CHAPTER – III

PROBLEM & HYPOTHESES
PROBLEM & HYPOTHESES

3.1 RATIONALE OF THE STUDY

During the eighties there was an influx of women working in corporate sector that resulted in their achieving high executive status in the work place. Prior to this approach career decision research was primarily focused on men in the work force and career stages of success since there were very few top level female. In the last twenty years research has focused on the career stages of women and what has contribute to their success. There was also speculation that the number of top level women in the corporate and political arenas would increase ; however, during the last ten years, research has claimed that these number have not increased as predicted and have fallen back.

Number of research have been done to find out the reason of this fall back that the reason behind this scenario is their inefficiency in decisions. There are numerous factors involve in one’s decision making.

Women’s decision making process is also important because comparing career of male and female strategies of influence, research have found that women in lower level management position felt powerless and thus not as confident as males (Mainiero, 1986). Studies in the nineties on senior executive women had demonstrated that executive women felt more powerfull and had a higher level of self esteem and self confidence.(Bierema,1994, Mainiero, 1994). However other studies had depicted that women were dependent and felt less worthy than their male counterparts which added to the belief that females were neither as strong nor as capable as their male counterparts. (Swiss 1996) . Frankle’s (2004) study had depicted that women as are sabotaging themselves and feeling not as capable as their male counterparts. Results from research vary but feelings of incompetence or a lack of personal empowerment have been found to affect self confidence. To overcome such believes women career decision making is necessary and important.

Various studies have been done to find out what are the factors the creates differences between women and men decision making ability. As with other psychological phenomena says that sex is the important variable that affect decision making , or rather that allow one to establish individual differences, The fact is that
our decisions are affected by our beliefs about the characteristics that differentiate the sexes, although these beliefs may be based on questionable criteria. Despite the fact that society is progressing towards social and labour equality between men and women, it is necessary to continue to examine -from a psychological perspective whether there are sex differences in the importance that people allocate to factors that determine the decision process.

Till now, the results of researches are somewhat ambiguous because, although some significant differences have been identified, most of them are minimal (Crow, Fok, Hartman, & Payne, 1991; Hatala & Case, 2000; Hawkins & Power, 1999; Venkatesh, Morris, & Ackerman, 2000). It seems that women are more affected by the environment; they look for more information, and dedicate more time to the decision process (Gill, Stockard, Johnson, & Williams, 1987). Men, on the contrary, are more dominant, assertive, objective, and realistic (Wood, 1990). However, these differences have been interpreted as the result of the incidence of sex-related social norms and stereotypes that are transmitted in the form of values, traditions, and behavioural expectations.

In the study, four predictor variables are being considered. However various other factors came into light which should be considered to contemplate women’s decision power. Therefore, they were included in the study. The variables which were later included are mother’s education, father’s education, mother’s occupation, father’s occupation, and locality.

### 3.2 Objectives

- To study the relationship between psychosocial factors and its contribution on the women’s career decision making.
- To study whether professionals and non professionals course participants differ with respect to career decision making.
- To study the relationship between demographic factors (like parents education, occupation, monthly income and locality) with career decision making
3.3 HYPOTHESES

After reviewing the existing literature related to the current topic the hypotheses are formulated accordingly, as presented below.

H1- Professional course participants will differ significantly from non –professional course participants with respect to their career decision profile.

For professional Course Participants –

The study done by Smith and Betz (2002) on self esteem and career indecision of women reveals that self esteem variables were related to female career indecision. Powell (1998) also found in his study that self esteem has played important role in career development of women.

On the basis of above study we tend to formulate the hypothesis as:-

H2 - Self esteem will positively contribute in professional course participants career decision making.

On further examination of the review on the topic psychological well being, it was reported by Super (2004) that women are playing multiple role and had both positive and negative effects on well-being of professional women. Verma and Dhawan (2006) found that well being of women is affected by family support, personal control, and psychosocial competence. All this factors help in career decision making. Hypothesis in this connection is as follows-

H3- Psychological well being will possessively contribute in women’s career decision making.

Knowels (1998) found that families, parent’s and guardians in particular, play a significant role in the occupational aspiration and career goal development of their children. Similarly Guerra ,and Braungart Reiker (1999)Otto (2000) reported that the family play a critical role in a child’s career decision. Keeping these findings in mind , it was decided to formulate hypothesis as

H4- Family satisfaction will possessively contribute in professional course participants career decision making.
Trusty (2002) reported that lower class individuals face more obstacles that limit their career aspiration levels due to financial constraints. Caro, Mcdonald and William (2009) also found a positive relationship between the socioeconomic status of the family and academic achievement of students. Considering this, it is hypothesized that-

**H5** - Socioeconomic status will positively contribute in professional course participants career decision making.

Vijaya (2000) reported that most of the research on women decisions had focused on the demographic, family, occupational and educational background as well as differences between male and female decision making. It is found that demographic variables as well as psychosocial variables together contribute significantly to the women’s career decisions.

**H6** - Psychosocial factors like; self esteem, psychological well being, family satisfaction, and socioeconomic status and demographic factors like; parent’s education level, parent’s occupation, monthly income and locality will jointly contribute in professional course participants career decision making.

All the above hypotheses will be tested by taking in to consideration professional course and non professional course participants as well.

**Non Professional Course Participants**-

Career studies reported by fitzgerald (1987) that female development factors are individual variables (like high self esteem with strong academic self concept)

Background variables (roles models including working mothers and supportive fathers) education (college education) home life style are important contributors which facilitates career development in non professionals. On the basis of above study we formulate hypothesis- 7 for non professional participants

**H7** - Self esteem will positively contribute in non – professional participants career decision making.

Erlandson (2006) reported that women who work in the paid work force, those with low complex patterns of occupations tend to rate their health and well being higher than women having medium complex patterns. Further, those with medium complex pattern tend to rate their health and well being better than women with high complex
patterns. With respect to socio demographic factors, the women in the three sub groups differed in terms of level of education. Better psychological well being predicted fewer problem and greater social competence. So we formulate hypothesis- 8

H8- Psychological well being will possitively contribute in non – professional participants career decision making.

Pines and Yanai (2001) reported that family influence on career choice also manifest itself unconsciously. According to psychoanalytic theory, familial heritage plays a significant role in occupational choice. On the basis of this study we formulate hypothesis- 9

H9- Family satisfaction will possitively contribute in non – professional participants career decision making.

Singer’s and Saldana’s (2001) found that social status of mothers occupations as opposed to the social status of fathers occupation had a stronger correlation with the social status of female students career aspirations. On the basis of this study, formulate hypothesis - 10 is formulated as

H10 - Socioeconomic status will possitively contribute in career non – professional participants decision making.

Khallad (2000) Watson et.al. (2002) found that career aspiration between decisions are influenced by factors such as gender, socio economic status, race, parent’s occupation, education level and parent’s expectations. So we formulate hypothesis -11 as

H11 - Psychosocial factors like ; self esteem, psychological well being, family satisfaction, and socio economic status and demographic factors like ; parent’s education level, parent’s occupation, monthly income and locality will jointly contribute in non – professional participants career decision making.