

An Investigation into the Impact of a Structured Teaching Program on the Knowledge of Women's Rights in India Among Working Women in Selected Government Organizations in North Gujarat

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Abstract

A study was conducted to evaluate the impact of a structured teaching program on the knowledge of women's rights in India among working women in the government sector of North Gujarat. The research used an evaluative approach, specifically a pre-experimental design with a one-group pre-test and post-test. A non-probability purposive sampling method was used to select participants from a government sector in North Gujarat. The sample included 50 women who fulfilled the inclusion criteria established by the researcher. A structured questionnaire was created to evaluate the participants' awareness of women's rights. The data was analyzed using a paired t-test to determine the effectiveness of the teaching program. In the pre-test, the average knowledge score showed that 66% of the participants had poor knowledge (scoring 0–7) about women's rights in India. Meanwhile, 24% of participants had an average knowledge score (8–14), and 10% had a good knowledge score (15–21). After the teaching program, there was a significant improvement in the participants' knowledge, with the majority (86%) exhibiting good knowledge, and 14% showing average knowledge in the post-test. The calculated 't' value (17.66) was greater than the table value ($t = 2.1004$) at a 0.001 level of significance. The hypothesis corresponding p-value was 0.001 which is small (less than 0.05), the null hypothesis is rejected. This suggests that the women's understanding of their rights notably increased following the health education program.

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INTRODUCTION

Throughout human history, women have played a crucial role in shaping events as much as men have. The increased status of women, particularly through employment and their contributions to society, is an important indicator of a nation's overall progress. Without the active involvement of women in national affairs, a country's social, economic, and political development would stagnate [1–4]. However, female employees are often not taken as seriously as their male counterparts by their superiors, colleagues, or society in general. Balancing a career with family

responsibilities presents a unique challenge for women. Traditionally, Indian women have been homemakers; however, in recent decades, greater access to education, increased awareness, and rising living costs have pushed many to pursue careers outside the home. In a patriarchal society like India, there remains the belief that men should be the primary breadwinners. While more Indian women are entering the workforce, they still face significant cultural, social, and economic hurdles, and much progress has been made in changing societal attitudes toward women in the workplace [5–8].

Objectives of the Study

- To evaluate the awareness of women's rights in India among employees working in a selected government organization in North Gujarat.
- To assess the impact of structured teaching programs on knowledge of women's rights in India among employees working in selected government organizations in North Gujarat.
- To associate the knowledge regarding the rights of women with their selected demographic variables.

RESEARCH HYPOTHESIS

- H_0 : There will be no significant difference between the pre-test and post-test scores regarding knowledge of women's rights.
- H_1 : A significant difference is expected between the pre-test and post-test scores on knowledge of women's rights.

METHODOLOGY

Research Approach

The research approach adopted for the present study is a quantitative research approach aimed at determining the effectiveness of health teaching on knowledge regarding the rights of women in India among working women selected by the government sector in North Gujarat and statistically determining its effectiveness.

Research Design

In the current study, the researcher chose a pre-experimental design with a one-group pre-test and post-test structure. A diagrammatic illustration of this design is provided below.

$$O_1 - X - O_2$$

- O_1 : Pre-test to assess the level of knowledge regarding the rights of women in India among working women selected government sector of North Gujarat.
- X : Health teaching regarding gratification habit.
- O_2 : A post-test was conducted to evaluate the effectiveness of the structured teaching program in enhancing knowledge of women's rights in India among female employees in a selected government sector in North Gujarat.

Setting of the Study

The study was conducted in a selected government sector in North Gujarat.

Population

The population selected for this study comprised women in the government sector of North Gujarat.

Sample

The sample selected for the present study comprised women from the Jampura Primary School and Saraswati Primary School.

Sample Size

In this study, the sample size was 50 women from Jampura Primary School and Saraswati Primary School.

Sampling Technique

A non-probability convenient sampling technique is used for this study.

Criteria for Sample Selection

The sample was selected based on the following criteria.

Inclusion Criteria

- Women who are willing to participate in the study.
- Women who can read, write, and speak English and Gujarati.

Exclusion Criteria

- Women are who are not available during data collection.
- Women, those who are critically ill.

