THE RELATIONSHIP BETWEEN ASPIRATION AS INTERNAL BARRIER AND CAREER ADVANCEMENT AMONG WOMEN IN BANKING SECTOR

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ABSTRACT

The main purpose of this study is to identify the relationship between aspiration as internal barrier and career advancement among women in banking sector. In this quantitative study, a set of questionnaire focusing on women executives was used for data collection. A total number of 263 women employees among the women executives in banking sector were selected to participate in the study. The research findings shown that, there was a significant effect of aspiration on career advancement among women. It is recommended employer should provide training that can improve women executives' inner self.

Keywords: *Career advancement, barriers in career advancement, internal barrier, aspiration*

Introduction

Everyone has the desire to improve, upgrade and extent their knowledge and skills, and when involving career advancement, it requires the additional responsibilities and accountabilities. The employees will equip themselves with trainings and skills to adapt with the organization's needs while the organization need to maintain and improve their system and the human capital in order to keep on survive in this advanced technology era. The current situation has made the employees aware of the importance of knowledge, skills and abilities in order to keep on survive in the organization. This helps the organization improve their human capital. Back to the 1980s, the employees are given only specific task because it was the era of traditional work, which means, men will do the men's work and vice versa to women (Hartl, 2004). Nevertheless, starting in the 1990s, where the technology started to enter the career life, men and women were treated equally (Burke, 2006). There were no more men's or women's work.

Career advancement requires participation from both the employers and employees, in order for it to commence successfully. Career advancement is all about the ways in motivating employees and the process of enhancing satisfaction in career life. According to Jenny (2011), men and women possess different desires and needs. Therefore, there are also differences

between men's and women's career advancement. Men are more favourable to be appointed in the top management positions instead of women employees.

Research Objective

To identify the relationship between aspiration as internal barrier and career advancement among women in banking sector.

The Significance of the Study

This study is hoped to expand and add up the knowledge closely relating aspiration as internal barrier in career advancement among women. This relationship can be added to the field of study. This study conducted to make the women aware of what has gotten into their path in order for them to move up the career ladder. All this while, people would find it normal for women to stay at home and maintain the happiness of their family, but, in this era, women and career are inseparable because of the equal opportunity given among male and female employees. So, with this study, it may open the eyes of those who assumed that women are more suitable to stay at home rather than working. With this study, it helps organization to tackle their problems. This study is important to the organization because, it can help the organization in re-evaluate the practices that they used to practice before. Ways of solving the barriers in career advancement among women help the organization increase their productivity. The researcher hopes that this study can be the reference to all.

The Scope of the Study

In this study, the researcher focuses on women executives in the banking sector. The total number of the women executives involved is 263.

Career Advancement

Since the 1970s, family was categorized by traditional role which, women with wife/mother role and men as the breadwinner and protector. Fundamentally, women were bound to traditional family roles while men interpreted by their work. According to Miller (2008), recently, the traditional role is invalid. In fact, women with dual career, which focuses on family, and career currently replace the women that bound to traditional roles.

Azmi (2012) notes that lately, there is an increased on the number of women entering the labour force and it has changed the women status in society. So far, Stockdale (2004) notes that the career advancement of women is regarded to be diverse to that of men. This is mostly in line to differences in behaviours, attitudes, and the way of how women socialized. Studies on career advancement have concentrated mainly on matters provoking men, supposing that comparable matters provoke women (Heimler, 2012). Nonetheless, in line to the fact that many women are now seeking to senior management positions, researchers have lately begun to examine some of the career related barriers women encounter as they enter conventionally male dominated careers (Litzky, 2007).

As seen recently, even though there is an increased in the number of women participating in the labour force, yet, women's representation in the top management positions is still lacking. This shows that there is a blockage in women's career advancement. Career advancement is important in organizations and to employees. Career advancement is one of the way for the organization to attract and retain their human talent (Rudman, 2008). Career advancement is a

process which employees will go through an additional of responsibilities and tasks on the way to climb up the career ladder.

Career advancement also shows that, organization is committed in putting their trust on the employees. This is how organization shows appreciation to their employees besides the salary and monetary benefits. In organization, career advancement is like killing two birds with a stone where, besides retaining the employees the organization also able to maintain their productivity, and consequently increase the productivity. Career advancement is important because, it helps both of the employers and employees. That is why, it needs to be reviewed, planned, and evaluated, so that the career advancement can be well measured.

Barriers in Career Advancement

Career barriers are defined as events or conditions either within the person's environments that make career advancement difficult (Ghani, 2006). Discussions on barriers differentiate between two types, namely, internal and external barriers (Swanson, 1997). It has been noted that as individuals realize and identify occupational barriers, they may deal with the perceived reality by comprising their occupational goals (Hayfaa Tlaiss, 2010). According to Khapova (2007), barriers are concepts that explain the discrepancy between women's abilities and their achievements. According to Maimunah (2008), individual barriers are the barriers that face by the people from within themselves, while, organizational barriers are the barriers that employees face from the organization itself (Hayfaa Tlaiss, 2010). However, in this study, the researcher will on focus on aspiration as internal barrier in career advancement among women.

