

The Study on Challenges Faced by the Indian Women in Their Career Development

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ABSTRACT:

Hardship of women in each stage of life is often difficult to reason about as she is the sole entity within the world that's facing such a dynamic to introduce her life. Throughout their lives, women have various roles to perform. These embody a partner, mother, daughter, sibling, colleague, friend, worker and community member. Marriage and motherhood relationships bring multiple challenges leading many women to drop out of the work. This will result in societal/familial pressure or being unable to balance priorities at work and residential, without adequate support. Gender bias in hiring, personal questions on marriage and maternity, harassment during work, inequality in payment, returning to the workforce post child birth, safety whereas operating in high risk areas, lack of investor trust these are few of the challenges girls face. For maintaining work-life balance, social support plays a big role for women employers. Social support is not solely from the family members, but also from colleagues, employers and different members within the organisation. They have females in upper management who should serve as role models for the rest of the staff. The object of the paper is to study the challenges of women in their career development and factors to overcome the challenges that lead to women development in our society. The Methodology of this research paper has observed the empirical approach and the sample size covered by the researcher is 200. The convenience sampling is used for collecting responses. The findings observed that equal support from the family and workplace is important and special protection laws for their development. The conclusion is that there are many challenges to women's career development.

Keywords: Employment, Career development, Challenges, Social support, Women.

INTRODUCTION

Women workers generally aren't given a lot of recognition by their superiors, colleagues or the society at large. Women have many responsibilities, and these create major impediments at intervals in the course of their career development. Historically, Indian girls are homemakers, however due to advancement in technology, fashionable and innovative techniques and ways, education system and higher awareness and increase within the ever increasing value of living; these factors have created them to travel out and select their careers. Indian girls are engaged and employed, and they need to work hard culturally, socially and economically to motivate positive attitudinal changes at intervals in the mindsets of the individual. Gender-based discrimination continues to impede women's formal participation in decision-making. Till now, ladies in many countries worldwide don't relish equality with men in political standing or within the power of political influence. Though we are in the 21st century, most of the decisions taken without participation of women even in their own life decisions. The familial responsibilities should be considered

and their performance measured bearing in consideration their roles as caregivers as well as employees, and the two roles played should be therefore recognized and appreciated. Organizations should also develop policies that help develop career growth of mothers with young families so as to help them balance and develop in their careers. The evolution of women's career development in ancient theories of career development haven't taken into thought the important components of women's career development like marriage, family and spouses' attitudes towards wives work, etc. in ancient cultures. The ever changing nature of careers within the post industrial era has been receiving increased attention. New ideas have emerged, new career options have emerged. The boundaryless career is one among the foremost influential notions to emerge in recent years. After the independence women started to work for their family but still decisions were made by the male members of the society. The current news is that career development of women and to overcome the family burdens of women the government increases the age of the women to 21 years. This boosts the women's nutritional health and opportunities to strengthen their career development and they have knowledge to make decisions on their own life. The apna.co is India's largest jobs and professional networking platform. With around 5 million female users, apna has recorded trends that are encouraging and highlight the shifting dynamics of India's rising workforce. The pandemic and its subsequent work-from-home regime created avenues for women to join the workforce. Female users also showed an inclination towards building professional networks and invested their time towards the same. The government initiative for women career development like introducing new schemes like Support to Training and Employment Programme for women (STEP) scheme exists to supply skills that offer employability to women and to provide competencies and skills that change women to become self-employed/entrepreneurs and Madura Loan could be a government scheme for women's empowerment in India that will best serve little business owners or aspirants. The target beneficiaries don't seem to be solely girls, however the scheme could be a powerful tool for ladies. This scheme is women empowerment but still the women's career development is lacking. The Acts and schemes are for the developing women in their life still no act to overcome their challenges. Dr. Shuruq Abdullah Alsharif in International Journal of Gender and Women's Studies December 2018, explain The Challenges related to women Career Development at the State Universities in Saudi Arabia: A Ground Theory Approach that results showed there have been seven factors affecting the women's career development that are cultural, family, individual, organisational, geographical, economic, legal and constitutional. This paper recommends the requirement to support women's access to leadership positions through the political decisions, and gradually raising the share of ladies in leadership positions to profit from women's competencies in enhancing the development of movement in all fields. The comparison of nations between Saudi and Malaysia Saudi women have a variety of outstanding social groups and structural and attitudinal barriers to the advancement of Saudi women in paid employment. Among others, these barriers include a lack of mobility; the gender stereotypes; gender discrimination within the workplace; restricted opportunities for growth, development, and career advancement; excessive employment caused by a scarcity of family-work balance; and gender-based challenges and the Malaysia ladies with demographic factors, family commitment, structure culture and career advancement opportunities have an effect on women expectation to enter top administration.

The aim of the research is to study on challenges faced by women in career development and decision making for their career.

Objectives:

- The study society supports women for their career development.
- To analyse the difficulties faced by the women in career development
- To analyse the needs of special protection laws for career decisions and development.
- To study the major factors that contribute to women's career development.
- The study on the utmost pressure on women in their career development.

REVIEW OF LITERATURE:

(*Bhagyashree Barhate*)2021 explains Career disruptions of married women in India: an exploratory investigation which indicates that married Indian women have low autonomy over their career-related decisions, and they largely depend on support from their husbands and his family to continue their careers. In addition, due to social conditioning, women internalise their gender roles and identity as mothers and wives and choose to give up their careers. (*Singh and Vanka*), Swati Singh, Sita Vanka in business perspective and research, Volume: 9 issue: 2, page(s): 195-214 explain the Career Break, Not a Brake on Career: A Study of the Reasons and Enablers of Women's Re-entry to Technology Careers in India which explain the Career re-entry of women in the technology sector remains an unexplored area. With the increasing focus of information technology (IT) organisations to attract, retain and promote women at the workplace, career re-entry among women professionals' merits attention. The findings indicate that an active agency of women, a support ecosystem and favourable life events lead to career re-entry. (*Sanghamitra Buddhapriya*) explain the Work-Family Challenges and Their Impact on Career Decisions: A Study of Indian Women Professionals which explain Family responsibility considerably affects the career decisions of women professionals. It is generally expected that the female spouse should take care of the family responsibility. Women professionals agree that children's responsibility hinders their ability to advance, 'commitment to family responsibility' and 'lack of gender sensitive policies by the employer' are considered as important barriers which affect the career advancement of women professionals to senior positions. (*Shah et al.*) which explain Career decisions of married Indian IT female expatriates women who went on short-term assignments of less than one year travelled alone and found it fortunate and convenient to leave their children in the care of their husbands, in-laws, parents and maids. While in the cases of women travelling for longer-term assignments, most husbands accompanied them. The study suggests that while spousal support was the key, having a shared purpose with husbands along with extended family support was equally significant to facilitate women undertaking an international assignment. (*Farah Naqvi*) explain the Perspectives of Indian Women Managers in the Public Sector which explain Women in India have struggled to establish an identity and create a space for themselves at their workplaces, especially in terms of leadership, the ideas and expectations of traditional society while conforming to a contemporary code of conduct at work. The findings highlight the values, attitudes and beliefs of the women and the challenges faced by them in their careers and within the family system. (*Adya and Kaiser*) explains the Early determinants of women in the IT workforce: a model of girls' career choices which explain that parents, particularly fathers, are the key influencers of girls' choice of IT careers. Teachers and counsellors provide little or no career direction. (*Biju et al.*) explain the Perceived barriers to career progression amongst female students: evidence from India and the United Arab Emirates which examined career enhancement in the context of employed women, little work has explored the perceptions of future career challenges of females about to enter the workforce and embark on their careers. The findings suggest that continued efforts in preparing female graduates for career success are warranted.

(*Rehman et al.*) explain the Impact of Socially Constructed Choices on Female School Heads' Educational and Career Choices in Pakistan: A Qualitative Study which says the Female school heads' career choices have been termed socially constructed as it explores the influences of predominantly male-dominant social structures on women's career choices. The findings also suggest that keeping the cultural realities in mind females opt for the culturally acceptable professions: school teaching in the current context. (*Sharma*) explain Factor Affecting investment decision of working women of emerging nations: Special reference to Indian metro cities which explain and identify the factors which influence the investment decision of working women. Traditionally, all future investment-related decisions were taken by men only but considering today's scenario women are taking more decisions related to future investments than men. Gail Hackett (*Betz and Hackett*). explain A self-efficacy approach to the career development of women which is the model presented postulates that largely as a result of socialisation experiences, women lack strong expectations of personal efficacy in relationship to many career-related behaviours and, thus, fail to fully realise their capabilities and talents in career pursuits. The focus herein is on its potential for contributing to knowledge of the career development of women. (*Bolton*) explains A Conceptual Analysis of the Mentor Relationship in the Career Development of Women which presents a conceptual analysis of the mentor relationship as an aspect of social learning and the career development of women. The socialisation process of modelling with emphasis on role models and their impact on women's career development. It discusses the mentor relationship as an aspect of social learning. (*Rosa et al.*) explain the Challenges, success factors and strategies for women's career development in the Australian construction industry which explain the diversified workforce with gender balance will bring about higher levels of productivity. Despite the importance of this issue, there have been limited studies on women's career development in construction. It is useful for government and professional institutions to promulgate strategies for advancing women's career development in construction. (*Cho et al.*) in "A woman CEO? You'd better think twice!": Exploring career challenges of women CEOs at multinational corporations in South Korea explain MNC culture, career challenges and career development strategies. The authors found that in the process of becoming CEOs, 15 women leaders faced career challenges that are largely generated by traditional culture, work stress and work-life balance. (*Abalkhail and Allan*) explain Women and leadership: challenges and opportunities in Saudi higher education which the study shows that women face a number of challenges preventing them from achieving equitable representation in leadership positions; conversely, they do have some opportunities which help them in their careers. (*Pringle and Mallon*) explain the Challenges for the boundaryless career odyssey which Focusing on women's career experience, local ethnic groups and collective cultures argue that these experiences represent a challenge to boundaryless career theory. The boundaryless career story/odyssey is in danger of becoming a narrow career theory applicable only to the minority, if there is no engagement with theoretical and empirical critiques. (*Brownell*) explains Women Hospitality Managers: Perceptions of Gender-Related Career Challenges which is about Although women are better represented in lower and middle management than ever before, there has been no corresponding increase in the number of women in top level management positions. It suggests that inadequate access to informal information networks, lack of women mentors, and the impact of unique job characteristics are their most significant concerns. (*Blake-Beard*) explains Taking a hard look at formal mentoring programs: A consideration of potential challenges facing women which is It focuses on the practice of formal mentoring relationships and the unique challenges that women may face as they negotiate these planned relationships as well as some suggested strategies to deal with these challenges. It concludes by discussing the implications of this work as well as alternative sources of

