

# **IMPACT OF GENDER IN SELECTION CRITERION OF CAREER DECISION: A STUDY ON PERCEPTION OF YOUTHS IN SYLHET CITY, BANGLADESH**

by

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## **Abstract**

The objective of the paper is to examine the perception of youths regarding their career decisions. In all 235 sample youths have been selected from tertiary level students of different educational institutions in Sylhet for collecting the primary data, out of which male is 122 and female is 113. The researchers used stratified sampling by considering the age, gender and educational background to collect primary data. The necessary secondary data were collected from relevant online and offline study materials. The collected data were processed by using Microsoft Excel 07 and SPSS 19, analyzed and interpreted afterwards to determine whether gender discrimination have influences on the selection criteria of career decisions by youth generation. Out of the total samples both the genders have opined same set of factors for selecting their career with similar extent and weight. The respondents were of the opinion that a prejudice free environment should be ensured with a view to creating an effective workplace where employees can contribute with their full potentials without facing any impasse. A significance difference has been found between men and women in selecting their career as women are more concerned about gender friendly environment in the workplace.

**Keywords:** Women Career, Gender Friendly Environment, Job security, family Suggestion.

## 1. Introduction

In last decade women' entrance in the corporate world has been increased remarkably. Even some women have achieved the highest position in their career. Although in the traditional societal structure the perception is that women career should be focused on raising the children and taking care of other family members. In the corporate world too, it is most often found that in the name of survival through competition different obstacles are created for women like odd work hour, overtime or over week etc. Sometimes, women have to give explanation and get approval from family for their long hour absence from home or even to go outside the town for business trip. Even in the workplace sometimes women face discriminatory behavior by the male counterparts in different forms, such as, lack of refreshment room, dining or prayers room. Therefore, advancement in the career is a challenging task for the female workers in the male dominated enterprises. In the high competitive job markets women are generally mal-perceived and it is holding those males are better to discharge the responsibilities as compared to their female counterparts. The research study shows that youthful appearance of women is more demanded by the employers than average looking women, as the common women are facing more trouble in getting any job (Hasan, 2012). It needs to invest more in beauty care to maintain their position in the job. Although, the presence of women in the decision making bodies of corporations in many cases may give different viewpoint to the decision makers that may create value. Thus, personal and organizational factors play crucial role in selecting the career of male and female youths which are influenced by their selective perceptions. The present study aims to explore about the gender impact in consideration of required ability, suggestion of family, perception about job environments are the important personal factor to decide about the careers and the return from the career in terms of compensation, advancement, flexibilities, status, security, use of knowledge and skill, prospects of dream realization are other important organizational factors in choosing their careers.

## 2. Literature Review

The selection of right career is a major issue of human life because a wrong selection brings sufferings in the long tenure. Career is generally associated with the employment in exchange of return and associated with single profession. Career selection is the process of career exploration and choice a specific one that drive him the future professional life (Zaidi. Ikabl 2012). The career selection is influenced by environment, family attachment, compensation and personality of a specific person (Davidson 2010). Borchert (2002) added opportunity with environment and personality with the other factors. Ferguson (2000) & Schreiner (2010) emphasized on personality and Gioia (2010) on parent's expectation, peer pressure, uniformed decision and poor self image. Career selection is a matching process between self and work, a decision making task of selection among alternatives. Some occupations are seem to be stereotyped for man and other for women (Alpert and Breen 1989) though it is declining among educated women recently (White J, Kurczek, brown and White B, 1989). The career option was found as narrower for women than men (Betz and Fitzgerald 1985). Women's preferences are oriented to occupations of higher social contact than technical elements (Lightbody, Siann, Tait and Walsh, 1997). Previously women preferred jobs of lower levels and less prestigious than men (Epstein and Bronzaft 1974). They perceived about their abilities as less than men that

drove them to less prestigious jobs (Betz and Fitzgerald, 1979) but due to change in attitudes women are preferring jobs of better pay and better prospects (Harmon 1989). Now they are able to increase their feelings about their competency (Betz and Fitzgerald, 1979) but still they consider the parental opinion regarding their selection of most prestigious jobs (Auster and Auster, 1989). Due to the social norms women's preference is affected by work-family conflict (Karpicke 1980). Now women are considering their occupation as realization of dreams and expressing self-identities in the society.

