

Factors Influencing the Choice of Career Pathways Among Women Graduates

Christena Sneha G,

Research Scholar, Vels Institute of Science, Technology & Advanced Studies, India

Dr. V. Jayanthi,

Assistant Professor, Vels Institute of Science, Technology & Advanced Studies, India

Abstract:

Arranging profession way is a long lasting procedure and a methodology assisting with achieving goals and desires. This study comprises of estimating the elements that influence the career path selection of women in Chennai. We intended to examine factors that generally influence women choice with respect to their profession way and the potential relationship among these variables. We utilized a quantitative examination through essential and auxiliary information. The sample size of this review encases 80 women graduates in Chennai. The examination gave us information that money related advantages and enthusiasm in regard to the activity have huge impact on profession choice among graduate women in Chennai. Conversely, with respect to professional stability and opening for work, Pearson connection coefficient and relapse examination indicated that, there is feeble affiliation and there is no measurable essentialness between these two factors and vocation way.

Keywords: Career Path; Job seekers; Authority of Chennai; Influence factors.

1. INTRODUCTION

Arranging vocation way can be characterized as a succession of procedures that develops alifelong arrangement. A profession plan includes present moment or long haul objectives and destinations prompting fitting vocation, while a profession way incorporates forms that permit people to accomplish their objectives and goals. From this side, characterized arranging profession way can consistent procedure of reasoning and ID of premiums, inclinations, values, characteristics, capacities and limits, exploring the life, work and learning decisions accessible. These procedures incorporate social affair information and data that will empower people to choose educated choice for vocation decisions. Arranging profession way is additionally very accommodating for evaluating interest, capacities and abilities to recognize occupations and vocation ways that are for the most part suitable. As indicated by, following the various strides of vocation arranging procedures will permit people to have a feeling of clear bearing, the opportunity to think about how the profession way is advancing, regardless of whether people are accomplishing the principle objectives and destinations that they have decided without anyone else, and the opportunity to perceive where things may be turning out badly. To proceed onward in the profession and get the foreordained goals, individuals must arrangement forward, and take a shot at improving their range of abilities. In each nation, youngsters face difficulties in choosing their vocation way and beginning their expert lives, routinely while business condition continues evolving. In Chennai, scarcely any investigations were made so as to clarify how work searchers plan their vocation way. At the universal level, a few studiers featured the significance of understanding elements that impact profession way. In this study the vocation way choice of women graduates in the authority of Chennai.

2. STUDY OBJECTIVES

This study investigates college understudies to know and prepare to settle on educated choices in regards to their vocation way. Also, this research will help women to be aware and get ready to make informed decisions regarding their career path. The focal examination question of the investigation comprises of recognizing and estimating the variables influencing the profession way selection of women in Chennai.

3. LITERATURE REVIEW

Arranging a vocation way can assist people with deciding their expert objectives and think of an unmistakable technique for getting these objectives. Choosing a suitable vocation way incorporates making a fair self-assessment of individuals gifts, capacities and interests. Advocates that picking a profession field must include dynamic procedure. The viability of picking profession field can be incredibly impacted by the data accessible at the purpose of dynamic. The adequacy of the dynamic procedure relies upon the address and state-of-the-art data. The way toward recognizing a profession field needs additionally a due time to gathering data about ourselves and the universe of work as we experience. Profession dynamic isn't a once-off movement. It is an all through life process. Dynamic of vocation way is progressing and something that individuals needs to continue rehearsing all through their profession.

With new encounters and at new phases of life, people may wind up beginning this strategy once more. The significant thing is to keep on pondering the correct course, how it accommodates our goals and what our identity is and to settle on educated choices on the heading that is fitting for us. Profession direction/arranging can have huge preferences for the economy by supporting individuals to update their capacities which hence add to upgrade employments, aptitudes and advancement. Right now, the general population and private associations should significantly see into the essentialness of Career direction/intending to be locked in with large scale monetary focal points (Chuang, 2009). The significance of arranging vocation plan can empower us to control the course of our profession, choose work aptitudes and information we need, and how we can get them. It can empower us to manage our vocation pathway, progress in the direction of our goals and screen on the off chance that we are on target. Likewise, it can help us in distinguishing our aptitudes, qualities and shortcomings, where preparing may be required, finding sensible and appropriate vocation options, keeping awake to date with current industry examples, progressions and changes.

