

Dual Role Conflict and Career Aspiration among Female IT Professionals in Thiruvananthapuram

MA HUMAN RESOURCE MANAGEMENT

2024-2026

Dual Role Conflict and Career Aspiration among Female IT Professionals in Thiruvananthapuram

MA HUMAN RESOURCE MANAGEMENT

Course Code: HR 547

ABSTRACT

This study examines the relationship between dual role conflict and career aspiration among female IT professionals in Thiruvananthapuram, Kerala. Grounded in role theory and work-family conflict theory, the study measures work-to-family conflict and family-to-work conflict as the two dimensions of dual role conflict, and achievement, leadership, and educational aspiration as the three dimensions of career aspiration. A quantitative, cross-sectional research design was adopted, with data collected from 67 female IT professionals through a structured questionnaire distributed via Google Forms. The questionnaire comprised a socio-demographic schedule, the Work-Family Conflict Scale developed by Netemeyer, Boles, and McMurrian (1996), and the Career Aspiration Scale-Revised developed by Gregor and O'Brien (2015). Convenience sampling was used to select respondents.

The findings show that while most respondents did not report high overall dual role conflict, work-to-family conflict was considerably more common than family-to-work conflict. Career aspiration levels were high across all three dimensions, with achievement aspiration ranking highest. Correlation analysis revealed that family-to-work conflict was significantly and negatively related to achievement aspiration, whereas work-to-family conflict showed no significant relationship with any dimension of career aspiration. Working hours emerged as the demographic variable most strongly associated with both constructs, while family type and age showed no significant differences. The study concludes that although female IT professionals in the sector remain highly career oriented, excessive work demands and unmanaged family interference can erode specific aspirations. It recommends flexible work arrangements, monitored working hours, family-friendly policies, and continued career development support to help women sustain both role balance and professional ambition.

TABLE OF CONTENTS

SL NO.	TITLE	PAGE NO.
1	Introduction	7-14
2	Review of Literature	15-43
3	Methodology	44-50
4	Data Analysis	51-85
5	Findings, Suggestions and Conclusion	86-91
6	Bibliography	92-96
7	Appendix	97-106

LIST OF TABLES

TABLE NO.	TITLE	PAGE NO.
3.7.1	Reliability Test Dual Role Conflict Scale	48
3.7.2	Reliability Test Career Aspiration Scale	48
4.2.1	Age of the Respondents	53
4.2.2	Marital Status of the Respondents	54
4.2.3	Spouse Employment Status of the Respondents	55
4.2.4	Type of Family of the Respondents	56
4.2.5	Number of Children of the Respondents	57
4.2.6	Dependent Family Members Other Than Children	58
4.2.7	Educational Qualification of the Respondents	59
4.2.8	Work Experience of the Respondents	60
4.2.9	Current Job Level of the Respondents	61
4.2.10	Mode of Work of the Respondents	63
4.2.11	Average Working Hours per Week	64
4.2.12	Frequency of Working Beyond Official Working Hours	65
4.3.1	Level of Dual Role Conflict among the Respondents	66
4.3.2	Level of Work-to-Family Conflict among the Respondents	67
4.3.3	Level of Family-to-Work Conflict among the Respondents	68
4.4.1	Level of Career Aspiration among the Respondents	69

4.4.2	Level of Career Achievement Aspiration among the Respondents	70
4.4.3	Level of Career Leadership Aspiration among the Respondents	71
4.4.4	Level of Career Educational Aspiration among the Respondents	72
4.5.1	Relationship between Work-to-Family Conflict and Career Achievement Aspiration	73
4.5.2	Relationship between Work-to-Family Conflict and Career Leadership Aspiration	74
4.5.3	Relationship between Work-to-Family Conflict and Career Educational Aspiration	75
4.5.4	Relationship between Family-to-Work Conflict and Career Achievement Aspiration	76
4.5.5	Relationship between Family-to-Work Conflict and Career Leadership Aspiration	77
4.5.6	Relationship between Family-to-Work Conflict and Career Educational Aspiration	78
4.5.7	Relationship between Dual Role Conflict and Career Aspiration	79
4.6.1	Difference in Dual Role Conflict Based on Average Working Hours per Week	80
4.6.2	Difference in Career Aspiration Based on Average Working Hours per Week	81
4.6.3	Difference in Dual Role Conflict Based on Family Type	82
4.6.4	Difference in Career Aspiration Based on Family Type	83
4.6.5	Difference in Dual Role Conflict Based on Age	84
4.6.6	Difference in Career Aspiration Based on Age	85

LIST OF FIGURES

FIGURE NO.	TITLE	PAGE NO.
4.2.1	Age of the Respondents	53
4.2.2	Marital Status of the Respondents	54
4.2.3	Spouse Employment Status of the Respondents	55
4.2.4	Type of Family of the Respondents	56
4.2.5	Number of Children of the Respondents	57
4.2.6	Dependent Family Members Other Than Children	58
4.2.7	Current Job Level of the Respondents	61
4.2.8	Mode of Work of the Respondents	63
4.2.9	Average Working Hours per Week	64
4.2.10	Frequency of Working Beyond Official Working Hours	65
4.3.1	Level of Dual Role Conflict among the Respondents	66
4.3.2	Level of Work-to-Family Conflict among the Respondents	67
4.3.3	Level of Family-to-Work Conflict among the Respondents	68
4.4.1	Level of Career Aspiration among the Respondents	69
4.4.2	Level of Career Achievement Aspiration among the Respondents	70
4.4.3	Level of Career Leadership Aspiration among the Respondents	71
4.4.4	Level of Career Educational Aspiration among the Respondents	72

CHAPTER – 1

INTRODUCTION

INTRODUCTION

Work and family have historically been treated as separate spheres of life, each governed by its own expectations. For much of the twentieth century this separation was gendered by default, with men occupying paid work and women occupying unpaid domestic labour. The entry of women into paid employment in large numbers did not come with a matching redistribution of domestic responsibility.

Instead, women increasingly found themselves occupying both spheres at once, a pattern that organisational behaviour scholars have termed dual role conflict (Greenhaus & Beutell, 1985).

The information technology sector is a useful setting in which to study this pattern. Unlike industries with fixed hours and a clear boundary between office and home, IT work is organised around project deadlines, client time zones, and constant digital connectivity. These features intensify the conditions associated with dual role conflict. Within this context, career aspiration, understood as the degree to which a person aspires to leadership, further education, and professional achievement (O'Brien, 1996), becomes an important outcome to study, since aspiration is what determines whether women pursue and sustain advancement in demanding professional settings.

1.1 Women in the Workforce

Evolution of women's workforce participation.

Women's participation in paid employment has grown substantially over the past century, moving from near exclusion in most economies to near parity with men in several sectors. This shift was driven by expanding access to higher education, growth of the service and knowledge economy, and changes in law and social attitudes around women's employment.

Importance of women in economic development.

Women's workforce participation is a driver of economic development and not only a matter of individual opportunity. Higher female labour force participation is linked to household income diversification, poverty reduction, and stronger national productivity. In dual income households, women's earnings often determine the difference between subsistence and security.

Increasing participation in professional occupations.

Women today participate across nearly every sector of the economy, including fields historically dominated by men such as engineering, finance, and information technology. This growth has been strongest in knowledge based industries, where educational attainment rather than gender increasingly determines entry and progression.

1.2 Women in the IT Sector

Growth of the Indian IT industry.

The information technology industry has become one of the largest employment generating and export earning sectors in India over the past three decades. This growth is concentrated in a small number of urban hubs, including Bengaluru, Hyderabad, Chennai, and Thiruvananthapuram, where Technopark has anchored the state's IT ecosystem.

Growth of female employment.

Women's participation in IT has grown considerably since the industry's early, male dominated years. Entry and mid level positions now show far stronger female representation than in earlier decades, though representation continues to thin at senior levels.

Nature of IT work.

IT work is organised around project deadlines rather than fixed hours. Many organisations, particularly those serving international clients, require night shifts or extended hours to coordinate across time zones. The portability of IT work through laptops and constant connectivity means the boundary between workplace and home is frequently blurred.

Unique challenges faced by female IT professionals.

Female IT professionals work in environments with demanding workloads, irregular hours, tight deadlines, and continuous technological change. These demands intersect with the expectation that women continue to carry a larger share of household responsibility, producing role conflict and role overload for many women in the sector.

1.3 Dual Role Conflict

Meaning.

Dual role conflict refers to the incompatibility that arises when a person must meet the demands of two roles at once, most commonly the roles of employee and family member, such that meeting one makes the other harder to meet. The theoretical basis for this comes from role theory, where Kahn, Wolfe, Quinn, and Snoek (1964) defined role conflict as the simultaneous occurrence of two or more incompatible role pressures. When these pressures come specifically from work and family, Greenhaus and Beutell (1985) term the resulting incompatibility work-family conflict.

Types.

1. **Work-to-Family Conflict.** This occurs when the demands or strain generated by a person's work role interfere with her ability to meet family responsibilities. It is common in roles with long hours, rigid schedules, or heavy workloads that extend into personal time.
2. **Family-to-Work Conflict.** This occurs when family demands, such as childcare or household management, interfere with a person's ability to meet professional demands. Netemeyer, Boles, and McMurrian (1996) established this bidirectional view of work-family conflict, showing that professional and domestic obligations constrain each other rather than one simply flowing into the other.

Major causes.

Structural factors such as irregular schedules, heavy workloads, and unsupportive organisational culture contribute to dual role conflict. At the household level, the gendered division of domestic labour and the presence or absence of spousal support shape how much conflict a woman experiences. Marital status and the presence of young children further shape the intensity of conflict.

Consequences.

At the individual level, dual role conflict is associated with stress, fatigue, and anxiety. At the professional level it is linked to poorer job attitudes and reduced performance. At the career level, it has been linked to forgone promotions, declined transfers, and reduced career investment over time.

1.4 Career Aspiration

Meaning.

Career aspiration refers to the degree to which a person aspires toward professional achievement, leadership, and further education, distinct from her more realistic career expectations (O'Brien, 1996). Aspiration reflects what a person hopes for under ideal conditions, while expectation reflects a more tempered sense of what she believes she will actually achieve.

Importance.

Career aspiration matters because it can be suppressed before any visible change occurs in a person's job performance or outcomes. Its erosion can remain invisible to employers, and to women themselves, well before it shows up in career data.

Dimensions.

1. Achievement Aspiration.

The desire to be recognised as among the best in one's field or to produce work of particular value.

2. Leadership Aspiration.

The degree to which a person aspires to positions of authority and responsibility for directing others.

3. Educational Aspiration.

The degree to which a person aspires to further formal education or professional qualification relevant to advancement.

These three dimensions form the structure of the Career Aspiration Scale-Revised (Gregor & O'Brien, 2015).

1.2 STATEMENT OF THE PROBLEM

The Indian IT sector has seen growing participation of women, particularly in hubs like Technopark, Thiruvananthapuram. Despite this growth, female IT professionals continue to face dual role conflict arising from the need to balance demanding professional responsibilities with

family and domestic obligations. Long working hours, tight deadlines, and continuous technological change in the industry intensify these demands, with a plausible effect on women's career aspirations and professional growth.

Unlike traditional work structures with fixed hours, the IT sector is often both more flexible and more demanding at once, with night shifts, extended hours to coordinate with international clients, and work that frequently extends into the home through laptops and constant connectivity. This shift in the nature of work has occurred quickly, and family members from a generation used to conventional job structures may not fully understand the extent of these demands. As a result, women in the sector often face household expectations shaped by outdated assumptions about work, which adds a further layer to the burden of managing dual roles, since women must meet the actual demands of their jobs while also negotiating a lack of recognition for those demands at home.

Career aspiration is a particularly important outcome to examine in this context because it can decline well before any visible change in job performance or career outcomes. A woman may continue to perform her role competently while quietly scaling back what she considers a realistic professional ambition for herself, a shift that would not necessarily be captured by studies focused only on satisfaction or turnover.

There is limited research specifically examining the influence of dual role conflict on career aspiration among women in Kerala's IT sector, and fewer studies still that examine whether the level of either construct, or the relationship between them, differs across demographic characteristics such as marital status. This study addresses that gap by examining the relationship between dual role conflict and career aspiration among female IT professionals in Thiruvananthapuram, and by examining whether this relationship, and the levels of both constructs, differ significantly by marital status.

1.3 SIGNIFICANCE OF THE STUDY

Practical and Industrial Relevance

For female IT professionals, the findings help reframe the scaling back of professional ambition, often experienced privately as a personal failure to balance both domains, as a legitimate and shared consequence of dual role conflict. This can support women in identifying its sources and seeking appropriate support rather than internalising it as an individual shortcoming. For HR professionals and organisations, the study offers evidence relevant to a workforce risk that is often addressed only after the fact through attrition data. Understanding how dual role conflict relates to career aspiration can inform more proactive interventions, such as flexible scheduling, caregiver support, and mentorship, aimed at sustaining women's ambition at the career stages where conflict tends to be most acute.

Academic Relevance

For researchers, the study addresses a comparatively underexamined intersection, the relationship between dual role conflict and career aspiration within the Indian IT sector, and specifically within Kerala. Most existing work-family conflict research in this setting has focused on proximate outcomes such as satisfaction or turnover rather than on the more forward looking construct of aspiration. By also examining variation across marital status, the study offers a foundation on which future research, including longitudinal or comparative work across other IT hubs, can build.

1.4 OBJECTIVES OF THE STUDY

- To measure the level of dual role conflict (work-to-family and family-to-work conflict) among respondents.
- To measure the level of career aspiration (achievement, leadership, and educational aspiration) among respondents.
- To examine the relationship between dual role conflict (work-to-family conflict and family-to-work conflict) and career aspiration among respondents.
- To examine whether the levels of dual role conflict and career aspiration differ significantly across select demographic variables.

1.5 DEFINITION OF CONCEPTS

Dual Role Conflict

- **Theoretical Definition**

Dual role conflict is a form of inter-role conflict in which the demands of a person's work role and family role are, in some respect, mutually incompatible, such that participation in one role is made more difficult by participation in the other (Greenhaus & Beutell, 1985).

- **Operational Definition**

In this study, dual role conflict refers to the level of work-to-family conflict and family-to-work conflict reported by respondents on the Work-Family Conflict and Family-Work Conflict scales developed by Netemeyer, Boles, and McMurrian (1996), as measured through their responses to the study questionnaire.

Career Aspiration

- **Theoretical Definition**

Career aspiration is the degree to which an individual aspires toward professional achievement, leadership responsibility, and continued education within her career, distinct from her more realistic career expectations (O'Brien, 1996).

- **Operational Definition**

In this study, career aspiration refers to the level of achievement, leadership, and educational aspiration reported by respondents on the Career Aspiration Scale-Revised developed by Gregor and O'Brien (2015), as measured through their responses to the study questionnaire.

1.6 CHAPTERIZATION

This dissertation is presented in five chapters as below:

Chapter 1 – Introduction, Statement of the Problem, Significance of the Study, Objectives of the Study, Definition of Concepts, Chapterization.

Chapter 2 – Introduction, Review of literature, Conclusion

Chapter 3 – Introduction, Title of the study, Research design, Universe and unit, Sampling, Research data, Tools for data collection, Sources of data, Data collection, Data analysis, Limitations of the study

Chapter 4 – Introduction, Data analysis, Conclusion

Chapter 5 – Findings, suggestions, Conclusion

CHAPTER – 2

REVIEW OF LITERATURE

Introduction

This review is organised around the objectives guiding the present study. It begins by examining dual role conflict as a construct, tracing its theoretical roots in role theory and its operationalisation through work-to-family and family-to-work conflict, which corresponds to the first objective of measuring the level of dual role conflict among respondents.

The review then examines career aspiration as a construct, covering its theoretical grounding in Social Cognitive Career Theory and its operationalisation through the Career Aspiration Scale-Revised, corresponding to the second objective of measuring the level of career aspiration among respondents. It then addresses the central relationship of interest, between dual role conflict and career aspiration, tracing the mechanisms through which conflict suppresses aspiration, which speaks directly to the third objective. Finally, it narrows to sector-specific evidence from women information technology professionals, since this is the population and industry context of the present study, before identifying, in a concluding section, the specific gap in the existing literature that this study addresses.

2.1 Dual Role Conflict

2.1.1 Role Theory as the Theoretical Foundation

The study of dual role conflict is rooted in role theory, which provides the foundational framework for understanding how competing expectations across different social positions generate psychological tension and behavioural strain. Role conflict is a type of social conflict that results from a person being forced to enact separate and inconsistent roles: in other words, it represents incompatible expectations within and between different roles, existing when the expectations of a job are mutually different or opposite, such that the individual cannot meet one expectation without rejecting the other. This foundational understanding, as articulated by Kahn, Wolfe, Quinn, and Snoek (1964), established that in role conflict, an individual is directed to perform two or more roles that are incompatible or in conflict with one another, and role conflict occurs when at least one role expectation is inconsistent or incompatible with at least one other.

Building upon this, role theory recognises that individuals occupy multiple social positions simultaneously, each carrying its own set of obligations and behavioural demands. Role pressures are combinations of expectations and demands that individuals either place on themselves, or have

placed on them by other people. When these role pressures originate from structurally distinct domains, most notably the domains of work and family, the resulting incompatibility constitutes what scholars have come to define as work-family conflict or, in its more specific application to women managing domestic and professional obligations, dual role conflict.

2.1.2 The Foundational Definition: Greenhaus and Beutell (1985)

The most widely applied conceptualisation of work-family conflict in the literature is that advanced by Greenhaus and Beutell (1985). Work-Family Conflict (WFC) as defined by Greenhaus and Beutell (1985) is a type of dual role conflict in which the role demands of work or family do not fit in some way. This definition, while concise, carries significant theoretical weight because it frames work-family conflict explicitly as an inter-role phenomenon, one that arises not from a deficiency within the individual, but from the structural incompatibility between two legitimately held social roles.

Extending this definition further, according to Greenhaus and Beutell (1985), a person experiences dual role conflict when experiencing role pressure from the workplace and outside the workplace, where this pressure at work is as opposed to family pressure, and when family roles take priority over work roles, it becomes increasingly difficult for individuals to participate in work roles. This bidirectional framing is critical because it acknowledges that interference does not flow in one direction alone. Work-family conflict can be accurately described as a type of inter-role conflict where the demands of roles from both professional and family life are somewhat mutually exclusive, being involved in the work role makes it harder to participate in the family role, and vice versa.

