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## **A STUDY ON ANALYSIS OF PERSONALITY TRAITS AND CAREER DEVELOPMENT FACTORS OF ARTS AND SCIENCE STREAM WOMEN ACADEMICIANS IN HIGHER EDUCATION MANAGEMENT**

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### **Abstract**

This study analysis the personality traits and career development factors of respondents according to the arts and science streams. Though there are various new dimensions of career development strategies are evolving like organization career development policies, executive development, women empowerment policies etc, earlier career research are typically linked with personality traits and career development factors. More recently, empirical evidence supports the idea that personal and socio-demographic characteristics and career profile are strong predictors of career success .Thus all personal factors plays an important role in influencing careers in all arena especially for women, so this chapter interprets the personal factors which influences the women academicians holding managerial post in higher education sectors. This study reveals the existence of differences among various factors which helps to identify the key contributing factors for the career development of women academicians belongs to arts and science streams in higher education management.

Earlier, school teaching and nursing were the occupations first permitted to middle and upper class and caste women in the Indian society. When women entered university and college teaching, their status was significantly higher than that of school teachers. Although women now have access to practically every profession to independent business, and several other avenues of employment that are highly prestigious and lucrative, there are many who prefer the academic profession. Since most positions in the management of higher education are given to academicians who make a mark as researchers, scholars or experienced teachers it is important to understand this preference and to look at how women who enter academic profession in higher education. The data available on the issue indicate that there are some committed scholars and researchers who enter academe because they believe that it is the only place where they can seek self-fulfilment. But, they also reveal that many women join the academic profession for the simple reason that it combines more easily than any other occupation with their responsibilities as home-makers. But, that is not all. Many women who enter the academic profession are well-qualified, often better qualified at the point at which they enter the profession. But, very few are able to do research, or writing, acquire doctoral or post-doctoral degrees or other academic distinctions required to be elevated to positions of management. So this chapter analyses the influencing factors that helps to elevate the women academicians career who belongs to arts and science stream in higher education sector. Thus personality traits, personal and career development factors plays an important role in influencing careers in all arena especially for women, so this chapter interprets those factors which influences the career of women academicians belongs to arts and science streams in higher education management.

### **Objectives:**

1. To analyse the Personality traits of Arts and Science Women academicians.
- 2.To analyse the personal and career development factors of Arts and Science Women academicians.

### **Statement of the Problem**

Women who have achieved high-ranking positions in higher education usually have done so through non traditional means. In other words, their career paths have differed from those of their male counterparts. Women, in general, have had to balance career aspirations with family and marriage commitments. As a