CHAPTER-II
REVIEW OF LITERATURE

As discussed in the previous chapter, the present research is made to study the career aims, choices and career aspirations of females studying in pre-university education in Gulbarga city. Pre-university education is significant as it determines the future career choices of the females and the age groups of females studying in pre-university courses are also major or matured age. Hence, during this age group and course of study, the female students decide on which career they are studying and future of the professions based on their present educational background. It is noted that Gulbarga city is one of the big city in Hyderabad-Karnataka backward region and consequently, the knowledge of females on different career and profession is lesser. To study the career choices and aspirations of females in general and the female students studying in pre-university education in particular at different parts of the world, it is essential to study the published literature. To serve this purpose, the researcher was searched and collected secondary literature published in books, research papers, journal articles, web based documents, etc. It is essential to know about the similarities and differences of these studies from the present one. For this purpose, it is essential to review the collected secondary literature.

It is found that the studies that are already conducted by these scientists, teachers and researchers are different from the present study. As discussed above, these studies form the basis for the present study and hence, there is need to know and analyze the findings of these studies. Further, these studies are reviewed in the present chapter, so as to find out the research gaps in the present research work. Hence, the collected literatures on these studies are reviewed as under.
2.2. Review of Literature:

The collected secondary literature is extracted from research papers published in research journals, books, conference presentations, seminar papers, etc. This secondary literature is reviewed as under.

Dhesi (2001) published a paper “Expectations and Post-School Choice: Some Data from India” in ‘Education+Training’. The incentive structure, consequent on the institutional structure, significantly influences expectations. However, in this context, differences in individual perceptions of opportunities and capacities to pursue them broadly relate to socio-economic background, school and community-related factors. The main finding on the relationship between expectations and post-school choice is that an overwhelming majority of students expect significant improvement in income, career opportunities, social prestige and marriage prospects, regardless of intended post-school choice. There is very little variation in response across groups. However, whether an individual actually goes to college will depend on his/her capacity to act on an opportunity.

Leppel, et al (2001) in their paper entitled “The Impact of Parental Occupation and Socio-economic Status on Choice of College Major” in ‘Journal of Family and Economic Issues’ examined the effects of socio-economic status & parental occupation on choice of college major, with special attention directed toward female & male differences. The study uses multinomial logit analysis & data from the National Center for Education Statistics (NCES) 1990 Survey of Beginning Post-secondary Students (BPS). Having a father in a professional or executive occupation has a larger effect on female students than does having a mother in a similar occupation. The opposite holds for males. Women from families with high socioeconomic status are less likely to major in business; the opposite holds for males. Students who believe that being very well off financially is very important are more likely to major in business than are other students.
Neelam Kumar (2001) published a paper entitled “Gender and Stratification in Science: An Empirical Study in the Indian Setting” in ‘Indian Journal of Gender Studies’. The author conducted a study which offers empirical evidence of gender inequalities in the academic hierarchy as an important aspect of the social organization of Indian science. While there are no statistically significant differences in terms of writing books and articles and presenting papers at conferences, the two groups (men and women scientists) differ in terms of academic rank. Discrimination is one obvious explanation, and gender stratification can be proposed as a perspective to explain this phenomenon. Research performance appears to be unrelated to the differential ranking of men and women scientists; rather, it points toward a lack of universalistic factors in promotion. Another finding is that there is no difference between men and women scientists in terms of recognition measures, such as awards and membership of professional organizations. The results reveal: (1) the role of gender, an ascriptive factor, as a reference point from which differentiation does take place within Indian scientific institutions; and (2) the association between scientific careers for women and the class structure.

Bhagat (2003) in his paper entitled “Towards Measuring Rural Stratification and Agrarian Classes: Socio-economic and Demographic Variables” published in ‘IASSI Quarterly’, stated that Indian society is predominantly a rural society. Occupation refers to the trade or profession one is engaged in. Traditionally, occupation was closely associated with the caste system. But the link between occupation and caste has been disassociated in the wake of migration and the increased occupational diversity with the emergence of new trades and professions in the last few decades. The education made the occupation diversified among all the classes in India.
Govier (2003) in his paper “Brain sex and Occupation: The Role of Serendipity in the Genesis of an Idea” published in ‘Journal of Managerial Psychology’, sets out the events that led to the development of the hypothesis that brains are sexed and that this, at least in part, underlies the sex differentiation that is observed across the range of occupations. It is also suggested that an individual’s brainsex is a powerful organizing influence on his or her pattern of abilities, emotional life, motives, and interests. It therefore follows that choice of occupation is an indicator of an individual’s essential psychological character. The role played by chance factors in the evolution of the ideas presented here is highlighted.

Parikh and Sukhatme (2003) published a paper entitled “Women Engineers in India” in ‘Economic & Political Weekly’. This paper discusses the findings of two extensive studies on women engineers in India using data on enrollment in engineering colleges; out-turn job opportunities, career status and other factors. Responses of women engineers and employers on perceptions and barriers have also been analyzed. Although there has been a significant increase in out-turn of women engineers, their prospects of employment and career advancement profiles remain matters of concern.

Parikh, et al (2003) published a paper on “Job Status and Career Profile of Women Engineers in India” in ‘International Journal of Engineering Education’. The job profile and career status of women engineers who obtained their bachelor’s degree during 1994±1998 has been studied. The study is motivated by the findings of an earlier study conducted during 1987±90 for the graduates of the period 1975±90. It was found that women enrollment in the engineering courses was on the increase but the job market was not open for them. Enrollment rates have gone up significantly since then. The estimated range today is 25±30%. Data reveals that 31% of the women engineers are unemployed. The job and career opportunities for them continue to be limited. Technical educational institutions are the main
employment avenue with a noticeable increase in industrial employment. Unemployment is higher in the states and in the disciplines having higher enrollment. Getting the first job after graduation is the major hurdle in the career path of women engineers.

