

GRIT-POSITIVE TRAIT: RESUMPTION OF CAREER AS AN INDIAN WOMEN IN TAMBARAM, CHENNAI

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ABSTRACT

Indian women are coming up in all areas of life. . Despite progress, a very percent of women are taking a break in their professional lives to become full-time significant mothers and are not able to restart their career after a break period . As an Indian women ,it is a challenge to resume the career after the break as they are facing many obstacles. Perseverance and passion for long term goal is coined as Grit which is a powerful predictor of success and competence to reach one's goals .It is a positive and non-cognitive trait , powerful motivation to achieve.Grit trait against many challenging areas are researched over the years .This article is investigating the one of the most challenging area of women's resumption of career against Grit. This article aim is to investigate grit trait score to the indian women who resuming their career and to determine the relationship between grit score and number of years career break taken.This article is based on original research among 210 working women among teachers from 6 schools and 2 colleges at Tambaram municipal area,chennai,India.The obtained data analysed descriptively and statistically which revealed that the women who resuming careers are grittier and no linear relationship in between resuming women's grit trait score and their break period. No matter their break period, gritter women can resume their job though they have obstacle in resuming careers.

Keywords: India, Woking women, resuming career, career break, break period, Git ,personality trait, passion, perseverance.

INTRODUCTION :

The proportion of women participation in all the fields is crucial to a country to attain complete development , security and peace .“We need women at all levels, including the top, to change the dynamic, reshape the conversation, to make sure women's voices are heard and heeded, not overlooked and ignored.”- Sheryl Sandberg.(Chief Officer,facebook)

Indian women are coming up in all aspects of life. Despite the progress, the very fact that women, along with being achievers, also are expected to fulfill their roles as wives or mothers, prioritizing home against anything else.The female labor force participation in India has fallen to 26 per cent in 2018 from 36.7 per cent in 2005 (Ref 6,World Bank,march,2018).In India 73% of new mothers are leaving their job, 50% of working women are quit to take care of their children at the age of 30. Only 27% of women are returning to the workforce.(The Genpact Center for Women's Leadership, a wing of the Ashoka University,Ref 14). It is challenging to resume the career after their break period by crossing all the Social, structural,cultural barriers for Indian women.

They need to have emboldened characters to succeed in their career. So there is a demand to analyze

and study about what personality traits (Ref 2) Indian women need to develop, to resume their career after a break period by overcoming the obstacles .

GRIT

The passion with perseverance is coined as Grit to achieve long term goals .It is a positive and **non**-cognitive trait and a powerful motivation to achieve a goal by facing all obstacles,a strong predictor of success and ability to reach one's target. (Duckworth.A.L).Grit is independent beyond what talent and intelligence contribute. Yes, being naturally smart and talented is great but then, if you want to thrive well, you need confidence and the ability to persevere.Talent could just be unfulfilled potential, without grit. It is with our hard work and effort that our natural talent can become a useful skill which inturn leads to success(Ref 3). Gritter people are able to maintain their determination and motivation over long periods despite all the hardships and failures.(ref 4,11)

Some of the top research findings regarding Grit are:

High grittier teachers are well performed compare to less grittier teachers (Ref 15) Highly grit army soldiers were more likely to complete an Army Special Operations Forces (ARSOF) selection course, higher grit sales person grittier were more likely to continue their keep jobs, higher grit students were more likely graduated from high school, and grittier men were stay more on their marriage life. Grittier spelling bee participants outranked their less gritty competitors.

Angela Duckworth(researcher University of Penn) examined the association between grit, defined as passion and perseverance for long-term goals, and retention in many different contexts: the military, workplacesales, high school, and marriage,diabetes (Ref 13,ref 4,ref 9). AS women's career resumption is also one of the challenging ones(ref 6) ,It is necessary to analyze grit trait against Indian women's resumption of career who have taken breaks(ref6).This article examines the association between grit and resumption of career for women after taking a break which is significant for the women's empowerment. It is beneficial to the women who are struggling to resume their careers after taking a break.(ref 7)

RESEARCH METHODS

PROBLEM STATEMENT

The issues related to Indian women empowerment ,obstacles of women's career are discussed and researched in a century of time. The grit trait effects in different areas are also researched and published in many journals as many tears. But, no study has been carried out on grit trait against women's resumption of career . Hence, this article is proposed to conduct the effect of grit amongst Indian women who resumed career after a break.This article is conducted to investigate whether the women who resumed their career after a break have average or higher grit score and whether there is any relationship between Grit trait score and women's break period.

OPERATIONAL DEFINITIONS

Independent variable:Grit positive personality trait score of the working women who have taken break is independent variable.Grit score is a positive personality trait which pushes the women to resume their career when they were in break.

Dependent variable: Resumption of careers those who have taken a break and break period in terms of years.

OBJECTIVES

1.To investigate the level of grit personality trait of women those who are resuming their career after taking a break

2.To find out if there is any linear relationship between grit personality trait score and the break period..

