



The True Testaments of Injustice towards Women



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Abstract

The objective of this paper is to go through some personal narratives of women to hear their voices from within and to present coherence and draw parallelism in their thought process. It is done through a close reading of selected autobiographies of different era and area to understand their inner thoughts which voice against oppression and urge for an egalitarian society based on equality and gender justice. The paper attempts to contrast the selected women autobiographies of Helen Keller, Malala Yousufzai and Shobha De to showcase the desperate and dejected state of women, when devoid of their basic human rights which serve to be the change-makers of the society.

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1. Introduction

Corporate communication is the voice of an organization, internally it is to interact with the employees and externally to the suppliers, media, investors, vendors, and stakeholders. The communication in the corporate sector should be crystal clear, consistent and formal. It should equally be effective in expression so that it reaches the external factors of an organization and improve the service by developing the relationship between the service provider and the served hand. Effective communication is very required in terms of exchange of information and news with a large number of people within and outside the organization (Schmid, 2007; Nasution, 2016; Mulyani *et al.*, 2017). Establishment of a connection is one of the important features of communication in the corporate world. The connection is set in various departments and employees of the organization through the communication network, via phones, discussions carried out face to face, fax memos, written records, and mails. The information and instructions and orders are passed to fulfill the objective of the organization. The objective gets desirably fulfilled by communicating to function, supervise, understand, perform, assess and to evaluate (de Vela-Santos, 2011). It is needed in part of the organization to maintain a working relationship with the external sources or aspects of the companies. Eventually, the corporate communication comes in reference to a complex process of communication through which there is an exchange, negotiation, consideration, explanation, interaction, discussion of views, feelings, opinions, instructions, suggestions, and command with a view to fulfill the objectives of the organization. The varying aspects

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of communication in the corporate world finally lead to the betterment of the organization and employees by contributing a better understanding and reputation to the organization (Davies & Speedy, 2012; Jain *et al.*, 2017; Sutapa *et al.*, 2017).

2. Materials and Methods

Literature is an imitation of the real world. Art and literary works have always been an honest representation and portrayal of the society by presenting the bare reality which is actual and potential. As literature showcases the world around us, it has always been a great source of inspiration and encouragement for the inhabitants of the world. Art and literature consist of a plethora of genres, out of which one of the most inspiring genres is the genre of Autobiography. Autobiographies are an individual's perspective, personal memoirs, and narratives. Autobiography is the biography of oneself narrated by oneself. Autobiographical writings can take many forms, from the intimate writings made during life that were not necessarily intended for publication including letters, diaries, journals memoirs and reminiscences to a formal book-length autobiography. Generally, formal autobiographies present a special kind of biographical truth with all conscious and unconscious omissions and distortions. The autobiographies, being very real serve the purpose of providing moral values, ethics, and social values to the people (Hammell, 2006). In fact, as they are the product of original live situations, they are devoid of any imagination and fantasy and thus they procure great teachings with inspiration and motivation. They also provide solutions to the complex human problems as with the development of human society, human beings have started getting into complex complications. The autobiographies bring out the authentic, sincere wholehearted and fervent showcase of the struggle of people through the odds and their success presents great lessons to mankind. They not only provide lessons but also make the society aware with a warning that human being is superior and the power of resolution and determination in human beings can withstand and emerge successful against all odds (Jordan, 2004; Zambrano *et al.*, 2018; Suparna *et al.*, 2018).

A close study of these autobiographies also provides innumerable motivating behavioral traits desired in the corporate employees making them emotionally intelligent workers. Kahla (2006), the two selective autobiographies of the two renowned personalities definitely belong to different era and time but showcase an honest representation of most of the skills to be incorporated in the field of corporate communication.

3. Results and Discussions

The autobiography 'The Story Of My Life 'The Autobiography "The Story Of My Life" by Helen Keller published in 1903, is an autobiographical account of the initial years of Helen Keller who became an author, lecturer, and crusader for the handicapped. She was born physically normal in Tuscumbia in Alabama in 1880 of noble parents. At the age of nineteen months, Helen Keller lost her sight and hearing, to an illness diagnosed by doctors as an "acute congestion of the stomach and the brain", now believed to have been "scarlet fever". Through Miss Sullivan's extraordinary instruction, the little girl learned to understand and communicate with the world around her. Helen Keller learned from Sullivan to read and write in Braille and to use hand signals of the deaf and mute, which she could understand only by touch. Finally emerging successful through all odds, she became the first disabled student to graduate in Bachelor of Arts from Radcliff College in 1904 and write a book (Könönen, 2014; Wiardani *et al.*, 2018; Agra *et al.*, 2018).