Dessy and Djebbari (2005) published a working paper “Career Choice, Marriage-Timing, and the Attraction of Unequals” and stated that both men and women wish to have a family and a rewarding career. In this paper, the authors show that the under-representation of women in high-powered professions may reflect a co-ordination failure in young women’s marriage-timing decisions. Since investing in a high powered career imposes time strain, it precludes early participation in the marriage market. Delayed participation in the marriage market has a higher cost for women than for men because women have shorter fecundity horizons. Marriage prospects of high-powered women depend on the marriage-timing decisions of younger women. Under these assumptions, the authors show that women’s marriage-timing decisions exhibit strategic complementarities. Coordination failures in women’s marriage-timing decisions lead to persisting gender differences in career choices. Yet, differential fecundity is only necessary, but not sufficient to obtain gender inequality in high-powered professions. The authors discussed social changes that solve the coordination failure while achieving a Pareto-improvement in the society at large.

Singh (2005) writes on “A Developmental Investigation of Parental Occupational Status as Determinants of Repulsiveness in Real Life Situation” in ‘Journal of the Indian Academy of Applied Psychology’. The author selected subjects (N=555) randomly from sixth class to bachelor degree. The selection of subjects has been done from developmental point of view, i.e., from sixth class (N=101), ninth class (N=217), twelfth or intermediate (N=159) and bachelor (N=78). They were asked to report about parental occupational status of the responded members on selected seven items of negative
interactions from their real-life situation. It is observed that they have shown greater repulsive interaction for the members of their own occupational status or in-group. In respect to out-groups they have shown greater repulsion for parental occupational status of private occupation (PO), i.e., business and agriculture and least for the members of low status (LO). The influence of developmental stages has clearly been shown in the study. The subjects belonging to different developmental stages have shown greater repulsiveness for the members of their own occupational stages or in-group and out-group of PO, however, they have shown less repulsiveness for LO and middle, low occupation status group (MLO), in accordance with their developmental stages.

Vineeta Bal (2005) writes on “Women Scientists in India: Nowhere Near the Glass Ceiling” in ‘Current Science’. Despite the increase in the number of women scientists in biology, gender-based disadvantages in a patriarchal culture continue to be the order of the day. Establishment of gender-unbiased, transparent criteria for approval of project proposals, selection of candidates for jobs, and nomination to decision-making positions may go some way towards correcting this situation.

According to Bandyopadhyay (2006) as stated in her paper entitled “Education of Marginalized groups in India: From the Perspective of Social Justice” published in ‘Social Change’, it is widely acknowledged that education has an important role to achieve a greater degree of social justice. The educational institutions are expected to equip children to the best of their ability for securing a meaningful place in society and thus fostering a process of developing an egalitarian society. However, a large number of children in India are still excluded from the educational system and hence cannot participate meaningfully in the economic, social, political and cultural life of their communities. It appears that current educational programmes might have failed to address the needs of children who are vulnerable to marginalization and exclusion. Some of the educational programmes might have provided
inadequate services that have affected the interest of these children leading to further social exclusion and injustice. With this backdrop, the paper analyzed the trends in participation of disadvantaged children in school and examines the issues relating to the expansion of quality policy and practices to examine the extent to which these facilitate their education. It argues that while unplanned expansion of educational facilities along with inadequate financial investments may dilute the quality, it may also fail to address the right of learners in accessing worthwhile knowledge and skill. The paper also intends to outline the appropriate strategies for education of all the children to promote social justice in and through education.

Anand and Yadav (2006) in their paper “The inclusion of SC Girls in Education: A Long Path Ahead” published in ‘Social Change’, discussed on the issue of the Scheduled Caste or what may be called the Dalit issue is one of the worst examples of discrimination against, and the oppressive living conditions of millions of people in India. The girl child is a critical agent in any society. Despite more than half a century of various affirmative action policies and programmes, there remains little improvement in the overall status, particularly educational status of SC girls. A large number of SC girls do not have access to successive stages of education. The drop-out rate of the Scheduled Caste Girls is another crucial indicator in the field of educational development. The present paper not only lists the factors responsible for the low female literacy and non-participation of SC girls in education but also makes an attempt to look into some of the initiatives undertaken by the government to improve the situation. Finally, the paper identified the critical concerns in the field and suggests strategies to reach out to the SC girl child in the area of education.

Betz and Hackett (2006) published “Career Self-Efficacy Theory: Back to the Future” in “Journal of Career Assessment”. This article begins by reviewing the scientific origins of research on career self-efficacy,
highlighting its original development as a means of understanding the career development of women and discussing its development through the years into what is now, along with its extension as social cognitive career theory, a widely applicable major approach to the understanding and facilitation of the career development process. Concerns about current research efforts are discussed. The first is the tendency of researchers to overlook the fact that the concept of self-efficacy must be linked to a specific behavioural domain to have meaning. As a corollary, measures of self-efficacy expectations must be developed with careful and exact specification of the behavioural domain in question. Detailed suggestions are provided for the construction of such measures. A second major concern is the lack of familiarity of many researchers with the theory that underlies this work, in particular, Bandura’s theory and its elaborations. The article praises the extensive research attention given to these exceedingly useful theories (self-efficacy and social cognitive) and suggests that more careful attention to the theoretical underpinnings and issues of conceptualization and measurement would be beneficial.