It will likewise help us in making sure about ourselves against joblessness by guaranteeing our present aptitudes coordinate employment request and to make a transition to revive your abilities whenever required. As indicated by, arranging profession likewise empower us to keep up a key good ways from and adjust to any abrupt or alarming changes in our you're working life. Arranging vocation help us to oversee change proactively rather than responsively. Admitted that creation a sound profession choice requires the assortment of satisfactory data about us and the vocation condition. They clarified that the sort of individual we are will likewise assume a job in deciding the kinds of professions that suits us. Capacities, aptitudes, interests, character, values and past encounters are likewise acceptable markers of profession way.

Everybody has an alternate assessment of what prompts an extraordinary activity. Everybody encounters some dread or fear when choosing about vocation. Along these lines, there are numerous different variables that may influence our decision of vocation field. For instance, family and social impacts, financial patterns, expertise inclinations, peer pressure, individual qualities, work esteems, interests, character, wellbeing contemplations, characteristic gifts, and fitness are a few factors that may impact profession and choices.

From his side, thinks about that the most significant criteria in picking a profession way is the emphasis on the day by day exercises that we will do each day. For him, if the work to execute is fulfilling, it may not so much issue whether we make immense entreties of cash, or have a supervisor we view as a companion. Conceded that budgetary thought (compensation, advantages and motivators) is significant for everybody in profession dynamic.

The compensation and reward, conceivably decide if we can purchase another home, buy a vehicle, go on excursions, or start a family. It's significant that we make a smart thought of what we have to accomplish as a sensible way of life. Besides, discovered that before choosing

profession way, it is essential to consider social contemplations. Consistently, individuals are applied to spend an enormous segment of their day busy working. It gets significant for them to coexist with their colleagues and feel like they fit in.

For, there will be minor contradictions en route. In any case, individuals should be open to working in nature, given social components, for example, clothing standards and how clashes are settled. The school of Reading contended that picking a vocation way can permit us to choose other significant life choices like marriage and building a family. Accomplishing an ideal work-life parity can be a test for some experts, yet vocation arranging can assist with lessening a portion of this pressure.

At long last, clarified that once we have painstakingly thought about the data regarding ourselves, vocation and the earth, we have to gauge the favorable circumstances and disservices of every choice. At exactly that point we will have the option to settle on an educated profession choice by connecting what we think about each vocation to what you think about ourselves. The following segment will assist us with identifying and estimating the components influencing the vocation way selection of graduates in the Authority of Chennai.

4. CONCEPTUAL FRAMEWORK

4.1 METHODOLOGY

This examination utilizes a quantitative test study technique. The information's were collected from the respondents using survey method. An organized poll was disseminated among graduate women in Chennai. The reason for this study was to make sense of the elements which may influence the profession way of working women in Chennai.

Comfort examining is the technique which was utilized right now. Comfort inspecting includes in non-likelihood testing. Comfort inspecting strategy is set of systems in which respondents are chosen by accommodation because of their vicinity, accessibility, openness or other way that womenchooses. I choose this strategy since accommodation inspecting as it comprises a quick and available device that thinks about time and assets requirements. It is likewise the best and normal utilized strategy for this sort of studies.

4.2 HYPOTHESES

- ❖ Ha1 Career way will in general be influenced because of money related advantages.
- ❖ Ho1 Career way isn't influenced by money related advantages.
- ❖ Ha2 Career way will in general be influenced by culture thought.
- ❖ Ho2 There is no impact by culture thought on vocation way.
- ❖ Ha3 Career way will in general be impacted because of professional stability.
- ❖ Ho3 There is no impact by Job security on profession way.
- ❖ Ha4 Career way will in general be impacted by future opening for work.
- ❖ Ho4 Future opening for work has no impact on Career way.
- ❖ Ha5 Career way will in general be influenced by intrigue.
- ❖ Ho5 Interest has no effect on profession way.

4.3 POPULATION OF STUDY

The review was directed to break down and measure the variables which can influence the profession way of working women in Chennai. The sample size of this review encases 80 women graduates in Chennai. The respondents who addressed the poll of this overview were chosen haphazardly.

4.4 DATA COLLECTION AND DATA ANALYSIS

This examination depends on essential and auxiliary information to think of exact outcome. The poll directed right now two segments. First segment endeavored to cover the segment information of the respondents. The subsequent segment utilized five-point Likert scale from firmly Agree (SA) = 1, Agree (A) = 2, Neutral (N) =3, Disagree (DA) =4, Strongly Disagree (SDA) = 6, to gauge the view of respondents of the variables which impact profession way. This review comprised of 4 inquiries in segment one and 15 inquiries in segment two. Assortment of information is significant in responding to the investigation questions [20]. The poll was the most proper device to utilize in light of the fact that it contained both open and shut finished inquiries.

