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FACTORS INFLUENCING THE CAREER ADVANCEMENT OF MARRIED WOMEN GRADUATE

Dr. J.ANITHA

Assistant Professor in Commerce,
S.T.E.T.Women's College (Autonomous)
Sunardarkkottai, Mannargudi, Thirvarur District, Tamilnadu, India.

Abstract

Awareness should be created in the mind of girls to choose the right career path so that they are not held up in the posts where the opportunity for further advancement is absent. Women are proving to be multi-task makers by effectively balancing the dual roles. With support systems the potentials of the multi-task makers can further be utilized effectively.

Keywords: Career advancement, Married women, Job, Promotion, Family role

INTRODUCTION

In the present economic condition where more and more concentration is given for girls' education where opportunities for employment are increasing and because of globalization industrialization etc many women enter into the job market but how is their career development? Women after their marriage perform a dual role taking care of the family chores on one side and job on the other side. When they effectively manage both the roles they are certain to have a successful career. (*John M.Ivanccvich, P.97-104*) This study is aimed to analyse the career advancement of women employees who are graduates as well as married. This study with a sample size of 405 women employees throws a light on the factors of career advancement of married women graduate in the city of Chennai.

Career pattern is not the same for every woman. Career advancement of many women is hampered because of the hurdles they face in the career path. Pursuing a good education and getting a job has become common for the girls. But how successful or smooth is their career? The career path is not smooth for women as it is for men. Some women take small or long break mainly because of the child birth/child care duties, some start the career late, some are overcoming the obstacles safely. Unfavourable maternity leave policies force many to take a break in their career. Re-employment and re-training facilities after the break is not available in many cases.

Further more, they are not given post which will improve their job status. But women are satisfied with whatever Position they hold. Even when women employees face advancement in their career, their responsibilities in the work

place increase which also increase the time spent by them for their job so they prefer to be in the same job status if they feel that the promotions or advancements will affect their family life. Most of the women employees are not careerists they are not working towards career plans or they are not tactical about the next stage up the promotion ladder. They are interested in the quality of their work and their personal lives and not on personal status.

OBJECTIVE OF THE STUDY

- a) To identify the significant factors of career advancement of women employees.
- b) To microscopically analyses each and every factors of career advancement of women employees.
- c) To suggest measures to overcome the barriers on the career advancement of women employees.

METHODOLOGY

The study is based on primary data. The primary data was obtained through the properly framed questionnaire. Type with liker's 5 point scale from Strongly Agree to Strongly Disagree a preliminary investigation was to test the feasibility and reliability of the statements is the questionnaire. The Cranach alpha methods were used and it is found that 83.1% of the results obtained in this study can be relied. Using random sampling methods questionnaires were circulated to the graduate as well as married women employees in the city of Chennai 405 questionnaires were in a useable form.

Statistical tools used: The Primary Date Collected Through the questionnaire is subjected to statistical test. Factor analysis by the principle component analysis is applied on the variable to reduce the variable into major factors. The factors obtained through the factor analysis are subjected to parametric one sample t-test to find their

significance. Percentage analysis is used to find the contribution of each variable. Chi-square analysis was used to find the association between independent and dependant variable and to explore it further, Duncan analysis was used.

FACTOR ANALYSIS

Factor analysis by the principle component analysis is applied on the nine variables of 'career advancement' of women employees.

BREAK IN CAREER

The study of Evans (2000) has explained the different career patterns of working women. Some women take a short break for maternity leave. Other women are choosing to start their family at a later age after having established a career path. Some women prefer to take a longer career break, spending time at home with their young family but feeling more secure about a later return to their career. *Mitra Jyoti (1997)* states that the career pattern of women appear to be different from the career patterns of men. This is explained as, while for a man, his career progress is education- training-work-retirement and the career of most women is perceived as, education-training re-employment- retirement. Break in career or dropout in career is often experienced by women because of varied reasons. The reasons such as marriage, child care/child birth, husband's career advancement, pressure of work and family and in some cases unfavorable organizational atmosphere contribute to this.

(Edwin B Flippo.)Promotion in career women experience promotions in their career only if the organizational policies on promotion are transparent without any discrimination, Shell group survey around the globe, including India points out an interesting fact that Indian women seem to have not only successfully broken a number of barriers to achieve their full potential in the workforce, but are found to be more focused in their careers than women in

Europe and the US. But when promotions are given for women employees their responsibilities increased which affects their family roles in spite of that many are proving themselves to be successful by performing a balanced role.