support for women. (Whitmarsh et al.), explain the Choices and Challenges: A Qualitative Exploration of Professional Women's Career Patterns which is to examine the career planning, career decision making, and work history of women in both female-dominated and gender-neutral careers. It has variations of career/family patterns, career encouragers, career obstacles, personal compromises, career changes, and career decision-making patterns. (Uddin), explain Addressing work-life balance challenges of working women during COVID-19 in Bangladesh which the findings reveal flexibility and home working, family and spousal support, and organisational support as key driving forces for women's work-life balance during the COVID-19. Lack of available time, socio-cultural and family norms, and gender stereotypes are key challenges women face in a Muslim patriarchal societal context. (Alsharif and Alsharif), explain The Challenges Associated with Women Career Development at the State Universities in Saudi Arabia: A Ground Theory Approach which results showed there were seven factors affecting women's career development that are cultural, family, individual, organisational, geographical, economic, legal and constitutional. This paper recommends the need to support women's access to leadership positions through the political decision, and gradually raising the share of women in leadership positions to benefit from women's competencies in enhancing the development of movement in all fields.

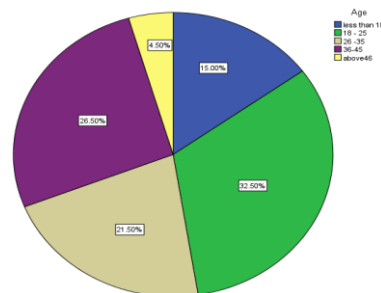
METHODOLOGY:

The research method used here is empirical research. A total of 200 samples have been taken out of which is taken through convenient sampling the sample frame taken by the researcher is in social media with whatsapp and instagram the independent variable are age, gender, occupation, marital status, education qualifications, and dependant variable are family member support for the women for their career development, difficulties faced by the women in their career development, special protection laws for their career development and decisions, factors contributing for the women career development, the utmost pressure restrict the women in their career decisions and development. The statistical tool used by the researcher is pie charts and graphical representation.

GRAPHS:

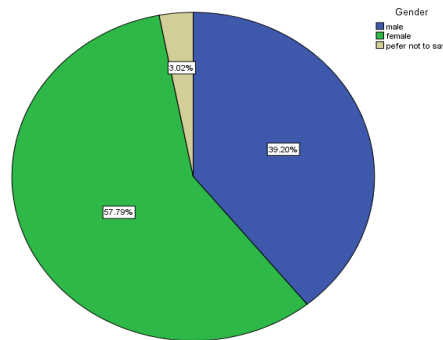
INDEPENDENT VARIABLE:

Figure 1



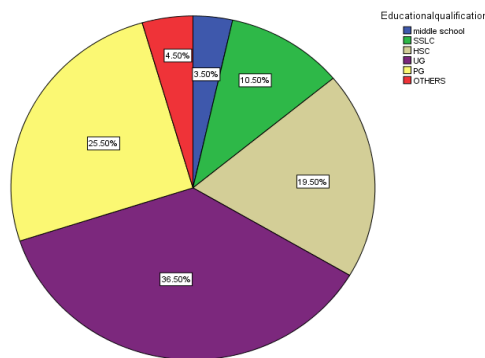
Legend: For the survey regarding the challenges faced by the Indian women in their career development the different age group people have answered from that 15.00% people's from age of less than 18, 32.50% people's from the age of 18-25, 21.50% people's from the age of 26-35, 26.50% people's from the age of 36-45, 4.50% people's from the age of above 46% had responded for my question.

Figure 2



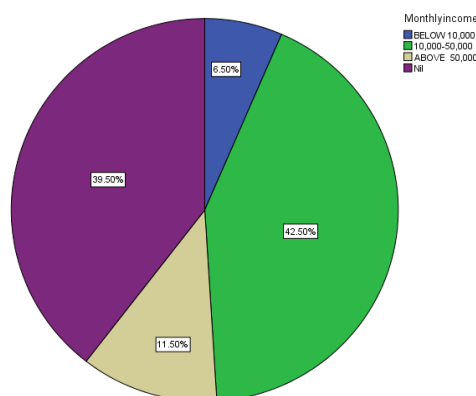
Legend: For the survey regarding challenges faced by the Indian women in their career development the different genders have answered where 57.79% of females and 39.20% for males and 3.02% prefer not to say their gender answered questions.

Figure 3



Legend: For the survey regarding the challenges faced by the Indian women in their career development the peoples from different educational qualifications have answered for the questions that 3.50% are middle school, 10.50% are SSLC, 19.50% are HSC, 36.50% are UG, 25.50% are PG, and 4.50% people are other qualifications.

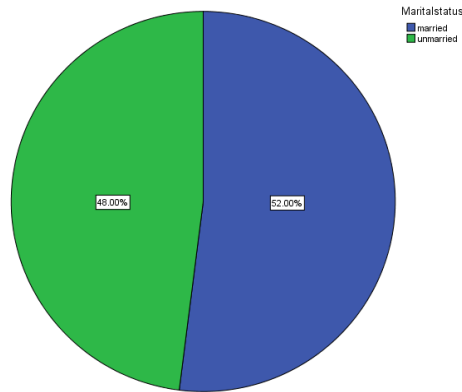
Figure 4



Legend: For the survey regarding challenges faced by the Indian women in their career development the people with different Monthly income have answered where 6.50% are Below 10,000 and 42.50%

are 10,000-50,000 and 11.50% are Above 50,000 and 39.50% are Nil i.e., no income are answered questions.

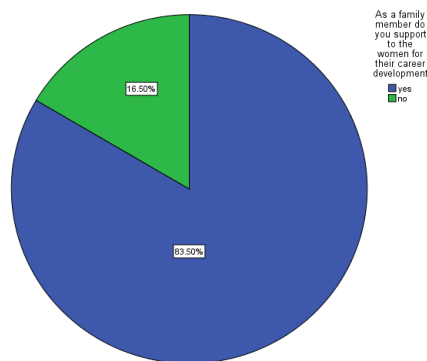
Figure 5



Legend: For the survey regarding challenges faced by the Indian women in their career development the people with different Marital status have answered where 52.00% are females and 48.00% answered my questions.

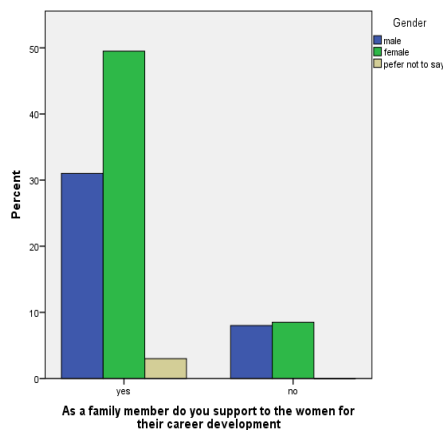
DEPENDENT VARIABLE :

Figure 6



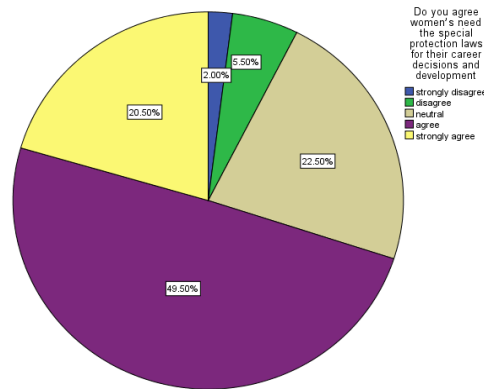
Legend: Figure 6 represents the overall performance of the sample population regarding the support of family members in the career development of women.