### **3. Research objective**

The main objective of the paper is to examine the impact of gender in consideration of factors of career selection by male and female. The specific objectives are:

3.1 To find the profile of the respondents to justify the research and to express the feelings of youths.

3.2 To examine different factors of career selection like requisite qualities for specific career, the returns from the career, the working environment, the scope of optimum devotion and future prospects etc.

3.3 To provide some imperative to involve the less participating group in productive career by ensuring an environment without any gender discrimination.

### **4. Methodology**

#### **4.1 Research Design**

The research was conducted to know perception about the factors considered by the youths of male and female to select of their future career at their preparation level, and to search whether there is any difference in consideration between them. So this is categorized as a descriptive analytical applied research. The different hypotheses in this regard are to be proved by this research are:

Hypothesis 1: There is no significant difference between men and women in considering the requisite qualities and matching it with the candidates' ability.

Hypothesis 2: There is no significant difference between youths of both genders in considering the opinions, suggestions and pressures of family members in selecting the careers.

Hypothesis 3: There is no significant difference between men and women in considering the job environment in the yardstick of gender friendliness of each career.

Hypothesis 4: There is no significant difference between men and women in considering the compensation packages of different careers.

Hypothesis 5: There is no significant difference in considering the scope of advancement in each career under consideration by prospective men and women.

Hypothesis 6: There is no significant difference between men and women in considering flexibilities provided by each career in discharging the responsibilities.

Hypothesis 7: There is no significant difference between men and women in considering social status provided by each career.

Hypothesis 8: There is no significant difference between men and women in considering job security provided by each career.

Hypothesis 9: There is no significant difference between men and women in considering opportunity of using intelligence of education of the candidates' for personal and organizational advancement provided by each career.

Hypothesis 10: There is no significant difference between men and women in considering prospects of realization of dream of every youth provided by each career.

## **4.2 Sampling Design**

To know the perceptions of youths of different age, gender and education range, the researchers used stratified random sampling of prospective youths of that region and selected the range of age, gender and education by ensuring the consistency with the objective of the research to collect the primary data.

## **4.3 Sample Size**

The sample size is determined by estimation of confidence level at 95%, the acceptance of maximum sampling error at 6.5% and the conservative policy on success by 50% for that infinite source of population. By calculating through the accepted formula ( $n = z^2 pq / E^2$ ), the sample size is determined at 235.

## **4.4 Data Collection**

The study was done in Sylhet city that is located on the banks of the Surma River and is surrounded by the Jaintia, Khasi and Tripura hills of India. It is the head quarter of both Sylhet Division and Sylhet District. The primary data was collected from 235 youths of different educational institutions of Sylhet city by a well designed questionnaire.

## **4.5 Reliability and validity of data**

By finding out the Cronbach Alpha as 0.66, the reliability of data is ensured and the questionnaire to collect data was examined by the senior researchers before collecting data to be ensured about the validity of research and the result of such examination was found positive about the validity.