Domenico and Jones (2006) in their article “Career Aspirations of Women in the 20th Century” published in ‘Journal of Career and Technical Education’ remarked that, women have increasingly become more involved in the workforce following World War II. Paid employment of women has shifted from primarily traditional female-oriented jobs to more non-traditional, and previously male-oriented careers. Women’s participation in the workforce has lead to the study of career aspirations of women. Career aspirations are influenced by factors such as gender, socioeconomic status, race, parents’ occupation and education level, and parental expectations. This review of literature presents an overview of women’s participation in the workforce and the progress of women’s career development and career aspirations in the latter half of the 20th century.
Quimby and DeSantis (2006) conducted a study under the title “The Influence of Role Models on Women's Career Choices” published in “The Career Development Quarterly” and the study of 368 female undergraduates examined self-efficacy and role model influence as predictors of career choice across J. L. Holland’s (1997) 6 RIASEC (Realistic, Investigative, Artistic, Social, Enterprising, Conventional) types. Findings showed that levels of self-efficacy and role model influence differed across Holland types. Multiple regression analyses indicated that self-efficacy and role model influence accounted for significant variance in career choice for all 6 RIASEC types. Role model influence added to the prediction of career choice over and above the contribution of self-efficacy in all but one of the RIASEC types. The importance of attention to role models in career counseling is discussed.

Rothchild (2006) in her paper entitled “Gendered Homes and Classrooms: Schooling in Rural Nepal” published in ‘Research in Sociology of Education’ stated on development efforts in education have failed to conceive of gender as a socially constructed process that legitimizes gender inequality, and this article attempts to explain why gender inequality in schools should be problematized in this way. The author argue that in developing countries like Nepal, promoting access to and participation in existing formal education programs is clearly necessary, but it is not, in itself, sufficient to transform gender power relations in the broader society. Reports of unequal distribution of girls’ and boys’ participation in school tell only part of the story; to fully understand gender inequality in schools and in societies as a whole, what is needed is an exploration of how gender is socially constructed and maintained in both the school and the home. This article examines the complexities of gender in a rural village of Nepal. Specifically, the author interviewed community members, parents, teachers, and students and conducted observations in school and home settings. This article focuses on the educational experiences of girls and boys as they were affected and influenced by attitudes about gender.
Behrend, et al (2007) writes a paper “Gender Differences in Career Choice Influences”, which examined whether a career influences survey assessing the value medical students place on providing comprehensive patient care exhibited measurement invariance across males and females. Findings supported measurement invariance and indicated that women valued opportunities to provide comprehensive care when choosing a career specialty more than men.

Clark and Sekhar (2007) have published a working paper on “Can Career-minded Young Women Reverse Gender Discrimination?”. A partial reversal of the culture of female devaluation is currently emerging among young women from the urban middle class employed in India’s high-tech sector. India has a very large middle class – estimated as more than 200 million – making it a significant and crucial segment that can act as a harbinger for social change. Studies on employment in the IT sector in India have not adequately considered the important social impacts of this new development on the culture of daughter devaluation. There are far-reaching implications for gender equality and social change when young women find opportunities to improve their financial autonomy, mobility and social acceptance in a male dominated society. In the urban middle class, as part of this transition, the old concept of ‘male breadwinner’ is slowly giving way to ‘gender equity model’ of family. The “demonstration effect” may have wider socio-cultural implications, at least for upgrading the image of daughters in the minds of their parents.

Dewan, et al (2007) published a paper entitled “Gender Gap and Indian Academy of Pediatrics: Still a Long Way to Go!” in ‘Indian Pediatrics’, which is based on study conducted to document the female participation in the administrative and academic affairs of the Indian Academy of Pediatrics (IAP). Of 45 IAP Presidents till date, 7 (15.6%) were women.
Females comprised 6% (2/31), 8.8% (3/31), 5.4% (2/37), and 2.3% (1/44) of IAP executive board members in 1990, 1995, 2000, and 2005, respectively. Only once (out of 10), a woman was appointed as the Editor-in-Chief of Indian Pediatrics; of 4 Editor-in-chief’s of IJPP till date, none was a female. Of 181 heads of the department of Pediatrics at different medical colleges, 58 (32%) are women. Overall female authorship in articles published in Indian Pediatrics has increased from 23.1% (133/576) in 1990 to 43% (154/358) in 2005 (P < 0.001). The authors conclude that there is a definite increase in the female participation in academic matters of IAP; however, the gender gap is persisting in the administrative domain.

Hicky and Stratton (2007) writes on “Schooling in India: Effects of Gender and Caste” in ‘Scholarly Partnershipedu’. Despite India’s free and compulsory education plan for all children up to the age of 14, a significant percentage of rural Indian children do not complete school. A great majority of these unschooled children are girls. The article explores possible political, social, and economic explanations for the Asian Indian girl-child’s non-participation in formal schooling through immigrants’ narratives, educational reports, and firsthand observation in an Indian rural primary school. Analysis of data indicates class, caste, and gender socialization each contribute to the issue explored. The authors compare schooling issues faced by Asian Indian females to those experienced by American females, and suggest Asian Indian females may benefit from access to privately sponsored schools designed with needs of the local population in mind.

Salami (2007) published paper “Influence of Culture, Family and Individual differences on Choice of Gender-dominated Occupations among Female Students in Tertiary Institutions” in ‘Women in Management Review’. The study is conducted to investigate the influence of family, individual difference and cultural factors on the choice of gender-dominated occupations among female students in some tertiary institutions. A
A field-based survey approach was adopted to collect quantitative data through the means of questionnaires from 340 female students randomly selected from tertiary institutions in Southwest Nigeria. Hierarchical multiple-regression statistical analysis employed revealed that family, individual differences and cultural factors were good predictors (collectively and independently) of choice of gender-dominated occupations of female students. These findings were limited to nursing and engineering professions as well as variables investigated. Thus, future researchers should make efforts to extend the study’s scope to other professions that could be categorized as gender-dominated occupations.

