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Perception of educated youth about career and family priorities for males and females

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Abstract

Career and family are important for males and females. The focus of the study is to find out the most important factors relevant to the perception of people about female job and how youth envisage career and family in both genders. A sample of 365 students is selected from B.A/B.Sc (Hons.), M.phil and Ph.D students of Government College University, Lahore by proportional stratified random sampling. 61.64% respondents agree for female job. Respondents have their view that females, who get higher education, should do job as resulted by possible association between these two factors by applying Chi-square test (χ^2 =112.197, P-value=0.000). Eleven underlying factors are identified by factor analysis that explain 61% information and somewhat represent the ideology of the respondents about female job.

Keywords: Educated youth, Female's priorites, Chi-Square, Factor Analysis

1 Introduction

Career originally meant a road or a course to be traveled. The best time of choosing a career is during the stage of high school. Thinking about career is the first step of good life. Roll of parents matters a lot in a child's life because on this stage a child needs support for career selection. Parent's education plays a great roll in a child's life. Goods and Mintz [6] extracted that male is considered as the breadwinners of the family, his property and efforts are just for his family. Therefore male is considered as the important source of living. Goods and Mintz [6] also resulted that the word career and male are closely related to each other. They examined that the main purpose of men life is how to develop his good career. On the other side according to Amatea et al. [1], the word family and female are closely related to each other.

Now a day's world making progress rapidly. Chafatz [4] concluded that every country which exists in world, has large contribution of hard working women. Respect, opportunities, proper rights, freedom are given by the women. They think that a woman is an important element for both home and country. Arnold [2] said, the countries, which do not give importance to woman education and career, are very far away from developed countries. The thinking of Pakistani society is still little bit conservative. Generally working life of a female is considered negative or not appreciated in our society. Now it is the demand of time that both male and female should work for the progress of country.

Haw [7] found that job conditions could be a great cause of stress on women. The job should be according to women's surroundings and home environment. Amatea et al. [1] researched that; Females are more suited at home than at work places. She should only have the responsibilities of household work. It is not important for females to think about career but family. Chafetz [4] researched that, if we deeply analyze our surroundings we will observe that there is so many changing occurs in every field of life. It's all because of female's greater involvement in getting higher education. Arnold [2] concluded that females are pressurized to prefer their marriage life and raising children before making career choices. Sivakami [13] examined that the health of working mother's children is not as healthy as non-working mothers children. Hoffman [8] concluded that full time working mother spends less time with their children than non-working mothers. Pamerla [11] found that work and family conflict leads to a discomfort life. This conflict frustrates because work is as important as family. Pestrak [12] concluded that males or females can manage their matters and work by proper planning.

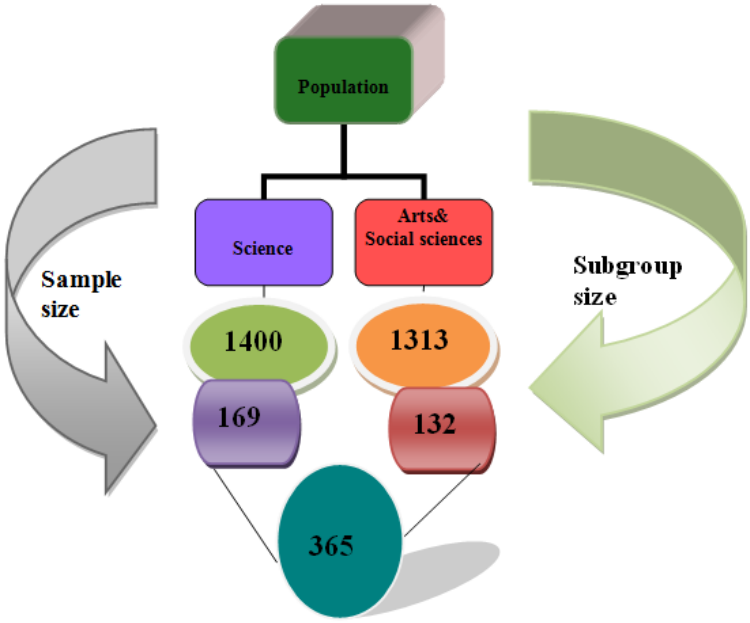
2 Research methodology

The population for the present research consisted of all the Post graduate students of GCU Lahore. The population has two major strata (sub population), one is faculty of science and other is faculty of arts and social sciences. In order to determine the total sample size three factors, level of precision, level of confidence and the degree of reliability are considered.

