

Career Barriers and Work Motivation among Employed Women in Different Fields

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ABSTRACT

The present study is about to explore the relationship between the career barriers and work motivation among employed women in different fields (Teacher, Doctor, and Factory labours), along with that to find out the differences based on different demographic variables i.e., marital status, Age and Field of work. 300 samples of employed women were taken from various fields (Teacher, Doctor, and Factory labours) of Hazara Division. Data was collected with the help of the Carrier Barrier Scale (CBS) and Work Preference Inventory (WPI) along with a demographic information sheet. Alpha coefficient of CBS and WPI were found satisfactory. Correlation analysis was used to find out the relationship between career barriers and work motivation. The finding indicated a non-significant negative relationship between CBS and WPI. Findings revealed that there are no significant differences between Factory Labors, Teachers, and Doctors groups on CBI and WPI. According, to Brown & Barossa (2001) a carrier barrier is any difficulty that blocks forward movement or any circumstances or situation that makes career growth difficult.

Keywords: Career barriers, Work motivation, Teachers, labours, doctors

1 | INTRODUCTION

According to Betz and Fitzgerald (1987) barrier is the gap between women's abilities and achievement. Individual career adoption frequently depends on personal assessment and the response to identify career barriers. Some people make their career choices under special conditions. Certain factors like personality factors, work-related requirements, family drive, sex discrimination, uncertainty about the future, and limitation of the educational process can define the career goals of someone and set up barriers to career options and establishment (Lent, Brown, & Hackett, 2002).

According, to Brown & Barosa (2001) a carrier barrier is any hurdle that stops forward movement or circumstances that makes career development tough. Betz and Fitzgerald (1987) defined barriers as "the gap between women's capabilities and

accomplishment". Individual career choices often depend on personal judgment and the response to recognized career barriers. Few people make their career choices under optimal conditions. Some factors like personality factors, work-related constraints, family constraints, sex discrimination, unpredictability about the future, and the limited educational process can circumscribe one's career goals and constitute barriers to professional choices and progress (Lent, Brown, & Hackett, 2002).

Barriers may have an impact on emotions, thinking, and movement during the career selection process. Barriers are an important element in the professional development process and the onset of such barriers mostly started when women become a mother. Barriers are strengthening throughout women's schooling, college, and work and they become more

complex over time (Stephen & Burge, 1997). According to Crites (1969), career barriers are those elements that frustrated the gaining of career goals. The number and type of barriers that one perceives can be a limiting factor in career choice and implementation, and the construct of perceived career barriers has been increasing, the recognized as an important and useful explanatory variable in research- regarding career choice. They have typically been viewed as either internal to the person, such as lack of confidence or low motivation, or external to a person, such as lack of access to education and poverty, or both. According to Crites (1969) barriers are either internal conditions or external frustration that might obstruct career progress.

Factors that affect career barriers are gender stereotypes regarding abilities, social attitudes, group exclusionary attitudes, and practices Swanson and Woitke (1997) confess that barriers could be controlled, although successfully conquering a barrier depends on the type of specific barrier and individual's personality.

Following are certain career barriers, which play role in difficulty in career development. Personality Factors

Related to women's concentration in traditionally female and frequently low-level occupations is the finding that, as compared to men in mostly, women's cognitive capacities and talents are not given back to their educational and professional success; women's career ambitions are usually too low in level than the expectation of males with comparable levels of capability. discrimination of career barriers and career progress depends on personality factors, such as emotional constancy, extroversion, introversion, broad-mindedness, closeness to experience, reliability, lack of reliability, affability, repulsive,

anger, aggression, capability, trust, excitement seeking, self-discipline, etc. (Watson, Quatman, & Edler, 2002).

Sex Discriminations

Sex discrimination at work narrates the concentration of women and men into different professions, and places of work (Ribinson & Richardson, 1997). According to Osipow and Fitzgerald (1996), Gender is certainly one of the most influential of all professional behavior. Earlier, fewer professional alternatives were accessible to women because of factors like prejudice, discrimination, and little education.

Uncertainty about Future

This is the perceived barrier in which ladies face the uncertainty that whether they are allowed to develop their careers in the future or not hence their minds do not develop in the proper way to do certain jobs. As compared to men, women are faced with a conflict between their future profession and devotion, which becomes a prime compel in the career progression of women (Watson, Quatman, & Edler, 2002).

