CHAPTER – VI

SUMMARY
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INTRODUCTION

During the eighties there was an influx of women working in corporate sector that resulted in achieving their high executive status in the work place. Prior to this approach, carrier development research was primarily focused on man as per the work force and their carrier stages of success since there were very few top level female executives. The last twenty year research was focused on the carrier stage of women executive and for the factor contributed to their success. There was also speculation that the number of top level executive women in the corporate and political arenas would increase; however during the last ten years, research has claimed that these numbers have not increased as predicted and had fallen back. Number of researches have been done to find out the reason of the fallen back. Later on, research reveals that the reason behind this scenario is their inefficient decision. There are numerous factors involved in one’s decision making. The purpose of this study was to investigate the relationship of some demographic factors (Mothers occupation, Fathers occupation, education level, monthly income, locality, family satisfaction, well being, socio-economic status and self-esteem) to career decision making of female college students. This will help to give direction to decision’s aimed and will bring out some emerging themes of a comprehensive list of common and different decision making situations of students. By means of a qualitative analysis, important decision making areas were determined to analyze the factors that are important for enhancing the quality of women’s career decision’s making.

Underlying the decisions in those areas an questionnaire was used to collect information in six major areas of decision making: subject of study, decidedness, comfort, Knowledge about occupation and training, decisiveness, choice importance, and self clarity.

6.1 PSYCHOSOCIAL FACTORS

Psychological and societal factors such as sex discrimination, sex role, family support, well being, role conflict, parental role model job training and self esteem factors affect the career decision directly. While the societal factor affects indirectly
through the opportunity and experience. When the society at large accepts certain sex stereotypes it not only limits the job opportunities available to women but it also affects women's feelings about themselves and leads them to believe that it’s unfeminine or inappropriate to do certain kinds of work.

During the last few decades, industrialization, urbanisation, increasing level of education, awareness of rights, wider influence of media and westernisation has changed the status and position of women. The present high rise prices resulting in economic tension have aroused in her a desire to work in easing the financial and economic constraints of her life. The changing status of women influences not only their role in society but also affects their decisions.

6.2 Psychological Factors

6.21 Self Esteem

Self-esteem is how we value ourselves; it is how we perceive our value to the world and how valuable we think we are to others. Self-esteem affects our trust in others, our relationships, our work – nearly every part of our lives. Positive self-esteem gives us the strength and flexibility to take charge of our lives and grow from our mistakes without the fear of rejection.

Urich, Trzesniewski, Robins and Richard (2010), these researchers investigated the development of self esteem from young adulthood to old age and their findings were that self esteem increases during young and middle adulthood, reaches a peak at about age 60 years, and decline in old age.

6.22 Psychological Well – Being

Subjective well being is a construct that reflects an understanding of an individual’s appraisal of her life. These appraisals may be primarily cognitive (e.g. life satisfaction) as well as affective, consisting of pleasant or unpleasant emotions that individuals experience (e.g. happiness and depression). The notion of subjective well being incorporates positive factors and not just the absence of negative factors (Park, 2004).

Carr (2004) defines subjective well being as “A positive psychological state characterized by a high level of satisfaction with life, a high level of positive affect and a low level of negative affect.”
6.3 SOCIAL FACTORS

6.31 Family Satisfaction

Until recently, career practitioners working with college students often focused on a single client rather than exploring how the context (e.g., families) of one’s environment impacted career planning and the overall career development process (Paniagua, 1996). In addition to the family systems literature, which conceptualizes an individual being interconnected with other family members to produce a functional whole, postmodern career theorists have developed theoretical frameworks to predict how family roles and related factors influence career paths (Mitchell & Krumboltz, 1996). For example, home represents the first workplace (e.g., chores) and young adults commonly follow in their parents footsteps, whether that results in taking over the family business or adding to a family’s generation of doctors or lawyers (Evans & Rotter, 2000).

6.32 Socio-economic-status

The socio economic status (SES) is an important determinant of health and nutritional status as well as of mortality and morbidity. Socio economic status also influences the accessibility, affordability, acceptability and actual utilization of various available health facilities.

SES is itself a complex concept and it has been variously defined in different countries. Earlier definitions were restricted to the economic aspect and evaluated on the basis of income levels. In the Indian context, the list of variables indicating SES, has subsequently been enlarged to incorporate a number of other factors which contribute to a person’s position along the continuum of socio-economic status e.g. parents’ education, Parents’ occupation, type of housing, Material Possessions etc. (Kuppuswamy, 1959; Srivastava, 1991; Kapoor & Singh, 1998)

6.4 REVIEW OF LITERATURE

According to National Sample Survey Organisation, (1999) the Indian situation indicates that socio-economic status could differentiate between individuals’ career interests, aspirations and attainments and for sure SES could strongly influence career choice behaviour. National surveys have revealed that, In India higher proportions of chronic unemployment and underemployment are experienced by those
from lower SES backgrounds. Young people from lower SES groups have been reported to obtain lower scores on measures of career maturity when compared to those from higher SES homes (Gupta, 1986; Mohan, 1999). These observations indicate that, it is possible that the lower SES groups could be at higher risk for discontinuities in their career development.