The open-finished surveys permitted the assortment of free reactions from the respondents without giving or recommending any structure to answers. Though the organized surveys took into account reactions from the respondents to be confined to the expressed other options. The choices were structured so that it was basic and simple for the respondents to comprehend. For this investigation, the strategies used to dissect the information gathered are recurrence, relationships and relapse. Recurrence is a distinct measurable technique that shows the occasions an occasion happens. Pearson pacification coefficient (r) is given as a proportion of direct relationship between the two factors. Relapse investigation is a factual system that models the connection between a paradigm or ward variable (Y) and a lot of indicator or autonomous factors (X_i).

1. IMPLICATION OF RESEARCH

1.1 CAREER PATH AND FINANCIAL BENEFITS

Table 1. Correlation of career path and financial benefits.

	Career path	Financial benefits
Career path	1	0.477749988
Financial benefits	0.477749988	1

Ha1 Career path tends to be affected due to financial benefits.

Ho1 Career path is not affected by financial benefits.

Regression Statistics	
Multiple R	0.478
R Square	0.228
Adjusted R Square	0.215
Standard Error	0.676
Observations	60

ANOVA					
	df	SS	MS	F	Significance F
Regression	1	7.8364	7.8364	17.1534	0.00011
Residual	58	26.497	7		
Total	59	34.333			

	Coefficient	Standard error	T stat	P-Value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept financial	2.226	0.4767	4.67	1.8E-05	1.27	3.18	1.27	3.18
Benefits	0.439	0.1061	4.142	1	0.227	0.65	0.227	0.65

Table 2: Regression of Career path and financial benefits.

The result obtained indicated that, R-square is 0.22 which is more than Alpha (0.05) and P-value is 0.00011 which is less than Alpha (0.05). This means there is a statistical significance between the two variables. We therefore accept the alternative hypothesis and reject the null hypothesis.

1.2 CAREER PATH AND CULTURE INFLUENCE

Table 3. Correlation of career path and culture influence.

	Career path	Culture Influence
Career path	1	0.095514
Culture Influence	0.095514	1

Ha4 Career path tends to be affected by culture influence.

Ho4 There is no effect by culture influence on career path.

Regression Statistics	
Multiple R	0.0955
R Square	0.00912
Adjusted R Square	-0.00796
Standard Error	0.765868
Observations	60

ANOVA					
	df	SS	MS	F	Significance F
Regression	1	0.31322	0.31322	0.53400	0.467
Residual	58	34.0201	4		
Total	59	34.333			

	Coefficient	Standard error	T stat	P-Value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept cultural	3.912	0.361	10.834	1.46E-15	3.189	4.635	3.189	4.635
Benefits	0.064	0.088	0.730	0.467	-0.112	0.242	-0.112	0.24

Table 4: Regression of Career path and cultural influence

The result obtained show that, R-square is 0.0091 which is less than Alpha (0.05) and P-value is 0.467 which is more than Alpha (0.05). This means there is no statistical significance between these two variables. We therefore accept the null hypothesis and reject the alternative hypothesis.

1.3 CAREER PATH AND JOB SECURITY

Table 5. Correlation of career path and job security.

	Career path	job security
Career path	1	0.095514
job security	0.095514	1

Ha3 Career path tends to be influenced due to job security.

Ho3 There is no influence by Job security on career path.

Regression Statistics	
Multiple R	0.01989
R Square	0.0004
Adjusted R Square	-0.00168
Standard Error	0.76923
Observations	60

ANOVA					
	df	SS	MS	F	Significance F
Regression	1	0.0136	0.014	0.023	0.8801
Residual	58	34.32	2		
Total	59	34.333			

	Coefficient	Standard error	T stat	P-Value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept	4.1214	0.3145	13.1	6E-19	3.4918	4.751	3.492	4.751
Job Security	0.01165	0.0769	0.152	1	-0.142	0.165	-0.14	0.165

Table 6: Regression of Career path and Job security

The result obtained show that, R-square is 0.0004 which is less than Alpha (0.05) and P-value is 0.8801 which is more than Alpha (0.05). This means there is no statistical significance between these two variables. We therefore accept the null hypothesis and reject the alternative hypothesis.

1.4 CAREER PATH AND JOB OPPORTUNITY

Table 7. Correlation of career path and job Opportunity.

	Career path	job Opportunity
Career path	1	0.136640586
job Opportunity	0.136640586	1

Ha4 Career path tends to be influenced by future job opportunity.

Ho4 Future job opportunity has no influence on Career path.

