

A Narrative Enquiry into Gender Role Differentiation by Males of the Family in Career Choice Decisions of Female Child

Business Perspectives
and Research
7(2) 132–146, 2019
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DOI: 10.1177/2278533719833813
<http://journals.sagepub.com/home/bpr>



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Abstract

Choosing a career is a crucial and significant milestone in one's life. It becomes even more critical when a woman makes her career choice decisions. Women have a strong case to be free to choose the career of their choice, and contribute in the economic and social well-being of not only their own but of the society on broader grounds, to the fullest of their capabilities. This article makes an attempt to highlight gender role differentiation in the career choice decisions of women.

The article follows an autobiographical approach to career counseling and aims to highlight the life story of 25 girls who are pursuing their management graduation in the national capital region of India. "Narrative enquiry method" is used to understand how respondents/participants/interviewees build meaning from within their system of belief, attitude, values, and concepts that outline judgment of individuality and self-identity. Gender role differentiation is found as an influence and barrier in the phenomena of selection of a field of study and even specialization. The findings of this article can be used in crafting programs for providing career counseling and guidance to female management graduates.

Keywords

Career choice, career decisions, gender and career, gender role differentiation

Introduction

The current status of women in India and in the global arena asks for a transactional as well as a transformational intervention at sociocultural, political and economic levels. Researchers noted that understanding differences among women is critical for crafting policy and making public investments that meet their needs, and expand their choices and opportunities. It is also noted that with the change in time, Indian males are making some baby steps towards following a heterosexual approach contributing towards the gender equality not only at home but also on a broader level at their workplace leading towards a social, cultural, and economical change in the country. This is definitely a good move but there

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