Figure 7:



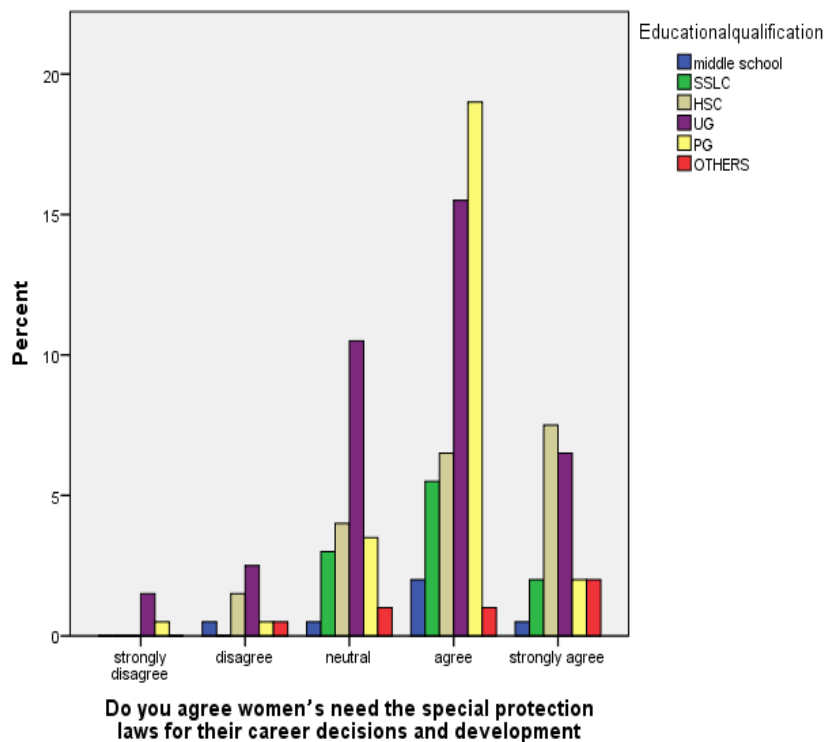
Legend : Figure 7 shows the distribution of gender in the statement that the family members support to the women for their career development.

Figure 8



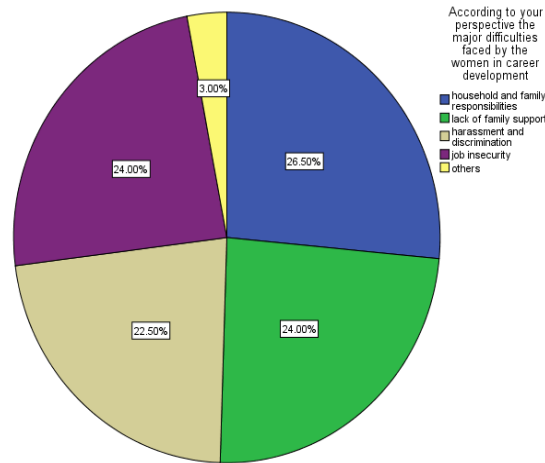
Legend: Figure 8 represents the overall performance of the sample population regarding the statement that women need special protection laws for their career decisions and development.

Figure 9



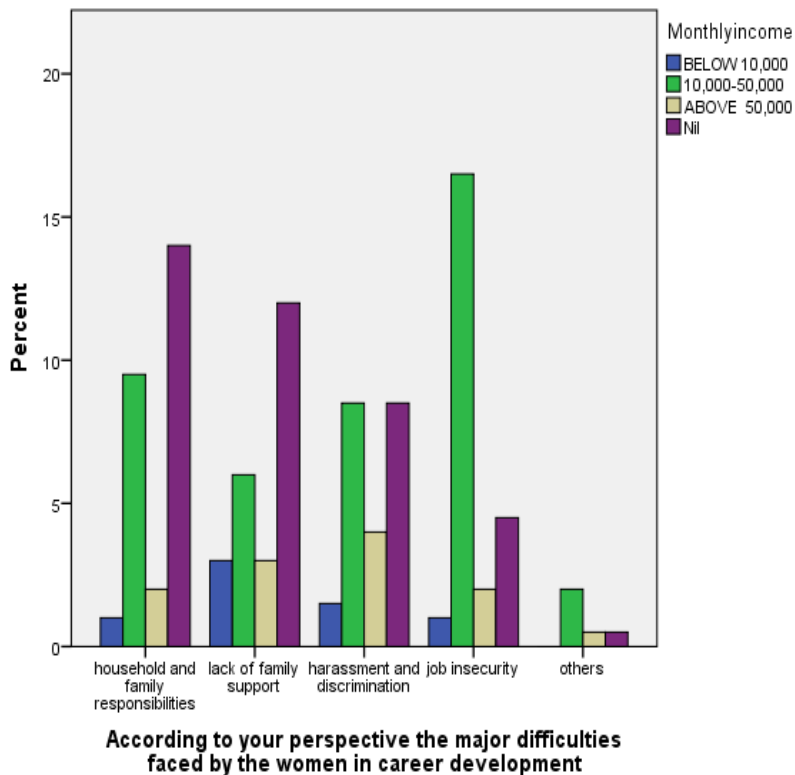
Legend : Figure 9 shows the distribution of educational qualifications in the statement that the women need special protection laws for their career decisions and development.

Figure 10



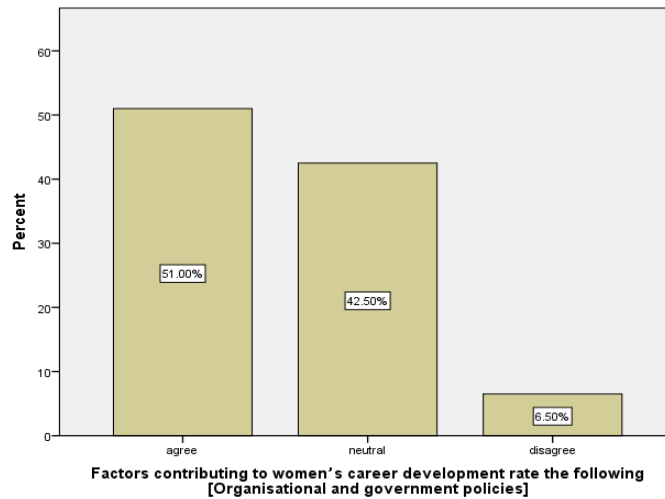
Legend: Figure 10 represents the overall performance of the sample population regarding the perspective of the people on the major difficulties faced by the women in their career development.

Figure 11:



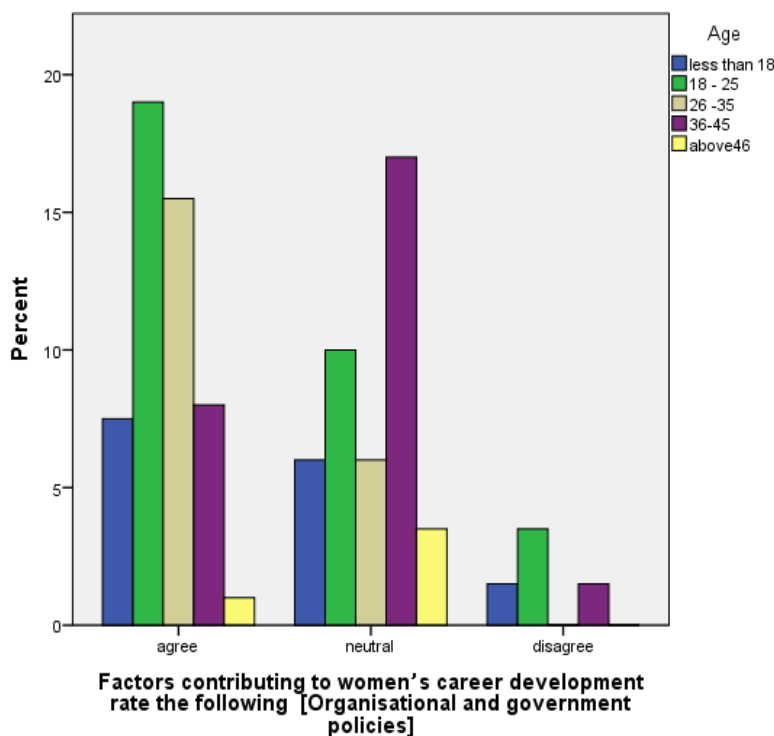
Legend: Figure 11 shows the distribution of Monthly income in the statement that the perspective of the people on the major difficulties faced by the women in their career development.

Figure 12:



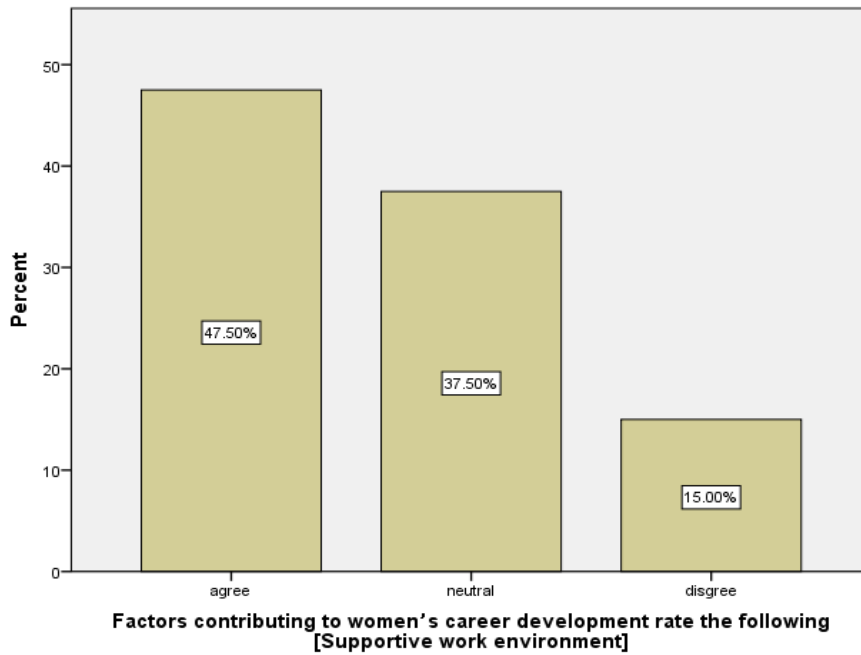
Legend: Figure 12 represents the overall performance of the sample population regarding the organisational and government policies as factors contributing to women’s career development.