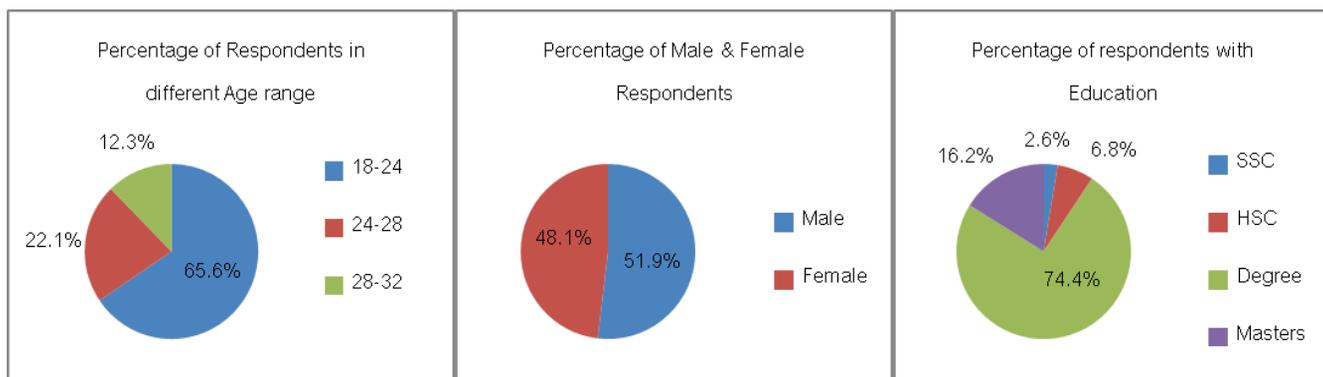
## 4.6 Data Analysis

The collected data were processed through Microsoft Excel 07 and SPSS 19. The outputs in the form of Cross tabulation and Chi-Square test were analyzed by the researchers subjectively and objectively to reach in a conclusion.

## 5. Findings

Status of the respondents carries importance in this research to know the perception of the respondents about the selection criterion of their career in coming future. So composition of the respondents on age, gender and education levels is to be considered to ensure proper representation of youths in examining their perception.

**Figure 1** Frequency Table - Profile of Respondents



Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

The starting age of career is ranged from 18 to 32 in our country. The maximum age limit for fresher in public service is 30, where up to 32 people must settle him in any career. The most common age range in diversified thinking about job is 18 to 24. After that the field is becoming limited because of failure in attaining different criteria imposed by employers. The representing sample is 18-32 is most effective in this research and 65.6% from the age group of 18-24 is appropriate to get their opinion about selection of career. The increasing numbers of female in different careers is to be emphasized in such study and same proportion of male and female is included in the sample. The education level of respondents is referred as prospective field of job seekers. The 74.4 percent of undergraduate level has given their opinion about career selection to increase the validity of that research. Thus the sample is properly representing the population of job seekers of different background with due weight to the specific section.

**Table 1** Requisite qualities of career considered by Male and Female Youth

Gender	Description	Gender Friendliness					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	2	8	12	47	53	122
	Percent	1.6%	6.6%	9.8%	38.5%	43.4%	100%
Female	Count	1	6	12	44	50	113
	Percent	0.9%	5.3%	10.6%	38.9%	44.2%	100%
Total	Count	3	14	24	91	103	235
	Percent	1.3%	6.0%	10.2%	38.7%	43.8%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Entrance in the job is limited by the requisite qualities imposed by the employers to apply for that career. It is true both for employment and for business. Every career needs some qualities to fulfill before compete to enter. All youths are supposed to realize that. So they are in the process of acquiring the qualities to enter the career academically or logistically. There should not be any difference between men and women in the perception of that factor of consideration. Among the youth participants 83.1% of female and 81.9% of male considered that factor in above significance level. The rest may think about the malpractices that are very prevalent in our country.

**Table 2** Requisite qualities of career considered by Male and Female Youth - Chi-Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	0.155	1	0.694

Sufficiently the Chi-Square test verifies that there is no significant difference in the consideration of that factor-requisite quality to compete in a job as it is a systematic matter and the organization need to fulfill their vacancies by the right persons. Society also demands right entrepreneurs in right field to uplift the status of economy of that country.

Gender & Suggestion about Job: Family suggestion has great influences on the youths in their decision making process regarding selection of careers. The youths have to take their suggestion and guidelines from their parents.