Regression Statistics	
Multiple R	0.0137
R Square	0.019
Adjusted R Square	0.002
Standard Error	0.762
Observations	60

ANOVA

	df	SS	MS	F	Significance F
Regression	1	0.64	0.641	1.1035	0.298
Residual	58	33.7	0.581		
Total	59	34.3			

	Coefficient	Standard error	T stat	P-Value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept	3.269	0.86	3.80	0.0003	1.548	4.991	1.548	4.991
Job Security	0.192	0.18	1.05	0.2979	-0.174	0.559	-0.174	0.559

Table 8: Regression of Career path and Job opportunity

Table 8 indicates regression analysis between career path and culture influence. The result obtained show that, R-square is 0.019 which is less than Alpha (0.05) and P-value is 0.2979 which is more than Alpha (0.05). This means there is no statistical significance between these two variables. We therefore accept the null hypothesis and reject the alternative hypothesis.

1.5 CAREER PATH AND INTEREST

Table 9. Correlation of career path and interest.

	Career path	interest
Career path	1	0.708032043
interest	0.708032043	1

Ha5 Career path tends to be affected by interest.

Ho5 Interest has no influence on career path.

The last assumption of this research is regarding the association between career choice and jobseeker interest. Table 9 indicates the result of Pearson's correlation analysis between career path and interest. A Pearson's correlation coefficient of 0.7080 was obtained which is closer to (+1) and that means there is a very strong positive relationship between these two variables.

Regression Statistics	
Multiple R	0.708032
R Square	0.501309
Adjusted R Square	0.4927
Standard Error	0.5433
Observations	60

ANOVA					
	Df	SS	MS	F	Significance F
Regression	1	17.21162	17.21	58.3045	2.5030
Residual	58	17.12171	5		
Total	59	3			

	Coefficient	Standard error	T stat	P-Value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept	1.899	0.306	6.22	5.81196E-	1.288	2.509	1.28	2.509

				08				
Job Security	0.546	0.071	7.63	2.5030E-10	0.403	0.68	0.403	0.68

Figure 10: Regression of Career path and interest

Table 10 indicates regression analysis between career path and interest. The result shows that R-square is 0.5013 which is more than Alpha (0.05) and P-value is 2.50307E-10 which is less than Alpha (0.05). This information explains that, there is statistical significance between these two variables. We therefore accept the alternative hypothesis and reject the null hypothesis.

6. CONCLUSION

The research tries to investigate the basic variables that affect the choice of women graduates in Chennai. The purpose of this paper is to analyze the relation of career choice with financial benefits, culture influence, job security, job opportunity and interest regarding the job. The study has found out that financial benefits are the most important factor that affects the career choice of women.

The research also revealed that cultural influences are not significant in affecting the career choices that women make. The finding insignificantly revealed that cultural influences are not some of the most important factors that support these findings.

Finally, regarding interest, the research sort to find out how interest affects the career path choice of women. The findings indicated that individual's interest have a strong relationship with choice on career path and it is said to be an influencing factor. This was also been highlighted by many respondents. Job interest can include elements like skill development and handling a challenging role, interest on official's travels, and few other things. Moreover, improving international travel opportunities may attract more women, based on the survey results.

7. REFERENCES

- [1]. Auyeung, P. and Sands, J. (1997), "Factors influencing accounting students' career choice: a cross-cultural validation study", *Accounting Education*, Vol. 6 No. 1, pp. 13-23.
- [2]. Bai, L. (1998), "Monetary reward versus the national ideological agenda: career choice among Chinese university students", *Journal of Moral Education*, Vol. 27 No. 4, pp. 525-41.
- [3]. Barling, J. (1990), *Employment Stress and Family Functioning*, Wiley, New York, NY.
- [4]. Baruch, Y. (2006), "Career development in organizations and beyond: balancing traditional and contemporary viewpoints", *Human Resource Management Review*, Vol. 16, pp. 125-38.
- [5]. Baumeister, R.F. (1988), "Should we stop studying sex differences altogether?", *American Psychologist*, Vol. 43, pp. 1092-5.
- [6]. Benet-Martinez, V. and Karakitapoglu-Aygu'n, Z. (2003), "The interplay of cultural syndromes, and personality in predicting life-satisfaction: comparing Asian- and European-Americans", *Journal of Cross-Cultural Psychology*, Vol. 34, pp. 38-60.
- [7]. Beyon, J., Kelleen, T. and Kishor, N. (1998), "Do visible minority students of Chinese and South Asian ancestry want teaching as a career? Perceptions of some secondary school students in Vancouver, BC", *Canadian Ethnic Studies*, Vol. 30 No. 2, pp. 50-73.
- [8]. Blustein, D.L., Schultheiss, D.E.P. and Flum, H. (2004), "Toward a relational perspective of the psychology of careers and working: a social constructionist analysis", *Journal of Vocational Behavior*, Vol. 64, pp. 423-40.
- [9]. Briscoe, J.P. (2004), "National culture and the protean career", paper presented at the European Group for Organizational Studies (EGOS) Annual Meeting, Ljubljana. Briscoe, J.P. and Hall, D.T. (2006), "The interplay of boundaryless and protean careers: combinations and implications", *Journal of Vocational Behaviour*, Vol. 69, pp. 4-18.

