

## THE IMPACT OF PERSONALITY TRAITS ON GLASS CEILING BELIEFS AMONG WOMEN ADVOCATES' CAREER DEVELOPMENT

P. Nisha<sup>1\*</sup>, A. Vasumathi<sup>2</sup>

<sup>1\*</sup>Ph.D. Research Scholar, VIT Business School, Vellore Institute of Technology, Vellore, India; <sup>2</sup>Professor, VIT Business School, Vellore Institute of Technology, Vellore, India.  
Email: <sup>1\*</sup>nisha803@gmail.com, <sup>2</sup>avasumathi@vit.ac.in

Article History: Received on 11<sup>th</sup> April 2020, Revised on 27<sup>th</sup> May 2020, Published on 20<sup>th</sup> June 2020

### Abstract

**Purpose:** Over the last two decades, India has positively responded to its call, however, as an emerging economy by creating many new kinds of "global" legal work environments that offer and attract gender-neutral benefits for its associates. Yet, there are issues to be addressed to enable a hassle-free development system for the women Advocates. Although there are a large number of women advocates increasing in recent years, in the highest levels of their career they are still in the exception.

**Methodology:** The primary data were collected from 140 women Advocates, Chennai District, Tamil Nadu, India. The data were analyzed by using statistical tools such as Chi-square, Correlation, ANOVA, Percentage analysis.

**Main Findings:** It was observed from the study that women encounter issues in all identified fields, which affects job satisfaction and the growth of women's profession as lawyers. Thus, it is vital to take measures to enhance the participation level of women lawyers by minimizing the glass ceiling issues. The study mainly focuses on the impact of personality traits on glass ceiling beliefs primarily among Women Advocates in achieving career development. The study reveals the positive impact of personality traits on career growth. It also finds that career growth was significantly affected by socioeconomic factors.

**Applications of this study:** This study would be useful to the women advocates, who are facing glass ceiling barriers that affect their career development. This study would also be helpful to other women employees who are working in various industrial sectors.

**Novelty/Originality of this study:** Male dominance in the workplace is still strong, and the glass ceiling effect or the barriers stopping the female employees from getting-go top-level positions, which occurs both in developed and developing countries. Many studies indicate the glass ceiling factors on women employees' career development. This article mainly focuses on how women advocates achieve their career success by overcoming the glass ceiling barriers and beliefs. Thus, the study is unique as it plays a crucial role in finding how the impact of personality traits on women advocates glass ceiling beliefs affect their career development.

**Keywords:** Glass Ceiling, Indian law, Personality Traits, Women Advocates, Career Development.

### INTRODUCTION

Due to the rapid globalization, there is an increasing trend in women getting into every field. They leave their footprints equal to men. Women advocates are increasing so rapidly all over the world where women are able to accomplish tasks as equal to men. They are capable of excelling both in their personal and professional lives. The rapid change in socioeconomic circumstances has led to the emergence of women advocates in Chennai, India too. Meanwhile, according to several recent research was undertaken, although women are joining the profession in growing numbers, many often decide that it is not the exact place for them to devote over the long term, primarily because of the family issues and children which are their topmost priority. Still, there should be acceptance and tolerance among young women regarding the role to play during the early period of their careers to succeed later on.

The women in the active legal profession face continuing challenges. The Position of women in India has undergone major changes. By the active involvement of women and government interventions, women have started mastering in almost all the fields. With all the improvements, they still face many issues. Hence it is necessary for developing women; address the problems associated with achieving sustainable improvements.

India is the second-largest in the legal profession with more than 6 Lakhs law Professionals (India has the World's Second Largest Legal Profession ([Indian Law Essay](#))). "A well-ordered judicial structure and government postulate a well-furnished and effectual bar". Traditionally, in India, legal practice has been a male conquered profession. Over the past two decades, however, India has taken a call to be a promising nation by making innovative "global" legal workspaces that created attraction and attention and are seemingly gender-neutral.