Team spirit is one of the most imported attributes to be possessed by corporate employees. Helen and her team consisting her sole companion Miss Anne Sullivan presents the best example of teamwork. They prove to be the most remembered companionate heroes of the 20th century. Miss Sullivan was hired to perform the seemingly impossible task of educating Helen and she proved to be the perfect person assigned for the job. Miss Sullivan, being visually impaired, could recognize the needs of Helen and served the purpose of educating Helen with empathy and patience (Monti-Catania, 2017). Anne Sullivan controlled the elemental Helen Keller, who was impulsive, demanding and suffering from a disconnect from the world, pedagogically and emotionally Apart from instilling education in her, she managed to tackle the atrocious table manners and temper tantrums which made Helen develop impeccable mannerisms. Even Helen reciprocated to the teachings of her mentor and Miss Sullivan also learned and adopted new ways to be fitting to cater to the needs of her student. The duo with all the transformed souls set to make a positive mark on the world and the friendship grew stronger and matured with each other's need and lasted for the next five decades. Helen throughout her life and posthumously also has been a consistent rank holder of the Most Admired List in every sphere. Evidently, Anne Sullivan acquired a deserving reputation as a legendary teacher and facilitator. Helen

and Anne Sullivan set an example of great teamwork where they complemented each other and brought out the best in each other. Similarly, Malala Yousafzai has constantly been supported by her father Ziauddin who had been her inspiration and encouragement in her struggle for acquiring education. Her father had extended his constant support by instilling the value of education for girl children in her. He successfully laid a pavement for her where she could articulate her mind and editorialize her thoughts as the diary writes under the pseudonym of 'Gul Makai' for BBC Radio. She was constantly boosted by her facilitator with dauntless courage and a never-ending passion to fight for her rights. Malala was fortunate to have a great support system in friends, acquaintances, parents, and siblings to bring out the best in her and to fulfill her sole desire to indoctrinate herself. It brings a learning experience and a lesson for the workers to work as a team to understand each others' skills capabilities by bringing out the best productivity of the whole team (Pirto et al., 2011).

Leadership is one of the desirable behavioral traits to be retained by corporate employees. To be able to lead amid complex managerial problems through great demonstrative and leadership abilities should be corporate workers' characteristics. Helen Keller through her self memoir, after achieving her dreams sets an example of being a great leader where she fights with all the adversities of her life and becomes an advocate of the physically impaired and their problems. She leads every mind by being a leader, author, traveler, motivational personality, organizer, fundraiser and social activist. She sets clear objectives and specific goals for people like her by being a crusader of the blind and deaf community. Her constant urge and determination led to the foundation of ACLU (American Civil Liberties Union) finally making her a great humanitarian (Segal, 2007). To glorify with the equal set of qualities, Malala Yousafzai doesn't go less. She has been the youngest recipient of Nobel Peace Prize in 2014 and UN Messenger of Peace. The leader in her is evident from her autobiography which chronicles her pathetic journey towards her triumphant achievements. She is still a constant work on the areas of right to education for girls fighting poverty, child marriage, war, and conflict. The social activist and motivational speaker in Malala connect us to the leadership trait of the corporate workers, who possessing the equal qualities will surely be immaculate in the achievement of their targets in sales and services.

The implications of self-realization and motivation are the key ingredients of emotional intelligence. Performance at the workplace of corporate employees depends on factors of self-realization and motivation which can be derived in ample measure from the two renowned autobiographies. 'The Story Of My Life' portrays the protagonist Helen's state of self-realization of her vulnerabilities and challenges. She thus shifted her focus and concentrated not on the deprivations of her life but on the capabilities and capacities she possessed. She realized that her dark and silent world could be bright and illuminated only by education. The chronicle of Malala Yousafzai, 'I Am Malala' depicts the picture of a self-realized state of a young girl who was clear enough of a fixed purpose of her life. She realized that it was only literacy which was capable of bringing betterment in the life of women. She also attained the truth that the chaotic condition of her territory would be reaching to a shattering condition with her revolt and force to urge for education. The two autobiographies equally motivate and inspire people by enabling them to draw great impetus and inspiration to work towards achieving something seemingly impossible either in the job or in personal life (Van Ness, 2003).

The book "I Am Malala", an autobiography by Malala Yousafzai is a product and result of cultural and religious extremism where people were devoid of their basic rights under the pretext of religion. It was the time when the Swat Valley came under the control of the Taliban and they were trying to take good control in the valley of Pakistan by brainwashing and suppressing people by creating a fear of God. In the midst of this moral policing, Malala, a girl who stood for her rights of education, refused to succumb to their intentions and thus had to pay the price by facing the rage of the Taliban.