Sample size of $n = 365$ is selected by proportional stratified random sampling from a population of 4200. Information is collected by face to face method. To determine the sample size, the formula suggested by Yamne [14] is used.

$$n = \frac{N}{1 + N^2}$$

Flow Chart of Sample Determination



Various methods of analysis have been used in order to reach the final conclusion of the study. Pie-Charts are formed to show the descriptive of different variables. Descriptive will highlight the information well for the initial findings and later on Chi. Square test of association and factors analysis has been used for clear picture of the study.

The chi-square statistic is defined as:

$\chi^2 = \sum_{i=1}^{r}\sum_{j=1}^{c} \frac{(o_{ij} - e_{ij})^2}{e_{ij}}$ Where, if H_0 is true, follows a χ^2distribution with $(r-1)(c-1)$ degrees of freedom.

Where $o_{ij's}$ are observed and $e_{ij's}$ are expected frequencies.

3 The factor analysis model

Factor analysis can identify representative variables or dimensions from larger set of variables for use in subsequent multivariate analysis. It also creates an entirely new set of variables, much smaller in number, to partially or completely replace the original set of variables for inclusions in subsequent techniques. Principal component extraction method has been used to find out under lying factors.

The orthogonal factor model with m common factors is given as:

$$x_i = \lambda_{i1}f_1 + \lambda_{i2}f_2 \ldots \lambda_{im}f_m + e_i \quad \text{where } i = 1,2,3, \ldots, P$$

$$E(f) = 0 \text{ and } Cov(f) = 0$$

$$E(e) = 0 \text{ and } Cov(e) = \psi$$

also

$$\psi = diag[var(e_i)]$$

Or in matrix notations, it can be written as;

$$x_1 - \mu_1 = \ell_{11}\mathcal{F}_1 + \ell_{12}\mathcal{F}_2 + \cdots + \ell_{1m}\mathcal{F}_m + \epsilon_1 \quad x_2 - \mu_2 = \ell_{21}\mathcal{F}_1 + \ell_{22}\mathcal{F}_2 + \cdots + \ell_{2m}\mathcal{F}_{2m} + \epsilon_2$$
$$\vdots$$
$$x_p - \mu_p = \ell_{p1}\mathcal{F}_1 + \ell_{12}\mathcal{F}_2 + \cdots + \ell_{1m}\mathcal{F}_m + \epsilon_1$$

Or in matrix notation

$$\mathrm{X}_{(\mathrm{p}\times 1)} - \mu = \mathcal{L}_{(\mathrm{p}\times m)}\,\mathcal{F} + \epsilon_{p\times 1}$$

4 Analysis and description

In analysis, we found that the 61.64% students agree that females should do job whereas only 16% students are against female's job.

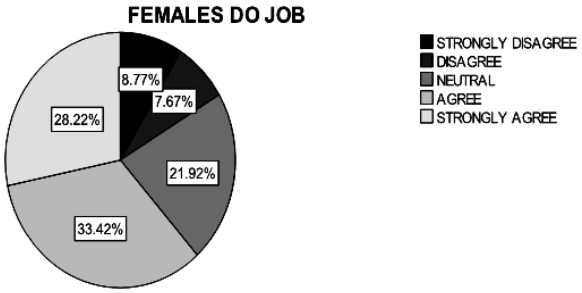


Fig.1: Pie chart shows the percentages of respondent against a question "Females should do job?

72% respondents approve that females should be serious about their career while 22% disagree and 16% are neutral. This means that majority thinks that females should be serious about their career. 27% respondents are agreeing that females prefer career at family and 48% are disagreeing while 25% are neutral. Majority is not agreeing that females should prefer career on family because in every era family always remains in the priorities of females. In this research respondents are granted that females can do job but family should be in her priorities. 67% students approve that male is more conscious than females about career, which is true and 22% are not in favor while 11%are not on either side. Approximately 57% respondents agree that females give sacrifice their career for family because family is always remains the priority of female in every situation and 22% are not supportive while 21% are not taking either sides.72% respondents approve that females should get higher education and only 16% are against while 11% are not taking sides.