Out of the complete number of judges in Supreme Court and High Courts, just 12% are women judges per statistics released by the Government of India, [Quint, T. \(2018\)](#). According to the National Law University's enrolment list, 42% of the students enrolled were women, which is almost half! It is clear enough women want to take up the profession. Still, it's almost 50-50 ratio when considering practicing advocates as well. So, it's not like law firms won't hire female graduates. [Melissa Castan & Jeannie Paterson \(2010\)](#) studied how a student transforms from supergirl to Invisible

Woman in the legal profession, thus identifying the division between Student Insight and Professional Certainty in the Legal Practice. The issue arises only when one starts climbing the career ladder. Very a smaller number of women are selected as senior advocates. The ratio is 1 out of 21 male advocates in Bombay High Court. Only hand-picked women are selected as judges in subordinate courts – 28%. There are only 9 women judges out of 33 in Delhi High court as well. Of the 160 former Supreme Court judges there are only 5 women, and currently, only 1 of the 25 Supreme Court judges is a woman. Not to mention that India has never had a woman Chief Justice; presently, the 24 high courts in India has 561 men and 42-woman justices [Nayak, M. \(2008\)](#). There are around 1.3 million advocates in India ([Bar council of India](#)) and 67000 advocates in Tamil Nadu ([Legally India, 2013](#)). Fifteen thousand nine hundred twenty-four advocates in Tamilnadu enrolled in the last five years. However, the former chief justice of India, during the celebration of Women Lawyer Association's golden jubilee in 2014 said, that "There is an almost equal ratio of women and men in law colleges and schools, but then the ratio decreases when they move up to Benches, only the male advocate ratio in the profession is visible compared to female advocates" [Legodesk, \(2017\)](#).

Anna Chandy was India's first female judge in 1937. She was promoted to Kerala High Court in 1959, and she was the second female to become a high court judge in the world ([High Court of Kerala](#)). Though women are wide-spreading in the legal profession, there are always glass ceilings for equivalent increases in opportunities, power, and career development.

Initiatives have to be taken by the legal system and information about the women lawyers' experience in areas such as promotion, career opportunities, compensation, work schedules, satisfaction levels and sexual harassment has to be collected [Rhode, D. L. \(2001\)](#). Discrimination starts from law school itself. Strong Gender impact persists among law school students from where inequality and discrimination starts. Thus, it is important to pay attention to gender differences. ([Moir MacMillan, Nick Mc Kerrell & Angus McFadyen \(2005\)](#)), focused on issues faced by women lawyers such as career progression, pay gap, work-life balance, and gender discrimination. [Lianne Krakauer, Charles P. Chen \(2003\)](#) had studied that gender impacted career patterns of Women lawyers. [Catrin Mills \(2010\)](#) found that stress in the profession due to long working hours. Compared to other professions, what makes legal professionals more stressed is the competition, ever ending professional interactions and deadlines. [Pfenninger, L. \(1994\)](#) expressed his views on workplace Education and Reform, Civil Remedies, and Professional Discipline to be adopted in his book on Sexual Harassment in the Legal Profession. A few of the Glass ceiling or barriers faced by women in the legal profession identified are Discrimination, Harassment, Work-Life Balance, Stress, Impersonal Treatment, Working with Public.

This report is an attempt to analyze the glass ceiling effect prevailing in the career development process of Women advocates impacted by personality traits, which hinder their career growth and make them face and tackle various problems. This study would address fewer factors considered as barriers to women's occupation. This study also throws light on the work-life balance, social and economic factors that act as a glass ceiling.

## LITERATURE REVIEW

There should be modifications in Indian legal structure for women to be encouraged to get into the legal profession and there should be the elimination of gender-specific issues in order to reduce women's advocate attrition rate [Kannan, P. \(2013\)](#). According to the National Association of Women Advocates report, women are grossly underrepresented in leadership roles in the legal profession. Gender gaps continue by legal schooling, training, compensation, advancement, and other legal job opportunities [NAWL, \(2009\)](#).

The number of women advocates who are quitting the legal practice significantly exceeds compared to the number of men advocates. Sexual harassment is one of the main reasons for this attrition rate of women advocates [Lisa, \(2012\)](#). A significant new outcome from the research is that, when faced with the challenge of deciding between work and family responsibilities, women activists mostly prefer an escape strategy. Women advocates leave their jobs more often than men because women advocates have more family responsibilities. [Dash, \(2012\)](#).

This paper focused on evaluating recent scholarships on the advancement of organizational women through established literature reviews to identify factors that promote such progress. Implications are identified for HRD practitioners and organizations [Knorr, \(2005\)](#). Women do not pursue sequential or lifetime careers as men prefer to do. Instead, they see themselves engaging among professions and relationships implying women's growth is better than men's as women encounter more work interruptions [Albrecht, \(2003\)](#).