**Table 3** Opinion of family members considered by Male and Female Youth - Cross tabulation

Gender	Description	Suggestions					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	4	10	25	57	26	122
	Percent	3.3%	8.2%	20.5%	46.7%	21.3%	100%
Female	Count	1	9	21	50	32	113
	Percent	.9%	8.0%	18.6%	44.2%	28.3%	100%
Total	Count	5	19	46	107	58	235
	Percent	2.1%	8.1%	19.6%	45.5%	24.7%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

The girls are comparatively more depended on their parents' guidelines than the boys. Among the girls (72.5%) considered the suggestion as above average significant level against 68.0% of boys.

**Table 4** Opinion of family members considered by Male and Female Youth: Chi-Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	1.728	1	0.189

The Chi-Square test verifies that there is no significant difference in considering the factor of family suggestion by male and female. So all are opt to taking the suggestion of parents because the parents have the vast experience in different career potentials and can suggest properly in the decision making process of youths.

**Table 5** Job Environment in the Yardstick of Gender Friendliness considered by Male and Female Youth-Cross tabulation

Gender	Description	Gender Friendliness					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	21	29	9	38	25	122
	Percent	17.2%	23.8%	7.4%	31.1%	20.5%	100%
Female	Count	2	5	14	37	55	113
	Percent	1.8%	4.4%	12.4%	32.7%	48.7%	100%
Total	Count	23	34	23	75	80	235
	Percent	9.8%	14.5%	9.8%	31.9%	34.0%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Gender friendly environment is an important requirement especially for female to facilitate them to do their job. So, all the female respondents consider that factor in above significant level and conscious, sympathized part of male respondents should support it, especially those who have spouses in the careers. In absence of gender friendly environment it is almost impossible for the female counterparts to carry on in their career in that conservative minded people dominated region. Life style of people is changing so fast, women are increasingly interested in their own career because maintaining the living standard is also going to be impossible by the income of single person in a family. So it supposed that all youths either male or female should consider that factor equally in very near future. Existence of some sort of stereotype idea about the notion that men should work outside and women in home management makes the male youth not to bother about the gender friendly environment in the workplace. It is found that 81.5% of female consider that factor in above significance level against 51.6% of male respondents.

**Table 6** Job Environment in the Yardstick of Gender Friendliness considered by Male and Female Youth-Chi-Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	38.369	1	0.000

Consideration of gender friendly environment by the youths of different gender is found as significantly different by Chi-square test. But the researchers perceived that this difference will be faded away soon as the attitudes of the youths towards career is fast changing and the participation of women in the productive works is increasing rapidly.

**Table 7** Compensation packages of the career considered by Male and Female Youth - Cross tabulation

Gender	Description	Compensation					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	4	9	22	49	38	122
	Percent	3.3%	7.4%	18.0%	40.2%	31.1%	100%
Female	Count	2	13	13	49	36	113
	Percent	1.8%	11.5%	11.5%	43.4%	31.9%	100%
Total	Count	6	22	35	98	74	235
	Percent	2.6%	9.4%	14.9%	41.7%	31.5%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

The female consider the compensation package a bit more (75.3% against 71.3%) than the male counterpart as they have more opportunity cost of choosing the career outside the home (Table 7). The male youths are perceived to bear the overall responsibilities of all the members of the family. But the unavailability of sufficient job opportunities compels the youths to manage with the existing salary structure.

**Table 8** Compensation packages of the career considered by Male and Female Youth-Chi-Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	0.068	1	0.794

The chi-square test verifies that there is insignificant difference between men and women in choosing their career by considering the compensation packages because youth irrespective of gender do work for that consequence.

