

Career Growth Of Women In Organisation

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Abstract:

Women's professional development is essential to workplace diversity and success. Despite workplace gender equality progress, women still confront several career difficulties. Women are underrepresented in leadership positions due to gender bias, restricted mentorship and sponsorship possibilities, work-life balance challenges, and systemic hurdles, according to research. Organizations must adopt gender equality and women's career growth plans to overcome these issues. This includes creating diverse, inclusive workplaces, giving targeted training and development, flexible work arrangements, and aggressively addressing unconscious biases in recruiting, promotion, and performance evaluation. Formal mentorship and sponsorship programs can also help women employees improve professionally by providing direction, support, and networks. Organizations may boost diversity and inclusion and unleash their talent pool, generating innovation, creativity, and long-term business performance, by prioritizing women's career development..

Keywords: Professional development, Mentorship, Leadership , Work-life balance

INTRODUCTION

Organizational success and social advancement depend on women's career development. The workplace has increasingly recognized and supported women's professional advancement in recent decades. Even while gender equality has improved, women still confront particular career challenges. Understanding these issues and developing effective empowerment and support solutions requires a deep understanding of women's professional development.

Women have faced systemic biases and discrimination that limit their professional advancement. Unequal compensation, leadership barriers, and gender stereotypes are examples of these prejudices. Social expectations about caregiving might also hinder women's career advancement. Many women struggle to balance work and family, which can delay their careers. Despite these hurdles, women enrich workplace cultures and drive innovation with their distinct perspectives, skills, and abilities. Since gender diversity is important, many companies offer programs and policies to promote women's professional advancement. These programs include mentorship, leadership training, flexible work arrangements, and diversity initiatives to promote workplace inclusion.

Women's career progress requires a friendly and inclusive workplace. Organizations must address unconscious biases, promote equal growth and advancement, and provide women-specific resources and assistance. A culture of mentorship and sponsorship can help women network and navigate their careers. Technology and internet platforms can also improve job development options for women, especially in remote or impoverished places. Online mentoring, webinars, and networking forums let women connect, learn, and advance professionally.

Female career development is not simply an issue of equity and social justice in today's dynamic workforce; it's a strategic need for firms seeking to prosper in a competitive global market. These abstract highlights the necessity of investing in women's career development and discusses effective measures to help their professional advancement. Research shows that diverse teams including gender diversity drive innovation, creativity, and performance. Despite gender equality gains, women still encounter many workplace impediments that limit their career success. Unconscious bias, lack of mentorship, leadership roles, and work-life balance restrictions continue to hinder women's growth in organizations. Organizations must develop comprehensive career empowerment plans for women to overcome these issues. This means building inclusive workplaces where women feel appreciated, respected, and supported. Mentorship and sponsorship programs help women network, learn, and reach senior leadership. Offering women-specific training and development programs can provide them the skills and confidence to advance in their careers. Remote work and parental leave help women balance work and life. Companies can attract and keep top female talent by accommodating varied requirements and lifestyles, building a stronger workforce.

Objectives

1. To study the demographic variable of the respondents
2. To analyse the career path of women in professional field

Review of literature

Davey (2000) There are few research on women's career options, but those in various nations have examined the factors that have influenced women's banking choices. A person chooses a career based on their environment, abilities, talents, and qualifications. Two themes emerge when studying women's career choices: The women-profession relationship.

The Vanguard (March 2018). The number of women in banking climbed from 24% to 28% between 2012 and 2017. The Nigerian Bankers' Committee adopted the quota system and increased women in managerial positions to 30% to minimize career barriers for women. Due to this quota, more women achieved senior management positions. The CBN's established policies and programs ensure gender equality and remove career barriers for women.

NMGender (2010) This study focuses on women's professional choices and how they've advanced. Several factors influence Nigerian women's workforce decisions. Attitudes, norms, preconceptions, job fit, prospects, and professional progress can encourage or hinder their labor participation. Like in other developing nations, women labor to support their families, raise living standards, grow personally, and advance their careers.

Crozier (1999) There aren't many research on women's career options, but those in various nations have examined the factors that have influenced women's banking choices. A person chooses a career based on their environment, abilities, talents, and qualifications. Two themes emerge when studying women's career choice.

Statement of the problem

Gender discrepancies in advancement possibilities make women's career growth a major concern in modern settings. Despite gender equality attempts, women face unequal pay, leadership gaps, and systemic biases. This hinders their professional advancement and organizational diversity and inclusivity. Family and cultural expectations also disproportionately affect women's job paths, compounding the issue. Strategic mentorship, leadership training, flexible work rules, and organisational culture changes are needed to address these issues. Underrepresentation of women in high positions perpetuates injustice and deprives organizations of different viewpoints and expertise needed for innovation and success without coordinated action.

