

An International Registered Peer Reviewed Bilingual Research Journal

SATRAACHEE

ISSN 2348-8425

सत्राची

A UGC-CARE Enlisted
Peer Reviewed Research Journal

Year 11, Issue 28,
Vol 40,
July-September, 2023

WOMEN EMPOWERMENT - II

Editor

Anand Bihari

Chief Editor

Kamlesh Verma

- 464 :: A Study of Empowerment of Women through Microfinance in India
- *Dr. Aghav M.P*
- 469 :: Global and Indian Women Entrepreneurs: A Comparative Analysis
- *Sonali GSarda, Dr. F. W. Niranjane*
- 472 :: A Study on Entrepreneurship Development Program and Financial Assistance for Startup.
- *Jagadeesh K C, Harshitha M*
- 478 :: A Study of Women Empowerment through Self Help Groups
- *Dr. Vitthal Jadhav*
- 484 :: A Review of Women Empowerment through Panchayat Raj Institutions
- *Dnyaneshwar Madhav Sanap, Dr. Dhiraj Chhagan Zalte*
- 489 :: A Study On Participation Of Women In Dairy Farming Special Reference Shrigonda Tahsil
- *Dr. Bhos Mukund Subhash*
- 493 :: An Empirical Study On Work Life Balance Of Women Employees In Banking Sector In India
- *Ms Shobhna Dangwar*
- 498 :: Career Success of Women Academicians in Higher Education: An Analytic study of contributing Factors
- *Dr. K.Sangeetha, Dr. Y. Fathima*
- 505 :: The Role of Women empowerment and Gender Equality for Sustainable Development in India
- *Dr. Koel Roy Choudhury*
- 510 :: Role of Self-help Groups and Micro-finance in Empowering Women
- *Dr. Saudah Khatri*
- 515 :: Attitude of Sports Students towards Entrepreneurship in Higher Education
- *Dr. Veena, Mr. Vimal Prakash & Dr. Sushma Rani*
- 522 :: Unlocking Potential: Women's Empowerment and Equal Education for Societal Progress
- *Ms. Pooja*
- 527 :: Sports, Innovation and Their Impact on Entrepreneurship: A Study of Review of Literature
- *Dr. Veena, Mr. Vimal Parkash & Ms. Monika*
- 532 :: Problem of Women in Rural India
- *Dr. Prashant M. Patil*
- 537 :: Breaking Barriers: Empowering Women through QR Codes and Digital Inclusion
- *Mr. Surajkumar Dubey*
- 542 :: Managing Emotional Distress: A Strategic Perspective
- *Seema Mahlawat , Nikita Khatana, Ritu & Mahesh*

Career Success of Women Academicians in Higher Education: An Analytic study of contributing Factors

Dr. K.Sangeetha

M.Com.,M.Phil.,Ph.D

Assistant Professor, The Research Centre of Commerce
Fatima College, Madurai, Tamil Nadu

Dr.Y.Fathima.,

M.F.C.M.B.A.,M.Phil.,Ph.D

Professor, School of Commerce, Jain Deemed to be university, Bengaluru, Karnataka

Introduction

Career success was distinguished as being composed of “extrinsic and intrinsic” factors. The extrinsic career success was referred as Objective measures of career success whereas the intrinsic career success was referred as subjective measures of career success. Objective career success refers to “success that is directly observable, measurable and verifiable” example salary, salary growth, hierarchical advancement, occupational status. The Subjective career success on the other hand defined as “ an individual’s reactions to their career experiences usually expressed or measured in terms of job/career satisfaction” examples sense of purpose, work life balance, state of deep satisfaction and the productivity associated with a fine balance of challenges and skills etc. Further many study reveals that demographic and sociological factors are the other important influencing factors of career success especially when it is related to women’s career development. Chusmir(1982) in her study she suggested that supportive family background, strong educational qualifications, later marriage etc are factors that enhance women’s career development. Powel(1983) he found that demographic variables such as age, gender and human capital and experience has positive influence in career development of women in higher education. Bashaw & Grant (1993) he pointed out some of the personal variables like parents education, parents work experience, parents status and spousal employment and status are associated with occupational aspiration and behavior. So the purpose of the study is to explore the Objective and Subjective Career Success of women academicians and the various demographic and sociological factors which influenced to reach the career success in their career development process.

Objectives:

- To explore the Objective and Subjective career success of Women Academicians in arts and science colleges in Madurai region.
- To know whether there is any association among Personal factors of respondents