



# Adaptability And Resilience: Key Soft Skills For Women Professionals In The Workplace

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## Abstract

Adaptability and Resilience have become essential soft skills that have a big impact on women professionals' career advancement in the dynamic and always-changing workplace.

For women professionals, adaptability is essential because it allows them to deal with the challenges and rapid changes that occur in the workplace. In dynamic situations, it improves their capacity to meet changing expectations and contribute to organisational success by fostering resilience, creativity, and problem-solving skills (Bhashanjaly, S.2024). While, career resilience is crucial for women professionals because it helps them overcome obstacles in their lives and at work. It outlines methods for boosting this resilience at the individual and organisational levels. Women can overcome obstacles and make positive improvements in their jobs by developing resilience (Palinkas, L. A., 2023).

This study examines how workplace challenges for women professionals interplay with resilience and adaptability. It attempts to assess the ways in which these abilities support women in coping with stress, uncertainty, and career changes, thereby promoting long-term career stability and work-life balance. Furthermore, this study suggests organisational strategies that can improve women professionals' resilience and adaptability, such as flexible work schedules, resilience training, and mentorship programs in a competitive workplace. The study focus to collect the sample from the working professionals across different sectors in Bengaluru City. Regression analysis, ANOVA, and the independent sample t-test will all be used in the study, which will employ the data analysis software JAMOVI 2.6.25 to achieve its goals.

**Keywords:** Adaptability, Resilience, Workplace and Women Professionals.

## Introduction

In today's rapidly changing and dynamic work environment, the employees must have a range of soft skills to navigate the challenges and seize opportunities. Among these skills, adaptability and resilience are the most crucial skills that stand out for long-term success, particularly for women professionals as they navigate the demands of balancing both professional and personal responsibilities. The capability to adapt to changing circumstances and to remain resilient in the situation of adversity enables women to thrive in competitive work atmosphere and also to position themselves as innovators and leaders in their respective fields.

Adaptability allows work professionals to embrace change, pickup new skills, and also to stay competitive in dynamic industries, while resilience cultivates perseverance, emotional strength, and the capacity to bounce back from losses and hindrances. These two skills are very much essential in overcoming workplace obstacles such as gender biases, work-life balancing challenges and changing professional standards.

Along with adaptability and resilience, other key skills at workplace consist of teamwork, effective communication, emotional intelligence, problem-solving skills and leadership skills. Also, critical thinking and decision-making skills help employees to tackle complex situations, on the other hand time management and technological skill enhance efficiency and productivity. However, without adaptability, work professionals may find it difficult to keep pace with market changes, and without resilience, setbacks can curb the career growth and confidence of individuals.

The ability to adapt to changing circumstances, acquire new abilities, and seize new opportunities is referred to as adaptability. Women with adaptability can stay relevant and competitive in their careers despite the rapid improvements in technology, changing market demands, new organizational structures along with their personal responsibilities. Women who are adaptable would be equipped to take advantage of seizing new opportunities and progress in their careers, whether that means embracing technological upskilling, changing positions, or reacting to unforeseen career adjustments.

Resilience, on the other hand, refers to the ability to rebound from setbacks, stay motivated, and persevere in the face of obstacles. Women professionals frequently face challenges such as gender discrimination, workplace biases, and unequal opportunity for leadership positions. Resilient people may confidently conquer these challenges, using failures as teaching moments rather than limitations. Women who are resilient are more likely to stand up for themselves, seek leadership positions, and overcome professional barriers that could otherwise prevent them from advancing in their careers.

Modern day women face various challenges like engaging in multiple roles, work longer hours, upskilling, discrimination and stereotyping at work places. Overall, together, the skill of adaptability and resilience forms a powerful combination that improves workplace productivity, contributes to a more inclusive professional working environment and enhances long-term career success. The organizations that respect

the abilities of women and provides a supportive environment for female workers can benefit from enhanced innovation, higher employee engagement and inclusive work atmosphere.

## Literature Review

**Phillips (2024)** made qualitative research on the lived experiences of career resilience among women professionals in India. The study emphasized that adaptability is critical in navigating career progression and leadership roles. The author adopted phenomenological approach for the study. 14 working professionals with 20 years' experience were chosen for the study. With phenomenological approach, the author found women who adapted to changing work conditions, technological progression and organizational expectations had a higher prospect of career success.