Work Motivation

Work motivation is a process to encourage the employee to the work goal through a particular path. It is an internal state that administers someone to certain aims and objectives. The employee should exchange his rational, emotional, and cognitive domains for procurement of organizational goals for earnings, etc. work goals should be well-defined, feasible, and measurable which leads to particular roles and job responsibilities being measurable and related to goal achievement. Work motivation has been defined as the processes by which behavior is, directed, and sustained in organizational settings (Steer & Porter, 1991).

Types of Work Motivation

(Intrinsic motivation) According to Malone and Lepper (1987), intrinsic motivation is what people will do without external encouragement. Innately motivating activities are those in which people will engage for no benefit other than the interest and pleasure that accompanies them.

Extrinsic motivation

Factors that motivate the individual externally like money, prize, honors, and trophies, and the absence of those factors make a person unhappy or unsatisfied. According to Amabile (1994) the present movement to abolish extrinsic motivation from schools, hospitals, and government, making them the efficient dynamos full of self-motivators that we know today.

Rationale

Women's career developments play a vital role in managing the demands of their life. In recent years, researchers have begun to focus on the career development of women. There are few researchers on the career development of women but they don't focus on how the perceptions of career barriers affect their career development. Some researchers (Betz & Fitzgerald, 1987; Swanson & Woitke, 1997) studied the perceived career barriers among college students. Now in the present research, the relationship between perceived career barriers and work motivation has been studied in different fields in employed women.

The study aims to explore and recognize the relationship between the perception of career barriers and work motivation in different fields.

Like Pakistan, career barriers to women are prevailing in other developing countries as well. Women's role, energy, commitment, and real contribution to

development are greatly overlooked and under-appreciated several times all over history; working women were observed as unethical and unfeminine objects of pity.

Objectives

- To identify the relationship between career barriers and work motivation among employed women in different fields.
- To find out the demographic difference (age, marital status, and job field) in career barriers and work motivation among women.

Hypotheses

The hypotheses for the current study are given below:

- There will exist a negative relationship between career barriers and work motivation among employed women in different fields.
- Employees of younger age will show a high level of career barriers and low level of work motivation than middle-aged employees
- Married women will have low-level work motivation and more career barriers as compared to unmarried employed women of different fields (Teacher, Doctor, and Factory Labor).

Factory labor employees will show a low level of work motivation and a high level of career barriers as compared to teachers and doctors

2 | METHODOLOGY & DESIGN

Sample

Survey methodology was used for data collection. The sample comprised 300 educated employed women, i.e., Teachers, Doctors, and Factory Labor selected from Hazara Division 100 participants were selected from every field, i.e. Teachers, Doctors, and Factory Labor, among married and unmarried. The age range of the sample was from 20-50 years.

Research Instruments

In the present study, two scales were used to measure the aforementioned objectives named Career Barriers Scale (CBS), originally developed by Yaqub (2005), and Work Preference Inventory (WPI) originally developed by Amabile (1995) and was adapted by Magsood (2006).

Career Barrier scale (CBS)

The CBS consisted of 19 items and it can be divided into six subscales. Likert scale was used, categories included "strongly disagree" (1) Disagree" (2), "undecided" (3), "agree" (4), and "strongly agree" (5). Work Preference Inventory (WPI)

The WPI consists of 14 items to measure employees' intrinsic and extrinsic motivational orientation toward their work. Likert scale was used, categories included "N = never or rarely" (1), "S = sometime true of you" (2), "O = often true of you" (3), and "A = always true of you" (4).

The Procedure of the Study

To collect the data for the present study 300 employed women have been approached individually in a work setting. They were briefly informed about the purpose of the research. They were assured that all the information given to them would only be used for research purposes. After taking their consent, they were given two scales (i.e., WPI and CBS) along with a demographic sheet requiring information about age, marital status, and job specification. After that, they were asked to go through the instructions provided before each scale and then start responding. Half of the participants filled the CBS before filling the WPI. The procedure was reversed for the other half people. This was done because it was believed that completing any scale first might

affect how the participants perceive the second scale and consequently filled it.

Analysis and Interpretation of Data

After the data collection, the next step was the interpretation and analysis of the data in light of the hypothesis of the study. Data were analyzed through SPSS (version 16). Reliability co-efficient, Correlation, and t-test were applied for interpretation of results.