Variables Under Study

- Dependent variable—knowledge
- Independent variable—health teaching

Description of the Tool

- *Section I:* It included demographic information, such as gender, age, religion, education, monthly family income, family type, and prior knowledge.
- *Section II:* It consists of a total of 25 items.
A semi-structured questionnaire is prepared to assess the knowledge regarding gratification. The maximum score is 18. The responses were classified into three categories. 0–7 = Poor, 8–14 = Average, 15–21 = Good.

Reliability

The reliability of the knowledge assessment was evaluated using the test-retest method. The Pearson correlation coefficient for the scores obtained was 0.85.

Method of Data Collection

Data were collected over a span of three weeks. Written permission was obtained from government sector authorities in North Gujarat. The actual data were gathered from 50 women employed in government jobs [9–11].

- *Step 1 (Pre-test):* The investigator performed a pre-test of knowledge by administering a semi-structured questionnaire.
- *Step 2 (Health teaching):* Health teaching was provided to the subjects regarding gratification habits.
- *Step 3 (Post-test):* Subjects were reassessed on the 7th day. On the 7th day, a post-test was performed.

Data Analysis

The data analysis involved the use of both descriptive and inferential statistical methods.

RESULTS

The collected data were systematically arranged, tabulated, analyzed, and interpreted using statistical tables and charts in line with the objectives and hypotheses of the study. The bar graph in Figure 1 shows that in the pre-test, 66% of the sample had poor knowledge (0–7) regarding the rights of women in India. In the pre-test, 24% of the sample exhibited average knowledge (scores ranging from 8–14), while 10% demonstrated good knowledge (scores between 15–21). However, in the post-test, a significant improvement was observed, with 86% of the participants showing good knowledge and 14% demonstrating average knowledge.

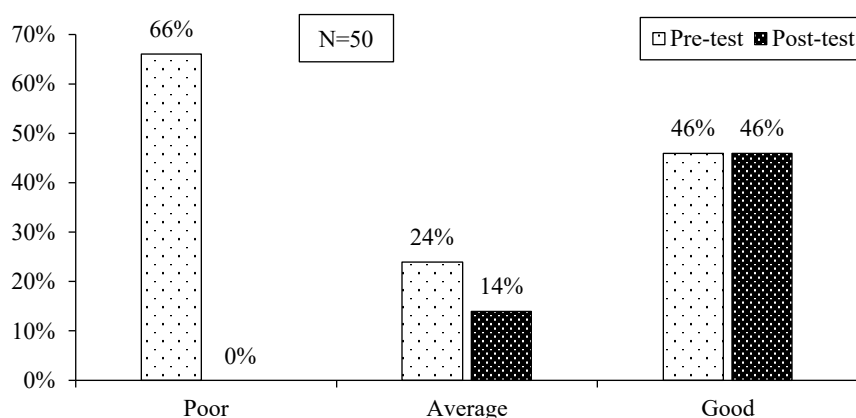


Figure 1. A bar diagram showing the percentage distribution of the sample according to the pre-test and post-test level of knowledge.

CONCLUSION

The study results showed a significant difference between the pre-test and post-test knowledge scores regarding women's rights among the participants, leading to the rejection of the hypothesis.

Implications of the Study

The findings of this study have important implications for nursing practice, education, and research.

Nursing Practices

- As a service provider, nurses should periodically organize and conduct mass education programs on the rights of working women in the government sector of North Gujarat.
- Nurses implement information, education, and communication to create awareness about the rights of women.

Nursing Education

- Nurses must reinforce in-service education regarding the definition rights of women, factors, acts, benefits, and rights schemes of women.
- Nursing students must be educated regarding the rights of working women in the selected government sector. Nurse educators should emphasize proper education about the rights of women as well as provide opportunities for students to apply their knowledge in their practice.

Nursing Administration

- The nurse as an administrator should implement a formal teaching program on the rights of women.
- Provide opportunities for nurses to attend training programs.

Nursing Research

- Nurse researchers can promote more research with regard to the utilization of the rights of women.
- Nurse researchers can collaborate with other health team members to develop evidence-based nursing practices.

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