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## A COMPARATIVE STUDY OF CAREER DEVELOPMENT FACTORS INFLUENCING THE WOMEN MANAGERS WORKING IN GOVERNMENT, AIDED AND SELF FINANCE ARTS AND SCIENCE COLLEGES

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### INTRODUCTION

In India, globalization has provided opportunities for educated, middle class women to build their own dreams and excel in their respective fields. During the past decade there has been a dramatic increase in the number of women who have entered the work especially in Higher education sectors. India has a large higher education sector and is ranked the third largest in the world in student population after China and The United States. In most countries, Universities and colleges are noted for the development of expertise and high level of manpower for the economic growth and political reshaping of the Nation.

India educates approximately 10 percent of its young people in higher education compared to more than half in the major industrialised countries. India's higher education sector is working with half the teacher strength among that, women representation is very low especially in decision making position, but when compared to 1970 & 1980 their participation in a managerial position is gradually increasing. Data from the latest annual handbook of the Association of Indian Universities indicate that today nine (5.77%) out of the 165 university level institutions, which constitute the membership of the Association, have women Vice-Chancellors. Out of the 598 officers, viz. Registrars, Finance Officers, Librarians, Deans, Directors of Student Welfare at these universities, 21 (3.6%) are female. Out of the 4446 heads of Departments and Principals of Constituent Colleges 436 (10.82%) are women but despite, some improvement that the pace of change is still far too slow<sup>1</sup>.

Higher education influences and is influenced by the culture in which it is embedded. It is shaped by the society and it helps to shape society. The position of women in higher education cannot be treated in isolation from the general status of women in society and from the general aims of economic and social development. Development is a comprehensive process that requires the effective participation of all human resources. But in practical when compared to men only few women gain access to the highest position as managerial levels of the institution, this crucial position raised the questions of what factors contributed to this lack of advancement? But, more importantly, what factors have contributed to the success of the few who have achieved a bench mark particularly in Higher Education sector? The purpose of the study was to explore the career paths of women in the management of higher education working under different management with a view of understanding the factors which facilitates the career development. This study aims at examining the extent to which the socio-cultural environment enhances women's advancement to the top and also to generate information on the personal attributes of women who have made it to the top.

### OBJECTIVES

- To investigate the differences in the influences of career development factors among women managers working in Government, Aided and Self Finance arts and science colleges.

<sup>1</sup> The Annual report and handbook of the university grants, MoonisRaaza, Higher education in India-Retrospect and prospect, Association of Indian Universities, New Delhi 1991