The findings provide evidence on the factors influencing the choice of gender-dominated occupations among female students. Hence, attention should be paid to the predicting variables investigated in that they provided significant basis for this study. These predicting variables could assist the female students in making realistic and purposeful career choices, so that they could overcome the barriers of occupational stereotyping in Nigerian society. This would enable the women to contribute their quota to their families and society in general.

Stephen and Makotose (2007) conducted a study and published a paper “A Study into the Factors that influence Female Engineering Students’ Career Choice: A Case Study of Mutare Polytechnic, Zimbabwe” in ‘Scientific Research and Essays’ and the purpose of this research was to identify the factors which influence the female engineering students’ career choice in the beginning of the twenty-first century. A further investigation was done to identify the degree to which these factors influence female students in choosing engineering as a career. A case study was carried out with the female engineering students at Mutare Polytechnic which is currently undergoing a process of acquiring university status. Engineering lecturers at the same college were also involved in the study. Despite all the negative influences experienced by the female engineering students in their career choice, sheer interest in engineering had caused them to choose the career as indicated by the 98% approval from the female engineering students. It was also possible to make
recommendations with the view to improve the advancement of females in engineering careers.

Wentling and Thomas (2007) published a paper “The Career Development of Women Executives in Information Technology” published in ‘Journal of Information Technology Management’. The purpose of this study was to develop an in-depth understanding of the career development of women in executive level positions in information technology. This study utilized a qualitative research design. The major research method for this study was in-depth, semi-structured telephone interviews with a group of twenty-five women in executive positions in information technology from across the United States. The study provided an insight into the perception of women executives working in information technology (IT), and their role in this fast-growing technological area. The study examined the educational and career paths that the women took to reach their executive level positions. This study provided a better understanding of why women entered the field of information technology and what their experiences have been. The study examined the barriers that hindered and the factors that assisted the women in achieving executive level positions. Furthermore, this study obtained an in-depth understanding of the challenges and opportunities faced by the women in their educational programs and as they moved up the career ladder to executive level positions.

Abha Subbarao (2008) conducted a doctoral research study entitled “Academic Stress and Adolescent Distress: The Experiences of 12th Standard Students in Chennai, India” in the University of Arizona. Media reports and interviews with counselors indicate that academic stress and adolescent distress is a significant problem in India, but little systematic research has been conducted on the issue. A combination of quantitative and qualitative methods was used in the current study – surveys assessed the prevalence of academic stress and adolescent distress, and interviews with 12th
standard students explored their perceptions of the issue and their understanding of the role of parents. In the survey part of the study, the prevalence of the problem was assessed with the use of scales that measured depression and anxiety. Surveys were completed by 12th standard students \( (n = 588) \) from the south Indian city of Chennai. A majority of students reported that they were stressed by the coming school year, and rates of depression and anxiety were very high in the sample. In contrast with previous research and contrary to expectations, few gender, academic track and school type differences were found. Further analyses indicated that different groups of students appeared to experience distress in different ways. Semi-structured interviews were conducted with 12th standard students \( (n = 24) \) to explore their perceptions of academic stress and adolescent distress. Their perceptions could be categorized into six themes: busy schedules, experience of stress, somatic symptoms, attitudes and beliefs about 12th standard, the role of God vs. hard work, and education reform. The same interview data was also used to understand the role of parents. Analysis suggested that parents were involved in their child’s education in five ways – they had specific expectations for achievement, they put pressure on their children, they compared their child to others, they controlled the study environment and they were supportive of their children. Some categories appeared to be associated with a greater experience of academic stress and adolescent distress than others. The interview data was also explored for gender, academic track, and school type differences. Jointly, these findings suggest that academic stress and adolescent distress is indeed a significant problem in Chennai, India. A variety of interventions are suggested to address the issue.

Gupta (2008) conducted an in-depth study of international trends in private higher education and focus on the Indian scenario and published a paper entitled “International Trends and Private Higher Education in India” in ‘International Journal of Educational Management’. The methodology adopted is conceptual, analytical and comparative. Though there has been
better acceptability of private higher education institutions in India today than
the “trepidation” felt at their emergence three decades ago, certain basic
questions have been raised: Is the presence of private sector in higher education
inevitable? Is it desirable too? Why is the Supreme Court of India intervening
in matters pertaining to private higher education so frequently? What are the
issues at stake? An attempt is made to highlight the political-economic, socio-
cultural, national-international, ethical-philosophical and legal-practical aspects
of this outreaching theme, in general, and focus on the driving forces, causes,
and consequences of the emergence of the private higher education during the
last three decades, in particular.

Monica Adya (2008) published a paper “Women at Work: Differences in IT Career Experiences and Perceptions Between South Asian and American Women” in ‘Human Resources Management’. A growing minority representation in the information technology (IT) workforce coupled with a “youth bulge” in developing Asian countries are indicative of increasing diversity in the U.S. IT workforce. For researchers and practitioners, this diversity raises new management concerns. To better comprehend these emerging issues, this study compares career experiences and perceptions of South Asian women in the U.S. IT workforce with those of American women IT professionals. In doing so, it contrasts social, cultural, and individual factors that impact these career experiences. Interviews revealed that while most women from South Asia did not identify career genderization in the workplace, American IT professionals perceived greater stereotyping and discrimination. Although both groups equally felt the pressures of work life balance, the impact of these pressures on long-term commitment to IT careers was felt differently across the two groups. Differences also are evident in perceptions of IT work, mentoring relationships, and coping mechanisms relied upon by the two groups. The article concludes with recommendations for improved diversity integration in the workforce and provides suggestions for future research in multicultural settings.
Trauth, et al (2008) writes a paper “A Multicultural Analysis of Factors Influencing Career Choice for Women in the Information Technology Workforce” published in ‘Journal of Global Information Management’ and presents an analysis of cultural/factors influencing the career choices of women in the IT workforce. We employ the individual differences theory of gender and IT as a theoretical lens to analyze a qualitative data set of interviews with 200 women in/out different countries. The themes that emerged from this analysis speak to the influence of cultural attitudes about maternity, childcare, parental care and working outside the home on a woman’s choice of an IT career. In addition, several additional socio-cultural factors served to add further variation to gendered cultural influences: gendered career norms, social class; economic opportunity, and gender stereotypes about aptitude. These results lend further empirical support to the emergent individual differences theory of gender and IT that endeavors to theorize within-gender variation with respect to issues related to gender and IT. They also point to areas where educational and workplace interventions can be enacted.