(Mitre Jyoti) Non acceptance of promotion: Non acceptance of promotion is experienced by many women employees. When women start climbing up the organizational ladder, the organizational atmosphere they experience is not supportive. Women at the top feel lonely because the percentage of women in the top posts is very less. The increase in responsibilities in the work place will affect the role of women in the family which is not accepted by the family. More over women are interested in the quality of family life and not on the personal status which forces them to forego the promotions.

ASSOCIATION BETWEEN DEMOGRAPHIC VARIABLE

Demographic details namely age job position; qualification, Nature of employment (public/private sector) and income are selected to find the association between these demographic variables and the factor of "career advancement of married women graduates. Chi-squares test was applied and the following results are obtained.

The chi-square values 40.540, $p=0.000$ for 6 degrees of freedom proves the existence of association between Income and factors of career advancement.

The chi-square values 12,101, $p=0.017$ for 4 degrees of freedom proves the existence of association between job position and factors of career advancement.

The chi-square values 41,710, $p=0.000$ for 2 degrees of freedom proves the existence of significant association between nature of employment and the of women employees career advancement.

So it is concluded by chi-square analysis that age, job position, nature of

employment and income has significant association with factors of career advancement of married as well as graduate women employees. To further analysis the result microscopically Duncan analysis was used to classify the respondent. Interesting results was obtained. The findings are given in brief. For the factor promotion in career it was found that private sector women employees, women employees with income group between Rs 5,000 and Rs.15, 000p.m and women between 20 to 40 years experience promotional opportunities. As far as the factor break in career is concerned private sector women employees and women who earn below Rs.5, 000p.m are affected by the break in career.

There is no significant difference exist for the factor non acceptance of promotion. Transfer to a different place is considered as the important factor for the non acceptance of promotion by all the group of women.

One Sample t-test on the factors

(IIM Ahmeda April 2000. Volume 53(4)) The Cause/ effect of thee three factors obtained is subject to parametric one sample t-test to find their significance the statistical result of mead standard deviation and standard error for the factors was calculated in the t- test the score of undecided option in the questionnaire if the mean values are significantly higher than 3 then the conclusion can be drawn suitably in favor of agreement and if the mean values is lower than 3. Then the conclusion can be drawn suitable in favor of disagreement Significant reason for break in career in the study out of total samples of women employees 34.57% of the samples have experienced break if the samples have experience in the career the factors acting as a reason for break in career namely a marriage child birth c) health problems d) organizational atmosphere e) husband career advancement are subject to parametric one sample t test to find one

factor namely child birth care obtained a mean score more than 3 and all the other factors namely marriage health problems organizational atmosphere and husband's career advancement obtained the mean value less than the significance of these factors is tested using t – test from the table 1 it is significant proved that women employees who have experienced break in their career do most feel that the four factors namely marriage health problems organizational atmosphere and husband's career advancement to be the reasons for their break the factor child birth child care is significant proved one reason for the break in career it is inferred that the women employees who exercised break in career strongly free to the factor child fourth child free of the factor child birth child care to be one the reason for their break.

Joining the service after the break in career women employees who returned in the career life after a break either entering the same organization or in a different organization in the sample study 34.57% if the total sample experienced break in service after the break 76.43% of them have expressed that they did not join the same organization and 23.57% if they have expressed that they have joined the same organizational policies and practices in the matter leave alternate work arrangement flexi time and continuation of service are the reasons for joining the same organization

Consideration of Past Experiences after the Break: When women employees join their career after their break, the past experiences, if not considered will hamper their career. In the study, on analyzing the consideration of past experiences of women employees when they rejoin, it was found that 61.27% of the women employee's past experience has not been counted. It can be concluded that these 61.27% of the women

employees have again started the career from the beginning.

SIGNIFICANT EFFECTS OF PROMOTION IN CAREER

Out of the total samples taken for the study, 62.47% of the samples have experienced promotion in their career. The four factors namely (i) increase in responsibilities (ii) increase in salary (iii) increase in working hours (iv) affected family responsibilities, which are considered as the effects of promotion are tested. It is found that the two factors namely 'increase in responsibilities' and 'increase in salary'. obtained mean score greater than three and the remaining two factors, 'increase in the number of working hours' and 'affected family responsibilities' obtained mean score less than three. T-test is applied on these factors to test the significance.