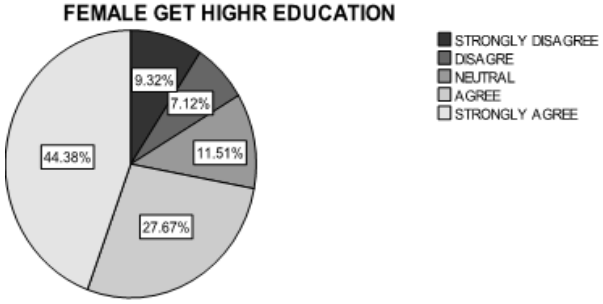


Fig. 2: Pie chart shows the percentages of respondent against a question "Females should do job?"

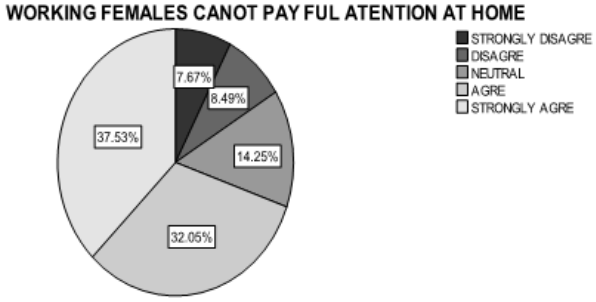


Fig. 3: Pie chart shows the percentages of respondent against a question "Working females cannot pay full attention at home?"

62% respondents grant that females work for family support and 9% does not favor this statement. 72% respondents approve that parents education matters for children career where 16% are not in favor and 12% are neutral.68% students are in favor that working females cannot pay full attention at home and 16% respondents are against. 56% respondents agree that married female worker can also manage her marriage life and only 22% do not agree while 21% are neutral. 59% respondents approve that modern males prefer working females and 18% respondents disagree while 22% are on

the fence. Time has been changed, therefore an educated male prefer an educated life partner who can run wheels of life with her husband with modern age demands.

Chi-square test has been applied to test the association between attributes. The attribute "gender" has association with "females should do job (χ^2 =11.670, p.value=0.020), that is both sexes have different opinion about "females should do job". Similarly "females should do job" has association with "females should get higher education (χ^2 =112.197, p.value=0.000), "children of working females show better academic results (χ^2 =47.085, p.value=0.000), "modern age females should work for country progress (χ^2 =93.246, p.value=0.000), "children have proud to have a working mother (χ^2 =44.860, p.value=0.000). "Males prefer career on family" has association with "family supports males than females about career (χ^2 =53.163, p.value=0.000). "Working females cannot pay full attention at home" has no association with "in-laws should help females in household work (χ^2 =24.964, p.value=0.070).

Factor analysis is applied to check whether some factors may represent the opinion/thinking of the respondents or whether these factors may directly or indirectly represent the ideology of the respondents about the perception of educated youth about career and family priorities for males and females. The factor analysis results show that there are eleven underlying factors that explain 61% of the total variation.

The first factor "Management of Working Females" found to be more significant. This factor describes that working females can also manage her house life activities and children of working female's show better academic results as compare to non-working females.

The second factor "Females Consciousness about Career" describes that females are now so much conscious about their career and their interest in high education developing day by day.

The third factor "Relationship of Working Female with Home" describes that the working females cannot pay full time at home and at work properly as male can do.

The fourth factor "Difficulties for Females" describes that females have to face much difficulties for establishing their career as compare to males.

The fifth factor "Consciousness about Career" describes that both gender are conscious about their career.

The sixth factor "Female's Position at Work places" describes that still in this era males are considered more attractive for job opportunities as compared to female.

The seventh factor "comparison of family support and people thinking" describes that family wants to support females in career but generally in our society female's job is considered in negative thinking or not appreciated.

The eighth factor "career Importance for Males" describes that males prefer their career on family because their life depends on good career.

The ninth factor "society support" describes that family supports females for career in some homes and husbands also agree that their wives can work because of financial problems. Co. workers should do support females in their work and also in getting their rights.

