

A Theoretical Study of the Influences on Women's Employment and Career growth in the current World

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Abstract

Everyone's life, whether they are men or women, is greatly influenced by their education and employment. Women had an extremely low employment participation rate in former times. Women face numerous barriers to accessing education and, most crucially, employment. Women fought for opportunities to emerge from the closet. After so many battles, women finally gained the right to an education, but not the right to a job. The ability to receive an education has become essential to finding jobs and achieving gender equality. The increase in literacy rates and family-wide knowledge of education are outcomes of the rights of women to employment. Thus, it is critical that more women work in managerial roles and experience fulfilling professional progression. Women are underrepresented in management roles. The old thinking of the culture prevents their abilities from being fully utilized. The number of women's with children interested in the paid workforce has significantly expanded over the past few decades, despite the barriers in their way. This article discusses the opportunities for women in the workforce, the challenges they face at work, the advancement of women in all fields, the benefits and drawbacks of women's employment, the problems families face as a result of women working, and the advantages that the government and society derive from women's employment.

Keywords: Career Advancement, Women Employees, Employment.

Introduction

In contrast to prior times, women have become more visible today. The caustic proverb "Women are meant to be in the kitchen" was popular in ancient times. But in today's environment, women broke myths and proverbs. By supporting them, males also play a crucial part in the transformation of women. Women were given the education-related seed, and as a result, they have grown into a forest. The advancement of women from their earliest times to the present is unparalleled in the globe. Nowadays, women have access to higher educational programs and job prospects. Women also lead more successfully than men. Women can exert control over the specific area since they are capable of doing so. Both men and women need to be financially independent in today's modern environment. Women are more likely to finish their education and enter the workforce when their mobility is

increased. Numerous studies have revealed that following globalization, women progressively began to develop in every industry, and that having a critical mass of women in senior positions is favorably connected with firm performance and the potential for better profits. People frequently believe that women should go to work when their families are struggling financially, but they also tend to see women working outside the home as slightly inappropriate.

The women are subject to additional restrictions on top of those imposed by existing hierarchical practices. Women suffer more as a result of these conflicting ideals. Every woman's toughest challenge is dealing with society's lack of compliance. Women are not treated equally in the workplace even though they are offered options for mobility. They do not receive the same wages as men do, nor do they have the same chances. The civilization has evolved into a gender inequality, especially in India. Women in India were constrained by the cultural and societal expectations of their families. Every household follows cultural customs that are exclusively associated with women. Following the achievement of women's rights to education and employment, these are broken.

The Challenges faced by of women at work

Although there are many options for professional growth and development for women, there are also several barriers that prevent them from achieving success. These days, women face an increasing number of challenges. These ladies suffer with too many issues, which cause stress and discouragement from working. Women encounter several issues at work, such as abuse, eve-teasing, and male dominance.

One of the main problems in today's environment is male supremacy. Even though it is 2023, this culture still exhibits some degree of male supremacy. Even after numerous struggles, women still do not receive equal pay. Employers receive promotions and upward mobility based on their gender. The workplace has the worst gender discrimination. Employers discriminate against women by refusing to hire them or only recruiting them for positions with legal pay. Maternity leave is supposed to benefit women, but in reality, that is not the case. The reason for this is that the business world rejects women because of this. Married women do not have the same opportunities as single women. Because it costs the business money to compensate the women for the specific days they will not be working, the corporation views these maternity leaves as a negative. Furthermore, they ask unrelated questions during the interview despite the fact that she is a spinster. According to some statistics, the biggest hurdle to women's employment is gender discrimination. Women's unemployment is also a result of the mistreatment of women at work. Several elements can hinder a woman's professional advancement and pay growth (Catalyst, 2003).