### 5.1 Advancement in career Considered by Youths of both genders

**Table 9** Prospects of Advancement of the career considered by Male and Female Youth

Gender	Description	Advancement					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	1	8	17	52	44	122
	Percent	.8%	6.6%	13.9%	42.6%	36.1%	100%
Female	Count	0	13	17	47	36	113
	Percent	.0%	11.5%	15.0%	41.6%	31.9%	100%
Total	Count	1	21	34	99	80	235
	Percent	.4%	8.9%	14.5%	42.1%	34.0%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Advancement means more benefits, more social status and more responsibilities. Every person needs advancement in his career as men live by their dream and this dream is unlimited. Men do not want to stay at the same place year after year because at that time the experience, skill, qualities and also responsibilities are to be increased. Before choosing career people have to consider the advancement opportunities of that career. More prospects of advancement is preferable to almost all the people except the most lethargic one. The effect of stereotype nature of men and women is a little bit vigilant in respect of searching advancement opportunity in the job. Out of 235 respondents, 78.7% of men consider that factor significant in above average level against 73.5% of women.

**Table 10** Prospects of Advancement considered by Male and Female Youth - Chi-Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	1.078	1	0.299

It is also found from the Chi-Square test the issue of advancement is almost similarly influence the male and female candidates (Table 10). All persons need advancement in their carrier and there is no significant difference between men and women in this issue.

## 5.2 Flexibilities in Job Considered by Youths

**Table 11** Scope of flexibility in discharging the duties of the career considered by Male and Female Youth - Crosstab

Gender	Description	Flexibility					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	3	17	13	47	42	122
	Percent	2.5%	13.9%	10.7%	38.5%	34.4%	100%
Female	Count	6	13	18	38	38	113
	Percent	5.3%	11.5%	15.9%	33.6%	33.6%	100%
Total	Count	9	30	31	85	80	235
	Percent	3.8%	12.8%	13.2%	36.2%	34.0%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Flexibility in work rules and conditions is also required by everyone. In selection of career, it is one of the major issues for the candidates as people need more relaxed lives and they have other duties of family and society along with the demand of personal recreations. So flexibility of career attracts almost all candidates in the process of selection of jobs. It is supposed that female should consider that matter more than their counterparts but men also need to engage their time and efforts outsides and inside the family, so the summation of need may be similar. So, 72.9% of male consider this factor in above average level of significance against 67.2% of female (Table 11).

**Table 12** Scope of flexibility in discharging the duties of the career considered by Male and Female Youth-Chi-Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	0.428	1	0.513

Chi-square test again verifies that there is no significant difference between men and women regarding the choice of career by considering the flexibilities positively (Table 12).

### 5.3 Status of Jobs

Table 13 Social Status of the career considered by Male and Female Youth - Crosstab

Gender	Description	Status					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	2	6	16	49	49	122
	Percent	1.6%	4.9%	13.1%	40.2%	40.2%	100%
Female	Count	2	8	12	48	43	113
	Percent	1.8%	7.1%	10.6%	42.5%	38.1%	100%
Total	Count	4	14	28	97	92	235
	Percent	1.7%	6.0%	11.9%	41.3%	39.1%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Stereotyped women choose less prestigious career for themselves, but the women of present world have changed their attitudes totally. They are more conscious about the status of job in their selection process. Unavailability of job may tie some of them to select less prestigious jobs but the expectations are different. Among the respondents 80.6% of women consider the job with high social status against 80.4% of men as above significant level.

Table 14 Social Status of the career considered by Male and Female Youth - Chi - Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	0.123	1	0.726

The Chi-Square test successfully verifies that there is no significant different between the choice of career by men and women by considering the status of it (Table 14). That is women have reverted from the stereotyped concept of choosing less prestigious jobs for themselves by considering their ability and intention. But the limitations, environmental constraints and unavailability of suitable job may compel them to accept some jobs against their will.