Figure 13 :



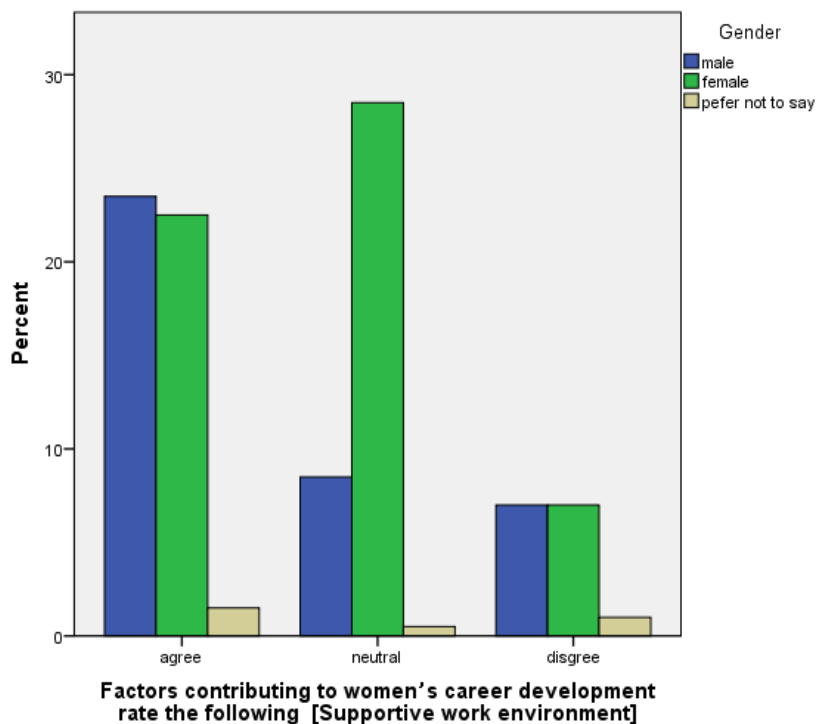
Legend: Figure 13 shows the distribution of Age in the statement that the organisational and government policies as factors contributing to women’s career development.

Figure 14 :



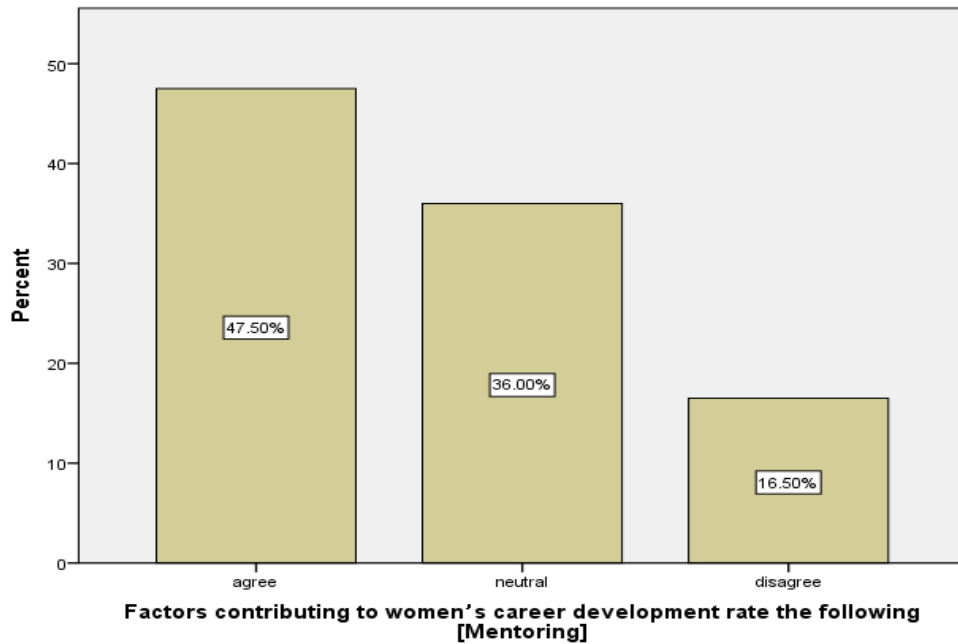
Legend: Figure 14 represents the overall performance of the sample population regarding the supportive work environment for the statement that contributes to women career development.

Figure 15:



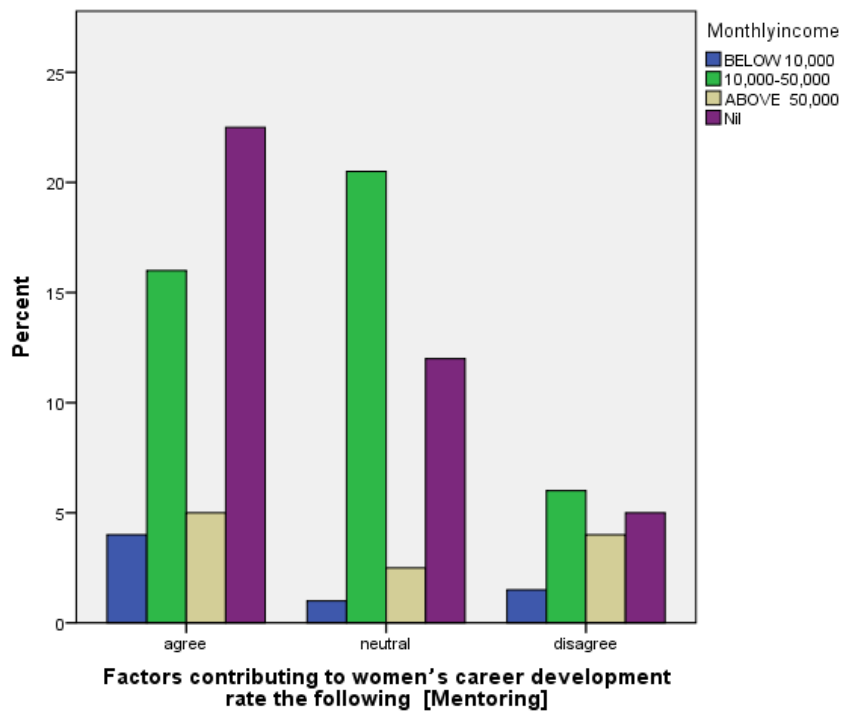
Legend : Figure 15 shows the distribution of gender in the statement that the supportive work environment as the factor contributes to women career development.

Figure 16:



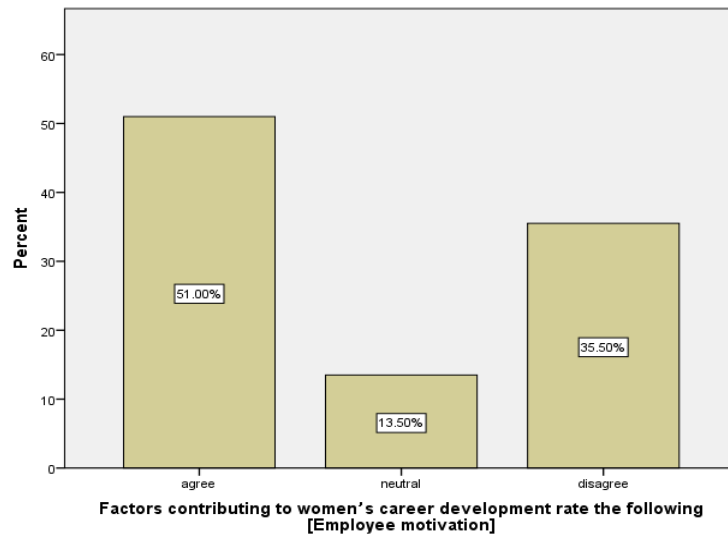
Legend: Figure 16 represents the overall performance of the sample population regarding the Mentoring as the Factor contributes to women career development.

Figure 17:



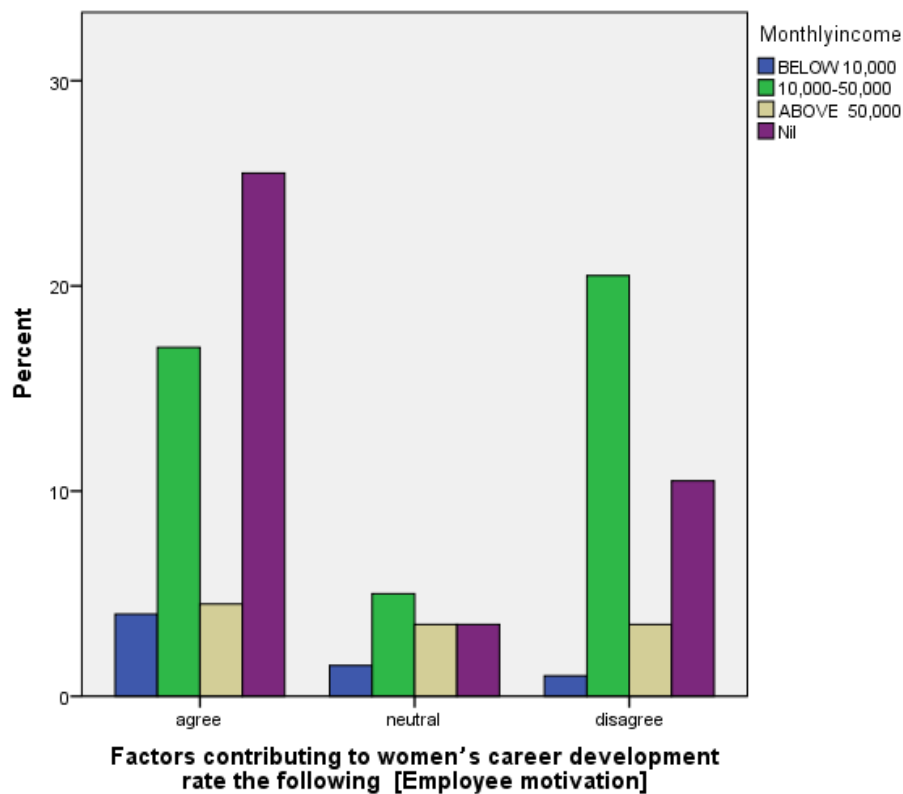
Legend : Figure 17 shows the distribution of Monthly income in the statement that the Mentoring as the factor contributes to women career development.