[Edwards, Woodwall, and Welch man, \(1996\)](#) revealed that being noticed through experiences such as funding and social connections is also crucial for women managers' growth among others. Women trust on socializing and networking with other women to move up the career ladder. According to [Bierema and Cseh, \(2003\)](#), the development of women was also influenced by male-oriented theories which do not clarify the career trends of women. Effective career growth for women depends heavily upon the context in which it occurs. This paper focused primarily on factors that will enhance the development of women in groups.

According to [Burke, \(2002\)](#), organizations have to report efforts to improve female managers and practitioners, and more information is needed about factors that affect women's development in organizations as the main emphasis is on barriers. In fact, [Wright, \(2003\)](#) emphasized the need for institutional studies to emphasize more positive aspects of work

and life. This study discusses a significant positive viewpoint of working women by analyzing the factors that lead to the growth of their careers.

A paper that emphasizes on glass ceiling impact or the problem of gender equity in organizations along with cultural prejudices, gender roles, and strategies that all organizations can take to facilitate and promote qualified women in responsible and senior positions [Sarmistha, Arnab and Sovonjit, \(2014\)](#). [Bouchard and Loehlin, \(2001\)](#) and [\(Schmitt et al. 2007\)](#) discovered that females exhibit higher scores in neuroticism and agreeableness.

[Semykina, A., Linz, S.J., \(2007\)](#), indicate that women have a more visible control locus. [SharynRoachAnleu, \(1991\)](#), found that women earn very less compared to men and this gap is increasing day by day due to constraints faced by women like maternity and concentrating on women related legal issues only. Women always choose to quit the profession during the time between parenting and work. [Susan, Ehrlich Martin, & Nancy C. Jurik, \(2006\)](#), have identified that gender plays a main role, even though it makes no difference. Based on gender inequality, Women are deprived of being given equal opportunities. [Margaret Thornton & Joanne Bagust \(2007\)](#) discussed about the Flexible work culture in corporate legal practice without gender trap. The study ends with a note that a women lawyer is considered and evaluated above all else as just women.

### Glass Ceiling

The glass ceiling is a term that describes the obstacles and challenges women and minorities encounter as they aspire to positions of leadership ([Morrison & Von Glinow 1990](#)). The glass ceiling is only felt and not so obvious, and hence difficult to identify. For a long time, the term glass ceiling and women's career were associated. [Hymowitz & Schellhardt, \(1986\)](#) suggested that men were the biggest obstacle women faced by them which were due to the men's attitude at the top who felt very uncomfortable to share their responsibilities with women. Out of Fourteen CEOs, of the Fortune 500 (2.8%) are women. Only ten women are there in Fortune 501-1000 companies having (2.0%) as CEOs ("[Women CEOs,](#)" 2009).

Women hold leadership positions in significantly increasing numbers, except in top management positions. The percentage of women in upper management positions is approximately 15% [Segal, \(1992\)](#). These statistics indicate the presence of a glass ceiling. The shifting dynamics of a fast-changing workforce and associated leadership are obstacles in creating an opportunity for incorporating the experiences of diverse women and men populations. [Aspasia Tsaoussis, \(2003\)](#) stated that lawyer was once a male-dominated profession. But now women started to excel in the field of law equally with men. Women have made an excellent advancement in attaining gender justice. But still, there are various elements that affect gender equivalence, which is highly challenging to eradicate.

### Personality Traits

[Williamson, Lounsbury, and Han \(2013\)](#) established that the characteristics focused primarily on individual traits that reflected individual success and job satisfaction. Characteristics of personality indicate the uniqueness and differences of the individual and allow the standard of each individual to full fill his / her work requirements internally [Buss, 1996](#), [Williamson et al., \(2013\)](#). The personality characteristics in this research point out that the major five characteristics are neuroticism, empathy, open-mindedness, extraversion, and agreeability. [Goldberg, \(1990\)](#) and [Zainal, Nasuridin &Hoo, \(2011\)](#) reported that, in the study of career satisfaction, these broad five characteristics suited individual personality. [Marina Angel \(2006\)](#) studied how women of different personality traits steered to reliant places in law colleges and the law firms. Generally speaking, these characteristics associations will influence the personality of individuals based on what they qualitatively interpret and experience in their working environments.