2.1.3 The Three Forms of Conflict: Time-Based, Strain-Based, and Behaviour-Based

Greenhaus and Beutell's (1985) contribution is particularly significant because it delineates three distinct forms through which work-family conflict manifests, providing researchers with a theoretically grounded typology for operationalisation. Time-based conflict arises when role performance in one domain is hampered by time or attention assigned to another, such as rigid work schedules and demands for work or family time; strain-based conflict occurs when increased anxiety or stress in one domain, such as unclear roles, impairs role performance in the other

domain; and behaviour-based conflict arises when expectations and habits from one domain are transferred to another, impeding role performance in the other domain.

This tripartite classification forms the theoretical backbone for understanding how dual role conflict operates in the lived experience of working women. Time-based conflict is perhaps the most immediately recognisable form. Work-family conflict is a conflict that occurs in an individual due to taking on multiple roles, both in work and in the family, where time and attention is too devoted to one role only, so that the demands of other roles cannot be fulfilled optimally. The time dimension is particularly salient given that work demands relate to the stresses that come from excessive workloads and time to complete work, such as work that has to be done hastily and has a deadline.

Strain-based conflict, the second form, captures the psychological spillover between domains. The high demands placed on a woman to be able to fulfil her family and work responsibilities at the same time trigger excessive pressure on women's mental health, causing work stress to increase. This strain does not remain contained within one domain but permeates into the other, degrading performance and well-being across both spheres simultaneously.

2.1.4 The Bidirectional Nature of the Conflict

A significant theoretical development following Greenhaus and Beutell's foundational work was the recognition that work-family conflict is inherently bidirectional in its direction of interference. The direction of the conflict between work and family is inherently bi-directional: work may interfere with the family domain (work-to-family conflict) and family may interfere with the work domain (family-to-work conflict). Workplace demands impede the fulfilment of family obligations in the work-to-family conflict scenario, while work-related obligations are impeded by familial demands in the family-to-work conflict scenario.

This bidirectionality is also reflected in how scholars operationalise the concept in relation to women specifically. According to Rahmadita (2013), dual role conflict is a form of conflict between roles in which role pressures from work and family conflict, meaning that there are two roles that must be carried out by the woman simultaneously at the same time, namely as mother, wife, and as a working woman. Similarly, according to Howard et al. (2004), dual role conflict

occurs when one role is incompatible with another because of the different demands of family and work roles.

2.1.5 Antecedents of Dual Role Conflict

Understanding the sources that generate dual role conflict is essential to appreciating the conditions under which working women find themselves most vulnerable to its effects. The literature identifies several structural and individual-level antecedents.

At the structural level, working conditions and workload emerge consistently as primary antecedents. Dual role conflict often occurs due to work with an irregular work schedule, heavy workload, interpersonal difficulties in the workplace, business trips, career transitions, or less supportive superiors that hinder the implementation of family obligations. The burden of excessive work tasks extends beyond the workplace, further compressing the time available for family responsibilities. Employees who have too much work will find it impossible to complete it at work and must take it home, and these tasks thus take up employee time that should not be spent on personal matters, because even though they are done at home, these tasks are still work-related tasks that can interfere with women's free time.

Role overload represents a closely related antecedent. Role overload occurs when the level of role demand exceeds an individual's available time and capability, as one has to perform multiple tasks at a time with limited resources: it is a situation when the person has too many tasks that require attention at the same time, all of which may be mutually compatible or not, but within a limited time period. Furthermore, performance of multiple roles may lead to role conflicts, role stress and role strain leading to overload, because one has to enact multiple role demands within limited time and available resources.

At the individual and social level, cultural expectations and the gendered division of domestic labour constitute powerful antecedents. Unlike men, women are often expected to adjust to the new role of the working spouse without significantly reducing their responsibilities as a wife, mother, and homemaker. This expectation is particularly pronounced in societies where traditional gender roles remain deeply embedded. Cultural and gender traditions consistently pressure women, intensifying work-family conflict globally, and the failure to receive adequate support in the domestic sphere compounds the conflict significantly. Work-family conflict theory underscores

the importance of spousal support in alleviating work-family conflict, with supportive spouses helping with housework and childcare, reducing time-based conflicts, and offering emotional encouragement.

2.1.6 Consequences of Dual Role Conflict

The consequences of dual role conflict are wide-ranging, affecting individual well-being, work performance, family functioning, and organisational outcomes.

At the individual psychological level, dual role conflict is strongly associated with elevated work stress. The inability to balance work and family responsibilities causes emotional distress, physical symptoms such as fatigue and insomnia, and decreased performance at work. The psychological toll is compounded by the internalised expectations women carry regarding both their professional and domestic roles. The research reveals that while balancing career and personal life, women experience self-doubt, anxiety, and mental fatigue, underscoring the psychological cost of managing competing obligations.

Work performance is also significantly affected. Work-family conflict has been associated with an array of negative outcomes such as poor job attitudes, ineffective work performance, dissatisfaction within the family domain, diminished psychological well-being, and physical and behavioural symptoms of distress. At the organisational level, the implications extend to absenteeism, turnover, and reduced commitment. Both work-family conflict and family-work conflict had positive relationships with job tension and the number of hours worked, and both types of conflict had negative relationships with organisational commitment, job satisfaction, life satisfaction, and turnover intention.

The consequences are also visible in interpersonal and social dimensions. Work-family conflicts, stress and strain among women employees affect their career, goals, and their lives and the lives of other members in the family, demonstrating that the effects of unresolved dual role conflict radiate outward beyond the individual to the household and wider social unit.

Research conducted among women employees in Bangalore found that a majority of respondents (52.8 percent) were of the opinion that they had to rearrange work and family obligations that conflict with one another and give them a feeling of mental stress, and such stress is repeating quite often, with an additional 33.6 percent reporting moderate levels of conflict. This finding

underscores the pervasiveness of the phenomenon and reinforces the theoretical argument that dual role conflict is not an exceptional circumstance but a structural feature of working women's everyday lives.

2.1.7 Dual Role Conflict in the Information Technology Sector

While the majority of the literature reviewed on dual role conflict draws from government services, education, banking, and general corporate contexts, a smaller but growing body of research has examined this phenomenon specifically within the information technology sector. Kumari and Vangapandu (2021) studied 392 IT employees in India and found that work-family conflict was significantly associated with career advancement, with age acting as a moderator of this relationship. Alok, Banerjee, and Singh (2021), studying 510 women IT professionals, found that work-family conflict was positively related to professional self-efficacy demands, with managerial support mediating this relationship. A further cross-sectional study of married female IT professionals in India found that family-to-work conflict was reported as higher than work-to-family conflict among this population, suggesting that domestic demands may weigh more heavily than work demands in shaping conflict for women in this sector. However, none of these IT-sector studies specifically examine the relationship between dual role conflict and career aspiration, representing a gap the present study addresses.

2.2 Career Aspiration: Theory, Women, and Measurement

Having examined dual role conflict as a construct, this section turns to career aspiration, addressing the second objective of the present study concerning the measurement of achievement, leadership, and educational aspiration among respondents.

2.2.1 Conceptualising Career Aspiration

Career aspiration occupies a central position in vocational psychology as it captures the forward-looking dimension of individuals' relationship with work, not merely what they do, but what they hope to become and achieve. Career aspirations represent an individual's orientation toward a desired career goal under ideal conditions, providing information about an individual's interests

and hopes, unfettered by reality (Hellenga, Aber, & Rhodes, 2002, as cited in Domenico & Jones, 2006). This definition is important because it distinguishes aspiration from expectation: aspiration describes what one hopes for, while expectation reflects what one realistically anticipates, and the gap between the two is often where the most consequential barriers operate.

Within vocational development theory, occupational aspirations have been conceptualised as a major career developmental task for adolescents when seeking careers that are compatible with their self-concepts (Patton & Creed, 2007, as cited in Al-Bahrani et al., 2020). Super's vocational development theory proposed that vocational self-concept plays an important role in choosing careers that match individuals' self-image, with that self-concept formed through interaction between the person and the environment. Early aspiration can be applied to predict later aspiration and, ultimately, the occupational choice that people make, and adolescents' aspirations and expectations have been shown to predict adult educational attainment years later (Al-Bahrani et al., 2020). Career choices are thus not random selections but the accumulated expression of values, perceived competence, environmental opportunity, and social identity formed across the developmental years.

The risk at the adolescent stage of development is that individuals may commit themselves to a choice before they really know the options accessible to them, with many students remaining unaware of their education and employment options. Research has found that a significant proportion of adolescents report uncertainty about their occupational aspirations, with some studies documenting that 17.83% of adolescents show low career aspirations while 58.33% fall at a moderate level, suggesting that although some adolescents maintain their aspirations and expectations for the future, for others, future-oriented cognitions remain in fluctuation (Al-Bahrani et al., 2020). Changes occur due to social pressures, family background, socioeconomic status, access to opportunity structures, and school factors.

2.2.2 Social Cognitive Career Theory as a Theoretical Framework

Social Cognitive Career Theory (SCCT), developed by Lent, Brown, and Hackett in 1994, provides a particularly powerful framework for understanding how career aspirations develop, stabilise, and translate into career choices and attainments. SCCT is grounded in Bandura's general social cognitive theory and is aimed at explaining three interrelated aspects of career development:

how basic academic and career interests develop, how educational and career choices are made, and how academic and career success is obtained.

Three intricately linked variables, self-efficacy beliefs, outcome expectations, and goals, serve as the basic building blocks of SCCT. Self-efficacy refers to an individual's personal beliefs about his or her capabilities to perform particular behaviours or courses of action, while outcome expectations refer to beliefs about the consequences or outcomes of performing particular behaviours. Personal goals may be defined as one's intentions to engage in a particular activity or to attain a certain level of performance. SCCT assumes that people are likely to become interested in, choose to pursue, and perform better at activities at which they have strong self-efficacy beliefs, as long as they also have necessary skills and environmental supports to pursue these activities.

Self-efficacy beliefs are assumed to derive from four primary sources of information: personal performance accomplishments, vicarious experiences such as observing similar others, social persuasion, and physiological and emotional states. Personal accomplishments are assumed to offer a particularly compelling source of efficacy information, but the nature of the social models and reinforcing messages to which one is exposed, and the types of physiological states one experiences while engaged in particular tasks, can all affect self-efficacy regarding different performance domains.

A critical insight from SCCT for understanding women's career aspirations is that choice goals are sometimes influenced more directly and potently by self-efficacy beliefs, outcome expectations, or environmental variables than by interests alone. Many adolescents and adults are not able to follow their interests either unfettered by obstacles or with the full support of important others. The choice-making of these persons is constrained by economic need, family pressures, or educational limitations. Cultural values, particularly the degree to which one's choices may be guided by elder family members, may also limit the role of personal interests in career choice. This recognition of the constraining role of environmental conditions is particularly pertinent to the study of women's career aspirations, where cultural, familial, and structural barriers have been shown to operate systematically.

2.2.3 Women's Career Aspirations: Historical Development and Contemporary Patterns

Women's career aspirations have undergone significant transformation over the twentieth century, reflecting and responding to broader shifts in gender norms, educational access, economic structures, and legislative frameworks. Historically, society believed a woman's place was in her home, caring for her husband and children, as opposed to the workplace, with valued feminine traits such as meekness and submissiveness feared to be lost if women entered the workforce (Domenico & Jones, 2006). These normative expectations shaped not only what careers women pursued but also the degree to which they permitted themselves to aspire to advancement, leadership, and professional distinction.

In the early decades of women's workforce entry, career aspirations were studied dichotomously, as either having a homemaking or a career orientation. More recently, women's career choices were examined in terms of the degree of career versus family orientation, traditional versus nontraditional career choice, and prestigious versus nonprestigious occupational selection. Problems emerged when researchers assumed that women who entered traditional or less prestigious careers were less achievement-oriented than their counterparts who pursued male-dominated occupations (Gray & O'Brien, 2007). This reductive framing failed to account for the aspirational dimension within any given career path, a woman might select a traditionally female career such as nursing and aspire to conduct medical research, train advanced nursing students, or manage an intensive care unit.

Despite progress in women's workforce participation, a persistent pattern of occupational clustering has characterised women's labour market engagement. Women have tended to enter the workforce in lower-status, lower-paying jobs, and have remained clustered in a limited number of conventional careers. Low-paying traditionally female careers, including administrative support, sales, service, nursing, teaching, social work, and clerical jobs, reflected society's persistent attitudes regarding stereotypical occupational roles for males and females. Because women's career choices were restricted, their earnings lagged behind their male counterparts with comparable education and experience (Domenico & Jones, 2006). Even among women employed in male-dominated fields such as science and engineering, women earn roughly 20% less than their male counterparts (Domenico & Jones, 2006).

More recent research has begun to document a reversal or complication of earlier patterns. Females have been found to have higher career aspirations compared to males in several studies, and females show an interest in a significantly greater number of careers and exhibit more gender-role flexibility in their career aspirations than their male counterparts (Al-Bahrani et al., 2020). Females are more likely than males to aspire to and attain the highest status occupations, even those that are male-dominated. At the same time, the existence of formal aspiration does not guarantee professional advancement, as women who aspire to nontraditional careers continue to encounter structural, cultural, and psychological barriers that attenuate the translation of aspiration into attainment.

2.2.4 Barriers to Women's Career Aspirations

A barrier is any obstacle that prevents forward movement or any event or condition that makes career progress difficult, and barriers partially explain the gap between the abilities of women and their achievements or inhibit women's career aspirations (Domenico & Jones, 2006). Barriers are significant factors in the career development process, and the onset of such barriers frequently begins when women are children, reinforced throughout women's schooling, college, and work, becoming more complex over time.

Among the most enduring barriers is the gendered architecture of occupational roles. Gender is clearly one of the most powerful of all influences on vocational behaviour, and cultural beliefs about gender bias individuals' perceptions of their competence at various career-relevant tasks, controlling for actual ability. To the extent that individuals then act on gender-differentiated perceptions when making career decisions, cultural beliefs about gender channel men and women in substantially different career directions (Al-Bahrani et al., 2020). This operates not through overt prohibition but through the internalisation of expectations about what kinds of aspirations are appropriate for women, producing a form of self-limiting aspiration.

The intersection of career aspirations with family and reproductive roles has been particularly consequential. Watson et al. (2002, as cited in Domenico & Jones, 2006) noted that adolescent females were more conflicted between their future careers and commitment to marriage and family than their male counterparts. Having a career posed challenges for women due to their family responsibilities, and women were expected to perform duties as wife and mother in addition to fulfilling their professional responsibilities. Some women experienced feelings of guilt or

selfishness if they put their career interests first. Because women's work and family demands were simultaneous, these demands had a significant impact on women's careers. This conflict is not merely psychological but structural, as the organisation of work continues to operate on assumptions of a worker who is largely unencumbered by primary caregiving responsibilities.

The maternal identity further intersects with career aspiration through what O'Brien (2025) terms the "subjectivity load": the constant negotiation or making and remaking of the self that is required of mother-workers to live with two contradictory identities simultaneously. Research with mothers working in creative industries revealed that an internalized expectation exists that motherhood should be prioritised over work, and that mothers felt that they were always having to choose between conflicting demands. This internalized expectation could be stark, with facilitating any creative work equated with abandonment of all maternal care duties by some respondents. The ongoing ambivalence that results creates an additional cognitive burden for working mothers that compounds the structural barriers they face.

The glass ceiling metaphor, first popularised in the 1980s, described what appeared to be an invisible barrier preventing women from moving into the highest levels of organisations. However, this metaphor has been reframed as insufficiently capturing the complexity of women's career obstacles. A better metaphor is that of the labyrinth, a complex journey toward a goal worth striving for, which conveys the idea that for women who aspire to top leadership, routes exist but are full of twists and turns, both unexpected and expected (Eagly & Carli, 2007). This metaphor acknowledges that impediments are not concentrated at a single high level but are present at every stage of career development, including resistance to women's leadership, issues of leadership style and authenticity, and, most dramatically for many women, the challenge of balancing work and family responsibilities.

The phenomenon of women being pushed or pulled out of the workforce is relevant here. Rather than women simply choosing to leave successful careers, research has shown that inflexible work schedules, denial of part-time hours, and the structural conditions of workplaces combine to make sustained career advancement untenable for many mothers. Mothers are frequently both pushed and pulled out of the workforce because of the impossible task of finding balance between mothering and work (Stone, 2007, as cited in O'Brien, 2025). The framing of women as having "opted out" presents mothers as uncommitted to their work, while simultaneously belying the irony

that work is structurally biased against sustainable careers for mothers. These departures from the workforce directly diminish career aspirations, as women revise their expectations downward in response to experienced or anticipated obstacles.

2.2.5 Contextual Variables Influencing Career Aspiration

Research has consistently identified a range of contextual variables that shape the level and direction of career aspirations, operating at individual, familial, and structural levels.

Academic achievement is among the most robust individual-level predictors. Academic achievement predicted educational aspirations of secondary school adolescents, and students who achieve well in school tend to have higher career aspirations than those who do not. High-achieving females exceeded the aspirations of average-achieving females and males. Young people who believe they have the ability to achieve and who attribute their success to hard work rather than luck or fate have higher aspirations than their peers (Al-Bahrani et al., 2020). Additionally, females who perceived themselves as hard working and more internally motivated were more likely to aspire to careers that are male dominated, whereas males' career aspirations appeared largely unrelated to their self-perceived achievement motivation.

Mathematical proficiency operates as a specific and powerful predictor of career aspiration, particularly in science, technology, engineering, and mathematics pathways. Academic proficiency and mathematics self-efficacy were the strongest predictors of persistence in science and engineering career aspiration, and it is likely that mathematics performs as a filter by limiting students' future options. For students who experience a low grade in mathematics, not only did they start out with lower expectations for their careers, but also their aspirations declined at a much more rapid pace from mid-high school onwards (Al-Bahrani et al., 2020). The study of pure mathematics, as opposed to applied mathematics, is associated with significantly higher career aspiration scores, consistent with the argument that mathematical pathways function as gatekeepers to a wider range of occupational possibilities.

Parental education and socioeconomic background constitute a second major cluster of contextual influences. Parental aspirations have a particularly strong effect on adolescent aspirations, if parental aspirations are high, so are the teenager's aspirations. Parents' educational level has been positively related to aspirations of youth, and students whose fathers and mothers have higher

educational levels report higher career aspirations. For families with lower parental education levels, however, parent academic involvement was directly associated with higher aspirations, suggesting that even lower-educated parents can communicate high expectations for their adolescents' future success and upward mobility through their involvement (Al-Bahrani et al., 2020). Among adolescent females in particular, career choice was strongly influenced by the mother's occupation, as the mother's occupation was credited with impacting children's aspirations because children often attended work with their mothers and were more likely to know what their mothers did for a living (Domenico & Jones, 2006).

