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"A STUDY ON PERSONAL AND SOCIOLOGICAL FACTORS INFLUENCING THE CAREER DEVELOPMENT OF WOMEN IN HIGHER EDUCATION MANAGEMENT"

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ABSTRACT

Although women have gained access to higher education all over the world, the scenario is the same, namely that their numbers are still far below men in the management of institutions of higher education. There are many within the profession who are very capable and could wear the mantle of leadership easily. In the study arts and science college administrators from all levels top, middle and lower coming under the rank of Principals, Vice Principals, Controllers, Deans and Head of the department's personal and sociological factors which motives, compels and facilitates the women administrators in their career development are identified and analysed. This is an exploratory study and the applied sampling procedure is "Census method". By using Principal component method of factor analysis the mutual interdependence of influencing factors and its relationships are exhibited. The analysis has given 9 factor solutions which help the study to explore the career path of women who have reaches the managerial position in higher education. Thus this study helps to develop a successful culture and career path for women to reach the higher cadre in any organisation or institutions.

Key Words: Career Development of women, Women in higher education management, Career path of women in higher education management.

"A Study on Personal and Sociological factors influencing the Career Development of Women in Higher Education Management"

In India, globalization has provided opportunities for educated, middle class women to build their 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 States¹. 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 society². 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 with a view of understanding the factors which both facilitates and hinders the career development. This study aims at examining the extent to which the socio-cultural environment influences women's advancement to the top and also to generate information on the personal attributes of women who have made it to the top.