Chatterjee and Basu (2010) write on “Perceived Causes of Suicide, Reasons for Living and Suicidal Ideation among Students” in ‘Journal of the Indian Academy of Applied Psychology’. The present study investigated the intrinsic and extrinsic factors that could evoke suicidal ideation among female college students. Content analysis (Berelson’s Method) of interview of 120 female college students revealed four broad factors leading to suicidal ideation namely, Academic, Interpersonal, and Environment related. Events like public embarrassment due to some freaky incident, harassment, rape and being jilted in love were relatively more important while events like death of a loved one and acute financial crisis were found relatively less significant for this sample. Further, the adult suicidal ideation questionnaire has been administered to them to assess the frequency of occurrence of suicidal thought
within the past one month. Results revealed that about 12.5% of the students had high suicidal ideation. Reasons for living (total score) has been found to have negative but significant relation to suicidal thought. Concern for future and moral objections is found to be strongly and negatively related to suicidal thought. This study reveals that a strong and positive reason for living is useful in preventing suicide. Moreover the findings are relevant for therapist and counselors in assessing suicidal risks.

Goldacre, et al (2010) published a paper entitled “Early Career Choices and Successful Career Progression in Surgery in the UK: Prospective Cohort Studies” in ‘BMC Surgery’ and stated that Changes to the structure of medical training worldwide require doctors to decide on their career specialty at an increasingly early stage after graduation. The authors studied trends in career choices for surgery, and the eventual career destinations, of UK graduates who declared an early preference for surgery. Postal questionnaires were sent, at regular time intervals after qualification, to all medical qualifiers from all UK medical schools in selected qualification years between 1974 and 2005. They were sent in the first year after qualification, at year three and five years after qualification, and at longer time intervals thereafter. The responses were received from 27 749 of 38 280 doctors (73%) at year one, 23 468 of 33151 (71%) at year three, and 17 689 of 24 870 (71%) at year five. Early career preferences showed that surgery has become more popular over the past two decades. Looking forward from early career choice, 60% of respondents (64% of men, 48% of women) with a first preference for a surgical specialty at year one eventually worked in surgery (p < 0.001 for the male-female comparison). Looking backward from eventual career destinations, 90% of responders working in surgery had originally specified a first choice for a surgical specialty at year one. ‘Match’ rates between eventual destinations and early choices were much higher for surgery than for other specialties. Considering factors that influenced early specialty choice ‘a great deal’, comparing aspiring surgeons and aspiring general
practitioners (GPs), a significantly higher percentage who chose surgery than general practice specified enthusiasm for the specialty (73% vs. 53%), a particular teacher or department (34% vs. 12%), inclinations before medical school (20% vs. 11%), and future financial prospects (24% vs. 13%); and a lower percentage specified that hours and working conditions had influenced their choice (21% vs. 71%). Women choosing surgery were influenced less than men by their inclinations before medical school or by their future financial prospects. It is concluded that surgery is a popular specialty choice in the UK. The great majority of doctors who progressed in a surgical career made an early and definitive decision to do so.

Varma (2010) in her paper entitled “Computing Self-Efficacy among Women in India” published in ‘Journal of Women and Minorities in Science and Engineering’ presented the findings regarding self-efficacy, which has been seen as an important variable for women’s academic performance and perseverance from in-depth interviews with 60 female undergraduate students majoring in Computer Science (CS) in 2007-08 in India. It shows that CS is viewed as a woman-friendly field, as it offers lucrative jobs, professional careers, safe working environments, flexible working hours and independence. Verbal persuasion from family members provided additional support to pursue CS education. Though they did not have early exposure to a computer at home or in school, female students’ school preparation in mathematics facilitated their academic performance. Their peers desires to join and succeeds in CS field further enhanced their confidence. The findings suggest that self-efficacy, computer and gender are constructed more diversely than generally accepted in the American research.

explores barriers to career progress of females in acquiring top management positions and the challenges that come with such career development within the Nigerian context. Data was obtained through structured interviews of women working in the manufacturing, banking, insurance, telecommunication, and two public service sectors in Nigeria. The findings suggest that the challenges posed by individual factors i.e. cultural expectation of female within the family set up and Nigerian society and organizational factors within their context of operation are key barriers perceived by female managers to attaining the highest positions.

Goyal and Jai Prakash (2011) writes on “Women Entrepreneurship in India: Problems and Prospects” in ‘ZENITH International Journal of Multidisciplinary Research’. The educated Indian women have to go a long way to achieve equal rights and position because traditions are deep rooted in Indian society where the sociological set up has been a male dominated one. Despite all the social hurdles, Indian women stand tall from the rest of the crowd and are applauded for their achievements in their respective field. The transformation of social fabric of the Indian society, in terms of increased educational status of women and varied aspirations for better living, necessitated a change in the life style of Indian women. She has competed with man and successfully stood up with him in every walk of life and business is no exception for this. These women leaders are assertive, persuasive and willing to take risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance.