Socioeconomic status shapes career aspirations through its effects on information, role models, and opportunity. Youth from higher socioeconomic statuses were more likely to be knowledgeable of and choose professional occupations, while career aspirations of young females from low-income families were confined to experiences of their relatives and friends (Domenico & Jones, 2006). Adolescents from higher income families were more likely to aspire to professional jobs than those from lower income families.

2.2.6 Women's Career Motivation

American career theorist Farmer proposed that the reason women lag behind men in career achievements is career motivation, and she developed a career motivation model based on social learning theory comprising three aspects: career expectation, motivation of mastery, and professional investment (Lv & Gong, 2020). Career motivation includes career expectation, one's ambition for self-expression and willingness to accept challenges, and career commitment, which is an individual's work-centred attitude toward life. Personal factors, background factors, and environmental factors interact to affect women's career motivation and career achievement and development.

Based on these orientations, women can be broadly categorised as career-driven, family-type, or mixed-type in their career motivation. Career-driven women have strong achievement motivation and high sense of self-efficacy, strive to pursue personal value and career success, and devote most of their energy to work. Family-type women have a strong sense of identity and responsibility for the family and devote most of their energy to handling family affairs. The integrative type refers to those who are successful in both career and family, or neither is good. Critically, these are not

fixed categories but dynamic orientations that can shift across the life course in response to changing personal circumstances, relationship statuses, and organisational conditions.

Role conflict is mainly reflected in the conflict between family roles and work roles, and due to different family situations, social environments, and individual role consciousness, women encounter different role conflicts at different stages, which seriously affect their life paths (Lv & Gong, 2020). This recognition that role conflict is not merely a work-life balance problem but a fundamental challenge to women's career identity underscores the need to understand career aspiration not as a stable trait but as a dynamic outcome continuously shaped by the intersection of individual motivation and structural constraint.

2.2.7 The Measurement of Career Aspiration: The Career Aspiration Scale

The operationalisation of career aspiration for women has evolved substantially, from early dichotomous measures of homemaking versus career orientation through traditionality and prestige ratings, to more multidimensional assessments. In 1996, O'Brien articulated the need to move beyond traditional measures and redefined career aspiration as the degree to which women aspire to leadership positions and continued education within their careers, developing the Career Aspiration Scale (CAS) to measure this construct.

The CAS development recognised that a woman may select a traditional, less prestigious occupation, such as nursing, and aspire to leadership within that field, performing medical research or managing an intensive care unit. Alternatively, a woman may elect a prestigious career yet work few hours to focus on raising children rather than advancing. These configurations of aspiration cannot be captured by prestige or traditionality ratings alone. The CAS thus assesses the aspirational dimension that cuts across career choices, the desire to lead, to train others, and to pursue further education, rather than the content of the choice itself.

Gregor and O'Brien (2015) revised the CAS to address limitations in the original measure, particularly the low reliability of the educational aspirations subscale due to its small number of items, and the absence of a third salient component of aspiration: the desire to be one of the very best in one's field or to be recognised for one's accomplishments. This construct was labelled achievement aspiration and grounded theoretically in McClelland's achievement motivation theory, which defined achievement motivation as the desire to accomplish something of value or

importance through efforts to meet standards of excellence. The construct differs from leadership and educational aspirations as these assess more specific aims related to but not focused on superior achievement or excellence.

The Career Aspiration Scale-Revised (CAS-R) resulted in a 24-item three-factor measure assessing achievement, leadership, and educational aspirations. Confirmatory factor analyses indicated good model fit across two independent samples of undergraduate and graduate women. Support was found for the reliability and validity of the CAS-R, with subscales demonstrating adequate internal consistency and test-retest reliability. Validity was further supported through positive correlations with work role salience and achievement motivation, and negative correlations with willingness to compromise career for a future partner (Gregor & O'Brien, 2015). The development of these increasingly refined instruments reflects growing recognition that the measurement of women's career aspirations requires tools that capture the multidimensional and dynamic character of how women orient themselves toward professional achievement across different career domains and life stages.

2.3 The Relationship Between Dual Role Conflict and Career Aspiration

With dual role conflict and career aspiration established individually as constructs (Sections 2.1 and 2.2), this section turns to the relationship between them, directly addressing the third objective of the present study.

2.3.1 Conceptualising the Conflict-Aspiration Interface

The relationship between dual role conflict and career aspiration represents one of the most consequential yet theoretically underexplored intersections in the vocational psychology and organisational behaviour literatures. While considerable scholarly attention has been devoted to examining how work-family conflict influences proximate work-related outcomes, including job satisfaction, organisational commitment, and turnover intention, far less systematic attention has been directed toward the upstream question of how the experience, and even the anticipation, of dual role conflict shapes women's career aspirations themselves. This distinction carries significant theoretical weight. Career aspiration, understood as the degree to which women aspire to leadership positions, continued education, and professional achievement within their careers (O'Brien, 1996, as cited in Gray and O'Brien, 2007), is not merely an outcome that conflict

frustrates after the fact. Rather, it is a forward-looking psychological orientation that dual role conflict actively suppresses, often before opportunities are identified or sought.

The suppression of career aspiration through role conflict operates at multiple levels simultaneously. At the cognitive level, the perceived incompatibility between career and family roles narrows the aspirational horizon: what women permit themselves to want and expect professionally. At the motivational level, the anticipation of role conflict drains the psychological energy available for career investment. At the behavioural level, role conflict translates aspiration suppression into concrete decisions: declining promotions, forgoing leadership development, refusing geographic mobility, and withdrawing from the networking activities through which ambitious career trajectories are constructed and sustained. Understanding the relationship between dual role conflict and career aspiration therefore requires a framework that integrates the cognitive, motivational, and structural dimensions of this relationship, tracing its effects across the aspirational process from initial goal formation through to the translation of aspiration into occupational attainment.

2.3.2 The Anticipatory Suppression of Career Aspiration

A critical theoretical contribution of recent research is the demonstration that the suppressive effects of dual role conflict on career aspiration do not operate exclusively retrospectively, that is, after women have encountered the concrete demands of managing simultaneous work and family obligations. Rather, the mere anticipation of future role conflict is sufficient to constrain aspiration significantly before those demands materialise. This anticipatory dimension is among the most consequential mechanisms through which role conflict damages women's career trajectories, because it operates at the stage when aspirations are formed and when career-relevant investments in education, skill development, and professional network building are being made.

Townsend, Kray, and Russell (2024) provided compelling experimental evidence for this mechanism across four studies. They demonstrated that undergraduate women holding a fixed gender role mindset, the belief that traditional gender role divisions between the domestic and professional spheres are immutable, anticipated significantly greater work-family conflict than both their male counterparts and women holding a growth gender role mindset. This anticipatory conflict, in turn, was associated with behavioural intentions consistent with aspirational downscaling, including greater willingness to consider part-time work and diminished

expectations about the feasibility of combining ambitious career pursuit with family life. Critically, the effect was asymmetric: for men, gender role mindset did not predict anticipated conflict in any of the studies. The asymmetry is theoretically important because it locates the anticipatory suppression of aspiration within a specifically gendered cognitive framework. Women, but not men, carry the prescriptive burden of gender role norms that render high career aspiration and primary caregiving responsibility as mutually incompatible, and it is this perceived incompatibility, held prospectively, before the demands themselves have been experienced, that begins to narrow aspirational possibilities.

This finding resonates with the foundational theoretical work of Farmer and Fyans (1980), who proposed that early sex role socialisation practices produce psychological predispositions, including what they termed home-career conflict, that moderate the expression of women's achievement and career motivation. Their model anticipated the empirical evidence by several decades: women with achievement motivation comparable to men could nonetheless display lower career aspiration and career-seeking behaviour if they perceived role conflicts as inescapable and the environment as unsupportive of their achieving behaviours. Crucially, Farmer and Fyans (1980) identified risk preference as a key variable in this process, noting that inconsistencies in the standard achievement motivation model for women included a failure to display expected risk preferences for tasks of intermediate difficulty, the very preferences that characterise high achievers in the Atkinson-McClelland framework. Their explanation centred on the moderating effect of perceived home-career conflict: the costs of professional risk-taking were experienced as disproportionately high by women who anticipated that career investment would generate irresolvable conflict with domestic role obligations. This framing establishes a direct theoretical link between the anticipation of dual role conflict and the suppression of one of the most fundamental behavioural expressions of career aspiration, the willingness to take professional risks in pursuit of ambitious goals.

The anticipatory suppression of aspiration is further illuminated by Social Cognitive Career Theory (SCCT), which positions self-efficacy beliefs, outcome expectations, and goal-related intentions as the primary mechanisms through which career interests develop and translate into career choices. Within the SCCT framework, anticipated dual role conflict functions as a contextual barrier that degrades outcome expectations, beliefs about what one can realistically

achieve given the demands of competing role obligations, and thereby weakens the link between interests and aspirational goal setting. Lent, Brown, and Hackett (1994, as cited in the SCCT literature) explicitly recognised that many individuals are unable to pursue their career interests without constraint, because economic pressures, family demands, and cultural values intervene to narrow the range of aspirational possibilities. For women specifically, the anticipation of role conflict constitutes a particularly pervasive contextual barrier operating at the very point at which aspirations are forming, with consequences that ramify throughout the subsequent career development process.

2.3.3 Career Trade-offs, Advancement Avoidance, and Aspiration Downscaling

The empirical evidence that dual role conflict translates into concrete career trade-offs that reduce professional aspiration in practice is extensive and consistent across cultural and institutional contexts. Buddhapriya (2009), in a study of 121 women professionals drawn across government services, public sector organisations, private sector enterprises, and non-governmental organisations in India, documented the pervasiveness of aspiration-suppressing career trade-offs with particular precision. Approximately 95 percent of her respondents agreed that family responsibilities impeded women's professional advancement, while 73 percent indicated that prioritising career over family led to social disapproval and rejection. More significantly for the present analysis, 73 percent reported having made career trade-offs specifically to accommodate family obligations, declining transfers to different locations, refusing positions requiring frequent travel, and foregoing promotions associated with geographic relocation. Over 61 percent reported being unable to utilise their full professional potential because of family responsibilities.

These findings carry a significance that extends beyond documenting the prevalence of work-family conflict. They reveal that role conflict systematically forecloses the very career opportunities through which professional aspiration is ordinarily expressed and rewarded. Promotion-seeking, geographic mobility, and the acceptance of high-visibility assignments that require sustained commitment are among the primary mechanisms through which ambitious career aspirations become professional advancement. When role conflict renders these behaviours prohibitively costly, the result is not merely delayed advancement but a progressive revision of aspirational self-concept, women come to identify themselves as less professionally ambitious than they otherwise would be, because the sustained inaccessibility of advancement opportunities

erodes the sense of professional possibility. Buddhapriya (2009) identified a particularly acute aspirational inflection point at the middle management level, where the convergence of increasing career demands with peak family obligation years creates conditions under which role conflict most powerfully converts into aspirational downscaling. It is precisely at this juncture that women are most likely to revise their aspirations downward, and that the long-term consequences for senior leadership representation become most pronounced.

The phenomenon of aspirational downscaling under role conflict has been conceptualised most influentially by Mainiero and Sullivan (2005) through the Kaleidoscope Career Model, and by Hewlett (2002) through the concept of off-ramping. Mainiero and Sullivan (2005) challenged the conventional assumption that women's career patterns represent a deficiency relative to a male norm characterised by linear upward progression, arguing instead that women's careers are better understood as shaped by the dynamic interplay of three parameters, authenticity, balance, and challenge, that shift in relative priority across life stages. However, their model also implicitly acknowledged that the aspiration to pursue challenging and progressively demanding career goals is frequently sacrificed when role conflict makes the achievement of balance an urgent priority. The aspiration does not disappear from the aspirational repertoire but becomes temporarily or permanently deferred, often for periods long enough to disrupt the career developmental trajectory in ways that cannot subsequently be reversed. Similarly, Hewlett (2002) documented the phenomenon through which professionally qualified women voluntarily exit ambitious career tracks not because of disengagement from work itself but because the cumulative burden of managing role conflict without adequate structural support renders continued advancement untenable. The decision to off-ramp is presented in the popular discourse as a freely chosen lifestyle preference, but Hewlett's analysis reveals it as a constrained response to role conflict: an outcome of aspiration suppression masquerading as aspirational satisfaction.

The work of Hall and Gordon (1973) provides an early empirical anchor for understanding this pattern. In a study of married women across three career groups, full-time workers, part-time workers, and full-time housewives, they found that part-time workers displayed the lowest satisfaction of any group undertaking their preferred activity, even though more women expressed a preference for part-time work than for any other career arrangement. The authors interpreted this as evidence that part-time employment frequently represents not a genuine expression of career

aspiration but an incomplete resolution of the internal conflict between ambitious career pursuit and domestic role obligation, a compromise that satisfies neither domain adequately. This observation anticipates the contemporary literature on constrained preference: when women report preferring lower-intensity career arrangements, these expressions frequently reflect not authentic aspiration but the output of an optimisation process in which role conflict has already narrowed the feasible aspirational choice set. The challenge for researchers and practitioners alike is to distinguish genuine aspirational preference from aspiration that has been structurally constrained to the point where women have internalised the constraint as preference.

2.3.4 Role Conflict, Risk-Taking, and the Suppression of Promotion-Seeking Behaviour

Among the most well-documented mechanisms through which dual role conflict suppresses career aspiration is the reduction of professional risk-taking behaviour, the willingness to pursue demanding assignments, seek visible leadership roles, invest in network development, and position oneself for promotion. Risk-taking in the professional domain is not incidental to career aspiration but constitutive of it: aspiration without risk-taking behaviours remains aspirational in name only, without the investment in human and social capital through which ambitious intentions are translated into advancement outcomes.

Farmer and Fyans (1980) identified risk preference as a central variable in their female-relevant achievement model, documenting the failure of high-achieving women to display the intermediate-difficulty risk preferences predicted by standard achievement motivation theory. They attributed this failure to the moderating effect of home-career conflict: women who perceive role conflicts as irresolvable develop risk-averse patterns in career decision-making because the asymmetric cost structure of professional risk, where failure damages both career and family role enactment simultaneously, renders moderate and high-risk career choices disproportionately costly compared to the same choices for men whose domestic role enactment is insulated from professional setbacks.

This theoretical position receives quantitative support from studies examining how role conflict scores are associated with career investment behaviours. The comprehensive literature review conducted by Jiang, Jiang, Zheng, and Wu (2026) synthesised evidence that both work-to-family conflict and family-to-work conflict negatively affect women's investment in career-advancing activities, with the suppression of networking engagement, reduced promotability ratings by

supervisors, and lower participation in professional development activities among the most consistently documented outcomes. The review noted that Greguletz, Diehl, and Kreutzer (2019) found that working mothers experiencing high role conflict perceived their career investment as morally conflicted, as evidence of inadequate maternal commitment, and that these appraisals generated psychological inhibitions specifically against the networking and visibility-seeking behaviours through which promotion opportunities are identified and pursued. This finding illuminates a mechanism that is distinctively aspirational rather than merely logistical: role conflict does not simply exhaust the time and energy available for career investment but generates active psychological resistance to ambitious career behaviour, rooted in the internalisation of role expectations that define maternal adequacy and professional ambition as incompatible.

The Indonesian research by Nurak, Thoyib, Noermijati, and Riana (2018) provides structural equation modelling evidence for the mediating role of career success orientation in this process. Analysing data from 180 women in provincial government employment, they found that work-family conflict significantly and negatively predicted career success orientation, the attitudinal and motivational disposition to actively pursue career advancement opportunities, and that this suppressed orientation in turn mediated the relationship between conflict and career development outcomes. The causal chain they identified is directly relevant to the theoretical framework of this theme: role conflict first erodes the motivational orientation toward career achievement, and it is this eroded orientation that then produces inferior career development outcomes. The mechanism is aspirational rather than merely practical. Role conflict does not simply impede career development by consuming time and energy that could otherwise be devoted to professional investment; it first suppresses the aspiration to invest, making the career development deficit a downstream consequence of aspirational erosion rather than solely a resource allocation constraint. This finding is consistent with the conclusions of the Sri Lankan insurance sector study by Sammani and Gunasekara (2024), which confirmed a strong negative relationship between work-family conflict and women's career development across dimensions of career goal pursuit, professional ability development, promotion speed, and remuneration growth, outcomes that collectively represent aspiration translated into action.

2.3.5 Career Discontinuity, Identity Erosion, and the Long-term Degradation of Aspiration

The relationship between dual role conflict and career aspiration is further mediated through the phenomenon of career discontinuity, the interruptions, reductions in working hours, lateral movements, and voluntary withdrawals that role conflict precipitates and that cumulatively degrade both the objective career capital and the subjective professional identity that sustain ambitious career aspiration over time. Career discontinuity operates on aspiration through two primary channels. First, it diminishes the professional self-efficacy beliefs that SCCT identifies as the primary cognitive foundation of career aspiration, because interruptions disrupt the accumulation of performance accomplishments that are the most powerful source of efficacy information. Second, it erodes the professional identity, the degree to which a person defines themselves as a career-committed professional, that provides the motivational energy for sustained aspirational investment.

The literature reviewed by Mahapatra (2018) documents how the combination of biological constraints associated with pregnancy and childbirth, the persistent gendered inequality in domestic labour allocation, and the cultural expectations surrounding maternal responsibility creates conditions in which career discontinuity is experienced by women at substantially higher rates than men, with consequences that reverberate throughout subsequent career trajectories. Mahapatra's observation that women who manage to sustain careers in academia might be considered "hardy survivors" precisely because the attrition induced by role conflict is so extensive is particularly revealing. What is framed as individual resilience is more accurately understood as structural evidence of aspirational suppression operating at scale: the fact that sustained career pursuit requires exceptional personal fortitude indicates that the structural conditions of academic careers are organised in ways that systematically defeat ordinary levels of career aspiration among women who face dual role obligations.

Ladge and Greenberg (2015), as discussed in the review by Jiang et al. (2026), examined the identity-level mechanisms of this process through a study of new working mothers undergoing professional resocialisation. They found that role conflict generated profound identity and self-efficacy uncertainties, uncertainty about whether one could credibly and sustainably enact the role of ambitious professional alongside that of primary caregiver, and that these uncertainties, when not adequately resolved, produced harm to psychological well-being in occupational contexts and

a retreat from ambitious professional self-concept. The mechanism is specifically aspirational: role conflict does not merely impose logistical constraints but disrupts the sense of professional identity that provides the motivational foundation for sustained aspiration. Women who cannot confidently inhabit the identity of ambitious professional because their professional identity is in irresolvable tension with their maternal identity cannot sustain the level of aspirational investment that career advancement requires.