Figure 18 :



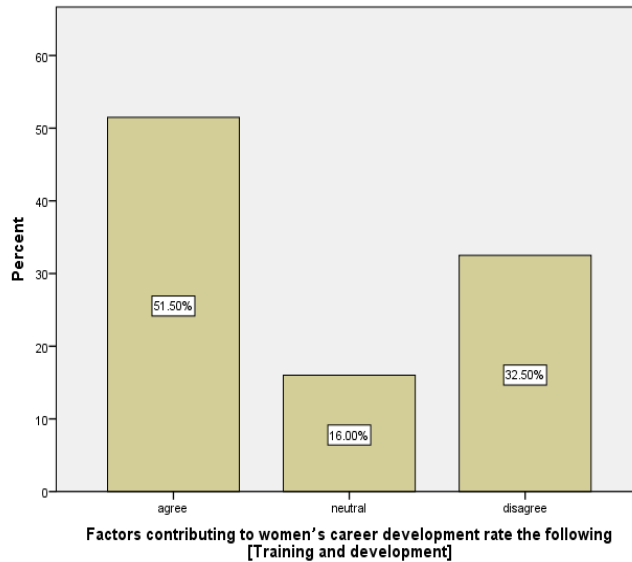
Legend: Figure 18 represents the overall performance of the sample population regarding the Employee Motivation as the statement that Factor contributes to women career development.

Figure 19 :



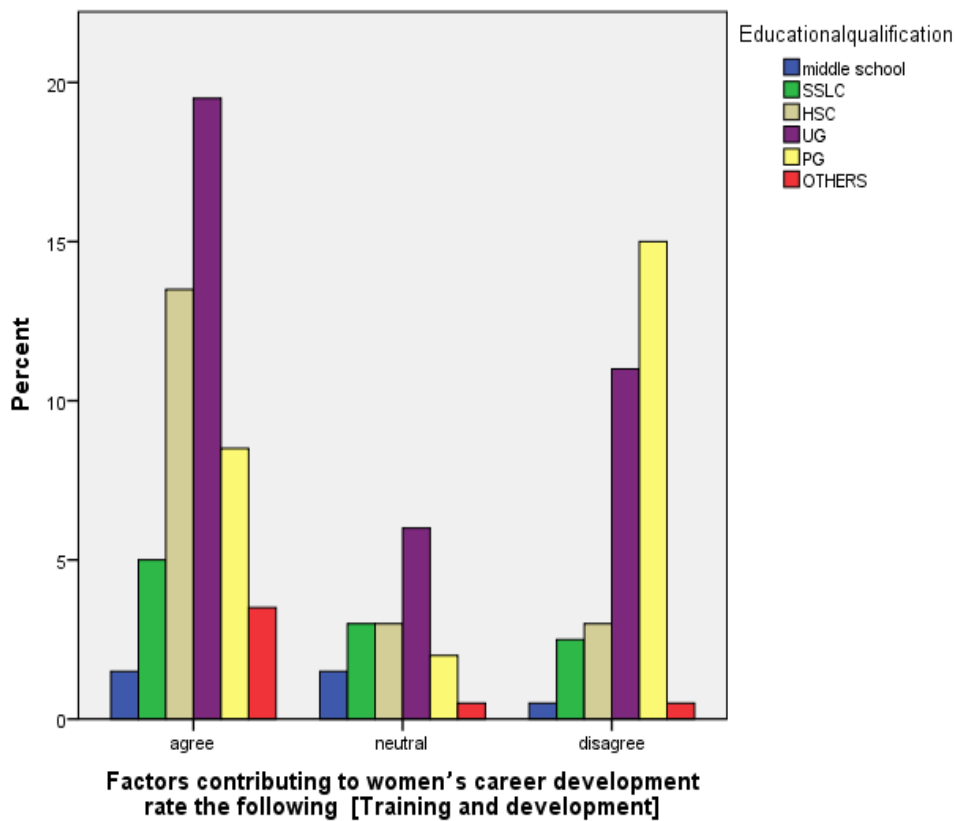
Legend: Figure 19 shows the distribution of Monthly income in the statement that the employee motivation as the factor contributes to women career development.

Figure 20:



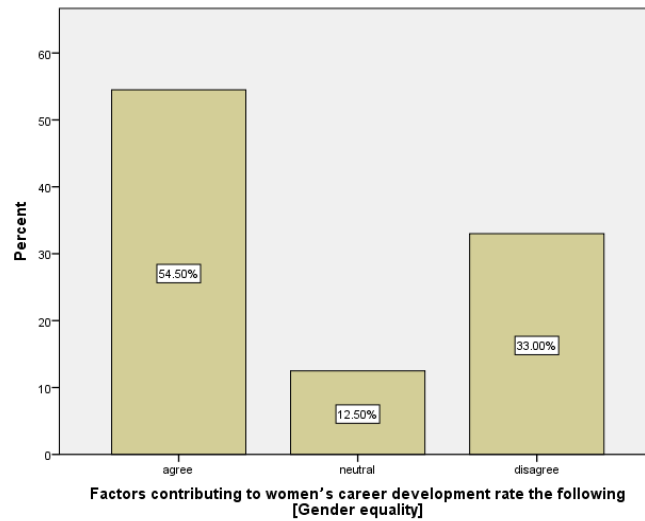
Legend: Figure 20 represents the overall performance of the sample population regarding the Training and development as the statement that Factor contributes to women career development.

Figure 21:



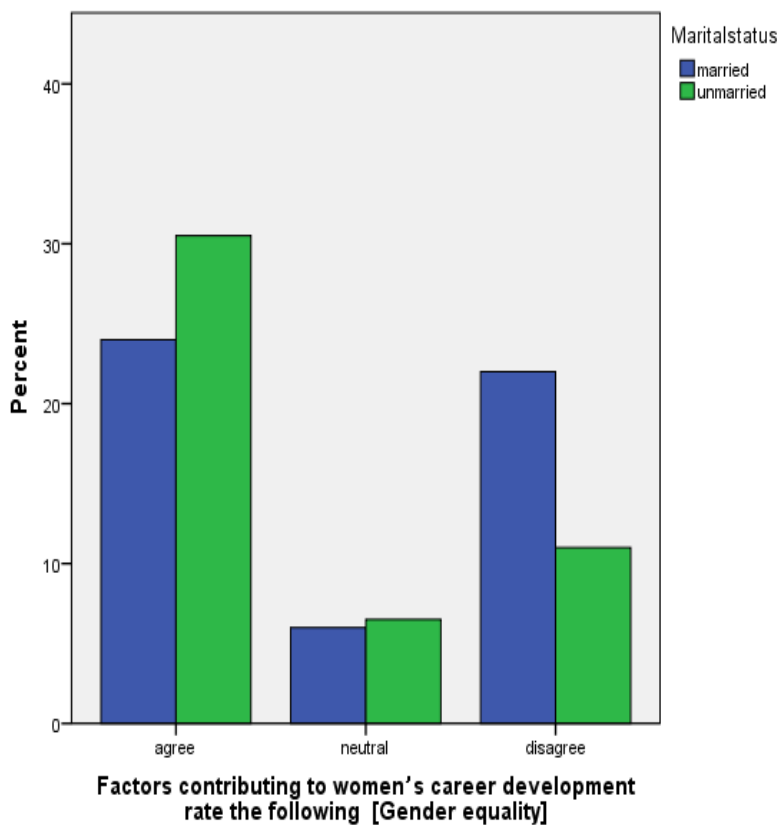
Legend: Figure 21 shows the distribution of educational qualifications in the statement that the Training and development as the factor contributes to women career development.

Figure 22:



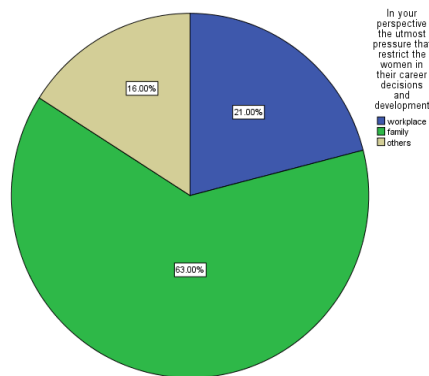
Legend: Figure 22 represents the overall performance of the sample population regarding Gender equality as Factor contributes to women career development.

Figure 23:



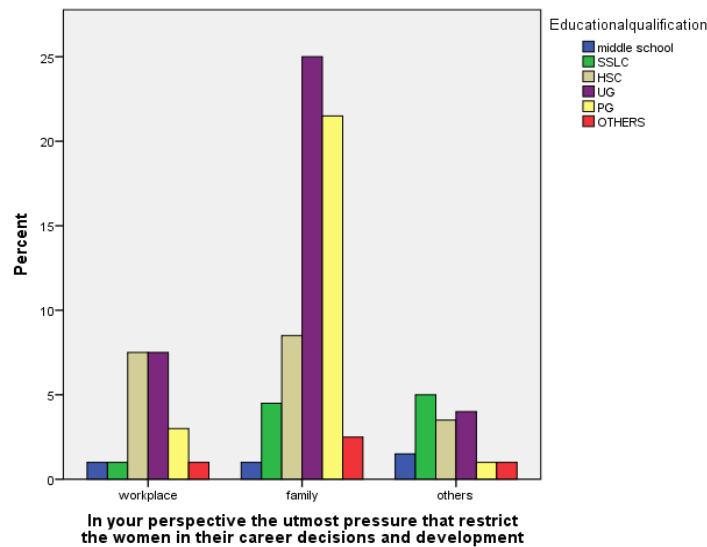
Legend: Figure 23 shows the distribution of Marital status in the statement that gender equality as the factor contributes to women's career development.