- [10]. Bundy, P. and Norris, D. (1992), "What accounting students consider important in the job selection process", *Journal of Applied Business Study*, Vol. 8, pp. 1-6.
- [11]. Carpenter, C.G. and Strawser, R.H. (1970), "Job selection preferences of accounting students", *Journal of Accountancy*, Vol. 159, pp. 84-6.
- [12]. Carpenter, P. and Foster, B. (1977), "The career decisions of student teachers", *Educational Study and Perspectives*, Vol. 4 No. 1, pp. 23-33.
- [13]. Derr, C.B. (1986), *Managing the New Careerists*, Jossey-Bass, San Francisco, CA. Di Cesare, J. and Golnaz, S. (2003), "Do all carrots look the same? Examining the impact of culture on employee motivation", *Management Study News*, Vol. 26, pp. 29-40.
- [14]. Eagly, A.H. (1987), "Reporting sex differences", *American Psychologist*, Vol. 42, pp. 756-7. Felton, S., Buhr, N. and Northey, M. (1994), "Factors influencing the business student's choice of a career in chartered accountancy", *Issues in Accounting Education*, Vol. 13 No. 1, pp. 131-41. Gattiker, U.E. and Larwood, L. (1988), "Predictors for managers' career mobility, success and satisfaction", *Human Relations*, Vol. 4 No. 8, pp. 569-91.
- [15]. Ginzberg, E. (1951), *Occupational Choice*, Columbia University Press, New York, NY. Gul, F.A., Andrew, B.H., Leong, S.C. and Ismail, Z. (1989), "Factors influencing choice of discipline of study: accountancy, engineering, law and medicine", *Accounting and Finance*, Vol. 29 No. 2, pp. 93-101.
- [16]. Hall, D.T. (1976), *Careers in Organizations*, Scott Foresman, Glenview, IL.
- [17]. Hall, D.T. (2002), *Careers in and out of Organizations*, Sage Publications, Thousand Oaks, CA.
- [18]. Hall, D.T. (2004), "The protean career: a quarter-century journey", *Journal of Vocational Behaviour*, Vol. 65, pp. 1-13.
- [19]. Hofstede, G. (1980), *Culture's Consequences: International Differences in Work-related Values*, Sage Publications, Beverly Hills, CA.
- [20]. Hofstede, G. (2005), *Cultures and Organizations: Software of the Mind*, McGraw-Hill, New York, NY.
- [21]. Singh, N. E. H. A. "A study on knowledge of rural women towards mass media and its usage in Bikaner district." *International Journal of Educational Science and Research (IJESR)* 8.2 (2018): 63-70.
- [22]. Suresh, Suja, S. Aruna, and G. Valli. "Prevalence and Health Seeking Behavior among Specific Women Group on Reproductive Tract Infection in Rural Community Area of Kancheepuram District, Tamil Nadu: A Cross Sectional Study Report." *International Journal of Medicine and Pharmaceutical Sciences (IJMPS)* 7.4 (2017): 1-6.
- [23]. Suresh, Suja. "Study to Assess the Effectiveness of Behaviour Change Communication Package on Reproductive Tract Infection Among Women Residing in Rural Community Area-Kundrathur, Chennai." *International Journal of Medicine and Pharmaceutical Science (IJMPS)* 8.1 (2018): 45-52.
- [24]. Rudio, Virginia. "Performance of teacher education graduates, DMMMSU-NLUC, Philippines in the licensure examination CY 2011 to 2013." *International Journal of Educational Science and Research (IJESR)* 6.3 (2016).
- [25]. Ranavaade, Vaibbhavi P., and Anjali Karolia. "The study of the Indian fashion system with special emphasis on women's occasion wear." *International Journal of Textile And Fashion Technology (IJTFT)*, ISSN (P): 2250-2378; ISSN (E): 2319-4510. Vol 6: 19-34.
- [26]. Rao, V. Venkateswara, and D. Pushpa Sri. "The role of entrepreneurship education in nurturing the potential entrepreneurs to fuel the economic growth engine-a study." *International Journal of Political Science, Law and International Relations (IJPSLIR)* 5 (2015): 37-44.