As Gurmukh Singh, etal (2011) writes in their paper entitled “Community Dentistry as a Career Perspective among the Students pursuing Masters Course” published in ‘Archives of Oral Sciences and Research’, ‘Destiny is decided’ No doubt about it but the almighty has given us wisdom and knowledge to share and apply in a particular circumstance. One such difficult circumstance is choosing a career in dentistry in tertiary
education for eg. Public Health Dentistry. The aspirations and reasons for foraying in to a particular specialty by an aspiring candidate in turn contribute a lot for the future of the particular specialty. To find out reasons for choosing Public Health Dentistry as a career option in M.D.S among the students pursuing Masters in Public Health Dentistry in State of Karnataka. A questionnaire study with a cross section design, comprising of 85 students pursuing their career in Masters in Community Dentistry in all three years in State of Karnataka were included in the study. The questionnaire tries to extract information pertaining to various motives to enter into the specialty, ranging from, financial stability, prior interest and knowledge of the prospects of subject to current status and interest in the subject and perceptions and plans of the students pertaining to their career in foreseeable future. The primary reason for choosing Public Health Dentistry as a career option in M.D.S was, prior interest in the subject by 29% of respondents, and again the favorite subject of choice before counseling was Public Health Dentistry by 27% of respondents. Teaching job is selected by 22.4% as a frontline choice as future plans after M.D.S by respondents is not a very encouraging trend. A sizable proportion of the students quoting job security as a reason for the choice of specialty is not a very encouraging trend in a long term. Many students are not aware of the future prospects of the subject. There is a need to create awareness and inculcate interest among the students during their graduation. Teaching job as a preference for maximum number of candidates points towards the dearth of opportunities for dental public health professionals at the first place.

Jain, et al (2011) published an article entitled “Career Choice among Physiotherapy Students at Mangalore, India” in ‘Journal of Clinical and Diagnostic Research’. Understanding the factors which influence the career preferences is of importance to policy makers, health care educationist and other stake holders. So, it would be interesting to know what makes the students join Physiotherapy course and their future plans. The aim of the present study was to explore the career choices and the intentions of a cohort of
undergraduate students of physiotherapy in Mangalore, India. An anonymous, self-administered, questionnaire based survey was carried out among the consenting undergraduate students of physiotherapy. The final response rate was 98% (79/81). The mean age of the students was 22 years (SD 3, range 18-25 years). Forty-five students (57%) were females and 34 students (43%) were males. The participants were more influenced in the career choices by their own passion for the allied health sciences, followed by being inspired by a family member. A majority of the students wanted to pursue further specialization in physiotherapy in the form of post-graduation studies. A majority of the students expressed great satisfaction with career choice and had less intention of changing their profession. A majority of the students opted to work in India rather than to migrate abroad after the completion of their studies (p= 0.0027). Future work in multi-specialty hospitals and private-practice was highly preferred by a majority of students as compared to academic career (p=0.011).

**Durante, et al (2012)** in their paper entitled “Sex Ratio and Women’s Career Choice: Does a Scarcity of Men Lead Women to Choose Briefcase Over Baby?” published ‘Journal of Personality and Social Psychology’, stated that although the ratio of males to females in a population is known to influence behaviour in non-human animals, little is known about how sex ratio influences human behaviour. The authors propose that sex ratio affects women’s family planning and career choices. Using both historical data and experiments, the authors examined how sex ratio influences women’s career aspirations. Findings showed that a scarcity of men led women to seek high-paying careers and to delay starting a family. This effect was driven by how sex ratio altered the mating market, not just the job market. Sex ratios involving a scarcity of men led women to seek lucrative careers because of the difficulty women have in finding an investing, long-term mate under such circumstances. Accordingly, this low-male sex ratio produced the strongest desire for lucrative careers in women who are least able to secure a mate. These
findings demonstrate that sex ratio has far-reaching effects in humans, including whether women choose briefcase over baby.

Ghazala Parveen Abbasi and Ahmad Saeed (2012) published an article entitled “Critical Analysis of the Factors influencing Female Education in Rural Sindh as viewed by Primary School Teachers” in ‘Interdisciplinary Journal of Contemporary Research in Business’. The status of women can be improved through quality education. Women must have equal access to education. Girls are forced into house work at the early ages of five to six years. Girls are often not enrolled in schools, due to various factors. Even if they are enrolled; their attendance is irregular or they drop out early. The purpose of the study was to investigate the factors influencing female education in province of Sindh. It further examined the major barriers and troubles faced by female population, who have quest for knowledge. The study would help to take adequate steps to improve the conditions related to female education in rural Sindh.

Ghuntla Tejas, et al (2012) conducted “A Study of Socio-economic and Parental Educational Background of First Year Medical Students in Medical College, Bhavnagar” and published paper in ‘International Research Journal of Pharmacy’. Career selection is one of the important major question in students’ life. various factors do affects individual’s career selection. Among various factors socio-economic status and parental educational background is most important, which affects student’s career selection. More than student’s interest in particular field for higher education should be affordable for necessary money required as well he should have proper guidance and inspiration for higher education. Primary guidance of students starts at home so if parents are highly qualified in education, students can get good guidance and motivation at home. In the present study, authors tried to evaluate socio-economic and parental educational background of medical students. Study was conducted in first year medical students of
Government Medical College, Bhavnagar. Students were given objective questionnaire regarding information like their native place whether in urban or rural area, income of their parents and educational level of their parents. Data was compiled and analyzed. It was observed that students from good socio-economic and high parental educational background have good chances to get admission in good professional courses. Schools in rural area should be upgraded and these students should provide necessary help and guidance to meet their needs.

