Socio-culture and Women Career Development: References to Government Agencies of Nepal

Dipak Mahat [1] & P. S. Aithal [2]

[1]Post-Doctoral Fellow, Institute of Management & Commerce, Srinivas University, Mangalore, India,
OrcidID: 0000-0003-0540-1180; Email: dipakmahatdm2047@gmail.com
[2]Professor, Institute of Management & Commerce, Srinivas University, Mangalore, India,
OrcidID: 0000-0002-4691-8736; E-mail: psaithal@gmail.com

International Journal of Management, Technology, and Social Sciences (IJMTS)
A Refereed International Journal of Srinivas University, India.

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 241

Socio-culture and Women Career Development: References to Government Agencies of Nepal

Dipak Mahat [1] & P. S. Aithal [2]

[1]Post-Doctoral Fellow, Institute of Management & Commerce, Srinivas University, Mangalore, India,
OrcidID: 0000-0003-0540-1180; Email: dipakmahatdm2047@gmail.com
[2]Professor, Institute of Management & Commerce, Srinivas University, Mangalore, India,
OrcidID: 0000-0002-4691-8736; E-mail: psaithal@gmail.com

ABSTRACT

Purpose: *The major purpose is to access perceptions, examine relationship, and identify the impact of socio-cultural factors on women's career development in Nepalese government agencies.*

Design/Methodology/Approach: *The study included both qualitative and quantitative methods, and 22 government agencies were chosen for the study using a simple random sampling technique. Mean and standard deviation were used to analyze women's perceptions, the correlation was used to study the relationship between socio-cultural elements and career growth, and multiple regression was performed to identify the impact of dependent and independent variables.*

Findings/Result: *The majority of respondent's belief that social factors play vital role to impact women career development when it comes to comparing with cultural factors. Studies show that there is a significant relationship between social and career development as well as culture and career development. Both social and culture factors have a considerable combined impact on career development.*

Originality/Value: *This research will be useful to the Nepalese government and policymakers for motivating and directing women at the highest levels of government agencies. This work may potentially be useful to other researchers.*

Paper Type: *Research paper*

Keywords: Women career development, Socio-culture, Government agencies of Nepal

1. INTRODUCTION :

Women as executives and their positions in management have gotten a lot of attention and importance. Women's progress as executives has become a popular topic of study in the field of gender and management in recent years (Batool, 2016) [1]. The labor market is seen to be fundamentally gendered, with women in management positions appearing to relish their role as leaders. Despite the fact that there is little variation in cognitive ability and talents between men and women, there is no evidence to support the claim that women are less effective administrative leaders than males (Ismail & Ibrahim, 2007) [2]. Gender injustice is practiced in practically every civilization under the guise of religion, ideologies of male oppression, and socio-cultural beliefs, norms, and behaviors (Ibrahim & Juma, 2018) [3]. Working women have been considered as immoral and unfeminine objects of pity at different points throughout history. Certain critics have criticized working women of being lousy mothers. Supervisors, coworkers, and society routinely discarded female employees (Kirai & Kobia, 2012) [4].

In Nepal, women are always seen as second-class citizens, born to serve males and reproduce. Throughout history, many women have been mistreated in the name of culture and societal conventions. Their existence was only important as long as they could serve their spouse and in-laws (Gadtaula & Chung, 2016) [5]. Socio-cultural aspects are deeply ingrained characteristics of a society that include beliefs, attitudes, conventions, practices, institutions, stratifications, and associated ways of life (Khan & Mazhar, 2017) [6]. Social/Cultural variables influence women's professional advancement, indicating that an individual and his organization are inextricably linked to the

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 242

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS PUBLICATION

culture/society in which he or she works, and that when the individual, the organization, and the system in which they are immersed change, so do the other aspects (Batool, 2016) [1]. The above scenario encourages researchers to investigate Nepalese social and cultural elements influence women career development in government agencies of Nepal.

2. OBJECTIVES :

(1) To access the perception of women employee towards socio-culture factors in relation to career development.
(2) To examine the relationship between socio-cultural factors with career development.
(3) To identify the impact of socio-cultural factors with career development.