**Thomas and Neelam (2024)** exhibited the relationship between personality traits and resilience, suggesting that adaptability is closely linked to intrinsic personality factors. In a quantitative study of 200 women aged 21 to 50, the Big Five Personality Inventory (BFI) and the 14-item Resilience Scale (RS-14) revealed moderately favourable connections between extraversion, agreeableness, and openness with resilience. On contrary, neuroticism revealed a slightly negative connection with resilience, emphasizing the complexities of this relationship. Their research discovered that female workers with good problem-solving abilities and emotional intelligence displayed more resilience, allowing them to survive in demanding work circumstances. Also, the findings underline the importance of personalized interventions to help women succeed in their career and personal life.

**Meng and Brissoli (2024)** made a study on Teachers' professional journey recording their achievement recognition, work performance and career adaptability. The authors collected data from 1444 Chinese university teachers. Career Adaptability boosted work performance for individuals with less than five years of seniority, but had a lesser benefit for those with 11-15 years and a negative effect on those with more than 21 years of seniority. The study underlines the importance of achievement recognition in increasing career adaptability and, ultimately, job performance. The moderating effect of Organizational Seniority suggests that interventions to increase Career Adaptability and Work Performance should be tailored to distinct career stages.

**Sharma and Jain (2023)** conducted a study on nurturing softskills, a key trait for career improvement and success. The authors main objective was to understand the key soft skills required for professionals to achieve their goals at workplace. The study found key softskills such team building, communication, adaptability, time management helps in career progression.

**Hasan and Tiwari (2020)** made a study on whether resilience acts as a weapon to cope stress among working women. The study emphasized the problems faced by women at workplace like discrimination, unequal pay, safety of women and struggle for work-family balance. The study found that resilience aids as a critical tool for coping with workplace stress among women professionals. The authors found that

women who had higher resilience were better at managing work-related stressors, balancing both professional demands along with personal responsibilities.

**Singh and Garg (2018)** examined the psychometric properties of the Resilience at Work Scale in an Indian sample. The authors made a study by collecting samples from IT professionals. Through Confirmatory Factor Analysis the authors found a seven-factor model of the RAW scale (Resilience at Workplace) i.e. Living Authentically, finding your calling, maintaining perspective, maintaining stress, building social connections, staying healthy factors impacts on resilience at work and contributes for work engagement.

## Research Methodology:

- ⊕ Objectives:
  - To identify the importance of adaptability and resilience of working professionals in the study.
  - To understand the significance of the long-term benefits of adaptability and resilience across age groups.
  - To analyse the role of challenges faced by the working professionals across the marital status.
  - To analyse the significant influence of organisational support in enhancing adaptability and resilience across years of experience.
- ⊕ Data collection Method: Primary and Secondary.
- ⊕ Statistical tools used: Descriptive, independent sample t-test and ANOVA.
- ⊕ Sampling Technique: Purposive sampling by identifying the women professionals across different sectors in Bengaluru City.
- ⊕ Sample Collection: Structured Questionnaire.
- ⊕ Limitation of the Study: The study covers sample collection from Bengaluru City for the period between January 2025 to March 2025, thereby the findings are limited to the area and time covered.

## Analysis And Discussion:

### 1. Demographic Profile:

Sl.No.	Details of Demographic Profile	Frequency	Percentage
01	Age Group		
	18 Years – 25 Years	46	40.4%
	26 Years – 40 Years	63	95.6%
	41 Years – 55 Years	4	99.1%
	Above 56 Years	1	100.0%
02	Qualification		
	Diploma/PUC	1	0.9%

	Bachelor's Degree	18	16.7%
	Master's Degree	95	100.0%
03	Marital Status		
	Married	46	40.4%
	Unmarried	68	100.0%
04	Professional Sector		
	IT/ Technology	30	26.5%
	Healthcare	7	32.7%
	Education	31	60.2%
	Finance	30	86.7%
	Manufacturing	3	89.4%
	Government	12	100.0%
05	Years of Experience		
	Less than 1 Year	20	18.0%
	1-5 Years	71	82.0%
	6-10 Years	15	95.5%
	11-15 Years	3	98.2%
	More than 15 Years	2	100.0%

## 2. Reliability Analysis

Scale Reliability Statistics			
Parameters	Mean	SD	Cronbach's $\alpha$
Scale- Importance	4.05	0.792	0.937
Scale-Challenges	3.29	0.748	0.782
Scale-Long Term Benefit	3.80	0.773	0.928
Scale-Organisational Support	3.60	0.845	0.879

### 3. Objectives and Analysis:

**Objective 1: To identify the key importance of adaptability and resilience of women working professionals in the study.**

Statements on the Importance of Adaptability & Resilience	Mean	Standard Deviation
Adaptability and resilience are important skills for career growth.	4.12	0.951
Being adaptable helps me handle workplace changes effectively.	4.15	0.823
Resilience allows me to recover quickly from work-related setbacks.	3.90	0.921
I believe adaptability and resilience are necessary for long-term career success.	4.10	0.787
My ability to adapt has positively influenced my career development.	3.98	0.941

This table presents findings on the importance of adaptability and resilience among women working professionals. The highest-rated statement (Mean = 4.15) suggests that adaptability helps in handling workplace changes effectively. The lowest-rated statement (Mean = 3.90) indicates that resilience aids in quick recovery from work-related setbacks. The standard deviations show moderate variation in responses, with the lowest variability (0.787) for the belief that adaptability and resilience are necessary for long-term success. Overall, all statements have mean values above 3.90, indicating a strong agreement that adaptability and resilience are crucial for career growth, long-term success, and professional development.