3 | RESULTS

The present research aimed at investigating the relationship between career barriers and work motivation of women in different fields (teacher, doctor & factory labor). Data on the Career Barriers Scale (CBS) and Work Preference Inventory (WPI) was statistically analyzed by using alpha reliability coefficients and t-tests

Table 1: Alpha coefficients for Career Barriers Scale and Work Preference Inventory

Scales	No. of items	Alpha Coefficients
Career Barrier Scale	19	.760
Work Preference Inventory	14	.458

Table 1 shows the alpha coefficient for CBS and WPI which came out to be .760 for CBS and .458 for the WPI, which is normal and satisfactory and indicates that it's reliable at Cronbach's Alpha

Table 2: Mean, Standard Deviation, and t-score of young and middle age on carrier barrier and work motivation

	Young Age		Middle age			
	20-35		35-50			
	M	SD	M	SD	t	P
Career Barrier	42.44	7.76	42.60	6.8	0.141	0.13
Work motivation	43.14	4.29	43.51	4.3	0.412	0.77

The above table shows the significant differences between young age and middle-aged women. The

findings reject the hypothesis that employees of middle age will show a high level of work motivation and a low level of career barriers than younger employees.

Table 2: Mean, Standard Deviation, and Nest scores of married and unmarried women on carrier barrier and work motivation scale						
	M	SD	M	SD	t	P
Career Barrier	43.53	7.43	41.56	6.98	1.66	0.28
Work motivation	43.20	3.58	43.48	4.97	1.40	0.00

Table 5 shows Non-significant values concerning the carrier barrier and significant values concerning work motivation. The findings reject the hypothesis that married women will more career have barriers and accept that married women have low work motivation as compared to unmarried women in different fields (Teacher, Doctors, and Factory labor)

Table 3: Differences between Employed women in Job

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	SS	MS	F	P
Between	28.275	1.346	2.401	0.001
Within	71.243	0.560		
total	100.00			

Table 3 shows a significant value. The findings accept the hypothesis that factory labour employees show a low level of work motivation and a high level of career barriers as compared to teachers and doctors.

4 | Discussion

The study aims to find out the relationship between the career barriers and work motivation among employed women in the fields (teacher, doctor & factory labor). The researcher was also interested to investigate whether there is any difference between career barriers and work motivation among

employed women in different fields (teacher, doctor & factory labor). To achieve these objectives of the research, two scales i.e., the Career Barriers Scale (CBS; Yaqub, 2005) and Work Preference Inventory (WPI; Amabile, 1995) were used.

The alpha reliability coefficients for the Career Barriers Scale (CBS) and work Preference Inventory (WPI) were computed, which came out to be quite satisfactory i.e., .760 for CBS and .458 for WPI.

The results of the study specify that there is no notable negative relationship found between career barriers and work motivation among employed women in different fields (teacher, doctor & factory labour). The Endings support hypothesis no.1 of the study that, there will be a negative relationship between career barriers and work motivation. The findings suggest that a high level of career barriers does not decrease the work motivation of employed women in different fields (teacher, doctor & factory labour). Thus these finding also does not get support from the social cognitive career theory, which proposes that the profession alternative is effect by the beliefs the individual develops and improve through four major sources: personal performance achievement, indirect learning, social persuasion, and physiological states reactions. The present research findings are inconsistent with the previous finding of the research, as presented in the literature review. One of the major reasons for inconsistency is that the Career barrier scale and Work preference inventory were applied to working women rather than that to non-working women. It could be the reason for reducing the perception of career barriers and increasing the tendency of work motivation. The findings of the present study indicated significant results. And accept hypothesis no4 that Factory labor employees will show a low level of work motivation

and high level of career barriers as compared to teachers and doctors.

5 | Conclusion

The present study aimed at measuring the relationship between the career-related barriers and work motivation in different fields (Teacher, Doctor, and Factory Labor) among employed women. The commonly cited concerns of the women are personality constraints, sex discrimination, limitation of the educational process, sex discrimination, and work-related constraints. Along with this, communities such as Pakistan's dominant force, patriarchy, keep women subservient.

The finding of the present study and literature in the previous chapters thus proved the idea that the field of work is not a powerful predictor of career barriers and low work motivation. It is also concluded that although career-related barriers are the major problem for the Pakistani employed women they don't always result in a lack of motivation for work and despite career barriers, employed level of work motivation remains higher.

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