**Guerra and Braungart-Rieker 1999, Otto (2000)** indicates that the family appears to play a critical role in a child’s career development. Researchers have attempted to understand the variables that influence students’ occupational goals (e.g. family, level of parental education, school, peers, personality and socioeconomic status.)

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

**Malhi, Singh, Ranjit (2000)** studied on self esteem and academic achievement, which show direct influence on these two areas. Hence, it is vital for teachers to create a nurturing or positive classroom environment which helps to enhance the self esteem of students. Decisions.

**Khallad (2000) Watson et al. (2002)** found that career aspirations and decisions are influenced by factor such as gender, socio economic status, race, parent’s occupation, education level and parental expectations.

**Singer’s and Saldana’s (2001)** study found that social status of mothers’ occupations as opposed to the social status of fathers’ occupations, had a stronger correlation with the social status of female students’ career aspirations. The researchers attributed this finding to the fact that mothers exhibits a greater presence in many homes. Saldana noted the positive relationship between females’ career aspiration and their mothers’ educational achievements.
Hijazi, et al. (2004) stated that surrounding the concept of career related decisional difficulties also saw differences such as sub categories like, lack of motivation, general indecisiveness, lack of information about ways of obtaining additional information and external conflicts.

Ginvera, Gadassi, et al. (2012) found that male participants faced fewer difficulties when compared to female participants on career decision making. Men obtained a higher score on speed of final decision making while women consulted more often on their decisions, women also engaged in information gathering, invested great efforts towards decision on career choices.

Monteiro, Shruthi (2015) studied on A qualitative study of career decision making and its associated difficulties. Result indicates that it can be used as a base for exploring difficulties of other streams of subject combinations offered at college like – media studies, computer applications, Specifically life sciences, Physical sciences or Human sciences subjects. The study can also be extended by understanding the factors such as media, role models, peer influences employment markets in a qualitative manner to have a better picture of all possible factors that can be influential while talking of career related decision making process with this sample.

6.5 RATIONALE OF THE STUDY

Various studies have been done to find out what are the factors the creates differences between women and men decision making ability. Till now, psychological phenomena says that sex is the important variable that affect decision making. 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 research 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. Together with some other educational factors, these probably instigate and maintain some of the differences associated with certain aspects of decisions (Bussey & Bandura, 1999). Therefore, although till now the findings have been somewhat limited, it is relevant to continue to investigate these differences and determine how they are formed.

In the study, four predictor variables were considered earlier. However various other factors came in to 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.

### 6.6 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.

### 6.7 Hypotheses

- Professional course participants will differ significantly from non–professional course participants with respect to their career decision profile.
  Professional course participant and Non professional course participants -:
- Self esteem will contribute in women’s career decision making.
Psychological well being will contribute in women’s career decision making.
Family satisfaction will contribute in women’s career decision making.
Socioeconomic status will contribute in women’s career decision making.
Psychosocial factors like (wellbeing, self esteem, family satisfaction, socioeconomic status) and demographic factors like (parent’s education level, parent’s occupation, monthly income, locality) will jointly contribute in women’s career decision making.

6.8 METHOD

6.81 DESIGN
The aim of the present study was to examine the psycho-social factors affecting women’s career decision making. Career decision making which was criterion variable in the study and its component is decidedness, comfort, self clarity, knowledge about occupation and training, decisiveness and choice importance. Predictor variables included, Self esteem, Psychological well being, Family satisfaction and Socioeconomic status. It is an ex-post facto research and considering the nature of the problem correlation design was used.

6.82 SAMPLE

The present study aims at determining how psychosocial factors contribute women’s career decision making. The sample of present study comprised of 400 post graduate students enrolled in various universities namely Pt. Ravishankar university, Gurughasidas university, Hidaytulla Law University, C.V.Raman, CSVTU, and AYUSH university in different faculties out of 400 participants 200 were professional course students like Engineering, Medical and L.L.B. and 200 were non professionals students like Arts, Commerce and Science.
The age of participants was ranged from 20 to 25 years average. All participants were females. Random purposive sample technique was used to collect sample for the present study.
6.9 **Tools**

6.91 **Psychological Well Being**-

Psychological well being was measured by using PGI General Well Being developed by Verma and Verma (1989). This instrument had 20 items. There are two responses categories and the range of score could be 0 – 20. It’s reliability is .98.

6.92 **Self Esteem Scale (SES)**

To assess self esteem Rosenberg (1965) Self Esteem Scale (RSE) was used. The RSE consist of 10 statements reflecting self worth and self-acceptance. Each item is rated on a 5 point Likert scale from zero (Strongly disagree) to 4 (Strongly agree). It’s reliability is .93.

6.93 **Socio-economic Status Scale (SESS)**

Socioeconomic status scale measures the socioeconomic status of a family, it was developed by Aggrawal, Bhasin, Sharma, Chhabra, and Rajoura (2005). The modified version of socioeconomic status scale was developed by Kuppu swamy and Parikh (1981). It had 22 items.