Mazumdar, et al (2012) conducted “A Comparative Study on Stress and Its Contributing Factors among the Graduate and Post-graduate Students” and published in ‘Advances in Applied Science Research’. Students stress is an unavoidable phenomenon which is often seen in their lives. Post graduate students were easily target of stress than the graduate students. Factors such as physical and mental, family, job, relationship and society were the main source of stress among the students. There is always a dilemma for the students regarding its performance in exam and to secure a good job. There were some other factors such as behavioural, psychological and psychosomatic which contributes to the stress. Disturbed relationship and alcohol used show highest and lowest percentage of behavioural factors. Anger, low self esteem, low satisfactions, depression and anxiety were some of the important psychological factors which were observed among students. On the other hand there were different psycho-somatic factors such as headache, sleep problems, tachycardia, ulcers and high blood pressure was involved. These factors contribute to the stress among the graduate and post-graduate students. In our study the authors have found that there were different percentages of stress symptoms among the male and female students. Headache, blood pressure, anxiety, back pain, neck pain, appetite and skin rashes were more predominately observed among females. On other hand poor sleeping patterns, hair falls, erratic moods, heart diseases and depresions was found to be more often in males.
Debasmita Paul (2013) published a paper entitled “Occupational Aspirations of Youth in Colleges: A Sociological Analysis of Present and Future Position of Youth in Siliguri City” in ‘International Journal of Social Science & Interdisciplinary Research’. The present paper was framed at exploring the occupational aspiration of youth in different colleges in Siliguri city brought out by the variables such as faculty and sex. Job aspiration is directed a young student towards correct path according their ability. It helps to move an individual from one socio-economic position to other. For occupational mobility college youths need to have correct planning and correct training through proper guidance. The major attempt of this paper is to find out the effecting factors which are responsible behind the job ambition or occupational planning of youth in colleges. Youths in colleges are most powerful and realistic to create change than any other generation. They are the agent of social mobility. Constructive aspiration of youth has positive consequences in society. Thus the major thrust of this study was to analysis in details the future ambition of college youth in Siliguri city.

Fatima Islahi and Nasreen (2013) write an article entitled “Who Make Effective Teachers, Men or Women? An Indian Perspective” in ‘Universal Journal of Educational Research’. The article aims to discuss the effectiveness of male and female teachers in relation to demographic factors like marital status, training, location and medium of instruction. These issues have important implications to understand and evaluate teachers’ effectiveness especially in view of the changing sex ratio of school teachers. Correlation, t-test, and ANOVA were employed on a sample of 482 teachers comprising 245 males and 237 females. Overall, male and female teachers exhibited insignificantly different effectiveness however variations were noticed with respect to different demographic factors. The paper concludes by arguing that since the quality of education being delivered, generally, has been considered as a function of teachers’ degree of effectiveness, there is a need for both
substantive and methodological focus on gender specific responsibilities and requirements, in order to take out maximum from male and female teachers to produce high degree of effectiveness in their profession.

Ganai, et al (2013) writes on “A Comparative Study of Adjustment and Academic Achievement of College Students” in ‘Journal of Educational Research and Essays’. The sample for the present study comprised of 80 students who were on rolls in various higher secondary schools of district Baramulla. The tool used for data collection was Mental Health Battery by A.K.Singh and Alpana Sengupta which is the battery of six tests including Emotional Stability (ES), Overall adjustment (OA), Autonomy (AY), Security- Insecurity (SI), Self – Concept(SC), Intelligence (IQ).Data was analyzed by using mean, SD and t-value. The findings revealed that the male and female adolescents differ significantly on mental health. However the two groups showed no difference on academic achievement. Further the two groups showed difference on various dimensions of the Mental Health Battery including Emotional Stability (ES), Overall Adjustment (OA), Security Insecurity (SI) and General Intelligence. The main difference favored the male adolescents in case of these dimensions. However, the two groups showed no difference on Autonomy (AY) and Self Concept dimension (SC). Based on the findings of the study recommendations were made to provide guidance and counseling facilities in the higher secondary schools of district Baramulla.

Hutton (2013) conducted a research study entitled “Examining Job Satisfaction and Career Motivating Factors of Female Sport Media Professionals” in ‘University of Tennessee’ Knoxville. This study served a purpose of examining job satisfaction and career motivation of female sport media professionals of the Association of Women in the Sports Media (AWSM), a support network for women working in the sport media profession, as well as looking at the relationship between selected demographic variables and job satisfaction. The instrument, a three-part questionnaire, was composed
of two Likert-type scales as well as several demographic questions. The first section contained the Job Satisfaction Scale (JSS) which is made up of nine facets: pay, promotion, fringe benefits, contingent rewards, supervision, coworkers, operating procedures, nature of work, and communication. The second section, designed to measure employee motivation contained the 12-statement Motivation at Work Scale (MAWS) comprised of four subscales: intrinsic, identified, interjected, and external motivations. Household structure, professional status, and age were selected from the collected demographic variables to examine relationships with job satisfaction. Findings indicated AWSM members were ambivalent with their jobs, were most satisfied with the nature of the work itself, and were most strongly motivated to continue in their careers by intrinsic factors. Household structure, including marital status and whether the participant had children under age 18 living in the home, were not areas of significance in the job satisfaction of AWSM members. Members indicated they were most likely satisfied in the nature of the work itself based on intrinsic motivators and were least likely to be externally motivated to do their jobs as was shown in the low number of and association with the nine facets and overall job satisfaction. Job satisfaction of AWSM members tends to follow a career stage path, evident in the significant associations found with the selected demographic variable of age. The areas of contingent rewards and communication satisfaction decreased as these variables increased, providing a possible pattern for employers striving for employee satisfaction. Findings indicated a trend in the career motivation of participants, also in line with Deci and Ryan’s (1982) self-determination theory that possess the needs of employee autonomy, competence, and relatedness to be associated with greater employee satisfaction.