This identity-level process connects to the broader aspirational framework in an important way. Career aspiration, as conceptualised within SCCT and by researchers such as O'Brien (1996, as cited in Gray and O'Brien, 2007), is not merely a preference or a wish but an expression of vocational self-concept, of the kind of professional one understands oneself to be capable of becoming. Dual role conflict attacks career aspiration precisely at this level of self-concept, generating not merely fatigue or resource scarcity but a more fundamental uncertainty about whether ambitious professional aspirations are compatible with one's other fundamental role commitments. The result is what might be termed aspirational self-concept degradation: a progressive narrowing of the professional possibilities women attribute to themselves, driven not by diminished objective capability but by the sustained experience of role conflict that makes ambitious professional aspiration appear incompatible with other valued aspects of identity.

2.3.6 Social and Cultural Amplification of the Conflict-Aspiration Relationship

The suppression of career aspiration through dual role conflict does not operate in a cultural vacuum but is powerfully amplified by social norms, institutional arrangements, and cultural expectations that lend role conflict its prescriptive character. The qualitative research by Bhattacharya and Pramanik (2016) among career women in western Odisha illustrates how the sources of role conflict that women report, ambiguous role expectations, insufficient time for competing obligations, husbands' attitudes toward women's employment, and the demands of parenting, are not experienced as neutral logistical challenges but as expressions of a normative framework that defines high career aspiration as fundamentally incompatible with femininity. Women who prioritise career over family in this context encounter social penalties including accusations of being unfeminine, of neglecting children and husbands, and of failing as daughters-in-law. These social penalties operate as powerful deterrents to ambitious career orientation,

shaping aspiration not through formal exclusion but through the internalisation of norms that render ambitious career pursuit morally transgressive for women with family obligations.

Buddhapriya (2009) provides quantitative evidence of this social amplification process, finding that 73 percent of her respondents believed that putting career ahead of family led to social disapproval and rejection. The significance of this finding for understanding the conflict-aspiration relationship is considerable. Career aspiration is not evaluated in a neutral motivational environment but against a background of active social sanctioning that penalises women for expressing or pursuing high professional ambitions at the perceived expense of family obligations. Under these conditions, the expression of ambitious career aspiration itself becomes socially costly, creating incentives for aspirational concealment and self-limitation that operate independently of the practical logistical constraints that role conflict imposes. Women do not merely lack the time and energy for career investment that role conflict consumes; they also confront social environments that actively discourage the aspirational orientation that career investment requires.

The Indonesian study by Dewi, Komalasari, Adinegara, and Trimurti (2024) illustrates the cultural specificity and the universality of these dynamics simultaneously. Examining women employees at the Harapan Christian College Foundation, they found that role conflict significantly and negatively affected both career development opportunities and psychological well-being, while work-life balance significantly and positively predicted career development. Their finding that social support from family did not directly predict career development, contrary to the theoretical expectation that family support would buffer the aspirational effects of role conflict, suggests that the relationship between role conflict and aspiration is not straightforwardly resolved by support provision, but is embedded in deeper cultural structures that shape how women interpret and internalise the demands of their dual roles. Social support may reduce the logistical burden of role conflict without addressing the aspirational suppression that operates through identity, norm internalisation, and self-concept degradation.

The cross-cultural experimental evidence of Townsend et al. (2024) demonstrates that the social and normative amplification of the conflict-aspiration relationship is, however, modifiable. They found that inducing a growth gender role mindset, the belief that traditional gender role divisions are changeable rather than fixed, significantly reduced women's anticipated work-family conflict

and their behavioural intentions to downscale professional ambitions. Women with growth mindsets were significantly less likely to express intentions to move to part-time work arrangements in response to conflict scenarios, and significantly more likely to express intentions to seek childcare assistance and reduce caregiving commitments rather than professional ones. These findings establish that the normative amplification of the conflict-aspiration relationship operates through cognitive representations of gender roles that are susceptible to intervention, suggesting that aspirational suppression through role conflict is a social construction that can be partially addressed through interventions targeting the belief systems that render it psychologically compelling.

2.3.7 Measuring the Impact of Dual Role Conflict on Career Aspiration

The measurement of the relationship between dual role conflict and career aspiration requires instruments that are sensitive to both the multidimensional character of role conflict and the multidimensional character of career aspiration. Standard work-family conflict measures, including the widely used Netemeyer, Boles, and McMurrian (1996) scales assessing work-to-family conflict and family-to-work conflict across time-based, strain-based, and behaviour-based dimensions, have been employed extensively in the occupational health and organisational behaviour literatures. However, these measures have been predominantly paired with outcome variables such as job satisfaction, turnover intention, and organisational commitment rather than with career aspiration measures, creating an empirical gap that limits understanding of the aspirational consequences of role conflict.

The Career Aspiration Scale (CAS) developed by O'Brien (1996) and subsequently revised by Gregor and O'Brien (2015) into the Career Aspiration Scale-Revised (CAS-R) provides a theoretically grounded instrument for measuring the aspirational dimension that role conflict most directly suppresses. The CAS-R's three-factor structure, assessing achievement, leadership, and educational aspirations, captures the full range of ways in which ambitious career orientation is expressed, from the desire to be recognised as among the best in one's field through to the aspiration for formal leadership positions and advanced educational attainment. The CAS-R's demonstrated positive correlations with work role salience and achievement motivation, and its negative correlations with willingness to compromise career for a relational partner, establish it as a psychometrically sound instrument for investigating the degree to which dual role conflict

suppresses each of these aspirational dimensions. Future research pairing validated role conflict scales with the CAS-R would make a significant methodological contribution to this literature, allowing the aspirational consequences of role conflict to be measured with the same precision that has been applied to its effects on job satisfaction and turnover.

2.4 Dual Role Conflict Among Women IT Professionals: Sector-Specific Evidence

Having reviewed dual role conflict, career aspiration, and the relationship between them in general terms (Sections 2.1 to 2.3), this section narrows further to sector-specific evidence from women IT professionals, the population and industry context of the present study, before the concluding section identifies the specific gap that the study addresses.

2.4.1 Role Conflict, Role Overload, and Work-Life Balance in Kerala's IT Sector

The information technology sector presents a context in which the structural conditions known to generate dual role conflict are especially concentrated, given its association with long working hours, shift work, and overtime demands. Fouziya and Gracious (2017), in a study of 303 married women IT professionals selected from 52 IT companies across Technopark, Thiruvandrum and Infopark, Kochi, examined the influence of role conflict and role overload on work-life balance among women in the sector. Their findings revealed a significant negative relationship between role conflict and work-life balance, and a similarly significant negative relationship between role overload and work-life balance, with women reporting high role conflict and high role overload scoring substantially lower on work-life balance than those reporting low levels of either variable. Regression analysis further indicated that role overload alone accounted for 22 percent of the variance in work-life balance scores, a considerably stronger predictive contribution than role conflict, which accounted for 8 percent. These findings are directly relevant to the present study, given that the sampling context, women IT professionals in Thiruvandrum and Kochi, closely mirrors the geographical and occupational setting of the present research.

2.4.2 Workload and Scheduling as Sector-Specific Drivers of Family Role Conflict

Kumari examined the relationship between work role stress and family role conflict among 227 married IT professionals employed across IT companies in India. Using descriptive statistics,

correlation, factor analysis, and structural equation modelling, the study found that not all determinants of work role stress affected family role conflict equally. Specifically, workload and work schedules emerged as the significant determinants driving family role conflict among married IT professionals, while other stress determinants examined in the study did not demonstrate the same effect. This finding refines the general understanding of dual role conflict in the IT sector by identifying the precise structural mechanisms, the sheer volume of work and the rigidity of scheduling, through which work role stress translates into family-role interference, corresponding closely to the time-based conflict dimension identified by Greenhaus and Beutell (1985).

2.4.3 Dual Role Conflict, Work Stress, and Performance Outcomes

Nawungkrida, Wahyudi, and Ambianasari (2024) examined the effect of dual role conflict and work stress on the performance of married female employees at an educational institution in East Jakarta, with work motivation tested as a mediating variable. Their path analysis found a significant direct effect of dual role conflict on employee performance, as well as a significant effect of work stress on performance. Furthermore, while dual role conflict did not significantly affect performance through work stress as a mediator, it did significantly affect performance through work motivation as a mediator, indicating that the erosive effect of dual role conflict on women's professional outcomes operates partly by suppressing the motivational drive that sustains performance. Although this study was conducted outside the IT sector, it provides a useful comparative finding: dual role conflict's consequences extend beyond subjective strain into measurable, work-motivation-mediated performance outcomes, a pattern that lends indirect support to the present study's expectation that dual role conflict similarly shapes career aspiration.

2.4.4 Role Conflict Among Working Women: Cross-Sectoral Evidence

Giridhar Rao's (2022) broader sociological study of 200 married working women employed across banks, government offices, schools, and private organisations in Mangalore found that 72.5 percent of respondents reported a very high rate of role conflict, with a further 22.5 percent reporting moderate levels. The study identified concrete professional consequences of this conflict, including reduced job performance, lack of concentration, slower work speed, and, notably, women forgoing promotions and transfers as a direct consequence of managing dual role conflict, with some women resigning from their positions at the peak of their careers. Although this study was not IT-specific, its documentation of career-related costs, including forgone promotion and

premature career exit, reinforces, across a broad cross-section of sectors, the argument that dual role conflict does not remain confined to subjective strain but translates into concrete constraints on women's career progression and, by extension, their career aspiration.

2.5 Research Gap

The literature reviewed establishes three things with reasonable consistency. Dual role conflict is well documented as a construct, with established antecedents and consequences (Section 2.1). Career aspiration is well theorised and measurable through validated instruments (Section 2.2). And a relationship between the two exists, operating through cognitive, motivational, and identity-level suppression rather than through logistics alone (Section 2.3).

What remains underexamined is the intersection of these points within a single population. IT-sector studies on dual role conflict exist (Fouziya & Gracious, 2017; Kumari; Kumari & Vangapandu, 2021; Alok, Banerjee, & Singh, 2021), but none of them pair validated conflict measures with the CAS-R to test the conflict-aspiration relationship directly within this sector (Section 2.4). Separately, studies that do examine the conflict-aspiration relationship (Buddhapriya, 2009; Nurak, Thoyib, Noermijati, & Riana, 2018; Sammani & Gunasekara, 2024) are not conducted among Indian IT professionals.

The present study addresses this gap by measuring dual role conflict (work-to-family and family-to-work conflict) and career aspiration (achievement, leadership, and educational aspiration) among female IT professionals in Thiruvananthapuram, and examining the relationship between the two directly. This combination, sector and relationship, has not been jointly examined in the existing literature.

CHAPTER – 3

RESEARCH METHODOLOGY

3.1 Introduction

A sound research methodology forms the backbone of any scientific study, providing a structured approach to collecting reliable and valid data essential for addressing the research questions and achieving the study objectives. It encompasses the careful selection of methods, tools, and resources, guiding the researcher through each phase of the study, from data collection to analysis and interpretation.

An effective methodology enhances reliability through consistent and replicable procedures, and ensures validity by accurately capturing the phenomena under investigation. By clearly outlining the procedures for data collection, analysis, and interpretation, the methodology ensures alignment with research objectives and supports the production of credible and meaningful findings.

Moreover, a well-defined methodology boosts the reproducibility of the study, allowing future researchers to replicate the research and validate its outcomes. It incorporates a clear description of the sampling technique to ensure adequate representation of the population, addresses key ethical considerations to safeguard participants, and strengthens the overall integrity of the research.

In summary, the research methodology shapes the study's design, governs data collection and analysis strategies, and provides clarity on how the research is conducted. This framework enables readers to critically assess the rigor of the research process and draw meaningful, evidence-based conclusions from the findings of the present study on dual role conflict and career aspiration among female IT professionals in Thiruvananthapuram.

3.2 Title of the Study

Dual Role Conflict and Career Aspiration among Female IT Professionals in Thiruvananthapuram

3.3 Research Design

The research design serves as the foundational blueprint that guides the entire research process. For the present study, a quantitative research approach has been adopted, focusing on the numerical

measurement and statistical analysis of dual role conflict and career aspiration through structured questionnaires. This approach allowed the researcher to objectively assess these variables and examine the relationship between them.

A cross-sectional research design was employed, as data were collected from respondents at a single point in time. This design is particularly suitable for capturing the current status of dual role conflict and career aspiration among female IT professionals in Thiruvananthapuram, and offers advantages such as time efficiency and cost-effectiveness within the given time constraints of the study.

3.4 Universe and Unit of the Study

Universe of the Study

The universe of the study comprises all female IT professionals working in Information Technology companies in Thiruvananthapuram, Kerala.

Unit of the Study

One individual female IT professional working in an Information Technology organisation in Thiruvananthapuram, Kerala.

3.5 Sampling

Sampling Method

In this study, the researcher employed convenience sampling, a non-probability sampling method where participants are selected based on their accessibility and willingness to participate. This method is often used when it is difficult to conduct random sampling due to time, cost, or logistical constraints. While convenience sampling may limit the generalisability of findings, it allows for quick and easy data collection, especially when studying specific populations like female IT professionals within a defined geographical area.

This approach enabled the researcher to gather relevant data from female IT professionals in Thiruvananthapuram who were readily available and willing to participate, thereby ensuring the timely completion of the study.

Sample Size

In the present study, a total of 67 respondents were selected as the sample. Although a minimum sample size of around 30 participants is generally considered adequate for conducting basic statistical analyses, the researcher included 67 respondents to improve the reliability and validity of the findings. A larger sample helps reduce sampling error, provides a better representation of the target population, and increases the statistical power of the analysis. The sample size of 67 was also considered appropriate based on the availability of respondents who met the inclusion criteria and consented to participate in the study. Therefore, the selected sample was sufficient to achieve the objectives of the study and to draw meaningful and dependable conclusions from the data.

3.6 Inclusion and Exclusion Criteria

Inclusion Criteria

- Female IT professionals currently employed in Thiruvananthapuram.
- Willing to voluntarily participate and provide informed consent.

Exclusion Criteria

- Respondents who were unwilling to participate or did not provide consent.
- Incomplete or invalid questionnaire responses.

3.7 Tools for Data Collection

The term "tool" refers to the instrument or method used by the researcher to gather information from respondents. In this study, a structured, self-administered questionnaire was employed as the primary data collection tool, consisting of three main parts.

- **Part A – Socio-Demographic Schedule (12 items)**

This part collected background details of the respondents, including age, marital status, educational qualification, designation, years of experience, and other relevant socio-demographic information.

- **Part B – Scale for Dual Role Conflict**

Dual role conflict was measured using the Work-Family Conflict Scale developed by Netemeyer, Boles, and McMurrian (1996), comprising 10 items across two dimensions, Work-to-Family Conflict (5 items) and Family-to-Work Conflict (5 items). Items are rated on a five-point Likert scale (1 = Strongly Disagree to 5 = Strongly Agree), with higher scores indicating a greater degree of dual role conflict.

Table 3.7.1 Reliability Test for Dual Role Conflict

Scale	No. of Items	Cronbach's α
DRC Scale (WFC + FWC)	10	0.910

- **Part C – Scale for Career Aspiration**

Career aspiration was measured using the Career Aspiration Scale – Revised (CAS-R), developed by Gregor and O'Brien (2015), comprising 24 items across three dimensions, Achievement Aspiration (8 items), Leadership Aspiration (8 items), and Educational Aspiration (8 items). Items are rated on a five-point Likert scale (1 = Strongly Disagree to 5 = Strongly Agree), with higher scores indicating a greater level of career aspiration.

Table 3.7.2 Reliability Test for Career Aspiration

Scale	No. of Items	Cronbach's α
Career Aspiration (CA)	24	0.929

The tool was structured to be clear, concise, and relevant to the research objectives, ensuring effective data collection and high response quality.

3.8 Sources of Data

Primary Data

Primary data was collected through a structured questionnaire distributed via Google Forms.

Secondary Data

Secondary data was collected from books, journal articles, research articles, government reports, reputed websites, conference proceedings, and company reports.

3.9 Data Collection

The researcher used a structured questionnaire and administered it through Google Forms to collect the primary data from the respondents.

3.10 Data Analysis

The researcher used the Statistical Package for Social Sciences (SPSS), a software package for statistical analysis, for data analysis. The analysis made use of both descriptive and inferential statistics.

3.11 Ethical Considerations

- Informed consent was obtained from all participants.
- Participation in the study was entirely voluntary.
- Confidentiality and anonymity of respondents were maintained throughout the study.
- Data collected were used solely for academic purposes.

3.12 Limitations of the Study

- The study was limited to female IT professionals working in Thiruvananthapuram, Kerala. Therefore, the findings may not be generalisable to female IT professionals in other districts or states.
- The study relies on respondents' self-reported perceptions of their dual role conflict and career aspiration, which can be subject to bias.
- Respondents may have answered in a socially desirable manner or may not have accurately recalled their actual experiences and feelings regarding work-family conflict and career aspiration.
- Due to time constraints, the study used a relatively small sample size, which may limit the statistical power and generalisability of the findings.

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

4.1 Introduction

This chapter presents the analysis and interpretation of the data collected for this study. After carefully gathering and cleaning the responses, the Statistical Package for the Social Sciences (SPSS) software was used to identify patterns, relationships, and trends. Various statistical tests were appropriately chosen and applied to address the research objectives. The primary aim of this chapter is to present the results clearly, interpret the meaning and significance of the data, and relate these findings to the broader context of existing knowledge. Both descriptive and inferential statistics are employed to provide a comprehensive analysis. Descriptive statistics summarize the basic features of the data, while inferential statistics help in understanding relationships and testing hypotheses. The results are interpreted with reference to the research questions and hypotheses, offering insights that contribute to the existing literature on dual role conflict and career aspiration among female IT professionals.

4.1 Analysis of Demographic variables

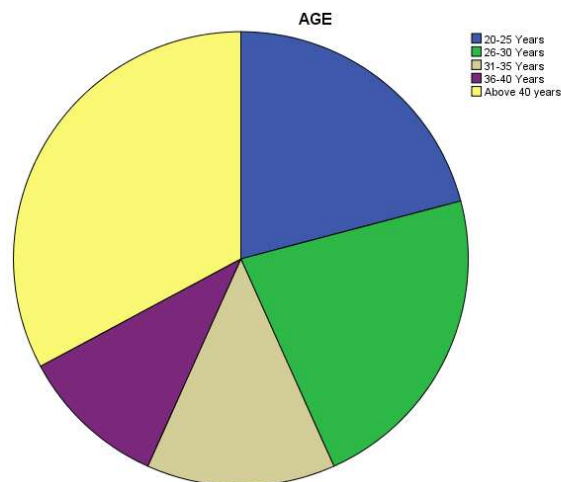
In this study, the demographic variables analysed include age, marital status, spouse employment status, type of family, number of children, dependent family members other than children, educational qualification, work experience, current job level, mode of work, average working hours per week, and frequency of working beyond official working hours.