Figure 24:



Legend: Figure 24 represents the overall performance of the sample population regarding the statement that utmost pressure restricts women in their career development.

Figure 25:



Legend: Figure 25 shows the distribution of Educational qualifications in the statement that the utmost pressure restricts women in their career development.

RESULT

In (Fig 6)The pie chart represents the overall preference of the sample population which depicts that the sample population 83.50% opted yes to the statement that support of family members in the career development of women. In (Fig 7) shows the distribution of gender on the statement that family members support the women for their career development, where most people selected options are YES with the statement. In (Fig 8)The pie chart represents the overall preference of the sample population which depicts that the sample population 49.50% agree with the statement that women need special protection laws for their career decisions and development. In (Fig 9) shows the distribution of educational qualifications on the statement that women need special protection laws for their career decisions and development where most people agree with the statement. In (Fig 10) The pie chart represents the overall preference of the sample population which depicts that the sample population is 26.50% who feel that household and family responsibilities are the major difficulties faced by the women in their career

development. In (Fig 11) shows the distribution of Monthly income on the statement from the perspective of the people on the major difficulties faced by the women in their career development where most people opted household and family responsibilities with the statement. In (Fig 12)The graph represents the overall preference of the sample population which depicts that the sample population is 51.00% who agree organisational and government policies as factors contributing to women's career development. In (Fig 13)shows the distribution of age on the statement that the organisational and government policies as factors contributing to women's career development. where most people opted to agree with the statement. In (Fig 14)The graph represents the overall preference of the sample population which depicts that the sample population is 47.00% who agree with a supportive work environment as factors contributing to women's career development. In (Fig 15) shows the distribution of gender on the statement that the supportive work environment as factors contributing to women's career development. where most people opted to agree with the statement. In (Fig 16)The graph represents the overall preference of the sample population which depicts that the sample population is 47.50% who agree with a Mentoring as factors contributing to women's career development. In (Fig17) shows the distribution of monthly income on the statement that mentoring as factors contributing to women's career development. where most people opted to agree with the statement. In (Fig 18)The graph represents the overall preference of the sample population which depicts that the sample population is 51.00% who agree with Employee motivation as factors contributing to women's career development. In (Fig 19) shows the distribution of monthly income on the statement that employee motivation as factors contributing to women's career development. where most people opted to agree with the statement. In (Fig 20) The graph represents the overall preference of the sample population which depicts that the sample population is 51.50% who agree with a Training and development as factors contributing to women's career development. In (Fig 21) Figure shows the distribution of educational qualifications in the statement that the Training and development as the factor contributes to women career development. where most people opted to agree with the statement. In (Fig 22)The graph represents the overall preference of the sample population which depicts that the sample population is 54.50% who agree with gender equality as factors contributing to women's career development. In (Fig 23)shows the distribution of Marital status in the statement that gender equality as the factor contributes to women career development. where most people opted to agree with the statement. In (Fig 24)The pie chart represents the overall preference of the sample population which depicts that the sample population is 63.00% opted families are the utmost pressure that restrict the women's career development. In (Fig 25) shows the distribution of Educational qualifications in the statement that utmost pressure restricts women in their career development. where most people opted for family for the statement.

DISCUSSION:

In (fig 6) The respondents opted yes with the statement that as the family members they support for their career development of women, this is because of its growing society equality is given importance but still the women need more than support for their career decisions and development. In (fig 7) The respondents for the question are mostly female and their response is highly yes for the statement and this shows a woman will help for the other women to overcome the burden of family responsibility but still there are some responses that are no for the statement. In (fig 8) The respondents agree with the statement that women need special protection laws for their career decisions and development, this is because laws are one step by the government for women development to overcome their difficulties. In (Fig 9) The

respondents for the question are mostly with the UG and PG qualifications and their response agrees with the statement and this shows that people with knowledge know the difficulties faced by the women and they equally felt that law can help with the women's difficulties. In (Fig10) The respondents opted for household and family responsibilities as the major difficulties faced by the women in their career development, yes this may be correct because women get married in early ages and that leads to family responsibilities that greatly affect their career development. In (Fig 11) The respondents for the question are mostly with a low income and the income of 10,000 to 50,000 and their response opted for household and family responsibilities with the statement and this shows that people are affected due to their responsibilities and their inability to make decisions for women career development. In (Fig 12) The respondents agree organisational and government policies as factors contributing to women's career development. This is because the respondents have felt a good organisational and government policies can help with the women's career development. In (Fig 13) The respondents for the question are mostly with an age of 18-25 & 36-45 and they agree and opted for organisational and government policies with the statement and this shows that women need support to reduce the burden for women career development. In (Fig 14) The respondents agree with a supportive work environment as factors contributing to women's career development. This is because the respondents have felt the management and the worker can also help for the women's career development. In (Fig 15) The respondents for the question are mostly female. Respondents agreed and opted for a supportive work environment for the statement and this shows that women have a supportive environment which does not affect career development. In (Fig 16) The respondents agree with a Mentoring as factors contributing to women's career development. This is because the respondents have felt that mentoring the women by creating awareness or introducing new schemes by the management and government can also help for the women's career development. In Fig (17) The respondents for the question are mostly with no income and they agree and opted for mentoring with the statement and this shows that women should give solutions to solve the issues and guide them for the correct direction for career development. In Fig (18) The respondents agree with Employee motivation as factors contributing to women's career development. This is because the respondents have felt that motivation by salary and by giving a pleasant working environment to the women can also help for the women's career development. In (Fig 19)The respondents for the question are mostly with no income and they agree and opted for employee motivation for the statement and this shows that women generally face problems in working when the management motivates them for their career development. In (Fig 20) The respondents agree with training and development as factors contributing to women's career development. This is because the respondents have felt that women, when they are uneducated, are less knowledgeable and active in practical work as by giving the training can help with their careers in the working places. In (Fig 21) The respondents for the question are mostly with UG and PG qualification. They agreed and opted for Training and development with the statement and this shows that women should give some training programmes and development for their skills. In (Fig 22) The respondents agree with gender equality as factors contributing to women's career development. This is because the respondents have felt that women still need gender equality in the family and also in the working as paying an equal salary when the work is the same helps for the women's career development. In (Fig 23) The respondents for the question are mostly married. They agreed and opted for gender equality with the statement and this shows that women should be given equal opportunity to make decisions in the family and their own life. In (Fig 24) The respondents select family utmost pressure that restricts the women's career development. This is because the respondents have felt that families are one

to make restrictions for women and give responsibilities that restrict the women's career development. In (Fig 25) The respondents for the question are mostly with UG and PG qualification. They agreed and opted for family for the statement and this shows that respondents with this qualification are married and working women and they are unable to handle the family responsibility properly this may lead to pressure on women.

LIMITATION

The limitation for the study is the sample frame. The sample frame Collected through online platforms like sending mail, sending links via WhatsApp is the limitation of the study, the real field experience is missed out due to the pandemic. The restrictive area of sample size is yet another drawback of the research. Collection of data via online platforms is limiting the researcher to collect data from the field. Since the data is collected on an online platform wherein the respondent is not known, the original opinion of the respondent is not found, The researcher could only come to an approximate conclusion of what the respondent is feeling to convey.

CONCLUSION & SUGGESTION :

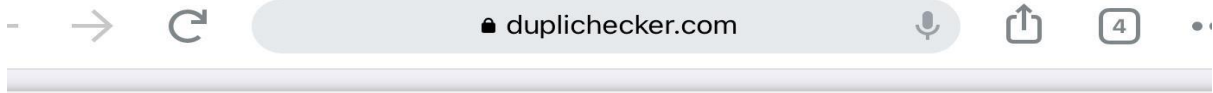
Women in India both rural and urban peoples started to work and they had to maintain the family works, child decisions and also need to fulfill the family needs. This leads to major challenges for women to maintain the work life and family life and also they fail to develop their career and some people who are still do not send the women for the work and don't give opportunities for their career decisions. The suggestion for the topic is that the government should pave the path for their career development and even should give support and help for their working conditions. The findings are that the family members are ready to support and fail to give freedom to women for their career decisions. There are many ways for their career development but awareness is lacking in our society. The future scope is that there should be equal responsibility for both men and women in family responsibility and should increase the opportunity for women's career development. The conclusion is that family life and safety are fundamental but the women with full opportunity for their career development without any barrier is more important for the women.

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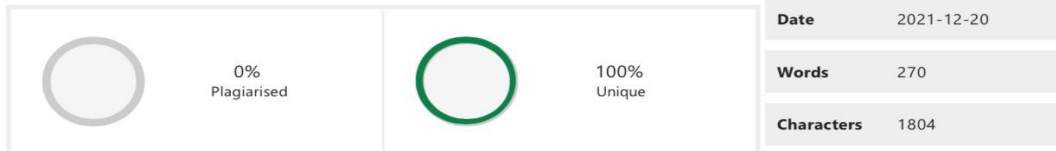
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Abstract: Hardship of women in each stage of life is often difficult to reason about as she is the sole entity within the world that's facing such a dynamic to introduce her life. Throughout their lives, women have various roles to perform. These embody a partner, mother, daughter, sibling, colleague, friend, worker and community member. Marriage and motherhood relationships bring multiple challenges leading many women to drop out of the work. This will result in societal/familial pressure or being unable to balance priorities at work and residential, without adequate support. Gender bias in hiring, personal questions on marriage and maternity, harassment during work, inequality in payment, returning to the workforce post child birth, safety whereas operating in high risk areas, lack of investor trust these are few of the challenges girls face. For maintaining work-life balance, social support plays a big role for women employers. Social support is not solely from the family members, but also from colleagues, employers and different members within the organisation. They have females in upper management who should serve as role models for the rest of the staff. The object of the paper is to study the challenges of women in their career development and factors to overcome the challenges that lead to women development in our society. The Methodology of this research paper has observed the empirical approach and the sample size covered by the researcher is 200. The convenience sampling is used for collecting responses. The findings observed that equal support from the family and workplace is important and special protection laws for their development.