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Helen, in the progression of her autobiography, realizes a very bare truth that expanding her knowledge and enriching her education are the only key factors to achieve a certain degree of independence in life. The Anagnorisis in Helen's life made her alter all the adverse situations of her life to make it favorable for her. In this process, she not only garnered many achievements but she also gave credit for her accomplishments to her supporters and helpers. By realizing her actual self and state, she recognizes that it is a dire need for her to become independent and that could be only through education and communication. Her further realization is evident from the progression of the autobiography that her literacy and education would bridge the gap between her dark silent life and the very lively and colorful world.

Helen's ability to use words did not begin until the age of seven with her teacher Anne Sullivan, but way before that time, Helen's parents and siblings perceived her ability to participate in different aspects of family life and with their encouragement and inclusion she could become an active participant. It was evident that Helen was interested in everything around her as she sought to touch, touch, smell and sense those things which came into her orbit. Eventually, she began to form habits that led to her becoming an integral and active part of her family's life where she was helpful even in collecting eggs, picking fruits and grinding spices. Even before she learned how to talk, Helen was efficient in finding wild Guinea Hen eggs. As she was encouraged to learn, so did her other capabilities grow which led to our best example of what a blind and the deaf individual could accomplish in her lifetime. Considering this autobiography, Helen Keller recognizes the sad truth of her life that she had been disconnected from the audible and visible world and thus, beyond the readers' expectation, stands as a model of accomplishment. She had been a heroic figure who undergoes extreme hardships to achieve success both personal and public. It is from Helen's example that corporate

employees can learn to accept and use encouragement to refine their inherit skills and use them more productively in the work and in their lives.

Encouragement and appreciation should be an integral part of the sections of communication of the corporate employees which would, in turn, bring out the productivity and efficiency in employees of the mass market and the commercial world.

Persuasion is a daily chore in every field by being the motive of all the communication and interaction of the corporate world. The crux of all the communication is persuasion. Be it for a project or just a convincing talk to the supervisors for providing the team better or more resources. To bare it open, the better and clear the persuasion techniques are, the better the communication is served. The matter reciprocated should be in clear persuasion techniques. Helen Keller finally came to fame with a world-famous speaker and author to her repute. She has proven to be an advocate of people with disabilities amid numerous other cases she addressed. She had been an avid traveler who laid a great impact on the deaf community longing for learning. She succeeded in traveling to twenty-five different countries voicing to promote and propagate the condition of the physically impaired community. Her persuasion has finally led people to be kind and generous towards the cause of blind, deaf and dumb fraternity. The powerful autobiography of Helen Keller and her great personality can captivate and persuade readers and audiences respectively to bring a positive change in them and in their workplace, thus setting a great positive example of the change in the world.

Communication nurtures and reciprocates the understanding between employees to deal with the sales services in an efficient way. The communicators of the corporate world can draw inspiration from Helen's life to work on the capable arenas rather than to brood on the deprivations and inabilities which would lead to a loss of confidence and restrict the productivity. Communicating in the corporate world is all about persuading the other hand of the sales and the service. Communication in the corporate world should be in a way to achieve the targets, make the matter reach to success point and to persuade each other of their business and that can be thoroughly achieved by concentrating and valuing the capabilities.

In the autobiography Helen's persuasive skills, leadership skill, her sense of self realization, her faith in herself, target-oriented goals in life, capacity of building a great team with her sole educator Miss Anne Sullivan, the boon of being surrounded by good and helping people and above all her unrest efforts and hard word surely offers great lessons for the employees of corporate world in terms of their relationship with other employees and co-workers, their offer of services, their persuasive communication and a productive teamwork.

Shobha De's writing proves that she is one of the most incredible women writers in contemporary Indian English Novelists. She involved herself more into controversy with her extrovert expression which probably the way in corporate world people deals with. She acutely raised her voice, not in favor of sexual issues against women and so she is tagged as "Sex Queen", yet she is Hassel free from her detractors. However, being endowed with highly ingenious and creative skill, she uses a variety of styles and techniques in her fiction, even in her autobiography which gives a new dimension to the Indian English Novel. De emphasized her creative excellence by using the cinematic flashback method of technique and thereby makes the narrator to tell the events with the benefit of hindsight. Sometimes she uses interior monologue to help the characters to analyze themselves and brings out the suppressed desires lying in the deep mind of the characters. For example, Aasha Rani in **Starry Night** quite often undertakes her journey between past and present and thereby tries to come back to the time and the society, in which she is part and parcel. De also uses a controlled method of stream of consciousness techniques, that is necessary to the story for an instance as depicted in *Socialite evening*. The thoughts of writing such vivacious and boldness probably the waves came from the real world. Her own experiences in the corporate world let her blow out the picturesque of the real portrayal of man and women she dealt with. The creative excellence from the cinematic world reflects the communication of corporate world like the work we can now see in many colloquial writers like Chetan Bhagat, Ravinder Singh of now who mostly initially belongs to the corporate world. Later, they pen down their real life.