3. LITERATURE REVIEW :

3.1 Study on Social factors and career advancement

A purposive sampling strategy was used to choose 100 women professionals from a variety of companies in Pakistan's business sector as the sample size. A good work environment in a company can also be maintained by maintaining the social aspect as a mediator. A considerable amount of effort should also be dedicated to improving promotion laws and gender-blind legislation to ensure that women's career advancement does not limit them to middle management. It attempts to determine whether size and male-dominant management structure play a major role in linking social elements (career development, mentoring, and internal and external networks) and women's development in management (Khurshid, Naseer, Khurshid, Khokhar, & Irfan, 2022) [7].

The under-representation of women in senior leadership and management roles at Pakistani universities was investigated in this research, with a specific focus on finding societal restraints and impediments to women being appointed to the top. According to the findings, a considerable boost in women's status will not occur without a favorable shift in attitudes and societal mindsets. The perspectives of senior women on the challenges they faced will ideally allow these insights to be shared with a larger audience and impact change. Such expertise may help women manage their human resources and advance in their jobs throughout the world. This may appear to be a clear strategy for policymakers to address the issue of women in top management roles (Raja, 2016) [8].

It aims to determine whether firm size and the number of men in top management positions modify the association between social variables (career and psychological support of mentors, among others) and women's development in management. A total of 848 women working in the banking business in Australia were surveyed. The size of the organization, rather than male hierarchy, moderates these connections, according to the results of moderator regression analysis. Women's progress is explained better in small banks than in large banks by career functions such as mentor assistance and internal networks. Women's development in management is explored, as well as recommendations for assisting it (Metz, 2009) [9].

3.2 Study on culture belief and Career advancement

A study of national culture examines how individuals define career success. It included interviews with 269 people employed by professional service organizations in 15 countries. Researchers found that employees from countries with a high power distance reported safety and security outcomes as measurements of career success. These findings are discussed in conjunction with theories of cultural differences in career paths (Benson, McIntosh, Salazar, & Vaziri, 2019) [10].

A study looking at how culture affects women's career advancement in Nigeria. In addition, these issues are discussed in regards to how Nigerian organizations can apply some of them in addressing their talent shortage. There is no doubt that these barriers had a profound impact on the uneven participation of women in Nigeria's economy. The Nigerian culture shaped the way women participated in Nigerian society in large part by showing how a people's shared values and beliefs can guide gender roles (Okeke, 2017) [11].

The study's goal is to emphasize the importance of human resource (HR) policies in moderating the relationship between national culture and employee careers. The study adds to the literature by looking at how culture influences career success through HR practices. The authors develop five propositions using Hofstede's cultural dimensions in order to explain how culture affects career-relevant HR practices and how they may influence employee career success (Kats, Emmerik, Blenkinsopp, &

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 243

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS PUBLICATION

Khapova, 2010) [12].

3.3 Socio-cultural and career advancement

Research conducted in Nepal to explore the effect of sociocultural and organizational factors on women's career development. Researchers found that both organizational and sociocultural factors negatively impacted women's career development through multivariate analysis. From this study, it can be concluded that socio-cultural and organizational factors negatively affect women's career development. This study may be of benefit to women interested in school teaching if university administrators, trainers, and human resources developers come up with ways to help them advance in their careers (Maharjan, 2020) [13].

The socio-cultural elements that contribute to this paradox are investigated in terms of their influence on women's ability to attain management positions in Turkey. According to this study, women from high socio-economic backgrounds have similar educational and business opportunities as women from Western states. At the same time, Turkish businesswomen are able to capitalize on cultural aspects that support their careers. There is, however, a shortage of access to the former set of resources among most Turkish women, so that the second set of resources receives diminished benefits, resulting in a paradox for Turkish females (Häring, 2017) [14].

Using qualitative and quantitative methodologies, a study was designed to investigate socio-cultural issues faced by female academic staff in higher education institutions in Igbo country. The survey comprised 228 female faculty members between the ages of 25 and 65 from these five universities in Igbo nation. In their study, women academics concluded that balancing academic work and family responsibilities is a problem, as is attending conferences outside of their base of operations and remaining in the office after hours (Ohia & Nzew, 2016) [15].