Problems influencing Households

There are certain difficulties even though women are equally juggling work and family life. Women today give their entire attention to their careers and neglect their families. Women who are independent stop participating in family life. Partially disregarded are women's traditional responsibilities, such as taking care of the family. This causes unwelcome confusions and conflicts within the family. Because of their mobility, families often go unnoticed. The people of tomorrow's countries are the young and the children. These children and young people require the best care. Children are steered in the wrong direction when there is a lack of love and care for them. This has an indirect impact on the nation's economic expansion. The family's cultural practices break down as a result of this. Lack of the correct guidance affects children's mental health and leads to depression in

them. Women who are working find it difficult to focus on cooking. As because of this, her family can buy food elsewhere, automatically, the family's health may suffer. The majority of women today are too busy with their jobs or businesses. As a result, they neglected to care for the elderly residents of their home. Old age homes have increased as a result of this.

Career Opportunities for Women

This viewpoint on how the phrase "career development" is used in modern culture is crucial to prove that words, like professions, change through time. Women must be self-sufficient financially. Both men and women require a basic education and a job in the modern world. Opportunities for work are provided for both men and women. These days, ladies have more options available to them. The government is particularly concerned with the employment and education of women, especially in India. The Indian government focuses mostly on advancing gender equality and women's empowerment. The Indian government contributes resources and works to advance women's employment. The business sector, in addition to the government, also plays a significant role in expanding employment possibilities. In private sectors, women are given priority; additionally they also give women a number of concessions in the private sector. Pregnant women can take maternity leave in the private sector. For working women, the maternity leave period lasts from 12 and 26 weeks. Additionally, they get paid. In the majority of private industries, women are given priority. There are more employment opportunities for women. In order to further their careers, women's aspirations and leadership responsibilities must be encouraged (Harvey, 2007). Women concur that having children and caring for children interfere with their ability to advance professionally (Shannon, 2007).

Advancement of women in all fields

Following globalization, women began to become more financially and professionally autonomous. Gender discrimination is the main issue preventing women from finding employment. But there is a solution to this problem, and that solution is feminism. Women's rights and gender equality are promoted by feminism. Many obstacles, including gender discrimination, have been breached and overcome with the aid of feminism. By working in various fields and industries today, women are making history. Politics, sports, entertainment, and a lot more are included in these categories.

Indira Gandhi was the first female prime minister. Kalpana Chawla was the first woman astronaut from India. HIMA DAS is the first Indian athlete to win an IAAF gold medal. Sucheta Kripalani was the first female chief minister of India. Smriti Mandhana became the first Indian woman to reach a double century in a one-day match. Saina Nehwal became the first Indian woman to win an Olympic medal in badminton in 2012. Women are employed, advance professionally, and work in a variety of fields. In the education sector, there are around 42% female teachers. These jobs are regarded as the safest and most secure ones for women. Contrary to crops, women are also employed in agricultural sectors, and in tea plantations, the status of women is high. 60% of workers are reportedly female. In contrast to other industries, this one has 11% more women than men. However, a survey claims that improvements have been made. Women also excel at entrepreneurship to a greater extent than they do in the workforce. Women are more effective than men in taking on leadership roles. Contrary to earlier times, when women first began to enter the media, they are now making a living there. And this helped a lot of unemployed women find jobs.

Benefits of Women Employment

- Women who work earn more money for their families.
- Women have improved their mental health, and they now take advantage of every opportunity to discover their talents. We can sum up by saying that women are now healthier and wealthier.
- Women are said to be more dedicated and experience higher levels of job satisfaction.
- Women are said to possess extreme leadership qualities, enabling them to take the company to the next level quickly and easily.
- Women are said to have a happier soul, enabling them to maintain a happier and upbeat environment.

Development of Women in Society

The benefits that come from providing equal opportunity for employment are enjoyed by the government. 37% of the global GDP is contributed by women. Women currently contribute about 18% of the country's GDP. Because they aid in reducing inequality and poverty, women play a key part in the development of the nation as well as the next generation. And the disparities are totally eliminated. Women provide a greater contribution to every developing nation because they work more and participate in the development process, which lowers poverty and expands access to employment and education for less educated individuals.