The analysis of these demographic characteristics provides an important context for understanding the profile of the respondents and interpreting the study findings. Personal and family-related factors, along with work-related characteristics, may influence the extent of dual role conflict experienced by female IT professionals as well as their career aspirations. In particular, variables such as work experience, current job level, mode of work, working hours, and the frequency of working beyond official hours may affect the balance between professional and family responsibilities and, consequently, influence career aspirations.

Table 4.2.1 Age

Age Group	Frequency	Percent
20–25 years	16	23.9
26–30 years	15	22.4
31–35 years	9	13.4
36–40 years	7	10.4
Above 40 years	20	29.9
Total	67	100.0

Figure 4.2.1

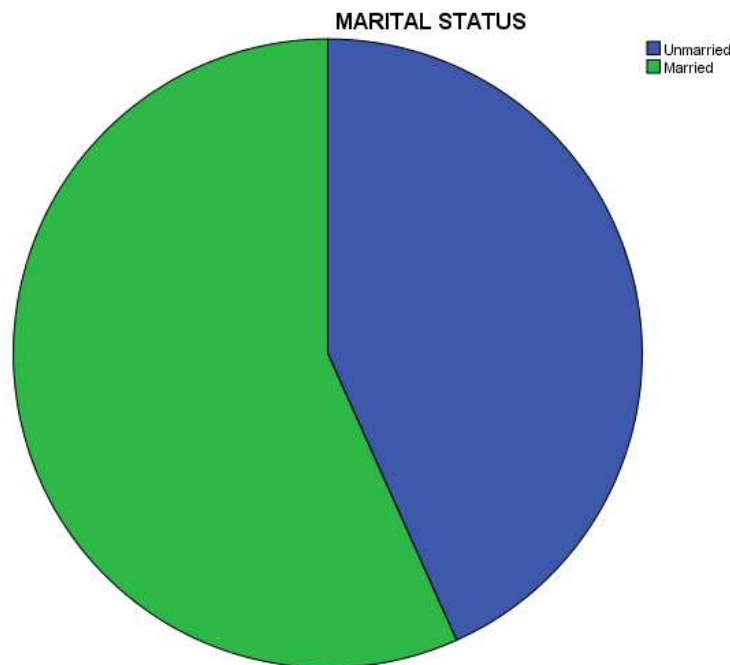


The frequency distribution table shows that the largest proportion of respondents, 29.9%, belonged to the Above 40 years age group, indicating a notable presence of more experienced participants in the sample. This was followed by the 20–25 years group at 23.9% and the 26–30 years group at 22.4%, reflecting a strong representation of younger respondents as well. The 31–35 years and 36–40 years age groups formed smaller proportions, at 13.4% and 10.4% respectively. Overall, the sample reflects a fairly wide age spread, with slightly higher concentrations among the youngest and oldest respondents.

Table 4.2.2 Marital status

Marital Status	Frequency	Percent
Married	38	56.7
Unmarried	29	43.3
Total	67	100.0

Figure 4.2.2

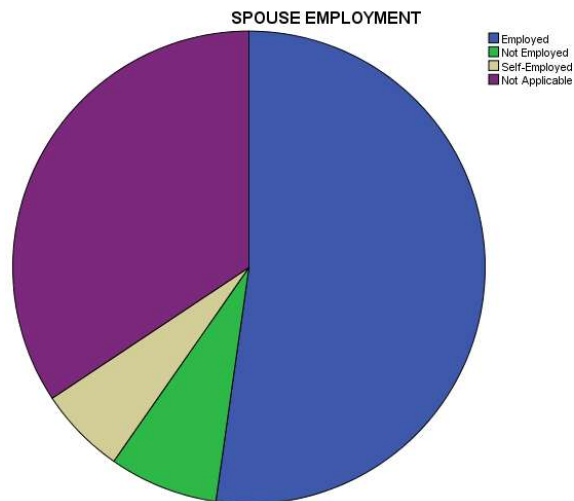


The frequency distribution table reveals key insights into the marital status of the sample. A significant majority of respondents, 56.7%, were married, indicating that most of the female IT professionals surveyed had already taken on marital responsibilities alongside their professional careers. The remaining 43.3% were unmarried, representing a smaller but still notable segment of the sample. This distribution suggests that the study predominantly captured the experiences of married female IT professionals, which may be relevant when interpreting findings related to work-life balance, family responsibilities, or role conflict.

4.2.3 Spouse Employment Status

Spouse's Employment Status	Frequency	Percent
Yes	35	52.2
No	5	7.5
Self-employed	4	6.0
Not Applicable (Unmarried)	23	34.3
Total	67	100.0

Figure 4.2.3

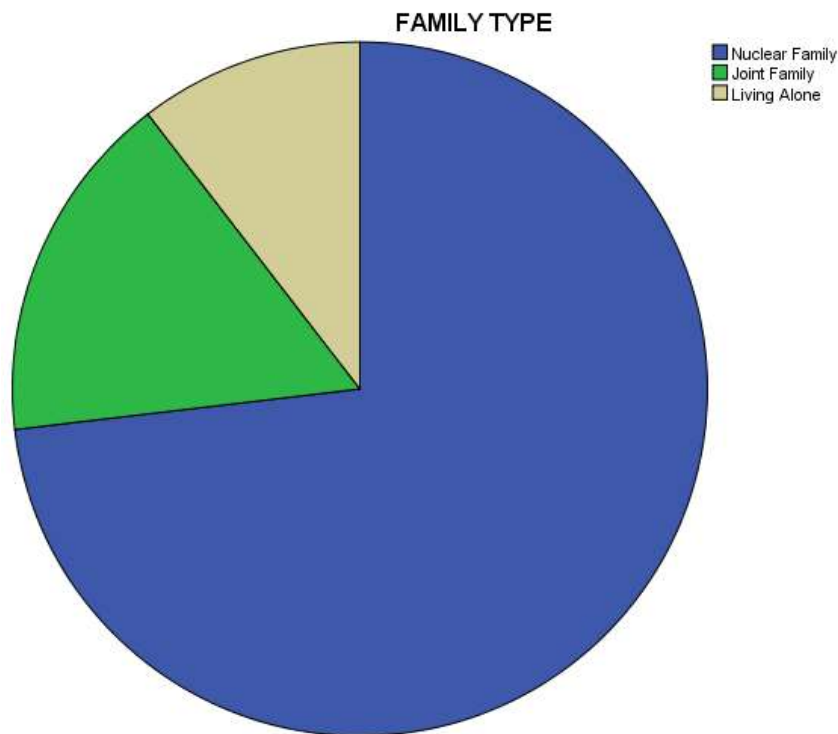


The frequency distribution table provides insights into the employment status of respondents' spouses. The majority, 52.2%, reported that their spouse was currently employed, indicating that dual-income households were common among married participants. A smaller proportion, 6.0%, indicated that their spouse was self-employed, while 7.5% reported that their spouse was not employed. Additionally, 34.3% selected "Not applicable," largely reflecting those who were unmarried. Overall, the distribution suggests that among married respondents, most had spouses actively engaged in employment, with implications for household income and shared domestic responsibilities.

4.2.4 Type of Family

Type of Family	Frequency	Percent
Nuclear family	50	74.6
Joint family	10	14.9
Living alone	7	10.4
Total	67	100.0

Figure 4.2.4

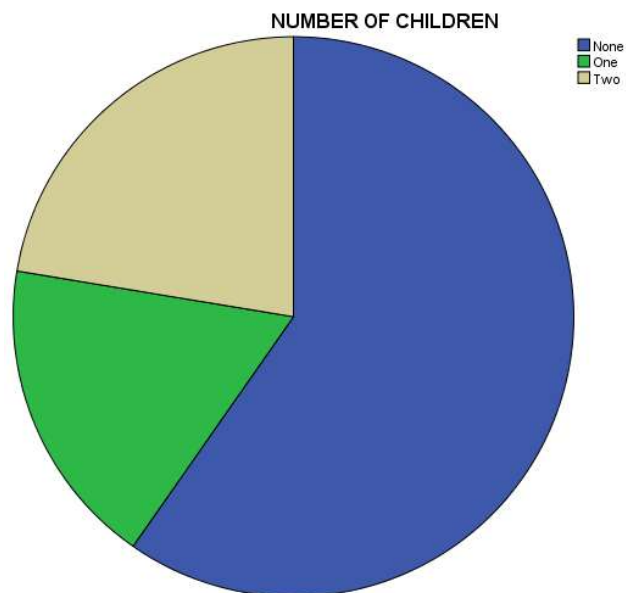


The table shows that most respondents, 74.6%, lived in nuclear families, indicating that this was the predominant household structure among the sample. Joint families accounted for 14.9%, while 10.4% reported living alone. This distribution suggests that female IT professionals in the study largely resided in nuclear settings, which may influence the extent of family support available for managing work and household responsibilities.

Table 4.2.5 Number of Children

Number of Children	Frequency	Percent
None	42	62.7
One	12	17.9
Two	13	19.4
Total	67	100.0

Figure 4.2.5

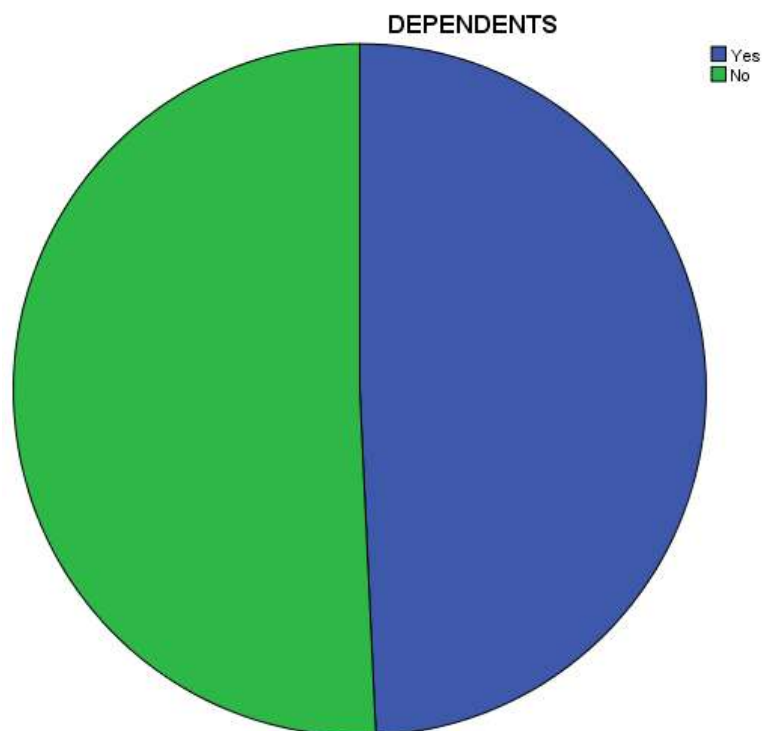


The results indicates that a majority of respondents, 62.7%, did not have children, suggesting that most female IT professionals in the study had not yet taken on parenting responsibilities at the time of data collection. Among those with children, 19.4% had two children, while 17.9% had one child. This distribution reflects a sample largely at earlier life stages, with fewer respondents managing childcare alongside their professional roles.

Table 4.2.6 Dependent Family Members Other Than Children

Dependent Family Members Other Than Children	Frequency	Percent
Yes	31	46.3
No	36	53.7
Total	67	100.0

Figure 4.2.6



The table shows that 53.7% of respondents did not have dependent family members other than children, while 46.3% reported having such dependents. This near-even split indicates that a substantial portion of the sample carried additional caregiving responsibilities beyond childcare, which may have implications for how these respondents balanced work demands with family obligations.

Table 4.2.7 Educational Qualification

Highest Educational Qualification	Frequency (n)	Percentage (%)
Diploma	2	3.0
Undergraduate degree	12	17.9
Postgraduate degree / Postgraduate Diploma	33	49.3
Professional certification	14	20.9
Doctorate	6	9.0
Total	67	100.0

Table shows the distribution of respondents based on their highest educational qualification. Nearly half of the respondents (49.3%, $n = 33$) possessed a postgraduate degree or postgraduate diploma, making it the most common educational qualification in the sample. This was followed by respondents holding professional certifications (20.9%, $n = 14$) and undergraduate degrees (17.9%, $n = 12$). A smaller proportion of respondents had completed a doctorate (9.0%, $n = 6$), while only 3.0% ($n = 2$) reported holding a diploma as their highest qualification.

The findings indicate that the sample is predominantly composed of highly educated female IT professionals, with the majority possessing postgraduate qualifications or higher. This suggests that the respondents have substantial educational backgrounds, which is consistent with the qualification requirements and career progression opportunities within the IT sector

Table 4.2.8 Work Experience

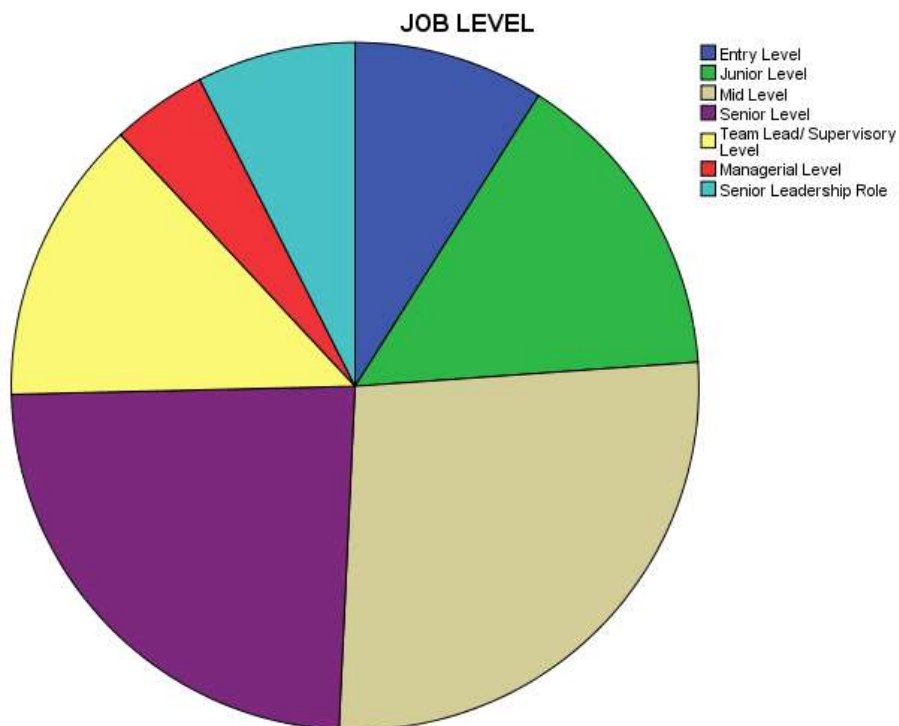
Total Work Experience	Frequency	Percent
Less than 1 year	9	13.4
1–3 years	12	17.9
4–6 years	10	14.9
7–10 years	8	11.9
More than 10 years	28	41.8
Total	67	100.0

The table shows that the largest proportion of respondents, 41.8%, had more than 10 years of work experience, indicating a substantial presence of seasoned professionals in the sample. This was followed by those with 1–3 years of experience at 17.9% and 4–6 years at 14.9%, reflecting a notable share of relatively early-career respondents as well. Respondents with less than 1 year of experience accounted for 13.4%, while 11.9% had 7–10 years of experience. Overall, the distribution suggests a sample spanning a wide range of career stages, with experienced professionals forming the single largest group.

Table 4.2.9 Job Level

Current Job Level	Frequency (n)	Percentage (%)
Entry level	6	9.0
Junior level	10	14.9
Mid level	18	26.9
Senior level	16	23.9
Team lead / Supervisory level	9	13.4
Managerial level	3	4.5
Senior leadership level	5	7.5
Total	67	100.0

Figure 4.2.7



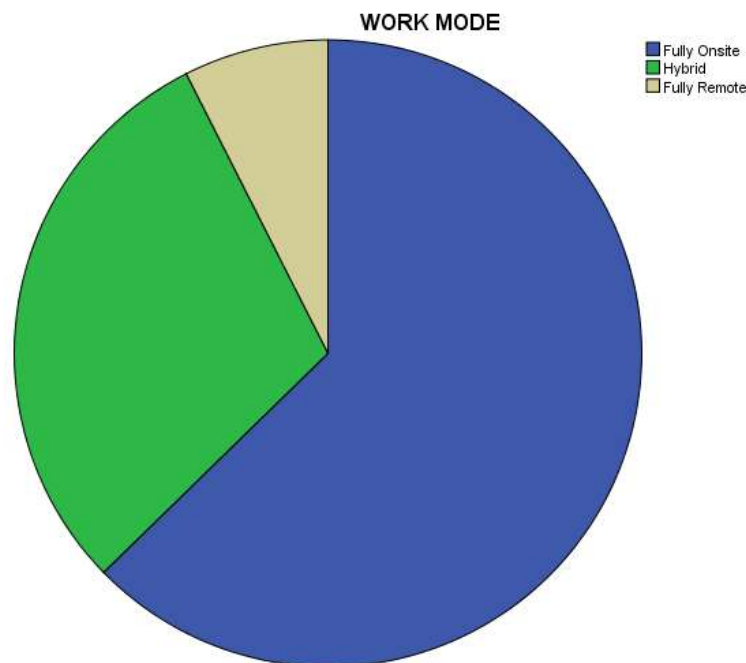
The results presents the distribution of respondents by current job level. The largest proportion were at the mid level (26.9%, n = 18), followed by senior level (23.9%, n = 16), indicating that the sample was largely composed of professionals in established career positions. Junior-level employees accounted for 14.9% (n = 10), while team lead/supervisory roles made up 13.4% (n = 9). Entry-level respondents represented 9.0% (n = 6), senior leadership 7.5% (n = 5), and managerial-level respondents formed the smallest group at 4.5% (n = 3).

Overall, the findings indicate that the sample spans a broad range of organizational positions, with a concentration at the mid and senior levels. This distribution suggests that the study captures the experiences of female IT professionals across different career stages, offering a comprehensive perspective on dual role conflict and career aspiration across varying levels of responsibility and hierarchy.

