

A study on Gender Issues with International careers: Indian Expatriates in Maldives

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Abstract

This paper examines that issues with international careers with Indian expatriates host countries and how they reconcile their conflicts between personal and work. International staff mobility has emerged a major strategic issue for multinational companies and expatriate numbers are expected to continue to rise steadily over the next decade (Harvey and Moeller, 2009). Although significant improvements have taken place in the workplace status of gender discrimination still exists especially in international postings, which are usually considered positive in terms of career advancement, salary increases, and managerial appointments. Even though percentages of expatriates working in overseas are increasing. Research on repatriation, however, indicates that many former expatriate employees feel that their overseas assignments harmed, rather than helped, their careers, and that they do not get the recognition they deserve (cf., Black and Gregersen, 1999).

Key words: gender, Issues with International careers, Expatriates, Maldives

Introduction

The environment for working gender has changed greatly in the past twenty years in world. It's a fact of life in many international careers that anyone hoping for a successful executive career will be expected to spend time working abroad. Nobody finds it easy being thrown into a new culture. But international assignments can be particularly challenging as a result of cultural, social and gender barriers. That is certainly true of researchers own experience of working in International careers. Research into the learning and development of self-initiated expatriates is limited and we know little about how individuals overcome barriers to their professional development in the host countries (Ariss, 2010). Mayerhofer et al suggest that self-initiated expatriates are often expected to assume responsibility for their training and development.

Review of Literature

West and Zimmerman (1987) argue that gender is not what we are or what we have; it is what we do. Gender is something that everyone does routinely and recurrently; it is produced through interaction and achieved in day-to-day social practices. While it is individuals who do gender, gender is situated doing in time, space, and relations in the virtual or real presence of others. It should also be noted that gender is both a medium and outcome of social practices.

Attractiveness of an International Career

Despite increasing globalization and the rising demand for competent international career, an expatriate faces a unique set of life and career challenges. These challenges are independent of gender. That is, the additional difficulties faced by a individual in a multinational corporation in an overseas assignment, are not dependent on the gender of the expatriate.

Research Methodology

Research is an art of systematic information. It is defined as a careful investigation or inquiry especially through search for new facts in any branch of knowledge. This chapter explains Objectives and hypothesis, sampling procedure method of data collection are also included.

Hypotheses of the Study

Based on the above objectives set for the study following hypotheses have been formulated to test the selected variables. They are

1. There is no significant relationship between the genders Issues with International careers, among Indian expatriates in Maldives.
2. There is no significant association between the demographic variables such as age, education, marital status, designation and gender Issues with International careers, among Indian expatriates in Maldives.
3. There is no relationship between Workplace well being and Job Satisfaction with genders Issues with International careers, among Indian expatriates in Maldives.

Research Design

In order to explore the Gender Issues with International careers: Indian Expatriates in Maldives based on the personal demographic variables, as age, education, marital status, designation and gender and to find out the outcomes of workplace well being and job satisfaction, was followed by the researcher. A Survey was conducted Indian Expatriates with the help of a questionnaire

Sampling Technique

This study is based on a convenience sample (N=120; 34 women and 86 men). It consists mainly of members of Indian expatriates. In addition, expatriate employees residing both capital of male and island participated in the study. Finally, a small number of expatriate faculty members responded as well. In this study, the researcher adopted the convenient sampling method for selecting the sample .Convenient sampling procedure was used to obtain those units or people most conveniently available. Researchers generally use convenient samples to obtain a large number of completed questionnaires quickly. There will not be bias in the responses in using the convenient sampling since the respondents voluntarily participate in the survey. As the respondents show interest to fill up the questionnaires, so convenient sampling was the best sampling method available in this situation

Data Collection

The primary data collected by two methods

1. Hard copy circulation
2. E-mail survey

The researcher personally circulated the questionnaire among the respondents and they were informed to answer the questions according to the instructions given in the questionnaire. The completed questionnaire was collected personally by the researcher. On some occasions, some friends in the field have been requested to collect the completed questionnaire. The respondents have scored according to the instructions given in each scale. Some respondents requested the researcher to send the questionnaire through email due to the residing in island so that it will be convenient for them to answer. So email survey was made for the purpose of data collection. The results are tabulated, analysed and discussed in the next chapter.

Statistical Tools Used

The collected data were analysed by using SPSS package version 16 and Amos 5. The statistical tools used are

- **Descriptive statistics such as Mean, Standard Deviation:** It refers to the transformation of raw data into mean and standard deviation so that they can be compared and interpreted
- **One-Way ANOVA:** Analysis of the effects of one treatment variable on an interval-scaled or ratio-scaled dependent variable; a technique to determine if statistically significant differences in means occur between two or more groups
- **Simple Correlation:** A Statistical measure of the association between two variables.

