

Author/Title:

Jagriti Tanwar (2015): Why to Change Job(s)? Determinants of Women's Interfirm Mobility in Indian IT-ITES Sector

Source:

Georg-August-Universität Göttingen, eDiss 2015

Table of Contents

Abbreviations	viii
List of Tables, Figures and Graphs	xi
Acknowledgements	xv
1. Introduction	1
2. Trends and Patterns of Women's Education and Employment in India: From Independence to the Present	9
2.1. Introduction	9
2.2. Socio-Economic Status and Position of Women in India from Independence (1947) to Mid-1970s	11
2.3. Women's Economic Participation: From 1947 to Mid-1970s	14
2.4. Expansion of Women's Education from 1970 to 2014	22
2.5. Women's Employment in India from 1970 to 1990	35
2.6. Women's Employment in Organised sector in India from 1990 to the Present	42
2.7. Emergence and Expansion of IT – ITES Sector in Indian Economy: Growth in Employment Opportunities for Educated Women	45
3. State of the Art	52
3.1. Introduction	52
3.2. A Survey of Previous Research	52
3.3. Critical Evaluation and Summary	68
4. Theoretical Framework	72
4.1. Introduction	72
4.2. Rational Choice: An Idea Borrowed from the Economics	73
4.3. Basic Underlying Assumptions of RCT	74
4.4. The Application of Rational Choice Theory to Analyse Women's Interfirm Mobility Decision	81
4.5. Value of Children: A Social-Psychological Perspective	84
4.6. Rational Choice Theory and Empirical Research	94
4.7. Hypotheses Testing	111
5. Data and Method	114
5.1. Introduction	114
5.2. Data Collection through Survey Method: A Rationale	114
5.3. Sampling: Method and Procedure	116
5.4. Challenges in Deploying Online Survey within the IT-ITES Firms	119
5.5. Transition from Online to Paper based Face-to-Face Survey: A Bottom to Top Approach. .	123
5.6. A List of Firms from where Respondents were drawn	125
5.7. Final Sample Size.....	126
5.8. Strengths and Limitations of Own Survey Data	126
5.9. Proposed Analysis with Own Survey Data	132
5.10. Statistical Technique: Piecewise Constant Exponential Technique of Event History Analysis	132
5.11. Multiple Imputation by Chained Equation (MICE): A Method of replacing Missing Values in Data	134
5.12. Imputation of First Job Variables	137

5.13	Imputation of Second Job Variables	138
5.14	Imputation of Attitudinal Variables	139
5.15	Imputation of Marriage and Birth Month	140
5.16	List of Independent Variables: Scale and Recoding	141
5.17	Scale and Recoding of Variables for Descriptive Analysis	146
6.	Descriptive Findings	153
6.1	Introduction	153
6.2.	Demographic Information	153
6.3.	Educational Profile of Women	156
6.4.	Job Changing Patterns of Women	160
6.5.	Job Characteristics	163
6.6.	Career Development as an Outcome of Job Change: A Comparison of First, Second and Third Job	168
6.7.	Women's Attitudes toward Work and Family	175
6.8.	Economic Necessity	177
6.9.	Reconciliation of Work and Family Life	179
6.10.	Family Support to Working Mothers	181
7.	Results	184
7.1	Introduction	184
7.2	First Interfirm Mobility	184
7.3	Second Interfirm Mobility	198
7.4	A Systematic Comparison between First and Second Job Change	215
7.5	Summary	219
8.	Discussion	220
8.1	Introduction	220
8.2	A Cumulative Discussion of First and Second Interfirm Mobility	220
8.3	Summary	263
9.	Summary and Conclusion	269
9.1	Summary	269
9.2	Limitations of the Current Study	286
9.3	Direction for Future Research	287
9.4	Conclusion	287
10.	References	289
	Appendix I	299
	Appendix II	302
	Appendix III	320

Summary

India has been undergoing a socio-economic transformation over the last two decades. One of the most impressive and visible changes has been the growing presence of girls and women in schools, colleges, universities, corporate and public offices. Women have made remarkable progress both in educational and employment domains during these two decades.

Statistics suggest that women's enrolment has increased at all levels of education, especially at higher education level (Ministry of Human Resource Development 2014). As a result, a large number of educated women have been participating in paid work in the urban labour market. An important change has been the continuation of paid work after marriage and childbirth. It suggests that educated women perform the dual roles of worker and wife/mother.

This socio-economic transformation in the lives of women is an outcome of economic changes kicked-off by the liberalisation of the economy in 1991 which resulted in the availability of decent white-collar employment opportunities in the urban labour market, while higher educational

attainment of women induced their entry into paid work. In particular, educated women have benefitted most from the expansion of the services sector and the rapid growth of the IT-ITES sector. This sector has provided well-paid decent job opportunities which were largely missing before 1991.

Women's employment in the IT-ITES sector has drawn researchers' attention to study the changing role of women and the ways in which it is affecting other social processes in the Indian society. A range of topics have been studied; however, little is known about the interfirm mobility behaviour of women, their career development and the effect of family roles on interfirm mobility decisions. In brief, women's interfirm mobility and career development remains an under-researched topic in the Indian context so far.

Hence, the current study aims to fill this research gap by examining the determinants of women's interfirm mobility. More precisely, the study answers the following main research questions - why do women change job(s)? What are the determinants of women's interfirm mobility decision? To what extent, do marriage and motherhood affect their job changing decision?

The study employs own survey data to answer the research questions. The survey deployed both online and paper based face-to-face interviews among women working in IT-ITES firms in New Delhi and the National Capital Region. The sample consisted of 295 women. All women were married, while 37% of them were mothers at the time of survey. The study employs transition rate models to analyse the survey data.

Both individual and firm level determinants were analysed. The individual level characteristics include highest education, migrant status, age at entry in job, higher wages and monetary benefits, marital and motherhood status. Firm level characteristics include flexible shifts, IT-ITES sector, women's job position, promotion and working conditions.

The findings suggest that different types and levels of education, presence of small children, flexible shifts, IT-ITES sector, job position, promotion and working conditions have statistically significant effects on women's interfirm mobility. Higher wages and marital status, by contrast, do not (statistically) significantly affect women's job mobility.

The empirical findings of the study suggest that women maximize their status and income rewards by changing employers. Women benefit in both monetary and non-monetary terms by changing firms. Consequently, interfirm mobility is one of the strategies of career development for highly educated women.

However, children pose constraints in the process of maximizing attainment level. Childcare in addition to family responsibilities makes it hard for mothers to combine work and family due to which they often adjust at work by taking days-off from work. Consequently, the conflict between worker and family role is higher for mothers than women without children.

Nevertheless, despite these challenges, the sampled women are career-oriented and prefer working. They are part of the millennial women of India who shape their lives through their educational and employment achievements. These young women are drivers of social change who contribute to the transformation of traditional gender roles and stereotypical images of women in the Indian society. Hence, educated women with English language skills have benefitted most from economic transformation and globalisation.