Table 4.2.10 Mode of Work

Current Work Mode	Frequency	Percent
Fully onsite	42	62.7
Hybrid	20	29.9
Fully remote	5	7.5
Total	67	100.0

Figure 4.2.8

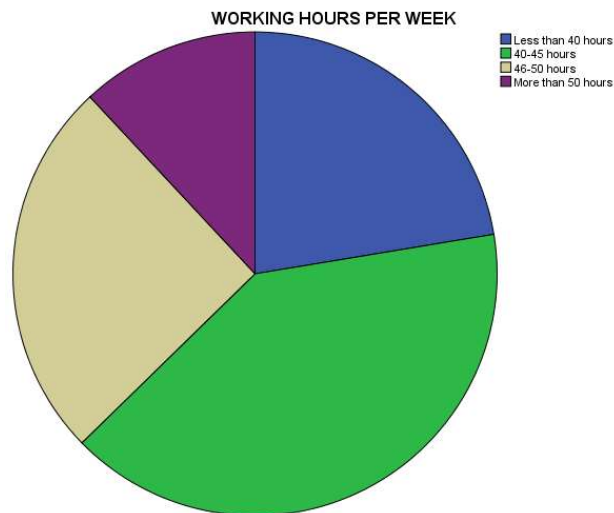


The results shows that the majority of respondents, 62.7%, worked in a fully onsite mode, indicating that traditional office-based arrangements remained the norm for most participants. Nearly one-third, 29.9%, followed a hybrid work arrangement, reflecting a growing but still secondary trend toward flexible working. Only 7.5% worked fully remotely, representing the smallest segment of the sample. Overall, these findings suggest that onsite work remained the predominant mode of employment among the female IT professionals included in the study, which may have implications for how they balance professional and family responsibilities.

Table 4.2.11 Average Working hours per week

Average Working Hours per Week	Frequency	Percent
Less than 40 hours	14	20.9
40–45 hours	28	41.8
46–50 hours	16	23.9
More than 50 hours	9	13.4
Total	67	100.0

Figure 4.2.9

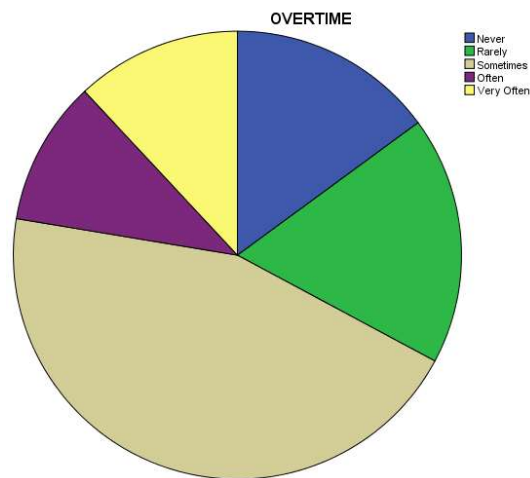


The results shows that the largest proportion of respondents, 41.8%, worked 40–45 hours per week, indicating that a standard full-time schedule was the most common arrangement among participants. Nearly one-fourth, 23.9%, reported working 46–50 hours, while 20.9% worked less than 40 hours per week. A smaller proportion, 13.4%, worked more than 50 hours weekly, reflecting a smaller segment engaged in extended working hours. Overall, these findings suggest that a standard 40–45-hour work week was the most common schedule among the female IT professionals included in the study, though a notable share reported working beyond typical full-time hours.

Table 4.2.12 Overtime

Frequency of Working Beyond Official Working Hours	Frequency	Percent
Never	9	13.4
Rarely	10	14.9
Sometimes	31	46.3
Often	7	10.4
Very often	10	14.9
Total	67	100.0

Figure 4.2.1

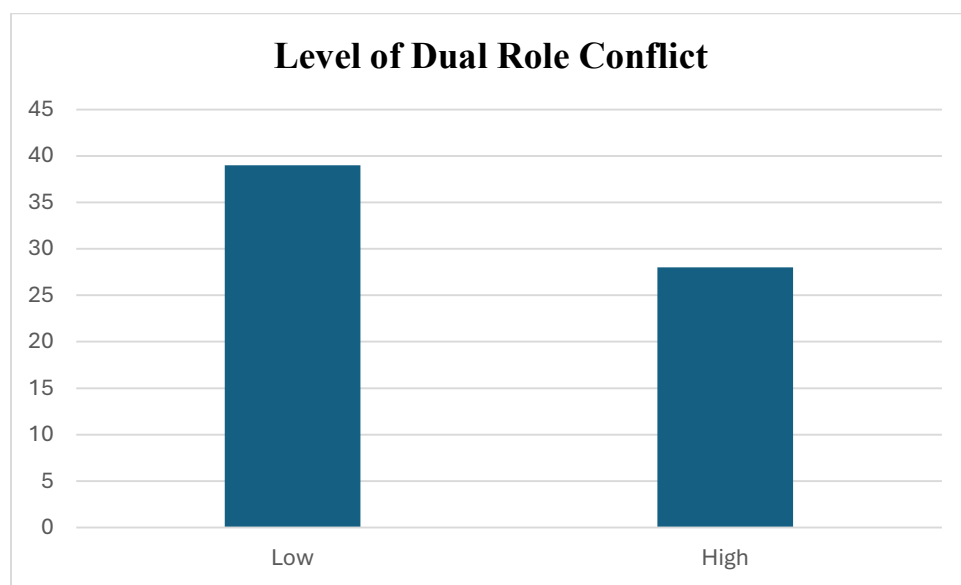


The results indicates that nearly half of respondents, 46.3%, sometimes worked beyond their official hours, suggesting that occasional overtime was a widespread but not universal experience among participants. Equal proportions, 14.9% each, reported rarely and very often working beyond official hours, while 13.4% stated they never did so. A smaller proportion, 10.4%, reported often working beyond official hours. Overall, these findings suggest that occasional rather than habitual overtime was the more common pattern among the female IT professionals included in the study, though a meaningful minority experienced frequent or extended work beyond scheduled hours.

Table 4.3.1 Level of Dual Role Conflict (Work-to-Family and Family-to-Work Conflict)

		Frequency	Percent
Valid	Low	39	58.2
	High	28	41.8
	Total	67	100.0

Figure 4.3.1

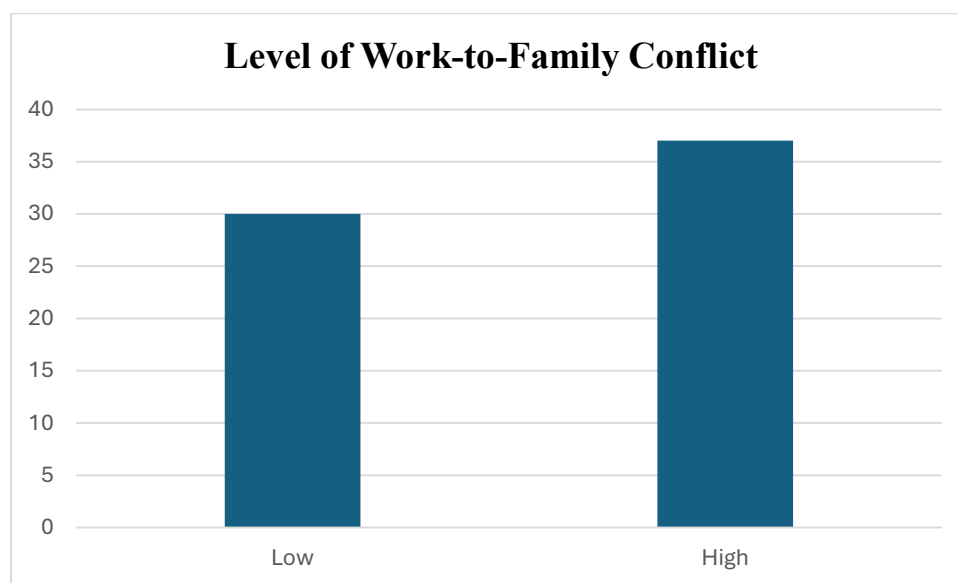


The results indicate that a majority of respondents, 58.2%, experienced a low level of overall dual role conflict, while 41.8% reported a high level. This suggests that although many female IT professionals were able to manage their work and family responsibilities effectively, a considerable proportion continued to experience substantial conflict arising from their dual roles, highlighting that dual role conflict remains a meaningful concern for a significant segment of this population.

Table 4.3.2 Level of Work-to-Family Conflict among the Respondents

		Frequency	Percent
Valid	Low	30	44.8
	High	37	55.2
	Total	67	100.0

Figure 4.3.2

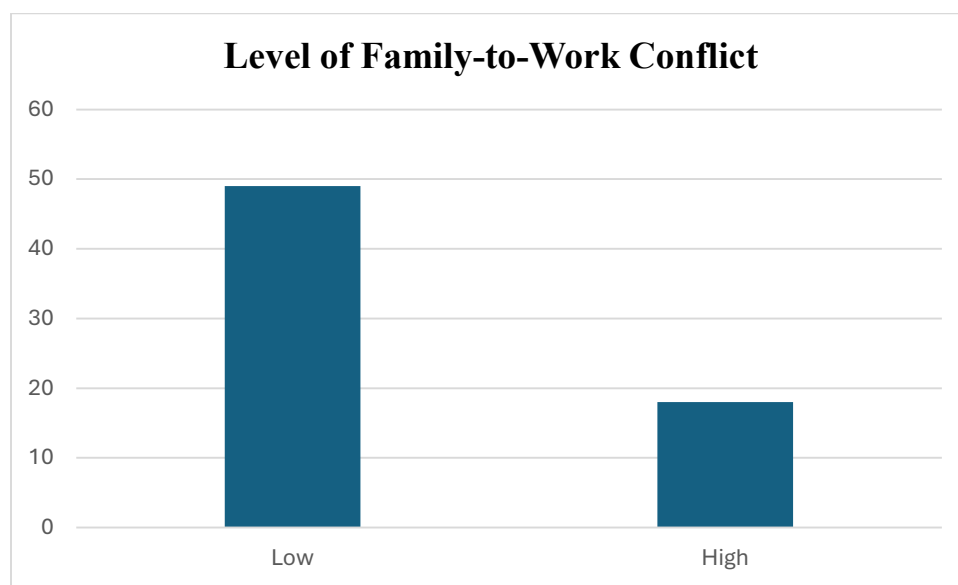


The results indicate that a majority of respondents, 55.2%, experienced a high level of work-to-family conflict, while 44.8% reported a low level. This suggests that work-related responsibilities frequently interfered with family and personal life for more than half of the respondents surveyed, indicating that the demands of professional roles often extended into and disrupted their family and personal domains.

Table 4.3.3 Level of Family-to-Work Conflict among the Respondents

		Frequency	Percent
Valid	Low	49	73.1
	High	18	26.9
	Total	67	100.0

Figure 4.3.3

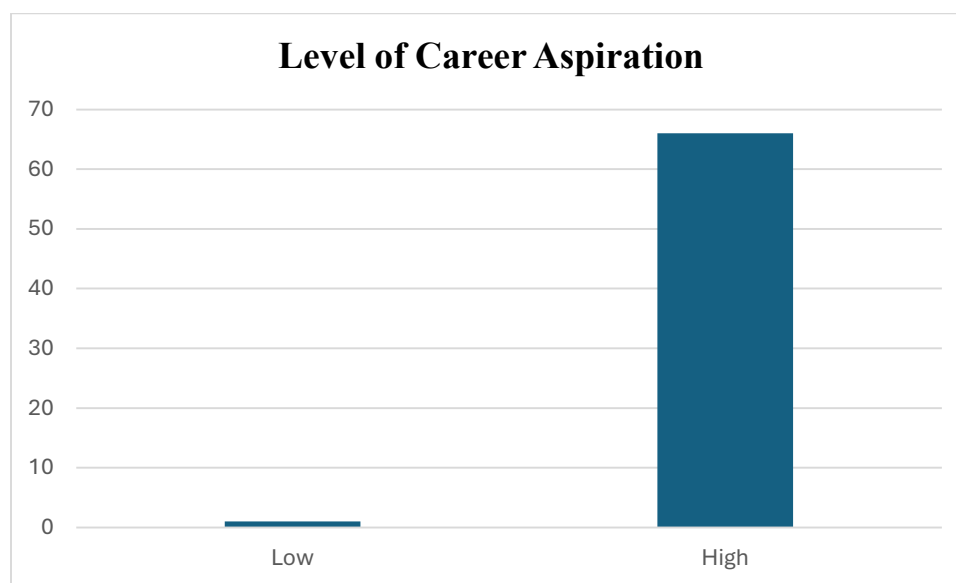


The majority of respondents, 73.1%, reported a low level of family-to-work conflict, whereas only 26.9% experienced a high level. This indicates that family responsibilities interfered with work-related activities for only a smaller proportion of respondents, suggesting that most female IT professionals were able to manage their family obligations without them substantially disrupting their professional performance.

Table 4.4.1 Level of Career Aspiration among the Respondents

		Frequency	Percent
Valid	Low	1	1.5
	High	66	98.5
	Total	67	100.0

Figure 4.4.1

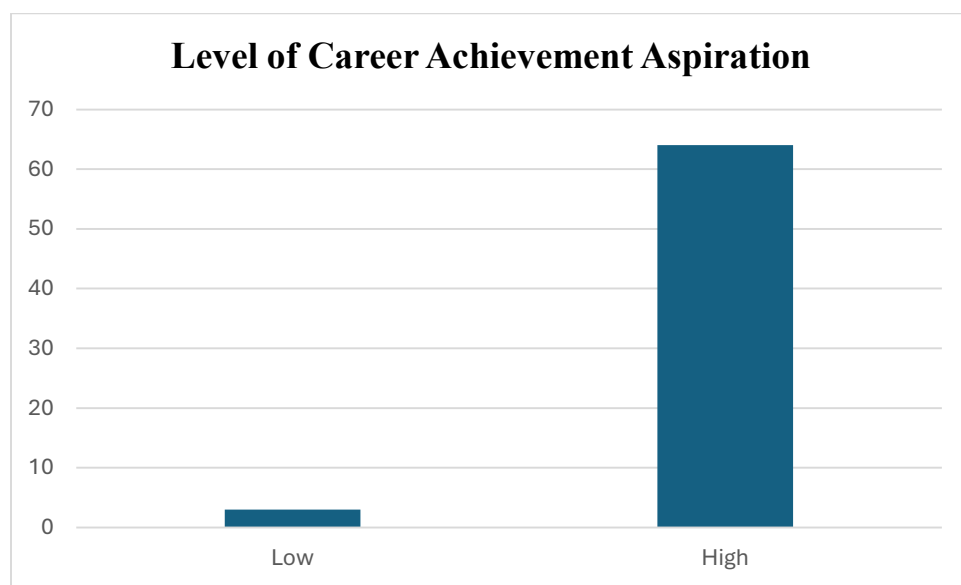


The findings indicate that an overwhelming majority of respondents, 98.5%, exhibited a high level of overall career aspiration, while only 1.5% reported a low level. This suggests that female IT professionals in Thiruvananthapuram possess strong career ambitions and are highly motivated toward professional achievement, leadership advancement, and continuous educational development, reflecting a workforce that remains largely driven and forward-looking despite the demands of balancing dual roles.

Table 4.4.2 Level of Career Achievement Aspiration among the Respondents

		Frequency	Percent
Valid	Low	3	4.5
	High	64	95.5
	Total	67	100.0

Figure 4.4.2

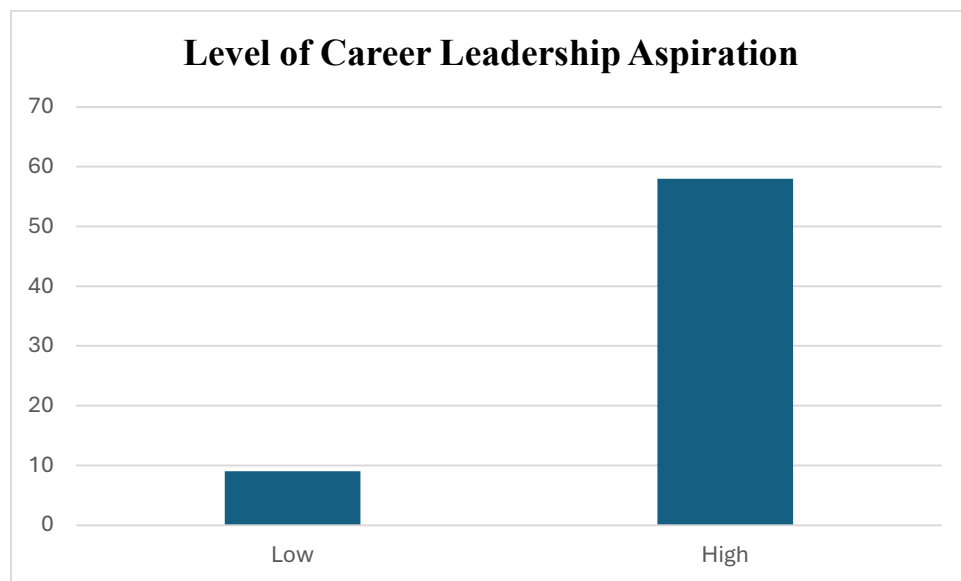


The findings reveal that the vast majority of respondents, 95.5%, reported a high level of career achievement aspiration, while only 4.5% exhibited a low level. This indicates a strong desire among female IT professionals to achieve success, recognition, and advancement in their careers, reflecting a workforce that remains highly ambitious even amid the challenges posed by dual role responsibilities.

Table 4.4.3 Level of Career Leadership Aspiration among the Respondents

		Frequency	Percent
Valid	Low	9	13.4
	High	58	86.6
	Total	67	100.0

Figure 4.4.3

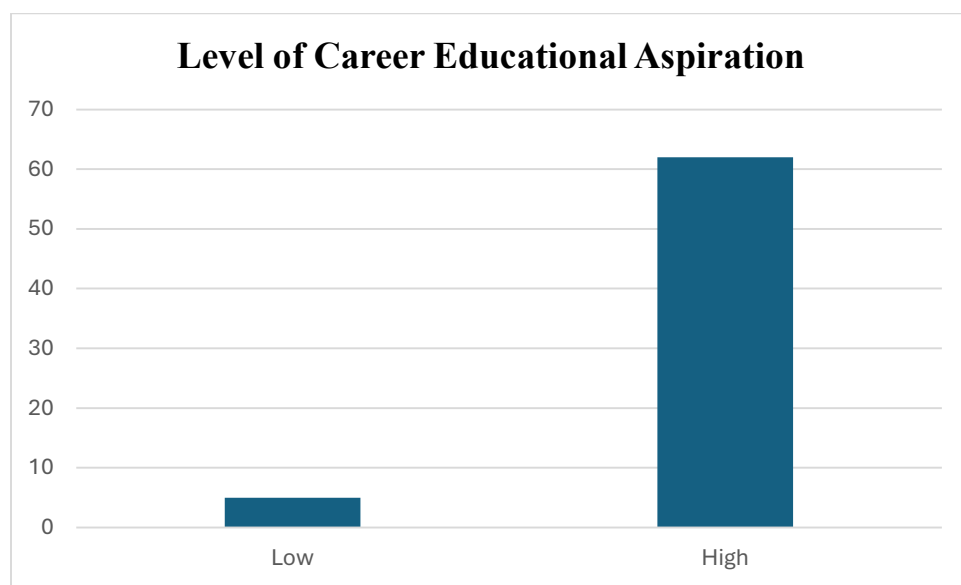


The results show that 86.6% of respondents possessed a high level of leadership aspiration, whereas 13.4% reported a low level. This suggests that most female IT professionals aspired to take on leadership roles and greater responsibilities within their organizations, indicating a strong underlying drive toward advancement despite the competing demands of work and family life.