Keywords: Employment, Career development, Challenges, Social support, Women.

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Introduction:

Women workers generally aren't given a lot of recognition by their superiors, colleagues or the society at large. Women have many responsibilities, and these create major impediments at intervals in the course of their career development. Historically, Indian girls are homemakers, however due to advancement in technology, fashionable and innovative techniques and ways, education system and higher awareness and increase within the ever increasing value of living; these factors have created them to travel out and select their careers. Indian girls are engaged and employed, and they need to work hard culturally, socially and economically to motivate positive attitudinal changes at intervals in the mindsets of the individual. Gender-based discrimination continues to impede women's formal participation in decision-making. Till now, ladies in many countries worldwide don't relish equality with men in political standing or within the power of political influence. Though we are in the 21st century, most of the decisions taken without participation of women even in their own life decisions. The aim of the research is to study on challenges faced by women in career development and decision making for their career.

The evolution of women's career development in ancient theories of career development haven't taken into thought the important components of women's career development like marriage, family and spouses' attitudes towards wives work, etc. in ancient cultures. The ever changing nature of careers within the post industrial era has been receiving increased attention. New ideas have emerged, new career options have emerged. The boundaryless career is one among the foremost influential notions to emerge in recent years. After the independence women started to work for their family but still decisions were made by the male members of the society.

The current news is that career development of women and to overcome the family burdens of women the government increases the age of the women to 21 years. This boosts the women's nutritional health and opportunities to strengthen their career development and they have knowledge to make decisions on their own life.

The government initiative for women career development like introducing new themes like Support to Training and Employment Programme for women (STEP) scheme exists to supply skills that offer employability to women and to provide competencies and skills that change women to become self-employed/entrepreneurs and Madura Loan could be a government scheme for women's empowerment in India that will best serve little business owners or aspirants. The target beneficiaries don't seem to be solely girls, however the scheme could be a powerful tool for ladies. This scheme is women empowerment but still the women's career development is lacking. The Acts and schemes are for the developing women in their life still no act to overcome their challenges.

Dr. Shuruq Abdullah Alsharif in International Journal of Gender and Women's Studies December 2018, explain The Challenges related to women Career Development at the State Universities in Saudi Arabia: A Ground Theory Approach that results showed there have been seven factors affecting the women's career development that are cultural, family, individual, organisational, geographical, economic, legal and constitutional. This paper recommends the requirement to support women's access to leadership positions through the political decisions, and gradually raising the share of ladies in leadership positions to profit from women's competencies in enhancing the development of movement in all fields.


Objectives:

- The study society supports women for their career development.
- To analyse the difficulties faced by the women in career development
- To analyse the needs of special protection laws for career decisions and development.
- To study the major factors that contribute to women's career development.
- The study on the utmost pressure that the women in their career development.

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METHODOLOGY:
The research method used here is empirical research. A total of 200 samples have been taken out of which is taken through convenient sampling the sample frame taken by the researcher is in social media with whatsapp and instagram the independent variable are age,gender, occupation, marital status, education qualifications, and dependant variable are family member support for the women for their career development, difficulties faced by the women in their career development, special protection laws for their career development and decisions, factors contributing for the women career development, the utmost pressure restrict the women in their career decisions and development. The statistical tool used by the researcher is pie charts and graphical representation.

GRAPHS:

INDEPENDENT VARIABLE:
Figure 1

Legend: For the survey regarding the challenges faced by the Indian women in their career development the different age group people have answered from that 15.00% people's from age of less than 18, 32.50% people's from the age of 18-25, 21.50% people's from the age of 26-35, 26.50% people's from the age of 36-45, 4.50% people's from the age of above 46% had responded for my question.

Figure 2

Legend: For the survey regarding challenges faced by the Indian women in their career development the different genders have answered where 57.79% of females and 39.20% for males and 3.02% are prefer not to say their gender answered questions.

Figure 3

Legend: For the survey regarding the challenges faced by the Indian women in their career development the peoples from different educational qualifications have answered for the questions that 3.50% are middle school, 10.50% are SSLC, 19.50% are HSC, 36.50% are UG, 25.50% are PG, and 4.50% people are other qualifications.

Figure 4

Legend: For the survey regarding challenges faced by the Indian women in their career development the people with different Monthly income have answered where 6.50% are Below 10,000 and 42.50% are 10,000-50,000 and 11.50% are Above 50,000 and 39.50% are Nil i.e., no income are answered questions.

Figure 5

Legend: For the survey regarding challenges faced by the Indian women in their career development the people with different Marital status have answered where 52.00% are females and 48.00% answered my questions.

Page 1 of 3

DEPENDENT VARIABLE :
Figure 6
Legend: Figure 6 represents the overall performance of the sample population regarding the support of family members in the career development of women.

Result: The pie chart represents the overall preference of the sample population which depicts that the sample population 83.50% opted yes to the statement that support of family members in the career development of women.

Figure 7:
Legend : Figure 7 shows the distribution of gender in the statement that the family members support to the women for their career development.

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Results: Figure shows the distribution of gender on the statement that family members support the women for their career development, where most people selected options are YES with the statement.

Figure 8

Legend: Figure 8 represents the overall performance of the sample population regarding the statement that women need special protection laws for their career decisions and development.

Result: The pie chart represents the overall preference of the sample population which depicts that the sample population 49.50% agree with the statement that women need special protection laws for their career decisions and development.

Figure 9

Legend : Figure 9 shows the distribution of educational qualifications in the statement that the women need special protection laws for their career decisions and development.

Results: Figure 9 shows the distribution of educational qualifications on the statement that women need special protection laws for their career decisions and development where most people agree with the statement.

Figure 10

Legend: Figure 10 represents the overall performance of the sample population regarding the perspective of the people on the major difficulties faced by the women in their career development.

Result: The pie chart represents the overall preference of the sample population which depicts that the sample population is 26.50% who feel that household and family responsibilities are the major difficulties faced by the women in their career development.

Figure 11:

Legend : Figure 11 shows the distribution of Monthly income in the statement that the perspective of the people on the major difficulties faced by the women in their career development.

Results: Figure shows the distribution of Monthly income on the statement from the perspective of the people on the major difficulties faced by the women in their career development where most people opted household and family responsibilities with the statement.

Figure 12:

Legend: Figure 12 represents the overall performance of the sample population regarding the organisational and government policies as factors contributing to women's career development.

Result: The graph represents the overall preference of the sample population which depicts that the sample population is 51.00% who agree organisational and government policies as factors contributing to women's career development.

Figure 13:

Legend : Figure 13 shows the distribution of Age in the statement that the organisational and government policies as factors contributing to women's career development.



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government policies as factors contributing to women's career development.

Result: The graph represents the overall preference of the sample population which depicts that the sample population is 51.00% who agree organisational and government policies as factors contributing to women's career development.

Figure 13 :

Page 2 of 3

Legend : Figure 13 shows the distribution of Age in the statement that the organisational and government policies as factors contributing to women's career development.

Results: Figure shows the distribution of age on the statement that the organisational and government policies as factors contributing to women's career development. where most people opted to agree with the statement.

Figure 14 :

Legend: Figure 14 represents the overall performance of the sample population regarding the supportive work environment for the statement that contributes to women career development.

Result: The graph represents the overall preference of the sample population which depicts that the sample population is 47.00% who agree with a supportive work environment as factors contributing to women's career development.

Figure 15:

Legend : Figure 15 shows the distribution of gender in the statement that the supportive work environment as the factor contributes to women career development.

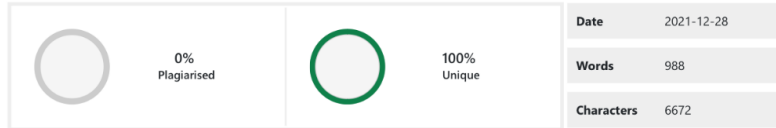
Results: Figure shows the distribution of gender on the statement that the supportive work environment as factors contributing to women's career development. where most people opted to agree with the statement.

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Figure 16:
Legend: Figure 16 represents the overall performance of the sample population regarding the Mentoring as the Factor contributes to women career development.
Result: The graph represents the overall preference of the sample population which depicts that the sample population is 47.50% who agree with a Mentoring as factors contributing to women's career development.

Figure 17:
Legend : Figure 17 shows the distribution of Monthly income in the statement that the Mentoring as the factor contributes to women career development.
Results: Figure shows the distribution of monthly income on the statement that mentoring as factors contributing to women's career development. where most people opted to agree with the statement.

Figure 18 :
Legend: Figure 18 represents the overall performance of the sample population regarding the Employee Motivation as the statement that Factor contributes to women career development.
Result: The graph represents the overall preference of the sample population which depicts that the sample population is 51.00% who agree with Employee motivation as factors contributing to women's career development.