The tenth factor "Career Importance for Females" describes that females also wants to prefer their career for better future life.

The eleventh factor "Comparison of Career and Family for Males" describes the comparison between males prefer career on family and working males are much devoted with home. Flow chart shown below gives the percentage of information explained by each factor

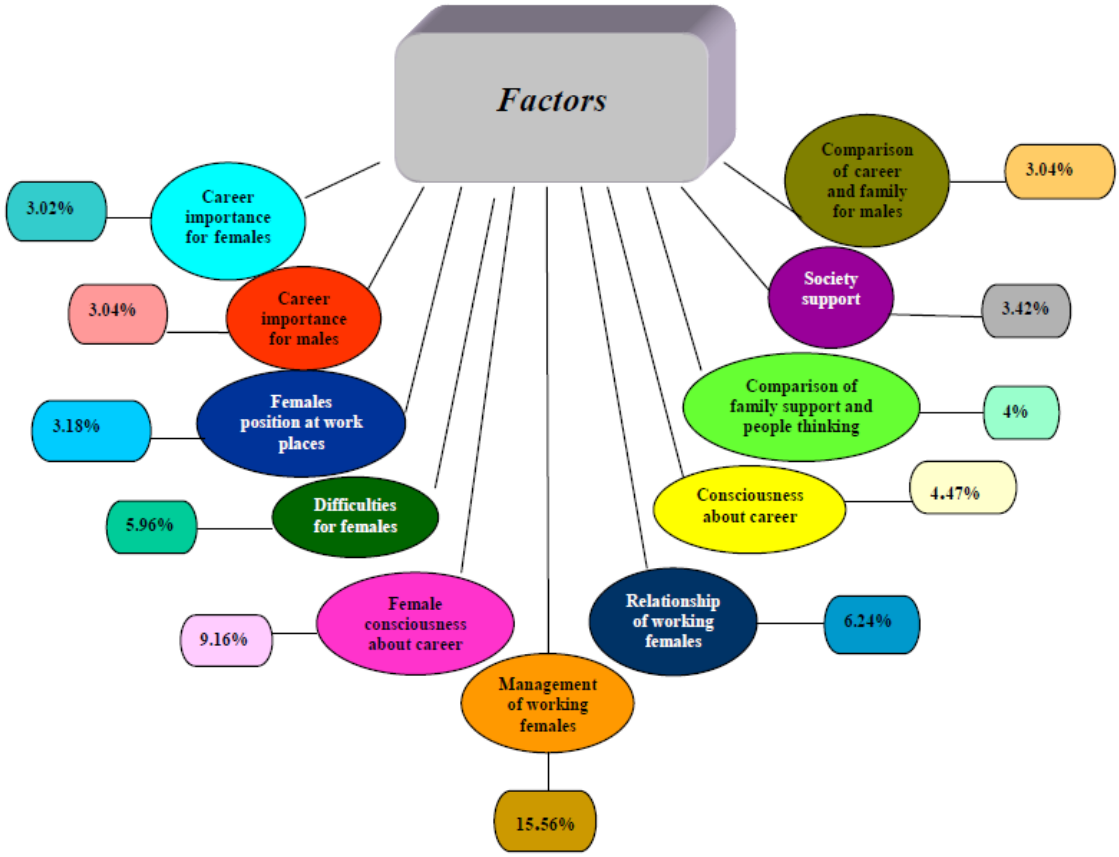
5 Conclusions

It is found that above 50% respondents are in line for supporters that females should do job and should be serious about their career and education but family should be in their priorities. Most of the respondents say that females do work to support their families. Approximately 70% respondents agree that working females cannot pay full attention at home. 59.45% respondents are in favor that modern age males prefer working females. 66.03% respondents agree that modern age females should work for country progress.74% respondents disagree that working males are not much devoting with family. Through test of association, the following major results are observed.

The attribute gender has association with females should do job. There is less percentage of males in favor of females for doing job as compared to females. Similarly females should do job has association with females should get higher education.

From eleven factors "Management of working females" is found to be more significant and major contributor which covers up a number of different ideologies of the educated youth and so the remaining factors form a different group where each group comprise a number of dimensions explain 61% of the total information.

Flow Chart of Factors



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