De's life story definitely has an autobiographical charm. She has a wonderful mystery in selecting and weaving a chain of such events that have shaped her mind and influenced her character. In the prologue to her memoir, she observes,

*"If nothing else, Selective Memory aided and abetted the transformation. Kick-started the process, as it were, forced me to glance over my shoulder. Look back, sift, discard, reinforce, assess, re-assess, come... to terms, recognize, accept- above all, accept."*⁵

Shobha De in her autobiography deals with her outspoken attitude. Even she noted her as a liberal feminist in traditional society. Shobha has been well-thought-out as a sensational person. *Selective Memory* has worked wonders in favor of

De, leafing through the book; De becomes known as a new woman possessing a roguish charm and immense capacity to judge and understand other people. She is at her best in depicting the ties of human relationships. Human Relationship which is most impactful features in the corporate world. The corporate communication completely depends upon human relation or people management and that's the way Shobha De reflects in her autobiography. She has expressed her life from childhood to the age of sixty. Her life from the middle class traditional family to a successful model turned actor. She deals and matches up in bonding with different people in the changing world of the corporate system. Her communication always goes along with the new society mostly involve the corporate scenario. In the 'prologue' to her 'Selective memory,' she writes,

*"For a woman, a book in progress is like a secret lover. She has to hide from her family, steal time to go back to dream about."*³

Selective Memory symbolizes both high society culture of pompousness and Indian locale in general. Her endeavor is to rendering the vices of this well-heeled class and the unconstructive impact it presents on the common persons of the country. This showcase of her writing probably depicted because she lives much into a corporate world rather than a failure to acknowledge traditional Marathi childhood. Her style is very interesting and attracts the attention of her readers with swift writings. It is a self-portrayal and she has searched for her own 'Identity' through the present chronicle. Through this search of an identity crisis, she is voicing the representation of communication and relationship Indian women in the corporate world.

4. Conclusion

These memoirs serve as true testaments of injustice towards women. Unlike a work of fiction which deals with unreliable and fantasized narrations far from the reality of experience, autobiographies come with an expectation of honesty and genuine representation. Thus there generates a relationship between memoir and memory. The autobiographies become most powerful means of expression than any other literary form. Its effectiveness in communicating the struggle and story can't be denied.

The autobiographies taken for study remain powerful witnesses, though of different time and era, open doors to some of the greatest challenges of our modern world. Rassundari Devi is a mature version of the young writers, Malala Yousafzai and Anne Frank. Her version of the autobiography becomes the first voice of the feminine gender talking about her rights and can be considered as one of the pioneers of the propounder of women rights. Rassundari Devi's autobiography is a testimony of the hindrances of education of women of her generation, bearing great relevance even in the present day. While writing the hardships of life, she rejoices by foreseeing the fact that times are changing and some parents have started educating their daughters, which she considers a positive move. Malala craves for this positive move even in the 21st century, eventually, had to face the barbaric blow of the Taliban for desiring to study. Malala's chronicle revolves around the issues related to politics, culture religion and violence against women. She brings out the true picture of the Taliban as obscurantist and misogynic forces. Her story marks multiple layers speaking on the varied social movements promoting women and children's rights, educational opportunities, gender roles, and peaceful resolution of the conflicts. Accessing the memoirs of Malala and Anne Frank from a particular cultural and political context, irrespective of their historical context, it is evident that Anne's urge for peace and right to a free life resonates in Malala's discourse on violence, conflict, war, and terrorism. Anne advocates on behalf of individual ethnicity and minority by bringing issues of racism and fascism. The Diary, with the other chronicles, remains as a symbol of struggle, deprivation, suffering, and discrimination against oppression.

Thus it is not wrong to say in-depth study of women's autobiographies unravels the hidden recesses of the feminine psyche. The Autobiographies from past to present; represented by three memoirs in the paper, shows that women writing their life story or experiences are a form of 'resistance' literature and narratives of pain. These self-revealing autobiographies basically showcase how the human rights of women are denied due to various above discussed issues. They enlighten and serve as lessons to improvise the age-old traditional ways of treatment of women and human beings. All these writers have entered this literary genre to launch their demands and grievances and thus, form a powerful group standing as motivating force for the posterity. These autobiographies have been studied as a way of gaining power and support against similarly experienced oppression and their stand for basic human rights.

Conflict of interest statement

The authors declared that they have no competing interest.

Statement of authorship

The authors have a responsibility for the conception and design of the study. The authors have approved the final article.

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