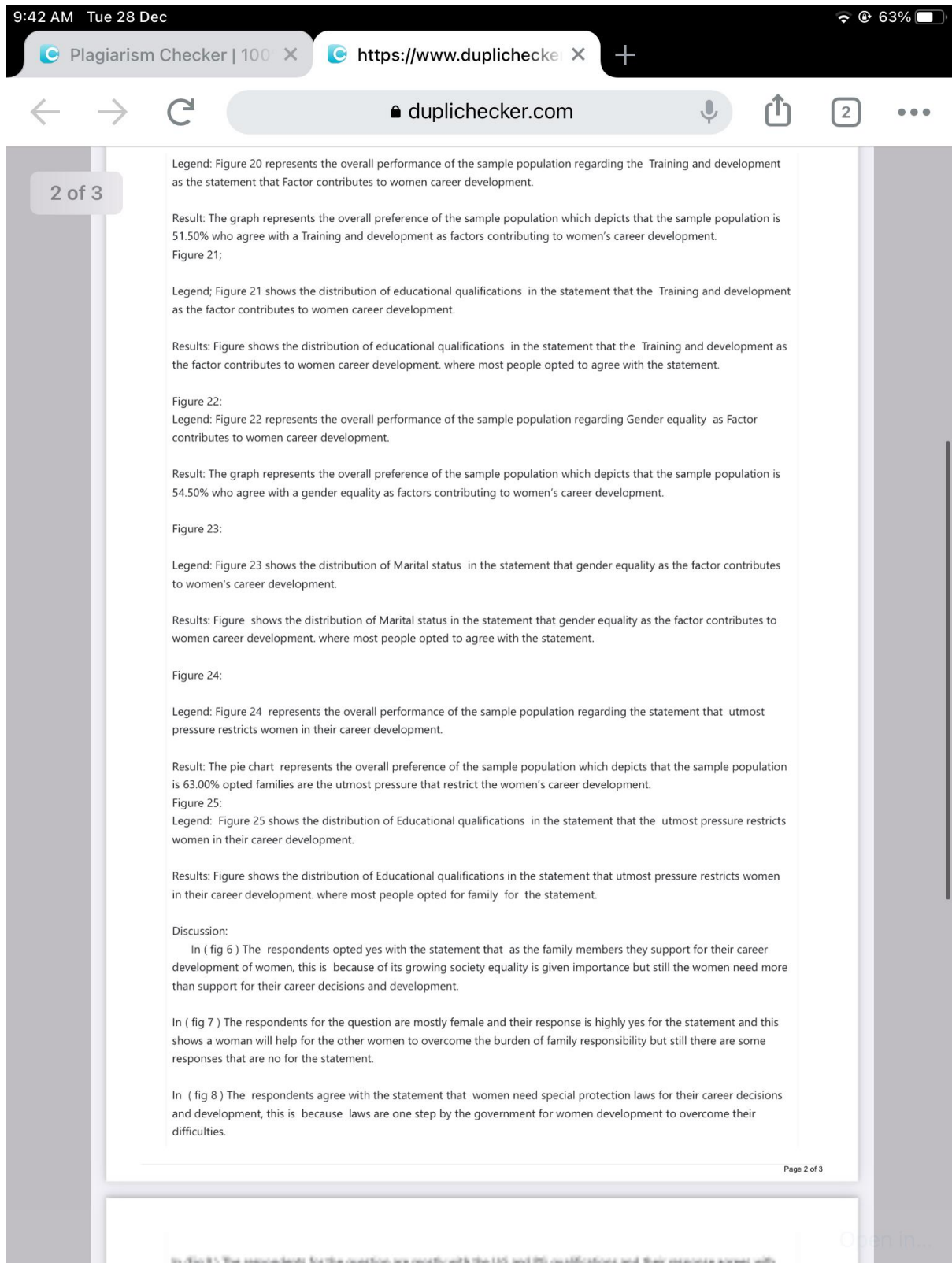
Figure 19 :
Legend: Figure 19 shows the distribution of Monthly income in the statement that the employee motivation as the factor contributes to women career development.
Results: Figure shows the distribution of monthly income on the statement that employee motivation as factors contributing to women's career development. where most people opted to agree with the statement.

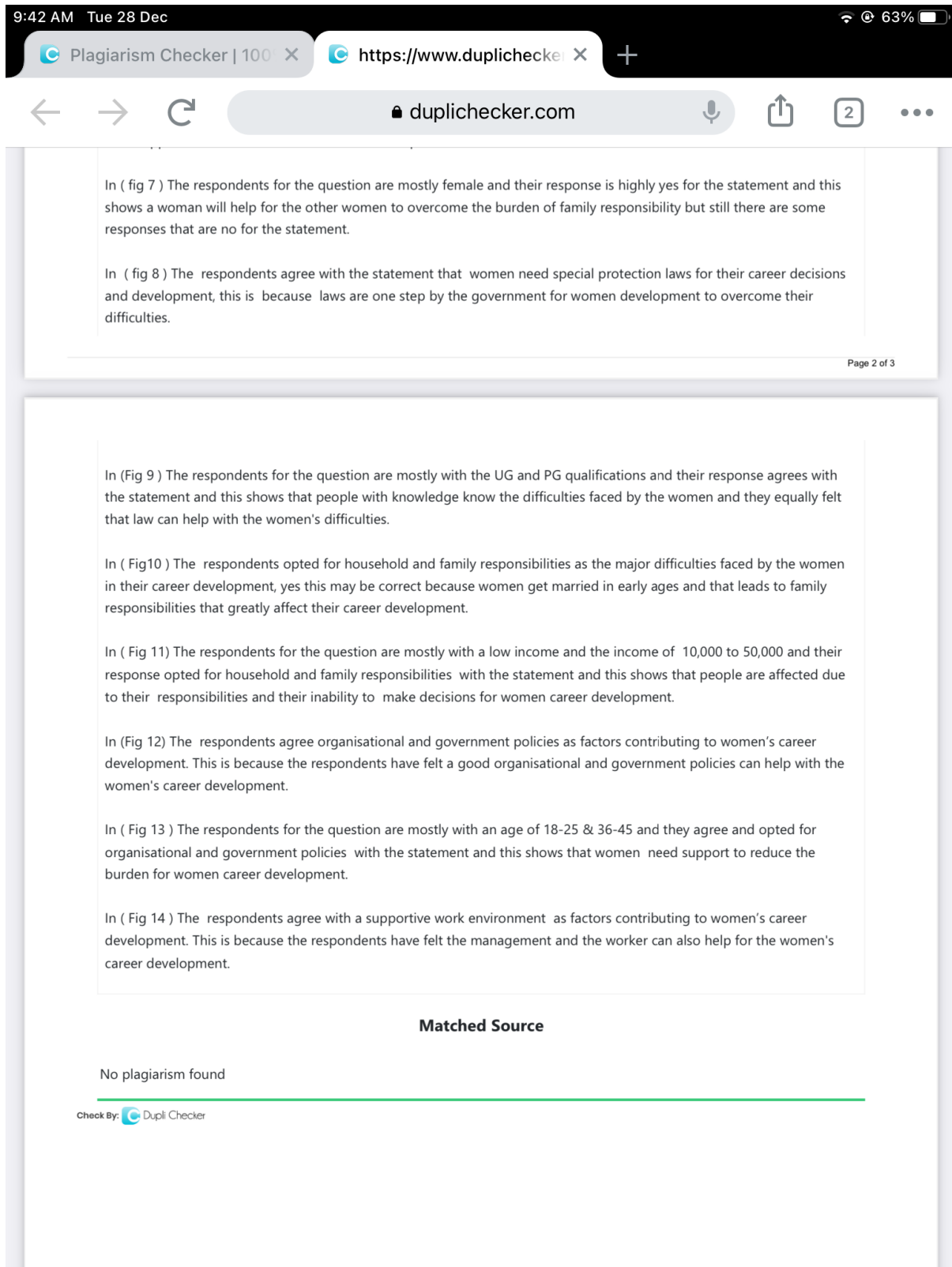
Figure 20:
Legend: Figure 20 represents the overall performance of the sample population regarding the Training and development as the statement that Factor contributes to women career development.
Result: The graph represents the overall preference of the sample population which depicts that the sample population is 51.50% who agree with a Training and development as factors contributing to women's career development.

Figure 21:
Legend; Figure 21 shows the distribution of educational qualifications in the statement that the Training and development as the factor contributes to women career development.
Results: Figure shows the distribution of educational qualifications in the statement that the Training and development as the factor contributes to women career development. where most people opted to agree with the statement.

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Limitations :

The limitation for the study is the sample frame. The sample frame Collected through online platforms like sending mail, sending links via WhatsApp is the limitation of the study, the real field experience is missed out due to the pandemic. The restrictive area of sample size is yet another drawback of the research. Collection of data via online platforms is limiting the researcher to collect data from the field. Since the data is collected on an online platform wherein the respondent is not known, the original opinion of the respondent is not found, The researcher could only come to an approximate conclusion of what the respondent is feeling to convey.

Conclusion:

Women in India both rural and urban peoples started to work and they had to maintain the family works, child decisions and also need to fulfill the family needs. This leads to major challenges for women to maintain the work life and family life and also they fail to develop their career and some people who are still do not send the women for the work and don't give opportunities for their career decisions. The suggestion for the topic is that the government should pave the path for their career development and even should give support and help for their working conditions. The findings are that the family members are ready to support and fail to give freedom to women for their career decisions. There are many ways for their career development but awareness is lacking in our society. The future scope is that there should be equal responsibility for both men and women in family responsibility and should increase the opportunity for women's career development. The conclusion is that family life and safety are fundamental but the women with full opportunity for their career development without any barrier is more important for the women.

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