Table 1: Distribution of Respondents Based on Age, Qualification, Gender, Designation and Marital Status

Variable	No of Respondents	Percentage
Age		
a) 25-35	68	56.6
b) 35-45	33	27.5
c) Above 45	19	15.9
Educational Qualification		
a) UG	60	50
b) PG	39	32.5
c) Others	21	17.5
Gender		
a) Male	86	71.6
b) Female	34	28.4
Designation		
a) Teachers	45	37.5
b) Engineers	36	30
c) Nurses & Doctors	18	15
d) Others	21	17.5
Marital Status		
a) Single	47	39.2
b) Married	65	54.3
c) Others	08	06.5

Table 1 show that distribution of respondents based on age, educational qualification, gender, designation and marital status. It is found that 56.6 percent of the respondents are in the age group of 25-35 years, 27.5 percent of them are in the age group of 35-45 years, 15.9 percent of the respondents are in the age group of above 45 years. Regarding the educational qualification 50 percent of the respondents are UG degree holders 32.5 per cent of them are PG degree holders, and 17.5 per cent of the respondents are others like diploma, doctor of philosophy, technician, integrated courses etc.

In the gender category 71.6 per cent of the respondents are male and the remaining 28.4 per cent are female. Regarding the Designation 37.5 per cent of the respondents are Teachers, 30 per cent of the respondents are engineers, and 15 per cent of the respondents are nurses & doctors. Others in the designation category are to labour in resorts, tourism service, construction, road worker, pipelines worker, building wrecker etc.

As per marital Status shows to 39.2 per cent of the respondents are unmarried, 54.3 per cent of the respondents are married. They are only few respondents in the separated and widowed categories.

Table 2: Descriptive statistics such as Mean, Standard Deviation

Variable	Mean	SD	F value	P value	LSD
Age					25-35, Above 45
a) 25-35	11.74	3.566	3.677	0.012**	<
b) 35-45	13.18	3.702			35-45
c) Above 45	11.20	3.397			
Educational Qualification					PG, Others
a) UG	11.09	3.443	2.200	0.058**	<
b) PG	12.14	3.020			UG
c) Others	12.42	3.413			
Gender					-
a) Male	11.70	3.455	0.925	0.337	
b) Female	12.04	3.920		(NS)	
Designation					Eng, nurses & doctors
a) Teachers	11.98	3.514	2.292	0.045**	<
b) Engineers	11.80	3.904			Teachers, Others
c) Nurses & Doctors	10.48	3.599			
d) Others	11.00	3.484			
Marital Status					Married
a) Single	12.13	3.704	3.646	0.013**	<
b) Married	11.01	3.323			Single
c) Others	12.70	3.683			

Source: Primary data *-1 percent level **-5 Percent Level NS-Not Significant

Table 4.6 shows the genders Issues with International careers, among Indian expatriates in Maldives experienced based on demographic factors are age, gender, marital status, educational qualification and designation.

Observation of the mean value shows that genders Issues with International careers, among Indian expatriates in Maldives is high among the employees in the age group of 35-45 years with a mean value of 13.18 and least among the employees in the age group of above 45 with a mean value of 11.20 and also with least standard deviation. This also indicates the consistency of genders Issues with International careers, among Indian expatriates in Maldives among this group.

H0:4.6.1: There is no significant variation in the genders Issues with International careers, among Indian expatriates in Maldives experienced based on age.

In order to verify the hypothesis, the ANOVA test has been applied. The F value is found to be 3.677 and the p-value is 0.012. Hence the hypothesis gets rejected at 5 percent level. The result reveals that there is significant variation in the genders Issues with International careers, among Indian expatriates in Maldives experienced based on age. To identify which age group differs, LSD test is performed. The LSD test shows that there is variation in the genders Issues with International careers, among Indian expatriates in Maldives between the employees in the age of below 25-35, 35-45 and above 45. It is concluded based on the age that the genders Issues with International careers, among Indian expatriates in Maldives is higher among the employees in the age group of 35-45. genders Issues with International careers is found to be higher among the middle aged people. It may be due to more responsibility personally, as well as in the organisation due to positional change. The high genders Issues with International careers among elder employees may be due to more responsibility and accountability compared with new entrants. The new entrants due to enthusiasm and less responsibility do not experience the role stress at the beginning. And above all they are immediately not allowed to take up individual works.

The findings of this study relate well with the study conducted earlier by Karl and Harland (2005) found the significant effect of age effect in that age was inversely related to the ratings of activities, indicating that younger respondents rated activities higher than did older ones.

Regarding Gender, females have a slightly higher mean score of 12.04 than the male respondents with a mean score of 11.70.

H0:4.6.2: There is no significant variation in the genders Issues with International careers experienced based on gender.

In order to verify the hypothesis, the ANOVA test was applied. The F value is found to be 0.925 and the p-value is 0.0337. There is no significant variation in the gender experienced since p value is non-significant so the hypothesis is accepted.

Karl and Harland (2005) demonstrate the gender related ratings of genders Issues with International careers. They found that women rate activities significantly higher than do men.