Need for the study

Understanding women's professional development needs is crucial for workplace equity and corporate success. This research is essential to understanding women's professional obstacles. The study can identify ways to promote women's professional progress by examining gender prejudice, work-life balance, mentorship and networking, and organizational policies. Studying how cultural, societal, and organizational variables affect women's career paths might help develop more inclusive and supportive workplaces. This research helps create personalized treatments and policies to promote gender equity, improve retention, and maximize women's workforce potential.

RESEARCH METHODOLOGY

This study used purposive sampling to acquire 120 samples. This study uses primary and secondary data. This research report relies on primary data acquired from Chennai banking women professionals through structured questionnaires. Data was analyzed with IBM SPSS 2020. This study uses descriptive research design. Population is unknown for this study.

Table: 1: Demographic Profile of the respondents

Age	Frequency	Percent
20 – 30	38	31.7
31 – 40	39	32.5
41 – 50	23	19.2
51 & Above	20	16.7
Educational Qualification	Frequency	Percent
UG	66	55.0
PG	34	28.3
Others	20	16.7
Income Per Month	Frequency	Percent
Below 20,000	30	25.0

20,001 - 40,000	41	34.2
40,001 - 60,000	29	24.2
60,001 & Above	20	16.7
Marital Status	Frequency	Percent
Married	42	35.0
Unmarried	74	61.7
Divorced	4	3.3
Family Type	Frequency	Percent
Nuclear	87	72.5
Joint Family	33	27.5

RESULTS

Table 1 shows that 32.5% and 39 participants were between 31 and 40. With 55% and 66 participants, respectively, most had completed their undergraduate program. With 42.3% of respondents in the 20001–40000 income range and 41 out of 120, the preceding table shows that 61.7% of women employees are unmarried. Nuclear families dominate responders.

Table: 2: Factor Analysis, Reliability and Validity test.

Factors	KMO Value	Bartlett’s Test of Sphericity		Eigen Value	% of Variance	Cronbach’s Alpha
		Chisquare	PValue			
Family and Health Challenges	0.840	601.475	0.001	3.408	30.979	0.959
Gender Discrimination	0.864	246.654	0.001	3.190	45.572	0.888
Difficulties in climbing the career ladder	0.825	564.122	0.001	4.317	53.963	0.875
Measure taken by the organisation	0.926	821.754	0.001	5.055	38.885	0.867

INFERENCE

The reliability of the study is between 0.867 - 0.959, it shows that the data have higher reliability. The KMO (Kaiser – Meyer – Olkin test) measure the overall adequacy of the sample which is between 0.825 – 0.926 which suggests that the data is useful for the data analysis.

FINDING

The reasons of health and family issues varied greatly.

- ❖ These include interpersonal issues, maternity leaves, marital breaks, relocation issues, anxiety of taking on greater responsibility, insufficient knowledge, and career advancement hurdles.
- ❖ Career advancement has little positive correlation with gender disparity.

SUGGESTIONS

- ❖ Career development for banking women is essential for gender diversity and fair opportunity. Several ways can help them grow and advance.
- ❖ First, mentorship programmes should match female employees with experienced mentors who can help them navigate the banking business.
- ❖ Mentorship can boost women's confidence, networks, and job prospects.
- ❖ Women-specific training and development can also fill skill gaps and help them succeed. These programs should emphasize leadership, financial knowledge and banking technological skills.
- ❖ Remote employment or flexible hours can meet the needs of women, especially those juggling work and childcare.
- ❖ Retaining female bankers requires a diverse and inclusive workplace.
- ❖ Promote a culture of respect, equality, and justice where women feel empowered to speak up and participate in decision-making.
- ❖ Finally, equal banking career advancement for women requires rules to combat gender bias and encourage meritocracy in recruitment, promotion, and compensation. Banks can promote gender equality and diversity by

prioritizing these measures for female workers' professional development.

CONCLUSION

- Bank women's career growth is complex and requires specific interventions and a culture change.
- Gender bias, unequal advancement chances, and work-life balance issues persist for women notwithstanding gender equality rules and programs.
- Banking organizations must undertake comprehensive initiatives to create a friendly and inclusive workplace to solve these concerns.
- Mentorship, leadership, and flexible work arrangements tailored to women's needs are included. Creating career pathways for women requires fostering diversity at all levels of the organization, including leadership.
- Raising awareness and resolving workplace unconscious biases can also reduce opportunity and recognition gaps. Fostering equality and empowerment benefits women employees and helps banks succeed and compete.
- The banking sector can maximize its broad talent pool and sustain growth by prioritizing women's career development and overcoming impediments. Banking organizations must realize that investing in women's professional growth is both socially responsible and strategic for long-term success in today's dynamic and competitive environment.

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