Monika Seth and Ghormade (2013) published a paper “The Impact of Authoritative Parenting Style on Educational Performance of Learners at High School Level” in ‘International Research Journal of Social Sciences’. Educational performance gets affected by a number of factors such as
intelligence, achievement, motivation, home environment, school environment, interest and resources. The most significant influence on child is his or her parents. Psychologists and educationists are of the opinion that child rearing practices have the direct bearing on the educational performance of children. In this competitive era, where every parent expects that his child should do well at school, it is necessary to understand how different parenting styles determine the child’s educational performance at school. In the twenty first century of competition, every student is expected to be higher achiever and up to the expectations of parents and teachers. At present, though it is assumed that the educational performance of students at high school level is influenced by varying degree by the parenting styles, there are a few empirical studies available in this regard to clearly establish to what extent the particular parenting style determines or influences the educational performance of a child at this level of learning. This study has tried to fill in this gap between Authoritative parenting style and their impact on educational performance of learners at high school level.

Patel (2013) published a Discussion paper entitled “Gender Differences in Leadership Styles and the Impact within Corporate Boards” and published by ‘Social Transformation Programmes Division of the Commonwealth Secretariat’. This paper aims to provide an overview of the gender differences in leadership and business using decision science principles, set in the context of the Commonwealth. Current findings from the ‘science of decision making’ reveal key gender distinctions in the behaviours between women and men, and how these behavioural differences influence and shape decisions as well as the outcomes of leadership styles employed. This paper will inform Ministers at the Tenth Women’s Affairs Ministerial Meeting (10WAMM), on how to create an enabling environment as policy makers, to understand the requisite traits and strategies that have successfully sustained women in leadership positions and in the boardrooms. Improving gender equality and the empowerment of women is one of the principles of the
Commonwealth and detailed in the Commonwealth’s Plan of Action for Gender Equality 2005-2015. This report was commissioned following the 2011 Commonwealth Heads of Government Meeting and builds on the Commonwealth’s project ‘Delivering Gender Mandates: Strategies for Women’s Affairs Ministers’ to present unique insights offered by decision sciences and international research on women in or aspiring for leadership positions. The paper firstly sets out the business background so that female leadership is viewed in the context of demographics and discusses the key challenges faced by women in a global and personal setting. The report then discusses key decision science theories, a thorough overview of gender differences in the personal and professional sphere, an overview of the causes of these gender differences, a discussion of existing solutions, and a list of recommendations for women, board members and policy makers. The focus will be towards women in organizations, discussed in a sphere that is hopefully valid across commonwealth countries. The writers acknowledge that each Commonwealth country faces its unique challenges and opportunities, meriting a separate discussion per region. Due to the limitations of this research, a global general approach is used. Moreover, the writers have attempted to offer recommendations that go beyond the apparent, over cited ones, and offer more specific, action oriented advice.

Shikha Shakya and Meenakshi Singh (2013) write a paper entitled “Career Preferences among Degree College Adolescents in Kanpur City” in ‘Studies on Home and Community Science’. Present study was conducted in Kanpur city on 300 adolescents (137 boys and 163 girls) randomly selected from 6 degree colleges to assess their carrier preferences (science and technology, commerce and management, tourism and hospitality, mass media and journalism, art and designing, medical, agriculture, defence, law and order and education) using standard career test. Data revealed that adolescents were in age group between 16-19 years and in the sample 45.33 % were male and remaining 54.33 % were female. Higher number of respondents belonged to
business (23.66%) and service class (24.00%) families, while lowest number of adolescents belonged to families working in factories (16.33%). Data on career preferences revealed that education and science and technology were the most preferred career of adolescents and agriculture as least preferred career. Girls preferred medical, mass media and journalism and art and designing than boys while later had more preference to science and technology and commerce and management than former. Over time, preferences of adolescents changed more for art and design, science and technology and medical in 1 month to 6 month. It is evident from the results that science and technology and education are the most preferred careers, while agriculture and defence are the least preferred careers among adolescents. Preference of adolescents for career also changes with time.

Shiva (2013) published an article entitled “A Study on Work Family Balance and Challenges Faced by Working Women” in ‘IOSR Journal of Business and Management’. Work-life balance is the term used to describe practices in achieving a balance between the demands of employees family and work lives. The demands and pressures of work make difficult to stretch time for balancing work-life activities. Women taking up work life balance challenge have an impact on women's advancement. Organization also may create work place culture and climates that reflect concern for employees' lives outside of work. It is important for organizations to periodically review current work processes and practices to determine which ones lead to work in efficiencies and employee stress. In this background the present study was undertaken to determine the work-life balance and challenges faced by working women. The sample consists of 200 career women working in Kerala, India. The questionnaire was collected from respondent. After analyzing by using various tools like percentage analysis, chi-square and correlation, results show that there is a work-family conflict and lack of organizational satisfaction among working women.
Daragad and Venkat Lakshmi (2014) writes on “Factors influencing Social Skills and Behaviour among School Children” published in Asian Academic Research Journal of Social Science and Humanities’. Social skills are the tool for social behaviour and effective communication. Social skills and behaviour play a pivot role in influencing the holistic development of children from early years of life and more so during the formative years of school, since school is the platform where teaching and learning takes place. The objective of the study was to assess the factors influencing social skills and behaviour among school children from Dharwad district of Karnataka State. The sample for the present study consisted of 72 school going children in the age bracket of 6-12 years and attending Government schools. Self–structured tool developed by the investigator was used to elicit information from the subjects. The subjects were selected for the present study through random sampling method. The findings of the study revealed that there is a significant difference between the age and social skills and behaviour of school children. The ordinal position had a non-significant influence on social skills and behaviour in school children. The study also highlighted that, type of family and religion does influence the social skills and behaviour. The study highlighted the need for enhancing the social skills and behaviour of school children through comprehensive intervention program for better interpersonal relationship.