### Career Development

Women manager's profile and challenges they face have been the main concern of several studies from decades [Li, L., & Wang Leung, R. \(2001\)](#); [Ng& Pine, \(2003\)](#); [Brownell, \(1994\)](#); [Woods & Viehland, \(2000\)](#), [Tlaiss & Kauser, \(2010\)](#); [Sposito, \(2013\)](#); [Kattara, \(2005\)](#); [Mooney, \(2007\)](#). Barriers have been used to define the difference between the skill of women and their accomplishments or to illustrate the self-esteem of women's career ambitions [Swanson &Woitke, \(1997\)](#). Barriers come from a number of sources, including internal, external, and interactional sources [Swanson &Toker, \(1991\)](#). [Boone, J., Veller, T., Nikolaeva, K., Keith, M., Kefgen, K., &Houran, J. \(2013\)](#) Supporters that challenges to the advancement of women's professions can experience a change from conventional barriers to self-imposed barriers, the most popular being higher-priority family and household obligations, and employment-life balance. Reaching the top Position is said to be difficult for both men and women because Glass Ceiling is said to be the major obstacle for an individual to attain growth in their career. Though initially it was associated with women, it is now associated with the personality traits of any individual. And so, career development for women gets affected due to glass ceiling belief. Organizations are usually gendered based. This policy becomes a barrier for feminine values to get promoted in their career. Most organizations prefer to have masculine values among their employees. If the organization feels that an employee has feminine values, the career of that employee is said to face a glass ceiling.

## METHODOLOGY

### Objectives of the Study

1. To determine the association between women advocates' experience and their agreement level on personality traits were suitable for women advocates in their career development.
2. To find the variance between the reasons for choosing the advocate profession and their opinion that there was an opportunity for earning more in this profession.
3. To find the relationship between marital status of women advocates and their responses towards career growth if they are significantly affected by socioeconomic factors.

### Need for the Study

The Career development system ensures a state of order in the path of occupation of women advocates. Career Development prods an individual or group to guarantee certain rules and procedures necessary for the attainment of an objective. This research identified the development of the quality of the life cycle. This study has been undertaken to find the effectiveness and capability of women advocates, which can be evaluated through this study and it can enable them to achieve a high level of competence in an efficient manner irrespective of the glass ceiling prevailing in front of them. It gives an insight into the gaps that exist in skills to strengthen their career. By reviewing various works of literature, the researchers have identified engagement activities, level of stress towards the work faced by women advocates are completely different from other industries. Attrition is slightly higher in the legal profession when compared to other industries due to many reasons. Hence, the women advocates face more challenges to stabilizing in the profession. Hence, no one studied the impact of Personality traits on the glass ceiling among women advocates career development. This recommends the researcher to conduct the study on the same. This research is framed, maintaining a better career for advocates and provides suggestions to the organization.

### Scope of the Study

This study is limited to the women advocates. The aim is to bring awareness to women advocates about the hindering factors prevailing in the society while travelling in the careers path organization. This study also aimed to provide suggestions and recommendations for the women advocates as a whole. Research shows evidence of women continuously being dominated in the legal profession. At present, there are changes in the policies and advancements but are slow and have not produced the required changes to ensure that women could achieve in all facets of the profession. Legal provisions in India are active at providing a comfortable work atmosphere to facilitate women's function efficiently. The gender friendly and which make provisions for both parental leave and flexible work schedules for mothers are essential. Recruitment and promotion policies and procedures must be made transparent. Hence, this study can be useful for women advocates to maintain the personality traits in their careers. This study will be the main source for the effective and successful operation of the career development system.

### Research Design

Descriptive research design has been used because the data is collected from the Women Advocates as it would give a clear idea of the problems and prospects of women legal professionals regarding their career development. The major emphasis of this research design is on gaining ideas and insight into the problem.

### Sampling method & Size

The respondents (Women Advocates) who are approachable are included in the study, and hence the convenient sampling method was used. Simple Random Sampling was used in selecting the respondents, and the data was collected from a group of 140 advocates.

### Data source

This analysis used both primary and secondary data. The primary data was gathered from Advocates Women, District Chennai, Tamil Nadu, India. Tamil Nadu Bar Council, journals, books, and web sources collected the secondary data. Method of field survey was used to gather primary data from the selected set of respondents. A structured Questionnaire is a key tool used to collect pertinent data from the selected set of respondents. The collected data has been analyzed using SPSS software. Reliability and validity tests were done for the responses received from the respondents.

### Tools used in the study

- Chi-Square Test
- Percentage analysis
- One Way ANOVA
- Correlation Analysis

## Limitations of the Study

### Temporal

The period of the current research is limited. Hence all these data would be limited to the stipulated time period only.