In Kenya's public service, researchers are investigating how cultural attitudes affect women's professional development. In a descriptive study, 324 women in government ministry middle and senior management positions participated. Cultural barriers are the most difficult to overcome, according to the experts, because they are typically imposed covertly by both men and women (Kirai & Kobia, 2012) [4].

The study was carried out in Uganda's Eastern Region to discover descriptive socio-cultural elements that obstruct women's access to management posts in government-funded secondary schools. A variety of hurdles to women achieving managerial roles in Government Grant Aided Secondary Schools were highlighted in the study. Government, cultural, religious, political, educational, and home-based policies all have a role. Specifically, women are hindered by cultural and religious beliefs, political and social norms, and men dominating interview panels, sexual harassment, the lack of support from various stakeholders, and negative criticism by men from other men in Government Grant-Aided secondary schools (Lunyolo, Ayodo, Tikoko, & Simatwa, 2014) [16].

Various studies have been conducted in relation to social and cultural factors and career development, but none of these studies used a mixed method to approach at their conclusions. Previous studies focused on private organizations, whereas this study focused on government agencies, where no single study had been conducted.

4. METHODOLOGY :

The current research is purely descriptive and mixed method in nature. The research was carried out at Nepalese government agencies. The survey included 134 women who worked in 7 first, 35 second, and 92 third class job positions. There were 182 questionnaire distributed, of which 2 were incomplete, 9 respondents did not return the survey questions, and 37 respondents did not participate in the survey due to the busy election schedule for interview 9 female respondents were participate in this study. They were employees who would be promoted to management positions. To tackle the research challenge, the researchers gathered primary data. Secondary data, on the other hand, was utilized to explain and justify the study's findings. The government agencies and respondents were chosen using a simple random sample technique. The structured question was delivered once the consent was signed and the study purpose was explained. From March 2022 to April 2020, a survey was performed. The data was analyzed using the SPSS (20 versions) software utilizing Frequency, Percentage, Mean, Standard Deviation, Correlation, and Regression analysis. Cronbach's Alpha was employed to verify the data's reliability since it is one of the most essential instruments for ensuring data's internal

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 244

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS PUBLICATION

consistency. The data's Cronbach's alpha value was 0.847, indicating that it was of good quality.

5. RESULTS AND DISCUSSION :

5.1 Women Employees perception towards Socio-cultural factors

Over the previous century, women have made great progress in the business world. Despite an increase in the number of female employees in mid-management positions, data reveals that men continue to dominate top positions. This appears to be at odds with the apparent movement in favor of women's advancement (Schwanke, 2013) [17]. The socio-cultural factor has been shown to be an invisible barrier to women's career advancement in various studies (Maharjan, 2020) [13]. In this back ground this study want to find the perception of women employees towards socio-cultural factors affect the career advancement following figure display the result.
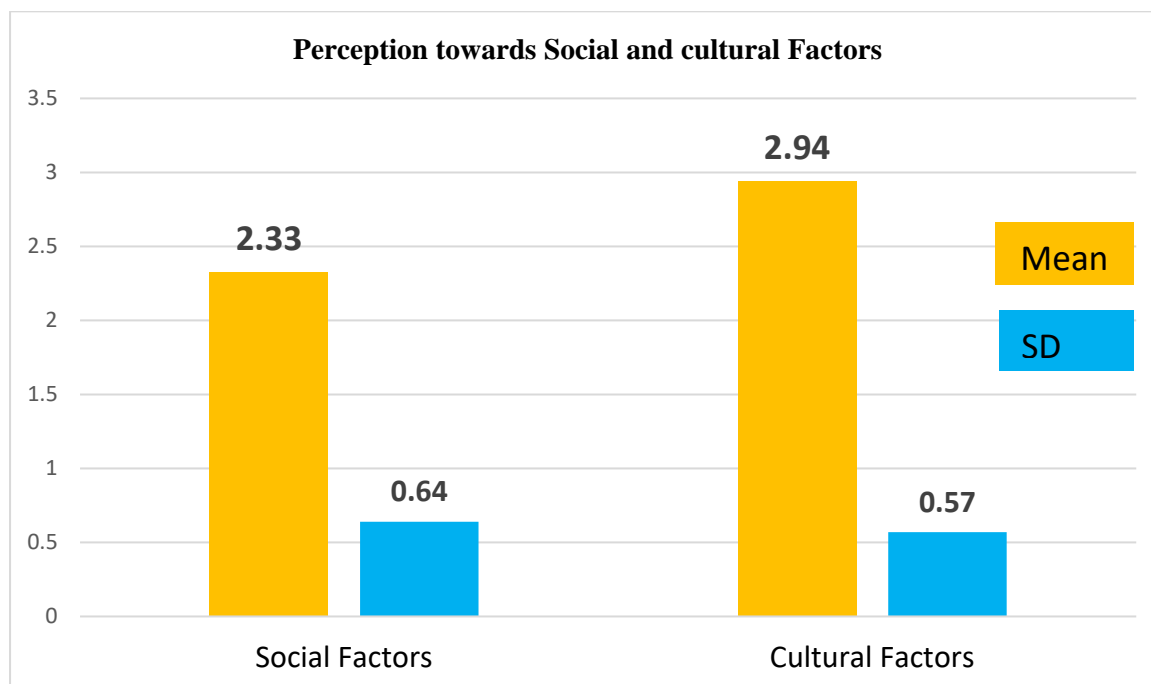
Source: Field Survey, 2022

