport and thereby losing the valuable time to reach the office in-time.

The time for travelling from Hyderabad to Amaravathi is 6 to 7 hours on an average. The time to reach home in the city like Hyderabad (busy with traffic) is almost an hour or two. Most of the time is killed in travelling during the early Mondays and late Fridays. Travelling almost 300 KM in a trip and covering 600 KMs within 5 days is very hectic and fatigue. Due to

tiredness, the employees are unable to work effectively during the Forenoon of Monday and they are also unable to spend time with the families during the Saturdays after traveling from Amaravathi.

Money: Money is defined as a medium of exchange for any transaction in the economy. Money is accountable, verifiable, countable, acceptable and repayable for either service or product or both in many situations. Money is used to not only to buy products that are tangible, but also to request to provide services that are intangible.

The most vulnerable and valuable element in this complex world is Money. Everything is linked in terms of money either directly or indirectly. Money rules major tasks and even manipulates the mind of people. Such an important element also influences the imbalance of male and female employees. Women are mostly considered to manage things at home (household), whereas men are considered to earn and provide security to family. When it comes to earning women, even they working hard and earn, they are accountable to their family (husband/spouse).

Post bifurcation, the expenditure for travelling, accommodation, food has drastically increased for both male and female employees. Travelling expenditure includes bus fair, auto charges and convenience charges to reach the residence and office in new capital region. In a city like Hyderabad, where there are a lot of options for public transport like city buses, Metro trains, MMTS, etc., It was not a difficult task to reach the offices. For a capital like Amaravathi, which is not yet completely ready to occupy, has very less transport facility to reach the newly established temporary offices. Lack of public transport makes it more expensive to engage or hire a private transport. Considering the expenses for accommodation, though single or a group of men or women who have to maintain two houses i.e., one in Hyderabad and one in Amaravathi are accommodating themselves in nearby places to the capital city. The rental value in the new capital region has gone up by 150% after the announcement of shifting the government offices to new capital region. A 1BKH is costing around 6000/- to 8000/- in the villages (lack of facilities of minimum transport) surrounding the new capital city. Whereas the same 1BKH in the town with few more facilities is costing around 8000/- to 12000/-. The Rental value is higher due to shortage of availability. It is nothing but having two lives with a single income.

Speaking about the expenses for food, the employees are provided with canteens with subsidized rates in the Government offices, yet the supply is always on demand and the demand keeps on fluctuation and causing inconvenience to the employees who are otherwise busy with work. They are forced to spend huge amount for less nutritious food.

FINDINGS OF THE STUDY

1. The study found that family relations are getting fragile. Mothers are unable to spend time with their children and most importantly they are unable to attend them during medical emergency.

2. The study observed that time plays a vital role for every Government employee irrespective of male and female. But male employees have some exceptions when compared with female employees.
3. The study also observed that money plays a vital role in managing thing and spending wisely for essential things. Earning for living and leaving for earning matters a lot in case of employees as the salary is fixed most of the time, there won't be any incentives (target based) or special perks like that of the private employees.
4. The study shows that women employees are facing many hardships when compared to men in performing their duties due to the consequences of the bifurcation of the State.

CONCLUSION OF THE STUDY

The study has been focused on only 3 key factors (family, Time and Money) that influence working women. There are many more factors that influence employees besides the above 3 factors. Hence, there is need to do further study in this area by considering the other factors which are causing the hindrance to the working women of Andhra Pradesh State post bifurcation, so that the productivity can be enhanced duly balancing the work life.

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