

Reservation Policy And Its Impact On Alienation And WFC: An Empirical Study Of Male And Female Managers

Suparna Jain* and Gopa Bhardwaj**

Abstract

Reservation policy is prevalent in the public sector organisations in India. The psychosocial impact of the policy for the employees who are having a firsthand experience of the policy has never been analysed. In the present study the impact of the policy implementation and its never ending nature has been studied in terms of the psychosocial consequences both on work as well as family lives of the employees. 300 participants, incorporating 123 GCM (General category men), 90 GCW (General category women), 66 RCM (Reserved category men) and 21 RCW (Reserved category women) participated in the study. A mixed methodology was adopted; using both quantitative and qualitative measures. The analysis revealed that all the groups except RCW were suffering from high levels of work alienation. This further lead to experience of Work Family Conflict for all the groups. The themes emerging from the interview data has provided intriguing reasons for such intense suffering for various groups with respect to their experience of working in a reservation policy setup.

Key words: Caste based quota system, work alienation, work family conflict, stereotypes, work efficiency

*Assistant Professor of Psychology, Daulat Ram College,
University of Delhi, Delhi

**Formerly, Professor and Head, Department of Psychology,
University of Delhi, Delhi