Five Likert scales have been used for data collection, consisting of Strongly Agree: 1, Agree: 2, Neutral: 3, Strongly Disagree: 4, Disagree: 5, based on the reverse format of the question. Above figure display that social factor consist of 2.33 mean value with 0.64 standard deviation, whereas cultural factors consist of 2.94 mean value with 0.57 standard deviation this indicate that majority of respondents response that social factors hamper their career development in compare to the cultural factors.

As above result, similar view was express by the second class officer work in Civil Aviation Authority of Nepal "*Nepalese culture does not prohibit women from performing any duties or events, and even describes women as strong goddesses, but our society views women as low status, unsuited for higher positions, and less devoted to work. Still our society place a higher focus on their duties as mothers and grandparents, which encompasses women inside four walls*"

Different view express by 44 years old married, third class officer work in National Planning Commission shared that "*Our society and culture were both modernizing, which is why I don't believe social-cultural aspects are a big stumbling block to my career development. I consider that practicing a culture is based on one's own point of view, hence I am adapting culture to meet my needs. In terms of society, I don't trust it is possible for society to halt my development. As a result, personal thinking is a primary factor that stymies career development. No one can stop you if you believe in yourself and are prepared to do any assignment in a timely manner; this is why, in my view, career success is based on you rather than other factors*".

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 245

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS PUBLICATION

A researcher spoke to a 55-year-old married, first class woman officer who works in Nepal Telecom and shared her perspective *"Socio-culture, in my opinion, is an equal aspect that influences women's career development; our society has been completely established based on our culture, which has been practiced for hundreds of years. I belief that sociocultural holds women to a lower standard than men, and that my organization's working culture is based on this belief, which is why no one wants to promote women to higher positions. However, there is still a practice of old culture and tradition, and to recover this system, we all, male and female, must restructure our minds as equal gender".*

5.2 Relationship between Socio-Cultural and Career Development

Correlations		social	culture	Career
social	Pearson Correlation	1	.371**	.394**
	Sig. (2-tailed)		.000	.000
culture	Pearson Correlation	.371**	1	.549**
	Sig. (2-tailed)	.000		.000
Career	Pearson Correlation	.394**	.549**	1
	Sig. (2-tailed)	.000	.000	
	N	134	134	134
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Field Survey, 2022

The statistical relationship between the factors demonstrates that there was a significant relationship between social, cultural, and career development since the p value of each relationship was less than.01 significant levels. Pearson correlation was positive in each relationship, indicating that adjustments in one factor can have a beneficial influence on other factors as well. As a result, it is proposed that if social and cultural factors do not have negative influence on women at work, women's careers can be advanced.

