



## Challenges of Career Development Faced by Indian Woman

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**ABSTRACT**

Career development is a significant part of human development. It is the process that forms a person's work identity. It spans over their entire lifetime, beginning when the individual first becomes aware of how people make a living. It continues as that person begins to explore occupations and ultimately decides what career to pursue him- or herself. Career development doesn't end there. After choosing a profession, Woman must then get the required education and training, apply for and find employment, and ultimately advance in your career. For most people, it will also include changing careers and jobs at least once during their work lives, but probably more often than that. It is important to note that, for most individuals, career development occurs without any intervention from other people. Even more women are achieving their career in personally facing more number of challenges and obstacles facing by them. This kind of problems is to be solved by both family and society. Apart from this government should also take some steps to solve the issues of Woman career development

**KEYWORDS**

Career Development, Woman, Challenges, Career

**Introduction**

Career development is the lifelong process of managing progression in learning and work. The quality of this process significantly determines the nature and quality of individuals' lives: the kind of people they become, the sense of purpose they have, the income at their disposal. It also determines the social and economic contribution they make to the communities and societies of which they are part.

**Importance of Career Development**

The traditional concept of 'career' was progression up an ordered hierarchy within an organization or profession. The notion was that people 'chose' a career, which then unfolded in an orderly way. It was an elitist concept: some had a career; many only had a job; some did not even have that. For some time now, however, this traditional concept has been fragmenting. The pace of change, driven by technology and globalization, means that organizations are constantly exposed to change. They are therefore less willing to make long-term commitments to individuals; where they do, it is in exchange for flexibility about the roles and tasks the individuals will perform. Increasingly, therefore, security lies not in employment but in employability. Individuals who want to maintain their employability have to be willing to regularly learn new skills. So careers are now increasingly seen not as being 'chosen' but as being constructed, through the series of choices about learning and work that people make throughout their lives. Career development in this sense need not be confined to the few: it can, and must, be made accessible to all.

Career development is not only a private good, of value to individuals: it is also a public good, of value to the country as a whole. This is true in three respects. First, it is important for effective learning. If individuals make decisions about what they are to learn in a well-informed and well-thought-through way, linked to their interests, their capacities and their aspirations, and informed realistically about the opportunities to which the learning can lead, then they are likely to be more successful learners, and the huge sums of public money invested in education and training systems are likely to yield much higher returns. Second, it is important for an effective labour market. If people find jobs and career paths which utilize their potential and meet their own goals, they are likely to be more motivated and therefore more productive, enhancing

national prosperity. Third, career development has an important contribution to make to social equity, supporting equal opportunities and promoting social inclusion. It can raise the aspirations of disadvantaged groups and give them access to opportunities that might otherwise have been denied to them.

**Literature Review**

Women have become key players in globally developed economies due to changes over recent years. Nowadays, women are participating on all aspects of day to day life, i.e. they are more involved in elections where there is apathy of the opposite gender (Omair, 2008). However, despite the increasing number of women in the workforce, they continue to hold few corporate leadership positions (Shah, 2007). However, (albeit slowly) it can be seen that there is an increase in the number of women who are reaching senior positions. It is reported that the low percentage of women in the labour market is due mainly to the lack of work opportunities rather than the lack of interest (Al-Salamah and Wilson, 2001). This view is more widely practiced in the Middle East, where the female gender faces considerable difficulties in establishing small enterprises. Additionally, the motto "it is a man's world" is more believed as a norm in the Middle East despite highly qualified women from all aspects of academia.

The lack of autonomy granted to women where tribalism and rigid cultural practices come in to force restrains movement and indeed slows down the wheel of progress in Saudi Arabia (Omair, 2008). One could argue that the obstacles encountered by Arab women are due to socio-cultural rather than legal. Universally, discrimination prohibits gender discrimination; however, the application of such a trend is more rampant in the Middle East (Al-Salamah and Wilson, 2001). Consequently, women in the Middle East are now considering changing this trend and they are adamant in their endeavours to break the stigma and to eradicate the stereotype image of being the docile, home raising gender.

**Career Development Issues Facing Women  
Family Life Issues**

Even though most women work outside the home, they are still the primary caregivers for their young children as well as elderly or infirm relatives. Consequently, many women can only pursue their careers on a part-time basis, resulting in

fewer promotion opportunities. Unlike their male colleagues, women consider the ages of their children and the amount of time they have available before they decide to pursue a career path.

### Harder Work, Less Pay

On average, women earn significantly less than men. Women also tend to work harder because many of them believe they need to prove their dedication. Women often are not reimbursed for the overtime hours they put in out of a strong sense of obligation and commitment.

### Education and Training Issues

Some women find themselves passed over for promotion because they lack the educational background required for advancement. Older women in the workforce are less likely than their younger counterparts and than men to have a university degree. Women with family responsibilities find it particularly difficult to take courses in the evenings or other job training opportunities that might be offered in locations too far away from home.

### Social and Systemic Issues

Some organizations, especially those that may be male-dominated, still subscribe to the mentality of the "old boys network." In such organizations, women might find that their opinions are not solicited, or respected. Barbara Annis, a world renowned expert on gender issues in the workplace, claims that women often feel ignored during business meetings, which might lead to lowered self-esteem and decreased chances for career advancement. Men frequently take advantage of men-only social opportunities outside of work that exclude their female peers and capitalize on the opportunity to network with future bosses. Workplaces that tolerate off-color, sexist humor further contribute to women's sense of disenfranchisement.

### Solutions

More progressive organizations offer flexible work schedules to help accommodate the needs of working women who struggle to balance their careers with family responsibilities. They offer mentoring programs designed to increase career development for women and may have affirmative action policies aimed at eliminating gender discrimination. They offer training on site during the workday to accommodate women who could not otherwise participate. They have females in upper management who serve as role models for the rest of the staff

### Conclusion

Government should strive to enhance training opportunities for potential women managers especially in skills such as leadership, assertiveness and time management. Government should provide personal development opportunities to undertake new challenges and extend experience in managerial roles. Government should develop senior management awareness on the benefits of more women managers being appointed based on their merits and full potential. For women to develop career wise and occupy top management or leadership positions, an explicit commitment of equal opportunities from the top management is required. The specific contributions that women can make should be identified and communicated to all employees. This commitment also requires investment of sufficient resources, including training and development strategy not only for women management trainees but also for the Government line of managers. Women, in order to compete equally with their male counterparts, should be educated on management and leadership concepts through seminars and workshops arranged by the government which should also provide women with flexible working hours and introduce day care centers to assist women who have small children needing care. Companies should come up with high-paying part time jobs; this will enable women meet both their responsibilities at home and to do part time work. Government should consider dual career families and accord them with flexibility in their workplace and careers. These cou-

ples should be provided with family leave, customizable career paths and company supported child care. The society should assist women in pursuit of career development. Communities should treat both girls and boys on equal footing and provide both with equal educational opportunities. Government should strive to grant women the opportunities to undertake added responsibilities at the workplace: women should be accorded with special assignments and should be offered more challenging jobs so that they can prove their capabilities. When women are discovered to be qualified in certain fields in Municipalities, they should be encouraged to occupy these positions and not discriminated against because of beliefs.

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