As far as marital status is concerned, issues with expatriates careers is high among others (separated & widows) with a mean value of 12.70 and also with least standard deviation and low among the married with a mean of

11.01. This lead in deviation among the others (separated & widows) indicates that there is consistency in the issues with expatriate's careers among this group

H0:4.6.3: There is no significant variation in the issues with expatriate's careers experienced by employees based on marital status.

In order to test the hypothesis, ANOVA test was applied. It is inferred from the result that there is significant variation in the issues with expatriates careers among the employees based on marital status. It is found that the F-value is 3.646 and the p-value is 0.013. Hence the hypothesis gets rejected at 5 percent level. The result reveals that there is significant variation in the issues with expatriates careers experienced by employees based on marital status. To identify which group differs, LSD test is performed. The LSD test shows that there is variation between single and married.

The high issues with expatriate's careers among the others (separated & widows) may due to the social system in India. The social reality of India is such that married women are not freed from their homely duties (Moshin Aziz, 2004) they continue to shoulder these responsibilities.

Table 2 depicts the issues with expatriates careers experienced by the employees based on their designation. It is observed from the mean value that the issues with expatriates careers is high among the Teachers with a mean of 11.98, and low among the nurses and doctors with a mean of 10.48 and with least standard deviation. The least standard deviation shows that there is not much difference in the issues with expatriates careers experienced within the group.

H0:4.7.1: There is no significant variation in the issues with expatriate's careers experienced by employees based on designation

In order to verify the hypothesis, the ANOVA test was applied. The F value is found to be 2.292 and the p-value is 0.045. Hence the hypothesis gets rejected at 5 percent level. The result reveals that there is significant variation in the issues with expatriates careers experienced by employees based on designation. To find out the difference between the groups, LSD test was performed. The LSD indicates that there is variation between the engineers, doctors, teachers and others.

The high issues with expatriates careers among teachers are due to responsibility in the organisation. They are entrusted with responsibilities in the organisation. Their work load is low when compared with other designations. As a result they are interested to do gender Issues with International careers

Regarding educational qualification issues with expatriates careers is high among Others with a mean value of 12.42 and low among UG degree holders with a mean value of 11.09 and also with the least standard deviation. The deviation indicates that there is consistency in the issues with expatriates careers within the group.

H0:4.7.2: There is no significant variation in the issues with expatriates careers experienced by employees based on qualification.

ANOVA test was applied to find out whether there is variation in the issues with expatriates careers experienced by employees. The F value is found to be 2.200 and the p-value is 0.001. Hence the hypothesis gets rejected at 1 percent level. The result reveals that there is significant variation in the issues with expatriates

careers experienced by employees based on qualification. To find out the difference between the groups, LSD test was performed. The LSD indicates that there is variation between the under graduate, post graduate and others degree holders.

3. Relationship between issues with expatriates careers and workplace well being and job satisfaction

Variables	Job satisfaction	Gender	Employee well being
Age	-0.067	0.025	0.179**
Designation	-0.229**	-0.139**	-0.154**
Marital Status	-0.013	-0.052	0.146**
Educational Qualification	0.043**	-0.013	-0.052

Source: Primary data

*-5 percent level

**-1 Percent Level

Table 3 shows relationship between the issues with expatriate's careers variables and workplace well being and job satisfaction

H₀: There was no significant relationship between the issues with expatriates careers variables and workplace well being and job satisfaction

To test the stated hypothesis Pearson's coefficient correlation was applied. The age of employees has a positive relationship with issues with expatriate's careers with the r-value of 0.179 and it's found to be significant at 1 percent level. It is also inferred from relationship result that there is no significant relationship between issues with expatriates careers and job satisfaction and genders.

It is revealed that there is a negative relationship between job satisfaction perceived by employees and designation with the r-value -0.229 and it is significant at 1 percent level. There is negative relationship between the gender with the r-value of -0.139 and it's found to be significant at 1 percent level. There exists a negative relationship between the employee well being care and designation with the r-value -0.154 and the result shows that it is significant at 1 percent level. It is observed from the result, designation has no relationship with workplace well being, gender and job satisfaction.

The Marital status of employees has a positive relationship with issues with expatriates careers of the employees with the r-value of 0.146 and it's found to be significant at 1 percent level. It is also inferred from relationship result that there is no significant relationship between issues with expatriates careers and job satisfaction, gender and employee well being.

It is stated that educational qualification of employees has a positive relationship with issues with expatriate's careers with the r-value of 0.043 and it's found to be significant at 1 percent level. It is also inferred from relationship result that there is no significant relationship between issues with expatriates careers and gender and employee well being.

Conclusions

Gender is an underused resource in international assignments. The reason for this often lies with a bias in the sending Indian consultancies. A modern workplace that enables its people to have healthy, high-performing working lives is relevant to everyone and should be a core leadership concern. Making the many and varied

practical steps necessary to move towards becoming a more inclusive workplace is not a simple matter. There are no quick fixes. But progress becomes inevitable when individual will is brought to bear. Organisations change when the individuals within them choose to exercise their influence and leadership to insist on improvement..

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