The finding is consistent to previous study where, 77.77 percent, societal factors are substantially connected with career advancement (Azeez & Priyadarshini, 2018) [18]. The cultural factor has a considerable influence on the career development of women (Hussin, et al., 2021) [19]. Similar result was found in another study that is; the correlation between Culture Factors and Women Career Development was quite modest. It has an r value of -.385 and a significant value of.000. As a result, it is significant at the 1% significance level or at the 95% confidence level (Bombuwela & Alwis, 2013) [20].

5.3 Effect of Socio cultural Factors on Career Development

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.586a	.344	.334	.55495
a. Predictors: (Constant), culture, social				

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.138	2	10.569	34.317	.000b
	Residual	40.345	131	.308		
	Total	61.482	133			
a. Dependent Variable: Career						
b. Predictors: (Constant), culture, social						

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 246

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS PUBLICATION

Coefficients[a]					
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.184	.265		4.467	.000
	social	.234	.081	.221	2.900	.004
	culture	.548	.089	.467	6.130	.000
a. Dependent Variable: Career						

Source: Field Survey, 2022

The predictor cultural has a beta value of (=0.467) while the predictor social has a beta value of (=-0.221). It indicates that both independent factors have an impact on career development. Among them, cultural is shown to be the strongest predictor while social is determined to be the weakest predictor. The results (F =34.317, p-value for F=0.000) indicate that the model is significant because the p-value is less than 1%. It indicates that both predictors have a considerable combined influence on career advancement. R value (R=0.586, F=34.317) backs it up. It claims that these two predictors account for 58.6 percent of the overall variation in career development, with the remaining 41.4 percent explained by other factors not examined in this study. R Square value (R2=0.344, F=34.317) also supports it. It claims that these two predictors account for 34.4 percent of the overall variation in career development, with the remaining 65.6 percent explained by additional characteristics not examined in this study. To put it another way, these sociocultural independent factors account for 34.4 percent of the variation in career development.

Since adjusted R Square is derived by changing sample size and number of predictors, it is a better indicator of a model's goodness of fit. Essentially, it allows for comparison of the R Square values of models with varying numbers of independent variables and predictors. The result of Adjusted R Square is 0.334, indicating that 33.4 percent of variations in the dependent variable, career development (Predicted), can be explained by the two independent variables (Predictors). Sixty-six percent of the variance is accounted for by factors not examined in this study.

6. CONCLUSION :

The major goal of this study is to measure perceptions, investigate, and determine the influence of socio-cultural elements on women's career advancement in Nepalese government organizations. The findings revealed that respondents believe social issues are more important than culture in stifling their career development. P value of each interaction was less than.01 significant levels, the statistical correlation between the components revealed that there was a significant relationship between social, cultural, and career growth. Culture is the strongest predictor and social is the weakest predictor, with R value accounting for 58.6 percent, R square accounting for 34.4 percent, and adjusted R square accounting for 33.4 percent of overall variation in career development, with the remaining percentage explained by other factors. Further researcher were suggested to conduct study other factors that affect women career development.

7. LIMITATIONS OF STUDY :

The study cover only government agencies of Nepal so the result can't be generalize to other government organization. The study cover only women managerial level of employee.

8. ACKNOWLEDGEMENT :

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 247

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS
PUBLICATION

REFERENCES :

[1] Batool, Q. (2016). Factors That Hinders The Women's Representation At Top Management. *International Journal of Management Sciences and Business Research, 5*(12), 201-207. Google Scholar↗

[2] Ismail, M., & Ibrahim, M. (2007). Barriers to career progression faced by women Evidence from a Malaysian multinational oil company. *Gender in Management: An International Journal, 23*(1), 51-66. Google Scholar↗

[3] Ibrahim, M. R., & Juma, A. (2018). Socio-cultural Barriers Experienced by Working Women in Bamyan. *International Journal of Movement Education and Social Science, 7*(1), 57-63. Google Scholar↗

[4] Kirai, M., & Kobia, M. (2012). Effects of Social Cultural Beliefs on Women Career Progression in Kenya's Civil Service. *International Journal of Advances in Management and Economics, 1*(6), 214-219. Google Scholar↗

[5] Gadtaula, S., & Chung, Y. K. (2016). Socio-cultural position of women in Nepal and Korea: A comparative approach. *Journal of Contemporary Eastern Asia, 15*(2), 162-176. Google Scholar↗