Aspiration

Aspiration and support can be defined as the aspiration given in motivating people (Litzky, 2007). Aspiring can also be defined as driving others to do a certain thing or matter (Sümer, 2006). Aspiration and support in this study is referring to women employees that desire supports from her family members include, the parents and spouse.

Women often perceive that their significant others disapprove of their career because of an assumption that family responsibilities are neglected (Adams, 2007). According to Suutari (2012), barriers impacting on women's career advancement originate from two sources, namely, family related and work related constraints. The degree to which family concerns become a constraining factor are related to a woman's involvement in parental, marital, and home roles on the one hand, and the amount of support she receives from her spouse and other relatives on the other. Straub (2007) confirms that the attitudes of a woman's partner and the degree to which the latter encourages and supports or prevents career mobility, impacts on the integration of work and family roles. According to Adams (2007), women receive less support for non-traditional career from their partners and relatives. Notwithstanding the progress women have made at work, stereotypes and out-dated assumptions continue to make it difficult to enter non-traditional fields such as science, engineering and technology (Caroline Straub, 2007). Hence, the most persistent challenge is linked to the beliefs and attitudes about what constitutes a woman's work.

Research Design

The data collection in this study is using quantitative and the main research instrument is questionnaire.

Data Analysis Method

Analysis	Description
Reliability	An evaluation that been used in a study to measure the stability and Validity of the items that are available in the questionnaire in order to obtain the best result out of it
Descriptive	To describe and get a summary of information from the data obtained through the population or sample
Correlation	The method used to identify the relationship between the variables
Regression	Simple linear regression is a method used to obtain a straight line at distributed value that can be used at the collected information

Sample Size

A total number of 763 women executive involves in this study. Based on the Krejcie& Morgan (1970), according to the size of population, 260 women executives will be selected as respondents in this study.

Research Instrument

In this study, the research instrument used is the questionnaire. The questionnaire has been distributed to the respondents.

The Analysis of the Questionnaire

The researcher has distributed 350 sets of questionnaire to the women executives in the banking sector. A total of 263 sets of questionnaire were returned and used in this study.

Reliability

Reliability is an evaluation that been used in a study to measure the stability and validity of the items that are available in the questionnaire in order to obtained the best result out of it (Sekaran, 2003). Internal consistency reliability with the Cronbach's Alpha coefficients is used in this study. In this study, the co-efficient of the aspiration is 0.761and career advancement is 0.782.

Pearson's Correlation

According to Sekaran (2003), the main task that need to be done by the researcher before obtaining the mean and the standard deviation for the independent and dependent variable is to know how does the variables related to each other. Therefore, correlation has been tested towards the barriers and career advancement and also self-esteem and career advancement in order to prove that there is a significant relationship among the three variables.

Table 1: Pearson's Correlation

Pearson's Correlation	
Variable	**Correlation**
Aspiration	0.317**

Note: **=Correlation is significant at the 0.01 level (2-tailed)

From Table 1, the correlation is 0.317 which means that there is a significant relationship between aspiration and career advancement.

Discussions

The findings showed that there is a significant relationship between aspiration and career advancement among women. It shows that aspiration has a positive relationship with career advancement among women. According to Suutari (2012), women are emotional where they tend to need support from the spouse and family members in whatever they are doing. Women that have lack of aspiration and support usually are the ones that have poor performance at the workplace because they had lack of attention. From a previous study done in a manufacturing industry by Maimunah (2008), 150 out of 208 respondents claimed that family support as the factor that stops them from advancing in the career. This study is supported by Al-Ahmadi (2011) that surveyed employees in the health industry in the Middle East that showed role-conflict has affected the career advancement of women employees. This shows that it has effect on the career advancement among women.

The Limitation of the Study

Like the previous studies, the researcher also faces the internal factors that affect and influence the feedback of the respondents. This is due to the human nature that easily affected by the emotions and the surroundings and also personal commitments that are difficult to be controlled by the researcher. Plus, the quantitative analysis that been used in this study does not explain the matters relating to emotions, feelings, reactions and perceptions from the respondents while they answer the questionnaire. Therefore, it cannot portray banking sector as a whole. Next, the limitation that been faced by the researcher is the data collection aspect. The data collected is related only to the barriers and career advancement. However, the theories, models and instruments used by the researcher need to be analyse then will be choose to ensure that the items selected are the ones that are up-to-date.

Conclusion

Career advancement is one of the important elements that need to be instilled in each employee. The employer should play their role in coping and help the employees in facing the barriers they encounter in the career life. Instead of the employer, the employees should also be proactive in the organization. Interaction between the employer and the employees is very important.

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