**Objective 2: To understand the significance of the long-term benefits of adaptability and resilience across age groups.**

#### Descriptive Analysis:

Statements on Long-Term Benefits of Adaptability and Resilience in Career	Mean	Standard Deviation
My career progression has been positively influenced by my adaptability.	3.89	0.806
Resilience helps me maintain job satisfaction despite workplace stress.	3.82	0.815
Adaptability contributes to my work-life balance.	3.78	0.993
Being adaptable makes me more competitive for leadership roles.	3.81	0.811
Resilience improves my overall mental well-being in the workplace.	3.67	0.894

**Hypothesis Testing:**

H0: There is no significant difference in the long-term benefits of adaptability and resilience across different age groups.

H1: There is a significant difference in the long-term benefits of adaptability and resilience across age groups.

ANOVA- Across Long Term Benefit and Age Group	Sum of Squares	Mean Square	F	p
Age Group	3.45	1.150	1.98	0.122

Based on the p-value =0.122, the null hypothesis is accepted where it can be inferred, that the age group does not have any significant differences in perception of the women working professionals with the long-term benefits provided by the workplace.

**Objective 3: To analyse the role of challenges faced by women working professionals across marital status.**

**Descriptive Analysis:**

Statements on Challenges Faced by Women Professionals and Adaptability	Mean	Standard Deviation
I face gender-specific challenges in my workplace.	2.69	1.107
Adaptability helps me navigate challenges related to work-life balance.	3.59	0.903
I have faced career setbacks where adaptability played a crucial role in recovery.	3.36	0.926
The ability to adapt has helped me handle discrimination or bias in my workplace.	3.29	1.128
My organization provides adequate support to help women adapt to professional challenges.	3.64	1.040

**Hypothesis Testing:**

H0: There is no significant difference in the challenges women working professionals face across marital status.

H1: There is a significant difference in the challenges women working professionals face across marital status.

AVG Challenges	Statistic	P
	0.0734	0.942

As per the above table, p value =0.942 which leads to the acceptance of null hypothesis and thereby there is no significant difference in the challenges women working professionals face across marital status.

**Objective 4: To analyse the significant influence of organisational support in enhancing adaptability and resilience across years of experience.**

**Descriptive Analysis:**

Statements on Organizations Support towards enhancing the Adaptability and Resilience	Mean	Standard Deviation
My organization provides training to enhance adaptability and resilience skills.	3.41	1.037
There are mentorship programs available for women professionals.	3.35	0.990
My organization promotes a culture that encourages flexibility and adaptability.	3.64	1.040
I believe organizations should invest more in adaptability and resilience training for employees.	4.02	0.882

**Hypothesis Testing:**

H0: There is no significant influence of organisational support in enhancing adaptability and resilience across years of experience.

H1: There is a significant influence of organisational support in enhancing adaptability and resilience across years of experience.

ANOVA- Across Organisation Support and Years of Experience	Sum of Squares	Mean Square	F	p
Years of Experience	6.82	1.704	2.51	0.046

Based on the p-value =0.046 it can be inferred that the organisational support in enhancing adaptability and resilience among the working women professionals will have a significant influence across years of experience.

**Findings and Conclusion:**

The study analysis indicates, that working women professionals are aware of the key importance of having and developing the soft skills to enhance adaptability and resilience at the workplace as it directly influences their performance and productivity. Further, it can also be noted that the age group does not have any significant differences in perception of the working women professionals with the long-term

benefits provided by the workplace. Also, there is no significant difference in the challenges working women professionals face across marital status. The study results further strongly support that organisational support in enhancing adaptability and resilience among working women professionals will have a significant influence across years of experience.

From the study, it can be concluded that there is an emerging requirement for organisations to emphasize the adaptability and resilience initiatives to be undertaken to support working women professionals. On the other hand, it is vital for working women professionals to tap, improve and utilise the adaptability and resilience-related soft skill supports extended by the organisation to handle and maintain the work-life balance effectively in order to achieve mental well-being.

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