"I measure the progress of the community by the degree of progress which women have achieved," remarked DR. B. R. Ambedkar. Without female support, unity is worthless. Without educated women, education is worthless. Women are gradually evolving as a result of globalization. As a result, the family's financial situation improves. Women take on the burden of being good homemakers in addition to having decent jobs. As a result, women sustain their families while also enhancing the nation's economy. A happy life is the result of improving the family's financial situation. Every stereotype of both men and women has been altered by women. Women now share the load that stressed out men. Women are more significant in positions of leadership, as wives and administrators. Today, rural areas are only beginning to develop while metropolitan areas are growing quickly. The well-being of women who are widows and spinsters is a result of this mobility.

Contribution of Women to the society

Progress in a nation is impossible without the involvement of women. Women make much better employees than males. The majority of males will go unemployed if a nation decided to exclusively hire skilled employees and employers. Women are capable of handling several tasks at once. Mother, wife, and daughter are the three roles that a woman plays in her life. Women should run their homes and careers. Women can only make their families happy and successful if they prioritize them. A woman instructs the family and guides them in the proper path to fit into society. Women seem to be more willing to lend a hand to those in need. However, either men or women ought to be in a respected position in modern society to voice their ideas. Women need decent jobs in particular so they may express their thoughts without fear. Women with college degrees who are unemployed are viewed as being unskilled and untalented. They are therefore viewed as having somewhat unsuitable opinions. Women with education also receive some respect, though not as much as women with jobs. Women who are employed are regarded as being good role models for their kids, nice friends for their partners, good advisors, and well-wishers for their families. The future generation can be changed by a woman's access to job and education.

They have the power to alter their family's perceptions of society. Children's unseen sources of inspiration are women. The family's young girl grows up admiring her mother and aspires to be like her. The respect that his mother receives from other family members and the wider community influences the boy child in the household as he grows up. Unconsciously, working mothers are positively seen by all other working women. An employed woman raises her female child by instilling in her the value of education and work, as well as altering their perspective on males. A working mother raises her son by instilling in him the values of respect for other people, treating everyone with dignity, and being a gentleman in society. Women have a responsibility to uphold and abide by cultural norms. The quality of life for their family is improved by women's employment. Due to the excessively high cost of living in today's society, women must be working in order to raise the standard of life for the family. Gender discrimination is a major barrier to peaceful workplace cooperation for women. Getting women into the workforce is the answer to this. If a woman has a degree and a job, she can advocate for the value of education and financial security. She also clarifies and demonstrates the idea that no human being is superior to another. When a woman works and is financially independent, gender inequity steadily declines. Both in urban and rural settings, men work in many occupations. However, just 50% of women living in metropolitan areas are employed. Due to the country's rapid economic expansion, this must change. Urban and rural regions would only benefit from technological advancement when women are educated and employed. Women are typically educated but are generally not permitted to work or live independently.

Discussions

Despite having strong academic credentials, women were unable to ascend to leadership roles due to a lack of chances, which made them invisible (Maurtin-Cairncross, 2009). The author discovered that firms' attempts for the advancement of female managers still do not consider gender sensitively (Bartram, 2005). It has been noted that corporations frequently link good managerial traits to masculine traits, and this impact of negative stereotyping limits difficult job assignments for women, therefore impeding the career advancement of female executives (Powell et.al, 2002). Women in particular are negatively affected by alienating themselves from the workplace because they prioritize relationships in both their personal and professional lives (Crotty J N, et.al 2002). Career advancement is a continuous process of balancing work, learning, free time, and changes in order to advance toward a personally chosen goal and create a future that suits oneself. Fresh, young women who are just entering the field need to be realistic about their professional advancement and need to dedicate time to learning and understanding the culture and operation of the field as a whole (Jyoti Peshave et.al, 2017).

Conclusion

The goal of education is to impart to the next generation the value of life and the means of raising the standard of living. It is possible only when women are employed. Inequality between men and women typically begins in the home. Only when there are more educated and employed women would this viewpoint shift. Young girls might take inspiration from working women. In order for a firm or profession to successfully attain its ultimate aim, women must hold leadership positions. Additionally, it lessens the possibility of being humiliated at work by both male and female coworkers. The Companies should establish measures to keep this bright pool of women employees and not underestimate the value of working women.

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