MATERIALS,SAMPLING ,DATA COLLECTION AND ANALYSIS

TOOLS (QUESTIONNAIRE)

1.Screening and break period related questionnaire

2.Git scale s (ref 5)

A 5-point Likert scale with items rated in terms of how much the item was “true” for the respondent (1 = not like me at all and 5 = very much like me). The measure included two subscales of four items each: Consistency of Interest (COI) and Perseverance of Effort (POE). A sample item for COI is ‘I often set a goal but later choose to pursue a different one’ (reverse-scored) and for POE, ‘I finish whatever I begin’. The maximum score on this scale is 5 (showing extreme grit), and the lowest score 1 (no grit at all). The correlation between scores on the Grit-S from the spring of 2006 and Grit-S scores one year later was $r = .68$, $p < .001$. The Grit-S showed good internal consistency at both the 2006 and 2007 assessments, alphas = .82 and .84, respectively. (Duckworth & Quinn, 2009, p. 170)

SAMPLING ,DATA COLLECTION AND ANALYSIS

Population :The present research aims to study the population of Indian women those who are resuming their careers .Due to time constraints, decided to study the Women those who are resuming their career after break in teaching profession .The teaching women professional 210 samples are taken from 7 educational Institution (5schools,3 colleges) at

tambaram,chennai,India.Grit score of working women teachers was measured using grit scale s(Duckworth.A.L) and analysed by the means of tabulation,percentage analysis. Pearson correlation method is used to find the linear relation between grit personality trait score and the break period.

RESULTS AND DISCUSSION

Categorised grit score results

Table 1

	Grit	percent	Cumulative percent
1	Less than 4 (more than average)	26.41	26.41
2	4<grit >4.5 (High)	22.63	49.06

3	4.5<grit>4.9	39.62	100
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Categorised career break results

Table 2

Pearson correlation between grit and break period

	Mean	SD	grit	break period
Grit	4.3	0.44		0.063
Career break	4.16	3.765	0.063	

Investigation of grit score for the women resuming career who took break: Grit trait Scores range from 1 (not at all gritty) to 5 (extremely gritty)..Grit personality trait score 0 to 1.6 is low;1.7 to 3.33 is Average. 3.3 to 4.9 is high.Refer table1,All participating resuming women teachers scored high grit score (more than 3.9).Hence,the grit personality trait score is high for the resuming working women who took break.

Relationship between Grit score and break period (in terms of years): A pearson product moment correlation was computed between the Grit trait score and the career break period among the working women those who have a career break.

From the table.2.,it can be seen that the correlation coefficient is $r=0.063$ between the Grit trait score and the career break period among the working women those who have career break.It indicates that there is no linear relationship between the Grit trait score and the career break among the working women who have a career break.

DISCUSSIONS

As per the data of the research ,it is found that working women who have career break has high Grit personality trait score.That means working women who have career break are gritter people.Their grit personality trait made them or helped them to resume their career again though they have and had many obstacles in resumption. Grit trait has a role in restarting womens career after their break period. That means their passion and perseverance for long term are the main factors in the resumption of their career though they have barriers. The correlation coefficient is $r=0.063$ between the Grit trait score and the career break among the working women those who have career break .Correlation between Grit Personality Trait Score and Career break period is only 0.06 and hence it is not a significant relationship between Grit personality trait score and career break.That mean Grit score is not influencing their break period time among the working women those who took break.So the women who have high grit can restart their career, no matter about how many years they have taken break .

CONCLUSIONS AND IMPLICATIONS

Really it is daunting feeling for women while taking break from their job which is depends on their situation. But restarting their career is a big challenge to the Indian women due to their obstacles they are facing. Still some percent of women are restarting their career after break. This article has discovered about resuming women's special positive trait which made them to resume their career again. Passion with perseverance is coined as Grit which is analyzed in many challenge context and for the challenge facing people. This article has analysed the grit trait score against resuming career of Indian women who took break at Tambaram area, Chennai city. This research has noticed that all participated working women who took break have scored high grit score which implies that their passion and perseverance for long time goal is one of the factor and helped them to restart their career. As the Indian government is strenuously taking action for women empowerment. This research article might outline to the Government how to empower the women using grit interventions to boost their grit trait. This research article also concluded

that Grit is not influencing or not correlating with the break period taken by women. So no matter how many years taken break in accordance with grit, women can restart their career if they are gritter. This article is an encouragement to women who are struggling to restart their job.

LIMITATIONS AND DELIMITATIONS

Limitations:

Though this study concluded about the Grit personality trait in the context of resumption of career after a career break, it is limited in some ways.

First, the sample size is not large enough for the results to be generalised.

Second, self reporters measures were used and individuals may have answered incorrectly. Third, It may be affected by social desirability bias as teachers might want to show themselves as highly passionate people.

Fourth, due to time and financial constraints, this study took the sample of teaching professions among the working women. Sample should include all the professions as women are participating in all the fields.

Delimitation and suggestions:

Further research should be carried out with the large group of participants from different areas of the country including different socio economic standards of populations. Present study used a quantitative method to measure grit. It is recommended that in depth investigation can be made to collect data. Sample from all the professions is recommended for further study as women are opening their wings in all the fields.

Due to financial constraints ,this study limited itself to the use of objective type assessment methods.In an ideal situation,a combination of objective and subjective method as well as 360 degree approach would have been appropriate to reach a concrete solution. This study also expands to the other context of women's life,education and career.

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