

## **Commitment among the Industrial Women Workers: An Assessment**

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**ABSTRACT** The issue of commitment assumes considerable importance in the labour-productivity and labour recruitment. The index used for the calculation of male-labour commitment cannot be used for the assessment of female labour commitment because the women workers get more influenced by the employment, conditions, employer's attitude and behavior, legislation, etc. Hence, the researcher has advocated for a composite index-measurement to assess the commitment level of women workers. In this empirical study, the researcher has used the composite index measurement for measuring the career commitment among the women workers of Kanpur and Delhi. The researcher's finding suggest that majority of women workers found to be very committed to their career/occupation. This finding negates the existing notion that women workers are non-committed lot. Many studies have reported that women workers lack in commitment. Consequently, many women have lost their jobs. This loss can be negated if one can use the composite index of commitment as suggested by the researcher.