From the Table 2 it is found that the factors 'increase in responsibilities' and 'increase in salary' are significantly proved to be effects of promotion received by the women employees. It is also found that the same women employees who received promotion feel that the promotion which they received has neither increased the working time nor affected the family responsibilities. This shows that women are balancing their work and family. They are taking up additional responsibilities in the job without affecting their family duties and are proving to be successful dual role players.

SIGNIFICANT REASON

In the study 13.58% of the total samples of women employees have avoided promotions in their career. The factors contributing to the non-acceptance of promotions namely a) family responsibilities b) transfer c) personal interest d) spouse's interest e) organizational atmosphere f) fear of the post are tested. It is found that only one factor namely 'family responsibilities' obtained a mean score

greater than three and all the other factors obtained the mean score less than three. The significance of these factors is tested by applying t-test. The t-test values are given in the Table 3.

Table 3 shows that the factor 'family responsibilities' is not proved to be significantly higher than three at 5% level of significance. This shows that women employees who have not accepted promotion do not strongly agree family responsibilities as a factor which induced them not to accept promotion. The second factor 'transfer' is not significantly proved to be less than three at 5% level of significance, which implies that women employees agree that transfer to different places is a reason for their non-acceptance of promotion. It is found that women employees strongly disagree to factors 'personal interest', 'spouse's interest', 'organizational atmosphere' and 'fear of the post' as reasons for non-acceptance of promotions and it is proved significantly on the whole it can be that women employees in the study who have not accepted the promotions in their career field transfer to a different as the main reason.

SIGNIFICANT REASON FOR NOT RECEIVING PROMOTION

In the sample study 44.20% of the women employees who have not received promotions feel that the organization does not provide scope for further advancement in their career. The factors which contribute to this namely a) scope in the organisation b) gender discrimination c) extra qualification are subject to statistical test. It is also found that women employees who have not received promotions feel that gender discrimination or the need of extra qualification are not the significant reason for not experiment promotions in their career therefore it is inferred that the posts occupied by these women are such that there is no scope for promotions in the organization obtained the mean score

greater than three and the other two factors namely 'gender discrimination' and 'extra qualification' have obtained mean score less than three. The significance of these factors using t-test is depicted in the Table 4.

From Table 4 it is found that the factor 'scope in the organization' is proved to be significant reason for not receiving promotion. This implies that the women employees who have not received promotions feel that the organization does not provide scope for further advancement in their career. It is also found that women employees who have not received promotions feel that gender discrimination or the need of extra qualification are not the significant reason for not experiencing promotions in their career. Therefore it is inferred that the posts occupied by these women are such that there is no scope for promotions in the organization

FINDINGS IN BRIEF

In the study 34.57% of women employee's career is disturbed because of break in career. The child birth/child care is found to be significant reason for the break in career. Of these 34.57%, the past experience of 61.27% of the women employees were not considered i.e. they start the career once again from the beginning. This acts as a hurdle on the career advancement of women employees. Prate sector women employees and women who earn below Rs.5000p.m are affected more by the Break in Career; the organizational factors are not supportive enough to overcome the break.

In the sample study 44.20% of the women employees have not received the motion which they deserve. On analyzing the significant reason for not receiving promotion it was found that the post occupied by the women are such that there is no scope for further advancement in the organization. Transfer to different places is found to be one the significant reason for non acceptance of promotion by 13.58% of normal employees. On analyzing the

significant effect of promotion in 62.47% of women employees who have received promotion, it was found that the promotion which they have received has increased the salary well as responsibilities but the dual role is not affected because of the crease in responsibilities at work place This shows that they are able to strike a right balance between job and family

CONCLUSION

Development of female friendly organizational policies like career-break schemes, retraining facilities providing career break without affecting seniority, flexible work patterns help women to overcome the problem of career break due to child birth/care. Separate promotional policies should be framed for women employees considering their family role in case transfer to a different place. Awareness should be created in the minds to choose the right career path so that they are not held up in the posts that the opportunity for further advancement is absent. Women are proving to multi-task makers by effectively balance in the dual roles. With support system the potentials of the multi-task can further be utilized effectively.

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