### Geographical

The study is limited to only women advocates in Chennai. The result may vary for Women advocates working in other geographical locations.

### Procedural

All collected data are limited by the adoption method. Data is constrained in current research as the data collection tool is a questionnaire, to the extent of the data generation available via this process. Study results are quoted on the assumption that the respondents provided the right details.

### Analytical

Since the current research is on qualitative aspects, statistical analysis like percentage analysis, correlation analysis, and Chi-Square test was required to be performed.

### Conceptual

This study is restricted only to the concepts used in the research like career development.

## RESULTS/FINDINGS

### Data Analysis & Interpretation

**Table 1: Respondents Demographic Profile**

Demographic Profile		Frequency	Percent
Age	21-30 years	26	18.6
	31-40 Years	71	50.7
	41-50 Years	24	17.1
	51-60 Years	17	12.1
	Above 60 Years	2	1.4
	Total	140	100.0
Marital Status	Unmarried	14	10.0
	Married	117	83.6
	Divorcee/Widow	9	6.4
	Total	140	100.0
Qualification	Graduate (LLB)	104	74.3
	Post Graduate (LLM)	36	25.7
	Total	140	100.0
Experience	Less than 2 Years	81	57.9
	2-5 Years	27	19.3
	6-8 Years	19	13.6
	9-12 Years	11	7.9
	More than 12 Years	2	1.4
	Total	140	100.0
Income	Below Rs.20,000	61	43.6
	Rs.20,000-Rs.30,000	47	33.6
	Rs.30,000-Rs.40,000	17	12.1



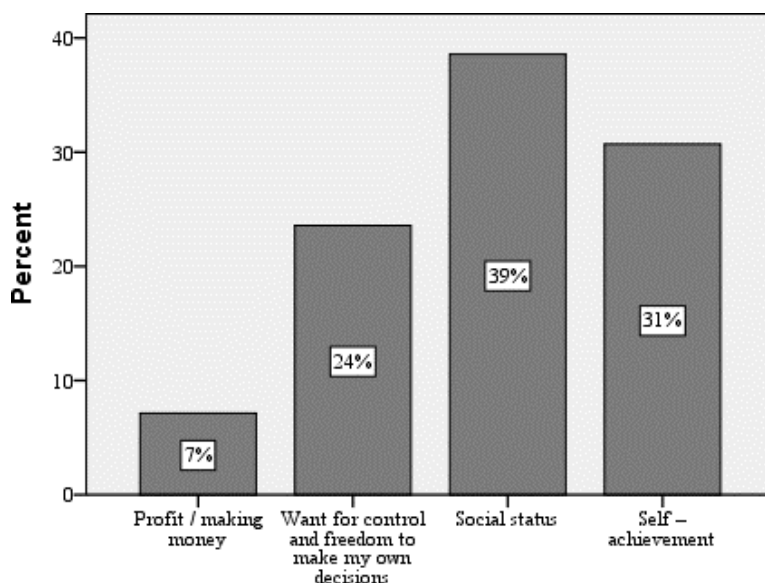
Rs.40,000-50,000	10	7.1
Above Rs.50,000	5	3.6

Table 1 infers that the maximum of 71 women advocates belongs to the age group of 31-40 years and a minimum of 2 women advocates belong to the age group of 60 years and above. 117 women advocates are married and 9 women advocates are divorced/widow. 104 women advocates are graduates (LLB) and have not completed doctorate qualification, 81 women advocates are having less than 2 years of experience whereas 2 students are having more than 12 years of experience. 61 advocates earn a monthly income less than Rs.20,000 and only 5 women advocates have an income of Rs.50,000 and above.

**Table 2:** Reasons for choosing a career as an advocate

	Reasons	Frequency	Percent	Valid Percent	Cumulative Percent
	Profit / making money	10	7.1	7.1	7.1
Valid	Want for control and freedom to make my own decisions	33	23.6	23.6	30.7
	Social status	54	38.6	38.6	69.3
	Self – achievement	43	30.7	30.7	100.0
	Total	140	100.0	100.0	

Table 2 infers that 54 women advocates were working as an advocate, the reason was social status, and 20 women advocates, the reason for choosing the career as an advocate was profit/making company.



**Figure 1:** Reasons for choosing your career as advocates

Figure 1 infers that 7% of the respondents said they choose Advocate career for profit/money-making, 24% of them said they want for control and freedom to make their own decisions, 39% said they choose this career as a social status and rest of them said for self-achievement.