6.94 **Family satisfaction scale (FSS)**

Family satisfaction scale originally developed by Carver and Jones (1992) was used. It’s Indian adaptation was done by Sinha, Wilson and Watson (2000). The scale had 20 items and its 7 point Likert type scale which was ranging from extremely dissatisfied (1) to extremely satisfied (7). It’s reliability is .95.

6.95 **Decision making scale**

The career decision profile (CDP) developed by (Jones, 1989 Jones and Lehmann, 1998) measures the level of career decision a person has. The modified Indian version was used.

6.10 **PROCEDURE** -

Before initiating the procedure of data collection the formal permission was taken from the educational institutions. The investigator requested the Head and supervisor to provide a request letter, So that investigator can approach the specific departments to collect data. The department were also assured that the responses would be kept confidential and will be used for academic purposes only. The approval
from the ethical committee of university were also sort. The purpose of the study was also explained to them. Then the questionnaire was administrated among the participants for their responses. After completions of questionnaires they were collected from the participants. It was carefully examined that is was thoroughly completed in all respect. While following examination process it was noticed the some questionnaire were incomplete. Thus, those were rejected from research work. After collecting the completed responses from the participant, the data collection responses of the respondents were given scores in accordance to the scoring technique as stated in the manuals. The mentioned data was organized and statistically analyzed.

6.11 RESULTS & DISCUSSIONS

The obtained data were put to statistical analysis by using SPSS - 16 version descriptive analysis i.e. mean, S.D , correlational matrix and step wise multiple regression analysis was obtained for professional and non- professional course participants both collectively and separately. Thus, the result found were presented below.

6.12 Results of Mean and S.D.

The mean and S.D. of career decision profile of professional and non-professional course participants is found to be ( M = 78.27, S.D. = 21.22 for professionals participant’s ) and

( M = 64.74 S.D. = 19.05 for non- professional participants ). It indicates that professional course participants mean and S.D. scores is more than non- professional course participants. They differ significantly from non -professional course participants with respect to all the dimensions of career decision profile and together as well. It clearly reveals that as per the findings, professional course participants decision making is better than non- professional course participants.

6.13 Results of Correlation

Findings reveal that correlation coefficients of all the independent variables were found to be positive and significant with career decision making except locale, correlation was negative but significant, with respect to professional and non - professional course participants.
6.14 Result of Stepwise Multiple Regression Analysis

6.141 Professional course participants

- Findings indicate that Self esteem had significantly contributed to choice importance component of career decision making.
- Psychological well-being had significantly contributed to decisiveness, choice importance component of career decision making.
- Predictor family satisfaction was not found to be significantly contributing in any dimensions of career decision making.
- Socio economic status had found to be significantly contributing in all dimensions of career decision making.
- Monthly income had significantly contributing in all dimensions of career decision making except self clarity and mother’s and father’s education, Socio economic status, self esteem and psychological well being were also significantly contributing in career decision making.

6.142 Non-professional course participants

- Self esteem had significantly contributed to self clarity and choice importance components of career decision making.
- Psychological well-being had significantly contributed the components of self clarity and decisiveness.
- Family satisfaction had also significantly contributed to self clarity, knowledge about occupation and training and decisiveness component of career decision making.
- Socio economic status had significantly contributed to comfort and choice importance dimension of career decision making.
- Demographic factor i.e. monthly income and psycho social factors had significantly contributed to decidedness and choice importance dimensions of career decision making, mothers occupation had significantly contributed to comfort, knowledge about occupation and training dimensions of career decision making, mother’s education had also significantly contributed to choice importance dimension of career decision making.
6.15 Results of Over-all Sample Understudy

- Self esteem had significantly contributed to self clarity and choice importance dimensions career decision making.
- Psychological well being had significantly contributed to comfort and decisiveness component of career decision making.
- Family satisfaction had significantly contributed to the knowledge about occupation and training and decisiveness dimension of career decision making.
- Socio economic status had significantly contributing in all dimensions of career decision making.
- Demographic factors i.e. mothers and fathers education had significantly contributed to knowledge about occupation and training and choice importance component of career decision making.

6.16 Conclusion

Overall results reveal that all the independent variables like, self esteem, psychological general well being, family satisfaction, socio economic status, education of mothers, education of fathers, occupation of mothers and father’s and family income were found to contributing in career decision making except locale. As per the above result it was observed that career decision making of professionals course participants is better than non-professional course participants.

The independent variable locale was the only variable, which was not found to be contributing towards career decision profile, socio economic status was found to be major contribution towards career decision profile.

6.17 Delimitations of the Study

- The present study was carried out on a small sample hence generalizations cannot be done on the population as a whole.
- This research is based on women’s only.
- The participants were selected from various colleges from C.G. only.
- In this research only four variables have been taken.
6.18 Implication

- The findings of the present study can be useful to researchers working on similar topics.
- The findings obtained would be useful for the career counselors.
- The findings of the present study could be useful to the family to understand and guide their children.
- Students would get a meaningful direction to understand how to make career choices.