4.4.4 Level of Career Educational Aspiration among the Respondents

		Frequency	Percent
Valid	Low	5	7.5
	High	62	92.5
	Total	67	100.0

Figure 4.4.4



The findings indicate that 92.5% of respondents demonstrated a high level of educational aspiration, while only 7.5% reported a low level. This reflects a strong inclination among female IT professionals toward continuous learning, skill development, and higher educational attainment, suggesting that most participants viewed ongoing growth as integral to sustaining their professional trajectory.

Table 4.5.1 Relationship between Work-to-Family Conflict and Career Achievement Aspiration

		Work-Family Conflict	Career Achievement Aspiration
Spearman's rho	Correlation Coefficient	1.000	-.185
	Sig. (2-tailed)	.	.134
	Work Family Conflict N	67	67
	Career Achievement Aspiration		
	Correlation Coefficient	-.185	1.000
	Sig. (2-tailed)	.134	.
	N	67	67

Female IT professionals with higher work-to-family conflict showed a slight decrease in achievement aspiration, but this pattern was weak and inconsistent across respondents. For example, a professional struggling to balance project deadlines with family responsibilities might show somewhat lower motivation to pursue promotions, though this was not a reliable trend in the sample. Since the result was not statistically significant ($p = .134$), it is likely due to chance, and the finding does not support the idea that work-to-family conflict meaningfully undermines career ambition.

Interpretation and Practical Implications

This result should be read with caution. Rather than assuming that reducing family-related strain alone will boost women's career ambitions, IT organizations should consider that achievement aspiration may depend more on institutional support, flexible work arrangements, mentorship, and workplace culture than on work-family conflict itself.

Summary

The analysis found a weak, non-significant negative relationship between work-to-family conflict and achievement aspiration among female IT professionals.

Table 4.5.2 Relationship between Work-to-Family Conflict and Career Leadership Aspiration

			Work-to-Family Conflict	Career Leadership Aspiration
Spearman's rho	Work-to-Family Conflict	Correlation Coefficient	1.000	-.002
		Sig. (2-tailed)	.	.990
		N	67	67
	Career Leadership Aspiration	Correlation Coefficient	-.002	1.000
		Sig. (2-tailed)	.990	.
		N	67	67

Female IT professionals' work-to-family conflict showed virtually no relationship with career leadership aspiration ($\rho = -0.002$, $p = .990$), a result so close to zero that it indicates essentially no association at all between the two variables. For example, a professional experiencing high work-to-family conflict was just as likely to hold strong leadership aspirations as one experiencing low conflict. This finding does not support the idea that work-to-family conflict influences employees' desire to pursue leadership roles in their careers.

Interpretation and Practical Implications

This result suggests that leadership aspiration operates independently of work-to-family conflict among female IT professionals. Rather than viewing conflict reduction as a lever for building leadership ambition, organizations may need to look at other factors, such as access to mentorship, visibility of female leaders, organizational culture, or targeted leadership development programs, as more relevant drivers of leadership aspiration.

Summary

The analysis found a negligible, non-significant relationship between work-to-family conflict and career leadership aspiration among female IT professionals. Leadership aspiration does not appear to be meaningfully affected by work-to-family conflict in this sample, suggesting it is shaped by other organizational or personal factors instead.

Table 4.5.3 Relationship between Work-to-Family Conflict and Career Educational Aspiration

			Work-to-Family Conflict	Career Educational Aspiration
Spearman's rho	Work-to-Family Conflict	Correlation Coefficient	1.000	-.084
		Sig. (2-tailed)	.	.500
		N	67	67
	Career Educational Aspiration	Correlation Coefficient	-.084	1.000
		Sig. (2-tailed)	.500	.
		N	67	67

Female IT professionals' work-to-family conflict showed a very weak negative relationship with career educational aspiration ($\rho = -0.084$, $p = .500$), indicating almost no meaningful association between the two variables. For example, a professional experiencing higher work-to-family conflict was not consistently more or less likely to aspire toward further education or professional certifications. Since the result was far from statistically significant ($p = .500$), this pattern is very likely due to chance, and the finding does not support the idea that work-to-family conflict influences employees' educational aspirations.

Interpretation and Practical Implications

This result suggests that educational aspiration operates largely independently of work-to-family conflict among female IT professionals. Organizations should be cautious about assuming that reducing work-family strain will encourage employees to pursue further education or upskilling. Instead, educational aspiration may be driven more by factors such as career growth incentives, employer-sponsored learning opportunities, personal interest in skill development, or industry demand for certifications.

Summary

The analysis found a negligible, non-significant relationship between work-to-family conflict and career educational aspiration among female IT professionals.

Table 4.5.4 Relationship between Family-to-Work Conflict and Career Achievement Aspiration

			Family-to-Work Conflict	Career Achievement Aspiration
Spearman's rho	Family-to-Work Conflict	Correlation Coefficient	1.000	-.344**
		Sig. (2-tailed)	.	.004
		N	67	67
	Career Achievement Aspiration	Correlation Coefficient	-.344**	1.000
		Sig. (2-tailed)	.004	.
		N	67	67

Family-to-work conflict showed a moderate negative relationship with career achievement aspiration among female IT professionals ($\rho = -0.344$, $p = .004$), indicating that higher family-to-work conflict was associated with meaningfully lower achievement aspiration. For example, a professional whose family responsibilities frequently interfere with her work commitments may show reduced motivation to pursue promotions or take on more demanding career goals. Since the result was statistically significant ($p < .01$), this pattern is unlikely to be due to chance, strengthening confidence that a real relationship exists in this sample.

Interpretation and Practical Implications

This result is important for IT organizations and HR managers, as it suggests that family-related demands spilling over into work life may genuinely dampen women's career ambition. For instance, a professional overwhelmed by childcare or household responsibilities during work hours may deprioritize long-term career goals in favor of managing immediate family needs.

Summary

The analysis found a moderate, statistically significant negative relationship between family-to-work conflict and career achievement aspiration among female IT professionals. Women experiencing higher family-to-work conflict tend to report lower achievement aspiration, suggesting that reducing this form of conflict could support stronger career ambition in this population.

Table 4.5.5 Relationship between Family-to-Work Conflict and Career Leadership Aspiration

			Family-to-Work Conflict	Career Leadership Aspiration
Spearman's rho	Family-to-Work Conflict	Correlation Coefficient	1.000	-.168
		Sig. (2-tailed)	.173	.173
		N	67	67
	Career Leadership Aspiration	Correlation Coefficient	-.168	1.000
		Sig. (2-tailed)	.173	.173
		N	67	67

Family-to-work conflict showed a weak negative relationship with career leadership aspiration among female IT professionals ($\rho = -0.168$, $p = .173$), indicating a slight tendency for higher family-to-work conflict to be associated with lower leadership aspiration. For example, a professional whose family responsibilities frequently interfere with her work may show somewhat reduced interest in pursuing leadership roles, though this was not a consistent or reliable pattern across the sample. Since the result was not statistically significant ($p = .173$), this pattern is likely due to chance, and the finding does not provide strong evidence that family-to-work conflict influences leadership aspiration.

Interpretation and Practical Implications

This result suggests that leadership aspiration is not strongly or reliably affected by family-to-work conflict among female IT professionals. Organizations should be cautious about assuming that reducing family-related interference with work will directly increase women's interest in leadership roles. Instead, leadership aspiration may be shaped more by factors such as access to mentorship, visibility of female role models in leadership, organizational culture, or structured leadership development opportunities.

Summary

The analysis found a weak, non-significant negative relationship between family-to-work conflict and career leadership aspiration among female IT professionals.

Table 4.5.6 Relationship between Family-to-Work Conflict and Career Educational Aspiration

		Family-to-Work Conflict	Career Educational Aspiration
Spearman's rho	Correlation Coefficient	1.000	-.073
	Sig. (2-tailed)	.	.559
	N	67	67
	Correlation Coefficient	-.073	1.000
	Sig. (2-tailed)	.559	.
	N	67	67

Family-to-work conflict showed a very weak negative relationship with career educational aspiration among female IT professionals ($\rho = -0.073$, $p = .559$), indicating almost no meaningful association between the two variables. For example, a professional experiencing higher family-to-work conflict was not consistently more or less likely to aspire toward further education or professional development. Since the result was far from statistically significant ($p = .559$), this pattern is very likely due to chance, and the finding does not support the idea that family-to-work conflict influences employees' educational aspirations.

Interpretation and Practical Implications

This result suggests that educational aspiration operates largely independently of family-to-work conflict among female IT professionals. Organizations should be cautious about assuming that reducing family-related interference with work will encourage employees to pursue further education or upskilling. Instead, educational aspiration may be driven more by factors such as career growth incentives, employer-sponsored learning opportunities, personal interest in skill development, or industry demand for certifications.

Summary

The analysis found a negligible, non-significant relationship between family-to-work conflict and career educational aspiration among female IT professionals. Educational aspiration does not appear to be meaningfully affected by family-to-work conflict in this sample, suggesting it is shaped by other personal or organizational factors instead.

Table 4.5.7 Relationship between Dual Role Conflict and Career Aspiration

		Dual Role Conflict	Career Aspiration
Spearman's rho	Correlation Coefficient	1.000	-.218
	Sig. (2-tailed)	.	.076
	Dual Role Conflict N	67	67
Career Aspiration	Correlation Coefficient	-.218	1.000
	Sig. (2-tailed)	.076	.
	N	67	67

Dual role conflict showed a weak, non-significant negative relationship with overall career aspiration among female IT professionals ($p = -0.218$, $p = .076$). This suggests a slight tendency for higher dual role conflict to be associated with lower career aspiration, but since the result did not reach statistical significance, it cannot be confirmed as a genuine effect, only a borderline trend.

Interpretation and Practical Implications

Organizations should be cautious about assuming that reducing work-family conflict alone will meaningfully boost career ambition, as this composite relationship remains statistically inconclusive. Still, continued investment in work-life balance support and family-friendly policies is worthwhile, particularly given that family-to-work conflict showed a significant relationship with achievement aspiration specifically.

Summary

Dual role conflict did not significantly predict overall career aspiration among female IT professionals ($p = .076$), despite generally high aspiration and low-to-moderate conflict levels in the sample. This indicates the relationship is more nuanced at the dimension level than at the composite level, as reflected in the earlier significant finding between family-to-work conflict and achievement aspiration.

Table 4.6.1 Difference in Dual Role Conflict Based on Average Working Hours per Week

	Working Hours per Week	N	Mean Rank
Dual Role Conflict	Less than 40 hours	15	25.93
	40-45 hours	27	32.57
	46-50 hours	17	35.09
	More than 50 hours	8	51.63
	Total	67	

The findings revealed a statistically significant difference in dual role conflict across the different working-hour categories ($\chi^2 = 9.333, p = .025$). Respondents working more than 50 hours per week had the highest mean rank (Mean Rank = 51.63), indicating higher levels of dual role conflict, whereas those working less than 40 hours per week had the lowest mean rank (Mean Rank = 25.93). The mean ranks suggest that dual role conflict tends to increase as the number of working hours per week increases.

Table 4.6.2 Difference in Career Aspiration Based on Average Working Hours per Week

	Working Hours Per Week	N	Mean Rank
Career Aspiration	Less than 40 hours	15	22.77
	40-45 hours	27	35.80
	46-50 hours	17	42.50
	More than 50 hours	8	30.94
	Total	67	

The findings revealed a statistically significant difference in career aspiration across the different working-hour categories ($H(3) = 8.667, p = .034$). Respondents working 46–50 hours per week had the highest mean rank (42.50), indicating the highest level of career aspiration, while those working less than 40 hours per week had the lowest mean rank (22.77). Respondents working 40–45 hours per week (Mean Rank = 35.80) and more than 50 hours per week (Mean Rank = 30.94) fell between these two groups. These findings indicate that career aspiration differs significantly across working-hour categories among female IT professionals.

Table 4.6.3 Difference in Dual Role Conflict Based on Family type

	FAMILY TYPE	N	Mean Rank
Dual Role Conflict	Nuclear Family	49	33.23
	Joint Family	11	32.32
	Living Alone	7	42.00
	Total	67	

The findings showed whether dual role conflict differs significantly across different family types (nuclear family, joint family, and living alone). The results indicated no statistically significant difference in dual role conflict among the three family types, $\chi^2(2) = 1.340$, $p = .512$. Since the p-value is greater than the 0.05 level of significance, the null hypothesis is accepted. This suggests that respondents' family type does not have a significant influence on their level of dual role conflict.

Although respondents who were living alone had the highest mean rank (42.00), followed by those from nuclear families (33.23) and joint families (32.32), these differences were not statistically significant.

Table 4.6.4 Difference in Career Aspiration Based on Family type

	FAMILY TYPE	N	Mean Rank
Career Aspiration	Nuclear Family	49	34.11
	Joint Family	11	32.91
	Living Alone	7	34.93
	Total	67	

The findings determined whether career aspiration differs significantly across different family types (nuclear family, joint family, and living alone). The results revealed no statistically significant difference in career aspiration among the three family types, $\chi^2(2) = 0.092$, $p = .955$. Since the p-value is greater than the 0.05 level of significance, the null hypothesis is accepted. This indicates that family type does not significantly influence the career aspiration of the respondents.

Although respondents who were living alone had the highest mean rank (34.93), followed by those from nuclear families (34.11) and joint families (32.91), the differences in mean ranks were minimal and not statistically significant. Therefore, the observed variations in career aspiration across family types are likely due to chance rather than a meaningful difference.

Table 4.6.5 Difference in Dual Role Conflict Based on Age

	AGE	N	Mean Rank
Dual Role Conflict	20-25 Years	14	38.75
	26-30 Years	15	30.63
	31-35 Years	9	36.33
	36-40 Years	7	38.00
	Above 40 years	22	31.05
	Total	67	

The result showed dual role conflict differed significantly across different age groups. Although the mean ranks varied across the groups, with respondents aged 20–25 years recording the highest mean rank (38.75), followed by those aged 36–40 years (38.00) and 31–35 years (36.33), respondents aged 26–30 years (30.63) and above 40 years (31.05) reported comparatively lower mean ranks. These variations indicate slight differences in the level of dual role conflict among the age groups. However, the Kruskal-Wallis test indicated that these differences were not statistically significant ($p > .05$). Therefore, it can be concluded that age does not significantly influence the level of dual role conflict among the respondents.

Table 4.6.6 Difference in Career Aspiration Based on Age

	AGE	N	Mean Rank
Career Aspiration	20-25 Years	14	32.79
	26-30 Years	15	37.50
	31-35 Years	9	38.67
	36-40 Years	7	30.21
	Above 40 years	22	31.68
	Total	67	

The result showed career aspiration to differ significantly across age groups. The mean ranks showed that respondents aged 31–35 years had the highest level of career aspiration (Mean Rank = 38.67), followed by those aged 26–30 years (37.50). Respondents aged 20–25 years (32.79), above 40 years (31.68), and 36–40 years (30.21) recorded comparatively lower mean ranks. Although these mean rank differences suggest some variation in career aspiration across age groups, the Kruskal-Wallis test revealed that the differences were not statistically significant ($\chi^2 = 1.634$, $df = 4$, $p = .803$). Hence, the null hypothesis was accepted, indicating that career aspiration does not differ significantly across the various age groups of the respondents.

CHAPTER – 5 FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 Findings

Level of Dual Role Conflict

The first objective sought to examine the level of dual role conflict, comprising work-to-family conflict and family-to-work conflict, among the respondents. The findings revealed that the majority of respondents did not experience high levels of overall dual role conflict. However, a closer examination of the two dimensions showed an important difference. Work-to-family conflict was considerably more prevalent than family-to-work conflict among the respondents.

This pattern suggests that professional demands, rather than domestic responsibilities, are the more common source of role strain among female IT professionals. Work responsibilities appear to spill over into family life more frequently than family responsibilities interfere with work performance. This finding is particularly relevant in the IT sector, where demanding project deadlines, long working hours, and the constant connectivity associated with technology-related jobs make it difficult for employees to completely disconnect from work after office hours. In contrast, family responsibilities were less likely to interfere with professional responsibilities, indicating that most respondents were able to manage their domestic roles without significant disruption to their work.

Level of Career Aspiration

The second objective sought to examine the level of career aspiration, comprising achievement, leadership, and educational aspiration, among the respondents. The findings revealed that female IT professionals in the sample demonstrated high levels of career aspiration across all three dimensions, indicating a strong overall commitment to career growth and development.

Among the three dimensions, achievement aspiration recorded the highest level, followed closely by educational aspiration. Leadership aspiration was also high but comparatively lower than the other two dimensions. This suggests that respondents placed greater importance on professional excellence, continuous learning, and skill development than on attaining formal leadership positions. This finding is meaningful in the IT industry, where technical expertise and continuous upskilling are often viewed as essential for career advancement, while leadership roles may be considered long-term career goals or may not be the immediate priority for many professionals.

Relationship Between Dual Role Conflict and Career Aspiration

The third objective examined the relationship between the dimensions of dual role conflict and the dimensions of career aspiration. The findings presented a balanced picture, showing that not every form of role conflict was associated with lower career aspiration.

Although work-to-family conflict was the more common form of conflict experienced by the respondents, it did not show a significant relationship with achievement, leadership, or educational aspiration. This indicates that female IT professionals generally maintain their career ambitions despite experiencing interference from work responsibilities in their family lives. Long working hours and demanding job responsibilities do not appear to reduce their motivation to achieve professionally, assume leadership responsibilities, or pursue further learning.