### Chi-Square Test

Chi-Square analysis between women advocates' experience and their agreement level on personality traits were not suitable for women advocates in their career development.

**Alternate Hypothesis (H<sub>1</sub>):** There is a significant association between the experience of the respondents and their agreement level on personality traits that they were not suitable for their career development.

**Table 3:** Personality Traits and Experience of the Respondents Count

Personality Traits	Experience					Total
	1	2	3	4	5	
1	11	2	4	1	0	18

Traits	2	38	10	6	4	0	58
	3	20	8	5	4	1	38
	4	6	6	3	1	1	17
	5	6	1	1	1	0	9
Total		81	27	19	11	2	140

Table 3 infers that 38 women advocates with less than two years agreed that the personality traits are not suitable for their career development.

Table 3 infers that 2 women advocates with more than 12 years of experience were either moderate or disagreed that their personality traits which are not suitable for their career development.

**Table 4: Chi-Square Test**

Chi-Square Tests			
Descriptive Statistics	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.189	16	0.731
Likelihood Ratio	12.065	16	0.74
Linear-by-Linear Association	1.404	1	0.236
N of Valid Cases	140		

Table 4 infers that the significance value is 0.731 is greater than the hypothetical value of 0.05. Hence hypothesis is accepted. Hence there is a significant association between the experience of the respondents and their agreement levels of personality traits that are not suitable for their career development.

**Table 5: Directional Measures**

Directional Measures			Value	Asymp. Std. Error	Approx. T	Approx. Sig.
Symmetric Traits			0.007	0.007	1.004	0.316
Dependent			0.012	0.012	1.004	0.316
Experience						
Lambda	Dependent		0	0	0	0
Traits						
Goodman	Dependent		0.022	0.012	0	.733
Nominal	And					
By	Kruskal	Experience				
Nominal	Tau	Dependent	0.028	0.02	0	.469

From Table 5, Lambda's value is 0.000; it infers that there is 0% error which can be reduced in predicting the personality traits in the career development of women advocates when the experience of the women advocates was known.

**Table 6: Symmetric Measures**

Symmetric Measures		Value	Approx. Sig.
Nominal by Nominal	Phi	.295	.731
	Cramer's V	.148	.731
N of Valid Cases		140	

From Table 6, the crammers' value is 0.148; it reveals that there is no association between the experience of advocates and their responses towards the impact of personality traits in career development.

### One-way ANOVA test

**Alternate Hypothesis H2:** There is a significant variance between the reason for choosing an advocate profession and their opinion on there is an opportunity to earn more in this profession.

**Table 7:** Career reason and earnings of the respondents

Career reason	Earning					Total
	1	2	3	4	5	
Profit-Making Money	1	6	3	0	0	10
Freedom to take decision	4	13	11	4	1	33
Social Status	9	20	23	2	0	54
Self Achievement	8	18	15	2	0	43
Total	22	57	52	8	1	140

Table 7 infers that 23 women advocates with the reason for selecting the career as social status moderately agreed that there is an opportunity to earn more in their profession. Two women advocates with reasons for selecting the career as freedom for their own decision and self-achievement disagreed that there is an opportunity to earn more in their profession.

**Table 8:** Anova

ANOVA					
Opportunity	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	4.142	3	1.381	1.101	.351
Within Groups	170.508	136	1.254		
Total	174.650	139			

Table 8 infers that the significant value is 0.351, which is greater than the hypothetical value of 0.05. Hence the alternative hypothesis is accepted. Hence there is a significant variance between the reason for choosing the advocate profession and their opinion that there is an opportunity to earn more in this profession.

### Correlation Analysis

The relationship between the marital status of women advocates and the responses towards career growth are significantly affected by socioeconomic factors.

**Table 9:** Socioeconomic factors and marital cross-tabulation

Factors		Marital			Total
		1	2	3	
Socio- economic	1	6	26	3	35
	2	2	49	3	54
	3	1	27	1	29
	4	3	5	2	10
	5	2	10	0	12
Total		14	117	9	140

Table 9 infers that 49 women advocates agreed that the career growth was significantly affected by socioeconomic factors.