### 5.4 Security of Jobs

Table 15 Security provided by the career considered by Male and Female Youth - Crosstab

Gender	Description	Security					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	0	14	18	44	46	122
	Percent	.0%	11.5%	14.8%	36.1%	37.7%	100%
Female	Count	2	5	12	46	48	113
	Percent	1.8%	4.4%	10.6%	40.7%	42.5%	100%
Total	Count	2	19	30	90	94	235
	Percent	.9%	8.1%	12.8%	38.3%	40.0%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Job security is one of the significant factors in the time of selection of jobs. It ensures the stability in people's life and people expect stability in their life. Women have to look after their kids, maintain their family and they have to do work outside. So, the work-life balance is a must for women than the men. So job security is expected by all the respondents irrespective of gender.

**Table 16** Security provided of the career considered by Male and Female Youth - Chi - Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	1.988	1	0.159

Chi-Square test verifies that there is no significant difference between the consideration of job security by men and women in the process of selection of career. Both of them prioritize that factor before the selection to make their life risk free because of huge unemployment rate in the country. In such environment life becomes risky in case of losing the job in any stage of matured life where people have to discharge more responsibilities in their personal lives.

### 5.5 Use of education and Skill:

Successfully completion of duties gives the inner spirit to the person in his career and it is one of most important source of satisfaction. By use of his skill and knowledge, the mastery of art of doing any job can be achieved. So every person need to use his knowledge and intelligence in his job. Every educated men and women seek the opportunity to use the acquired knowledge and their intelligence level in their work. So by analyzing the nature of work people seek the scope of using it.

**Table 17** Scope of utilizing the intelligence and education by the career considered by Male and Female Youth - Crosstab

Gender	Description	Utilizing the intelligence and education					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	2	6	19	52	43	122
	Percent	1.6%	4.9%	15.6%	42.6%	35.2%	100%
Female	Count	1	7	18	54	33	113
	Percent	.9%	6.2%	15.9%	47.8%	29.2%	100%
Total	Count	3	13	37	106	76	235
	Percent	1.3%	5.5%	15.7%	45.1%	32.3%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

Out of the respondents 77.8% of men and 77% women consider that factor in above average level of significance in the process of decision making regarding their career (Table 17).

**Table 18** Scope of utilizing the intelligence and education by the career considered by Male and Female Youth - Chi - Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	0.320	1	0.572

The Chi-Square rightly verified that there is no significance difference between men and women in considering that factor before selecting their career (Table 18).

### 5.6 Dream Realization by Career:

**Table 19** Scope of Realization of Dream by the career considered by Male and Female Youth

Gender	Description	Scope of Realization of Dream					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
Male	Count	2	6	23	44	47	122
	Percent	1.6%	4.9%	18.9%	36.1%	38.5%	100%
Female	Count	1	8	15	50	39	113
	Percent	.9%	7.1%	13.3%	44.2%	34.5%	100%
Total	Count	3	14	38	94	86	235
	Percent	1.3%	6.0%	16.2%	40.0%	36.6%	100%

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014

By selecting the most suitable career is a dream of every youth either male or female. It is natural that every person expects to fulfill their dream by their career in their youth age before getting the bitter experience of the practical world. Among the youths 78.7% of women and 76.6% of men expects to realize their cherished dream by the most suitable career (Table 19).

**Table 20** Scope of utilizing the intelligence and education by the career considered by Male and Female Youth - Chi - Square Tests

Type	Value	df	Asymp. Sig. (2-sided)
Linear-by-Linear Association	0.002	1	0.968

Chi-Square test verifies the fact that there is no difference in the educated male and female in the expectation of dream fulfilling by the career and consider that factor in the selection process of career (Table 20).

### 5.7 Overall Discussion

Stereotyped notion about career of the youth of both genders was considered as a career selection criterion by the male and female. They thought about their career differently in some years back in this region though it was changing in developed world since twenty to thirty years back. The social norm about career was that women are for soft jobs and men are for hard working career. But due to change in attitude, ability, demand of family and requirement of working field this notion is shifting fast. Examining the factors of selecting career by the men and women was perceived as an important matter of research. The hypotheses of the differences in consideration of different factors of career selection by men and women as negative were examined in the research.