[6] Khan, M., & Mazhar, S. (2017). Socio–Cultural Impediments & Women Empowerment. *International Journal for Innovative research in Multidisciplinary field, 3*(7), 413-416. Google Scholar↗

[7] Khurshid, N., Naseer, A., Khurshid, J., Khokhar, A. M., & Irfan, M. (2022). Assessing Social and Work Environmental Factors Towards Women Upward Career Development: An Empirical Study from Pakistan. *Journal of Asian Finance, Economics and Business, 9*(1), 53–61. Google Scholar↗

[8] Raja, B. I. (2016). Social Factors and Women's Career Advancement to Senior Management Position in Pakistan. *Asia Pacific Institute of Advanced Research, 2*(1), 134-145. Google Scholar↗

[9] Metz, I. (2009). Organisational Factors, Social Factors, and Women's Advancement. *Applied psychology: An International Review, 58*(2), 193–213. Google Scholar↗

[10] Benson, G. S., McIntosh, C. K., Salazar, M., & Vaziri, H. (2019). Cultural values and definitions of career success. *Human Resources Management Journal, 30*, 392-421. Google Scholar↗

[11] Okeke, O. J. (2017). Nigerian Culture: A Barrier to the Career Progress of Women in Nigeria. *Global Journal of Human Resource Management, 5*(5), 1-11. Google Scholar↗

[12] Kats, M. M., Emmerik, I. J., Blenkinsopp, J., & Khapova, S. N. (2010). Exploring the associations of culture with careers and the mediating role of HR practices A conceptual model. *Career Development International, 15*(4), 401-418. Google Scholar↗

[13] Maharjan, S. (2020). Socio-cultural, organizational factor and career development of female employees: A study on school teachers. *Contemporary Research: An Interdisciplinary Academic Journal, 4*(1), 140-152. Google Scholar↗

[14] Häring, S. (2017). Socio-Cultural Determinants of Women's Achievement of Management Positions in Turkey. *Discussion Paper*. Germany: Berlin School of Economic & Law. Google Scholar↗

[15] Ohia, N. C., & Nzew, U. M. (2016). Socio-Cultural Challenges of Women Development: The Case of Female Academics in Igbo land, Nigeria. *Mediterranean Journal of Social Sciences, 7*(1), 269-278. Google Scholar↗

[16] Lunyolo, G. H., Ayodo, T. M., Tikoko, B., & Simatwa, E. M. (2014). Socio-cultural Factors that Hinder Women's Access to Management Positions in Government Grant Aided Secondary

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 248

International Journal of Management, Technology, and Social Sciences (IJMTS), ISSN: 2581-6012, Vol. 7, No. 2, August 2022

SRINIVAS
PUBLICATION

Schools in Uganda: The Case of Eastern Region. *International Research Journals, 5*(7), 241-250. Google Scholar↗

[17] Schwanke, D. A. (2013). Barriers for Women to Positions of Power: How Societal and Corporate Structures, Perceptions of Leadership and Discrimination Restrict Women's Advancement to Authority. *Earth Common Journal, 3*(2), 1-7. Google Scholar↗

[18] Azeez, P. V., & Priyadarshini, R. G. (2018). Glass ceiling factors affecting women career advancement in IT industry in India. *The 3rd International Conference on Materials and Manufacturing Engineering* (pp. 1-8). IOP Publishing Ltd. Google Scholar↗

[19] Hussin, H., Tuah, S. N., Naseri, R. N., Shariff, S., Mohammad, N., & Zamri, N. A. (2021). Decisive Factors of "Glass Ceiling" on Women Career Development in Malaysia. *International Journal of Academic Research in Business and Social Sciences, 11*(1), 269-285. Google Scholar↗

[20] Bombuwela, P. M., & Alwis, A. C. (2013). Effects of Glass Ceiling on Women Career Development in Private Sector Organizations – Case of Sri Lanka. *Journal of Competitiveness, 5*(2), 3-19. Google Scholar↗

******

Dipak Mahat., et al. (2022); www.srinivaspublication.com

PAGE 249