In contrast, family-to-work conflict showed a significant negative relationship with achievement aspiration, while its relationship with leadership aspiration and educational aspiration was not significant. This suggests that when family responsibilities interfere with work, they are more likely to reduce the motivation to achieve professional success. However, these interruptions do not appear to substantially influence aspirations related to leadership or continuing education. Overall, dual role conflict, when considered as a single construct, showed only a weak relationship with overall career aspiration. This finding indicates that female IT professionals generally remain career oriented despite the challenges of balancing work and family responsibilities.

Differences Across Demographic Variables

The fourth objective examined whether dual role conflict and career aspiration differed significantly across selected demographic variables, namely average working hours per week, family type, and age.

Working hours emerged as the demographic variable most strongly associated with both dual role conflict and career aspiration. Respondents who worked the longest hours reported higher levels of dual role conflict, suggesting that longer working hours increase the likelihood of work interfering with family responsibilities. However, the relationship between working hours and career aspiration was not entirely linear. Respondents working moderately long hours reported the highest levels of career aspiration, while those working the longest hours did not report the highest

career ambition. This suggests that beyond a certain point, additional working hours may contribute more to work-related strain than to increased career motivation.

Family type and age did not show significant differences in either dual role conflict or career aspiration. This indicates that these demographic characteristics had only a limited influence on how respondents experienced role conflict or pursued career advancement within the present study. Overall, the findings highlight working hours as the most important demographic factor influencing both dual role conflict and career aspiration. This suggests that organizational practices related to workload and working hours may be more effective in reducing role conflict and supporting career aspirations than interventions based on personal or family characteristics.

5.2 Suggestions

Promote Flexible Work Arrangements

The findings of this study revealed that work-to-family conflict was more prevalent among respondents than family-to-work conflict, indicating that professional demands intrude into family life more often than the reverse. In light of this, IT organizations should strengthen flexible work policies that help female employees effectively manage their professional and family responsibilities. Flexible scheduling, hybrid work arrangements, and reasonable workload allocation can reduce work-related pressures and enable employees to maintain a healthier work–life balance. Organizations should also ensure that employees working extended hours receive adequate support to prevent excessive dual role conflict.

Monitor and Manage Working Hours

The study found that respondents working longer hours reported higher levels of dual role conflict compared to those working fewer hours. However, career aspiration was highest among those working moderately long hours rather than the longest hours, suggesting a tipping point beyond which additional hours add strain without added motivation. Organizations should monitor working hours, discourage excessive overtime, and ensure equitable task distribution and realistic deadlines to keep workloads within this productive range.

Strengthen Family-Friendly Organizational Policies

Family-to-work conflict was found to significantly reduce achievement aspiration, even though it did not affect leadership or educational aspiration. This suggests family-related interference specifically undermines employees' drive for professional achievement. Organizations should introduce family-friendly initiatives such as childcare assistance, family leave policies, and counselling services to reduce this interference and protect employees' achievement motivation.

Support Career Development Opportunities

Since leadership aspiration was comparatively lower than achievement and educational aspiration, organizations should place particular emphasis on leadership development initiatives and mentoring, alongside continued training and skill enhancement programmes, to close this gap and support well-rounded career growth.

Provide Work–Life Balance and Stress Management Programmes

Given that work-to-family conflict was the more common form of role strain, and that it was concentrated among employees with longer working hours, organizations should offer targeted stress management and time management workshops for employees in high-hour roles, rather than applying uniform programmes across all staff.

5.3 Conclusion

This study examined the relationship between dual role conflict and career aspiration among female IT professionals in Thiruvananthapuram. The findings revealed that while the majority of respondents experienced a low level of overall dual role conflict, more than half reported a high level of work-to-family conflict. Conversely, most respondents experienced low family-to-work conflict. The study also found that female IT professionals exhibited very high levels of overall career aspiration, including career achievement, leadership, and educational aspirations.

The correlation analysis showed that family-to-work conflict had a significant negative relationship with career achievement aspiration, indicating that greater interference of family responsibilities with work was associated with lower aspirations for career achievement.

However, work-to-family conflict did not demonstrate a statistically significant relationship with

the career aspiration dimensions examined. Furthermore, dual role conflict and career aspiration differed significantly according to respondents' average working hours per week, highlighting the influence of working hours on employees' experiences and career-related outcomes.

Overall, the findings suggest that although female IT professionals remain highly career-oriented, excessive work demands and family responsibilities can influence certain aspects of their career aspirations. Therefore, organizations should promote flexible work practices, family-friendly policies, supportive leadership, and career development opportunities to help female employees effectively balance their dual roles while sustaining their long-term career aspirations. Such initiatives can contribute to employee well-being, career growth, and organizational effectiveness.

BIBLIOGRAPHY

1. Al-Bahrani, M. A., Allawati, S. M., Abu Shindi, Y. A., & Bakkar, B. S. (2020). Career aspiration and related contextual variables. *International Journal of Adolescence and Youth*, 25(1), 703–711. <https://doi.org/10.1080/02673843.2020.1730201>
2. Aulia Safrizal, H. B., Eliyana, A., & Febriyanti, K. L. (2020). The effect of double role conflict (work–family conflict) on female workers' performance with work stress as the intervening variable. *Systematic Reviews in Pharmacy*, 11(10), 418–428.
3. Azmat, G., Cuñat, V., & Henry, E. (2023). *Gender promotion gaps and career aspirations*. <https://doi.org/10.3386/w31461>
4. Bahagia, R., & Tanjung, H. (2023). Conflict of dual roles of female employees and work stress. In *Proceedings of the Medan International Conference on Economics and Business* (Vol. 1). *Entrepreneurship on Global Economics Development in the Era of Society 5.0*.
5. Bhattacharya, S., & Pramanik, R. (2016). Multiple roles at conflict: Reflections from life career families in Western Odisha, India. *International Journal of Humanities and Social Science Invention*, 5(9), 11–18.
6. Buddhapriya, S. (2009). Work-family challenges and their impact on career decisions: A study of Indian women professionals. *Vikalpa*, 34(1), 31–45.
7. Cho, T., & Ryu, K. (2016). The impacts of family-work conflict and social comparison standards on Chinese women faculties' career expectation and success: Moderating by self-efficacy. *Career Development International*, 21(3). <https://doi.org/10.1108/CDI-11-2015-0146>
8. Dewi, N. M. R. K., Komalasari, Y., Adinegara, I. G. N. J., & Trimurti, C. P. (2024). The influence of role conflict, social support, and work-life balance on psychological well-being and women's career development at Hope Christian Education Foundation. *The ES Economics and Entrepreneurship*, 3(1), 44–59. <https://doi.org/10.58812/esee.v3i01>
9. Díaz-Fúnez, P. A., Martín-Martín, F. G., Martínez-Díaz, A., Salvador-Ferrer, C., Consiglio, C., & Mañas-Rodríguez, M. Á. (2021). Role conflict, satisfaction, and performance in administrative staff at public universities: The role of optimism and sex differences. *PLoS ONE*, 16(10), e0257562.

10. Domenico, D. M., & Jones, K. H. (2006). Career aspirations of women in the 20th century. *Journal of Career and Technical Education*, 22(2), 1–7.
11. Farmer, H. S., & Fyans, L. J., Jr. (1978). Women's achievement and career motivation: Their risk taking patterns, home-career conflict, sex role orientation, fear of success, and self-concept. In *Women and achievement: Social and motivational analyses* (Chap. 17). Hemisphere Publishing Corporation.
12. Fouziya, R., & Gracious, J. (2017, December 8–9). *Influence of role conflict and role overload on work-life balance among women IT professionals in Kerala*. In *Proceedings of the 6th International Conference on Managing Human Resources at the Workplace*.
13. Gordon, J. R., Pruchno, R. A., Wilson-Genderson, M., Murphy, W. M., & Rose, M. (2012). Balancing caregiving and work: Role conflict and role strain dynamics. *Journal of Family Issues*, 33(5), 662–689. <https://doi.org/10.1177/0192513X11425322>
14. Government of Kerala, Kerala State Planning Board. (2022). *Fourteenth five-year plan (2022–2027): Working group on women and employment report*. Government of Kerala.
15. Gray, M. P., & O'Brien, K. M. (2007). Advancing the assessment of women's career choices: The Career Aspiration Scale. *Journal of Career Assessment*, 15(3), 317–337. <https://doi.org/10.1177/1069072707301211>
16. Gregor, M. A., & O'Brien, K. M. (2016). Understanding career aspirations among young women: Improving instrumentation. *Journal of Career Assessment*, 24(3), 559–572. <https://doi.org/10.1177/1069072715599537>
17. Hall, D. T., & Gordon, F. E. (1973). Career choices of married women: Effects on conflict, role behavior, and satisfaction. *Journal of Applied Psychology*, 58(1), 42–48.
18. Hamid, N., Wahda, & Samsinar. (2020). Effect of dual role conflict (work-family conflict, workload and job stress) on the performance of employees of PT Bank Negara Indonesia (Persero) Tbk Pare-Pare. In *Proceedings of the International Conference on Applied Management and Economics (ICAME 2019)*. EAI. <https://doi.org/10.4108/eai.25-10-2019.2295363>
19. Hanapi, Z., Sharif, M. S., Che'Rus, R., Mohamed, S., Kiong, T. T., & Mamat, A. B. (2019). Career aspirations and factors of career developments among women in the technical field. *International Journal of Academic Research in Business and Social Sciences*, 9(7), 1437–1442. <https://doi.org/10.6007/IJARBSS/v9-i7/6802>

20. Hasibuan, Y. M. S. M., Tarmidi, & Rola, F. (2024). The effect of dual role conflict on the work stress of social workers in the Social Services of Indramayu District. *Quest Journal of Research in Humanities and Social Science*, 12(10), 155–159.
21. Khan, H., Yousafzai, S., & Raza, N. (2025). Gender stereotypes and career aspirations: How social expectations shape women's professional goals. *Advance Social Science Archive Journal*, 4(2), 446–457. <https://doi.org/10.5281/zenodo.17332716>
22. Kim, Y. H., O'Brien, K. M., & Kim, H. (2016). Measuring career aspirations across cultures: Using the Career Aspiration Scale with young Korean women. *Journal of Career Assessment*, 24(3), 573–585. <https://doi.org/10.1177/1069072715599538>
23. Khraban, T., & Khraban, M. (2025). The impact of gender factor on the formation of career aspirations of military personnel of the Armed Forces of Ukraine. *Interpersona*, 19(1), 1–18. <https://doi.org/10.5964/ijpr.14585>
24. Kumari, K. T. (2022). *Work/family conflict and career advancement: Demographic differences as moderators among IT employees*.
25. Kusumaningrum, A. L., Maharani, A., & Ubud, S. (2025). The effect of dual role conflict and workload on female employee performance with job stress as an intervening variable (Study at PT. Bank Rakyat Indonesia, Jayapura Regional Office). *Dinasti International Journal of Economics, Finance & Accounting*, 6(2). <https://doi.org/10.38035/dijefa.v6i2>
26. Lent, R. W., Brown, S. D., & Hackett, G. (2006). Social cognitive career theory. In J. H. Greenhaus & G. A. Callanan (Eds.), *Encyclopedia of Career Development* (Vol. 2, pp. 750–754). Sage Publications.
27. Lv, Z., & Gong, J. (2020). Research on women's career choice based on MADM with IFS. *Journal of Physics: Conference Series*, 1707, 012030. <https://doi.org/10.1088/1742-6596/1707/1/012030>
28. Mahapatra, M. (2018). Career aspiration and achievement motivation of women academicians: A struggle for dual role conflict. *SSRG International Journal of Humanities and Social Science*, 5(4).
29. Nurak, L. A. D., Thoyib, A., Noermijati, & Riana, I. G. (2018). The relationship between work-family conflict, career success orientation and career development among working women in Indonesia. *International Journal of Management Science and Business*

- Administration*, 4(2), 49–56. <https://doi.org/10.18775/ijmsba.1849-5664-5419.2014.42.1006>
30. O'Brien, A. (2024). The subjectivity load: Negotiating the internalization of "mother" and "creative worker" identities in creative industries. *Gender, Work & Organization*. Advance online publication. <https://doi.org/10.1111/gwao.13157>
 31. Ochsner, T. J. (2012). *The impact of dual-career marriage on role conflict and marital satisfaction* (Communication Studies Undergraduate Publications, Presentations and Projects No. 17). University of Portland.
 32. Okolie, U. C., & Uwayah, L. I. (2024). Workplace consequences of work–family conflict for women. *J-MIND (Jurnal Manajemen Indonesia)*, 9(1), 21–30.
 33. Plickert, G., & Sterling, J. (2017). Gender still matters: Effects of workplace discrimination on employment schedules of young professionals. *Social Sciences*, 6(4), Article 150. <https://doi.org/10.3390/socsci6040150>
 34. Pohle, C. E. (2008). *Opting out? Why women really quit careers and head home*. *The Journal of Sociology & Social Welfare*, 35(4), Article 20. <https://doi.org/10.15453/0191-5096.3401>
 35. Rahu, W. R. L., Marwan, & Nurlaila. (2024). The effect of dual role conflict on the performance of female employees with work–life balance as a mediating variable. *Jurnal Ilmu Sosial dan Pendidikan*, 8(1). <https://doi.org/10.58258/jisip.v8i1.5836>
 36. Ramya, N., et al. (2024). Impact of career aspirations on the performance of women employees in IT & ITES organizations in Bengaluru: A sequential mixed-methods study. *Educational Administration: Theory and Practice*, 30(5), 13673–13685. <https://doi.org/10.53555/kuey.v30i5.5975>
 37. Rao, G. M. S. (2022). Role conflict among working women: Challenges and solutions. *International Journal of Creative Research Thoughts*, 10(7).
 38. Sammani, K. A. S. M., & Gunasekara, V. M. (2024). Impact of work-family conflict on women's career development with the moderating role of perceived supervisor support. *Journal of Management and Tourism Research*, 6(1), 61–75.
 39. Somashekher, C. (2018). Work–family conflict among women employees in Bangalore City. *International Journal of Research in Sociology and Anthropology*, 4(1), 1–7. <https://doi.org/10.20431/2454-8677.0401001>

40. Sukumaran, S., Chakkambath, R. S., & Naur, I. C. K. (2024). The double burden: A study on women's dual roles in the workplace and household responsibilities in Kerala. *Journal of Women Empowerment and Studies*, 4(5), 48–60.
<https://doi.org/10.55529/jwes.45.48.60>
41. Sullivan, S. E., Forret, M. L., Carraher, S. M., & Mainiero, L. A. (2009). Using the kaleidoscope career model to examine generational differences in work attitudes. *Career Development International*, 14(3), 284–302.
42. Tewari, S., & Shukla, J. (2024). A study on the correlation between career aspirations and marital relationships. *The International Journal of Indian Psychology*, 12(2).
<https://doi.org/10.25215/1202.063>
43. Townsend, C. H., Kray, L. J., & Russell, A. G. (2024). Holding the belief that gender roles can change reduces women's work–family conflict. *Personality and Social Psychology Bulletin*, 50(11), 1613–1632. <https://doi.org/10.1177/01461672231178349>
44. Yusuf, R. M., & Hasnidar. (2020). Work-family conflict and career development on performance of married women employees: Case of bank employees, Indonesia. *International Journal of Research in Business and Social Science*, 9(1), 151–162.

APPENDIX

Section A: Personal Profile

1. Age Group
 - 20–25 years
 - 26–30 years
 - 31–35 years
 - 36–40 years
 - Above 40 years
2. Marital Status
 - Unmarried
 - Married
3. Is your spouse currently employed?
 - Yes
 - No
 - Self-employed
 - Not Applicable
4. Type of Family
 - Nuclear Family
 - Joint Family
 - Living Alone
5. Number of Children
 - None
 - One
 - Two
 - Three or More

6. Do you have dependent family members other than children?

- Yes
- No

7. Highest Educational Qualification

- Diploma
- Undergraduate Degree
- Postgraduate Degree/Postgraduate Diploma
- Professional Certification
- Doctorate

8. Total Work Experience

- Less than 1 year
- 1–3 years
- 4–6 years
- 7–10 years
- More than 10 years

9. Current Job Level

- Entry Level
- Junior Level
- Mid Level
- Senior Level
- Team Lead/Supervisory Level
- Managerial Level
- Senior Leadership Level

10. Current Work Mode

- Fully Onsite
- Hybrid
- Fully Remote

11. Average Working Hours per Week

- Less than 40 hours
- 40–45 hours
- 46–50 hours
- More than 50 hours

12. How often do you work beyond official working hours?

- Never
- Rarely
- Sometimes
- Often
- Very Often

Section B: Dual Role Conflict

13. The demands of my work interfere with my home and family life.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

14. The amount of time my job takes up makes it difficult to fulfill family responsibilities.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

15. Things I want to do at home do not get done because of the demands my job puts on me.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

16. My job produces strain that makes it difficult to fulfill family duties.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

17. Due to work-related duties, I have to make changes to my plans for family activities.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

18. The demands of my family or spouse/partner interfere with work-related activities.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

19. I have to put off doing things at work because of demands on my time at home.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

20. Things I want to do at work do not get done because of the demands of my family or spouse/partner.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

21. My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

22. Family-related strain interferes with my ability to perform job-related duties.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Section C: Career Aspiration

23. I want to be among the very best in my field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

24. I want my work to have a lasting impact on my field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

25. I aspire to have my contributions at work recognized by my employer.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

26. Being outstanding at what I do at work is very important to me.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

27. I know that I will be recognized for my accomplishments in my field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

28. Achieving in my career is not at all important to me.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

29. Being one of the best in my field is not important to me.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

30. I plan to obtain many promotions in my organization or business.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

31. I hope to become a leader in my career field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

32. I do not plan to devote energy to getting promoted to a leadership position in the organization or business in which I am working.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

33. Becoming a leader in my job is not at all important to me.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

34. When I am established in my career, I would like to manage other employees.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

35. I want to have responsibility for the future direction of my organization or business.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

36. Attaining leadership status in my career is not that important to me.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

37. I hope to move up to a leadership position in my organization or business.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

38. I plan to rise to the top leadership position of my organization or business.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

39. I plan to reach the highest level of education in my field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

40. I will pursue additional training in my occupational area of interest.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

41. I will always be knowledgeable about recent advances in my field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

42. I know I will work to remain current regarding knowledge in my field.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

43. I will attend conferences annually to advance my knowledge.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

44. Even if not required, I would take continuing education courses to become more knowledgeable.
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly Agree
45. I would pursue an advanced education program to gain specialized knowledge in my field.
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly Agree
46. Every year, I will prioritize involvement in continuing education to advance my career.
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly Agree