The factors tested were the matching the requisite qualities of specific career with their own qualities, the suggestions from elder family members, the returns from career in compensation, advancement scope, flexibilities in performing duties, security of the career, opportunity of using intelligence and education, realization of specific dream and the status of the career.

## 6. Results

	Hypothesis	Result
#1	There is no significant difference between men and women in considering the requisite qualities and matching it with the candidates' ability.	Accepted
# 2	There is no significant difference between men and women in considering the opinion, suggestion and pressure of family members in selecting the careers.	Accepted
# 3	There is no significant difference between men and women in considering the job environment in the yardstick of gender friendliness provided by each career.	Rejected
#4	There is no significant difference between men and women in considering the compensation packages of different jobs in selecting the careers.	Accepted
#5	There is no significant difference between men and women in considering the scope of advancement in each career under consideration.	Accepted
# 6	There is no significant difference between men and women in considering flexibilities provided by each career in discharging the responsibilities.	Accepted
# 7	There is no significant difference between men and women in considering social status provided by each career.	Accepted
# 8	There is no significant difference between men and women in considering job security provided by each career.	Accepted
# 9	There is no significant difference between men and women in considering opportunity of using intelligence of education of the candidates' for personal and organizational advancement provided by each career.	Accepted
#10	There is no significant difference between men and women in considering prospects of realization of dream of every youth provided by each career.	Accepted

It is found that due to the change of attitudes towards women participation in productive career, there are no differences in consideration of the requisite qualities (Table 1), suggestion from family (Table 3), compensation package (Table 7), advancement prospects (Table 9), flexibilities in discharging duties (Table 11), securities of job to ensure safe life (Table 15), use of intelligence and education to be expert in that field (Table 15), realization of dream by that career (Table 17), and status of job (Table 13) between youths of both genders. Only in the very special factor of gender friendly environment, a significant difference in the consideration by men and women was found in selecting their specific career (Table 5 & 6) because it ensures the women's continuation with their career otherwise withdrawal of themselves. The authors' logical analysis ensures that there will be no significant difference between men and women in that factor in the near future and the authority should consider that factor to encourage more women in the productive work place.

## 7. Conclusion

With the increasing level of education, skill and interest the stereotyping idea of women's different job selection is vanishing fast. The considering factors of career selection is approaching to the male and female with same level of significance other than gender friendly environment. The need of gender friendly environment is presently considered differently by male and female because of the very need of women. But women are the partner of men in their lives so the significance level of consideration of this factor will have no difference in the near future. So the respective authorities should consider that factor and ensure the non-discriminating environment for both men and women.

## 8. Benefits of the Study

This study would be helpful to academicians and employers to understand the changed attitudes of prospective youths of both gender specially women in selecting their career. The required knowledge and ability increase the confidence of youths in taking any assignment. The increased positive attitudes of women towards enrollment in higher education makes confident enough to compete for any type of job. The youths of both genders considers the requisite qualities, work environment and the compensation from the careers equally accept the sexual harassment of the workplace that is considered more by the women than men. So the academicians and employers should be informed about the changed attitudes of women about their career for enhancement of knowledge and making proper decision about recruitment process and job environment.

## 9. Limitation of the Study

The sample frame includes youths of Sylhet City rather than youths of different areas of Bangladesh are identified as one of the important limitations of the study. But study on the most conservative attitudes of the people of that region in such topic express the change of such people about their career. It can be easily assumed that the attitudes of people of other region are far advanced in selecting their career.

**10. Further Research:** Further research can be done on attraction and restoration of youths of both sex to different careers specially the most contributing career such as entrepreneurship and other employment generating activities. The realization of employers in creating gender friendly environment to attract the aspirant and promising youths of both genders is another field of further research based on that research.

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