**Table 10:** Correlation Analysis

Correlation Coefficient		Marital Status	Socioeconomic
Marital Status	Pearson Correlation	1	-.048
	Sig. (2-tailed)		.571
	N	140	140
Socio-economic	Pearson Correlation	-.048	1
	Sig. (2-tailed)	.571	
	N	140	140

Table 10 infers that there is a negative correlation between the marital status of women advocates and their response to career growth was significantly affected by socioeconomic factors.



## DISCUSSION/ANALYSIS

This study reveals that women advocates with more than 12 years of the experience felt that the personality trait was suitable for their career growth. (Stevens, 2007) studied personality traits in relation to career satisfaction and job satisfaction for (I.T.) professionals. As expected, it was found that the career satisfaction correlations were of higher magnitude than job satisfaction. Thus, the study supports the study of Lounsbury, J. W., Steel, R. P., Gibson, L. W., & Drost, A. W. (2008). Fifty-seven women advocates with different reasons for selecting a career agreed that there is an opportunity to earn more money in their profession. Thus, the study supports the study of Harrell and Alpert (1989) of a positive effect on income. It was seen that workers earn more are more satisfied with their career development. Forty-Nine women advocates agreed that their career growth was significantly affected by socioeconomic factors which are supported by the study of (Imran et al., 2014) on women who face more challenging and complex jobs, expects colleagues support, socio-emotional facet, job content, they feel contented and will have a positive spillover effect on family life comparing to men.

Two women advocates with more than 12 years of experience were either moderate or disagreed that their personality traits were not suitable for their career development. This study shows that there is a substantial correlation between the respondents' experience and their level of personality traits agreed was not appropriate for the advancement of their career. This study inferred that 23 women advocates with the reason of selecting the career as social status were moderately agreed that there is an opportunity to earn more in their profession. Two women advocates with a reason for selecting the career as freedom for their own decision and self-achievement disagreed that there is an opportunity to earn more in their profession. It also found that there is a significant variance between the reason for choosing the advocate profession and their opinion that there is an opportunity to earn more in this profession. Correlation analysis, it is found that there is a clear relationship between the marital status of women advocates, and their response to career growth was significantly affected by the socioeconomic factors. It is concluded that women entering the legal profession have drastically increased every day, although they are not positioned equally as men.

## CONCLUSION

Arguments that a woman's entering into the legal profession must make a difference to find out and test the work contexts where multiple methods might be used rather than imparting on the gender of the practitioner. Breaking the glass door on personality traits is a much essential need of the hour for making women advocates succeed in their careers. Our society shall keep this noble Endeavour in mind by promoting and empowering women in every step of their lives, realizing that where women-makers of new life can easily maintain organizations lifeline as well. Alternatively, a career in law can be a choice for women who are ambitious, careerist, passionate about work, and particularly those who want to prove themselves. On the other hand, for the betterment of culture, organizations, and people, community, government and private organizations should make concerted efforts to diminish the practice of gender inequality and gender stereotyping. Breaking the internal barriers such as sex Stereotypes, customs and norms dictating women are subordinates to men in private and the public is the first step in creating a women-friendly work environment. However, it is not possible to get rid of the ambivalence that women experience when attempting to reconcile Gender roles with their traditional Position and the male-centric professional approach itself, but incremental steps have been made to make it simpler and more realistic for women to be professionally creative. One such initiative is the approach taken by the Delhi High Court to create a day-care for children of court employees and women advocates. Despite these changes, it can be argued that small measures are being made to make it more possible for women to have a good legal career; these are just small drops in the ocean. A lot more effort needs to be taken for meaningful progress to take place. Given all these challenges, women are trying to create strong footholds in India's business world, but the percentage of women in India as advocates is about less.

## FURTHER STUDIES

Future researchers can compare male advocates and female advocate's personality traits on career development. This study can be extended by comparing Indian Advocates and Foreign advocate's personality traits on career growth. Further, future researchers can also study the impact of women advocates stress level and coping styles of stress on career development. Also, further research can be conducted for explaining the barriers and factors responsible for the intangible or glass door effect on the career path of Women advocates.

## ACKNOWLEDGMENT

I thank VIT management and my guide Dr. A. Vasumathi for providing infrastructural and advisory support for data collection, analysis, and writing this research article.

I also thank the women advocates, Tamil Nadu, India, for their timely support in providing information and filling the Questionnaire for successful completion of the empirical study would not be written.

## AUTHOR CONTRIBUTION

P. Nisha – Introduction to the study, Review of literature, Research Methodology, Reference. Dr. A. Vasumathi – Data analysis, findings, and conclusions.

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