

# Women's Career Development



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# Womens Career Development

**Jenny Bimrose, Mary McMahon, Mark  
Watson**

## **Womens Career Development:**

**Women's Career Development** Barbara A. Gutek, Laurie Larwood, 1987 The subject of women's career development is becoming increasingly important as the proportion of women in the US work force approaches 50% More women now choose careers rather than temp employment or jobs requiring little training and with little potential for advancement The notion of career development implies that the series of jobs represent some progress for example up the hierarchy an increasingly large salary increasing recognition and respect from one's colleagues or more freedom to pursue one's own interests or select one's own projects Women behave differently from men in the development of their careers and are often studied to see how they depart from the male standard The papers in this volume examine the internal dynamics to women's careers using theories about reference groups relative deprivation personality and role conflict The book analyses women's career development from different perspectives examining different groups of women at different points of time in their career process in relation to men as well as to other groups of women Supporting Women's Career Advancement Ronald J. Burke, Mary C. Mattis, 2005-01-01 This book documents the progress that managerial and professional women have made in advancing their careers and the challenges and opportunities that remain In the context of increasing numbers of women entering the workplace and indeed pursuing profes Diversity and Women's Career Development Helen S. Farmer, n/a Associates, 1997-08-11 How do women make career choices What difference does cultural or economic background make for a woman's career development How do women's and men's career development patterns compare This book presents a variety of perspectives on career development for women The authors analysis and discussion grow out of an extensive study that looked at high school students in 1980 and then followed up with them in 1990 and 1993 The data provide glimpses into influences on women's life choices and motivation goals and obstacles to reaching them and comparisons of women's and men's career development patterns They also offer insights into differences among ethnic and socioeconomic groups as well as the influence of family on **Women's Career Development Across the Lifespan** Laura L. Bierema, 1998 Women make up almost half of the U S workforce yet lag behind men in pay status promotion and career opportunities This volume of New Directions for Adult and Continuing Education identifies the social and economic tensions that characterize women's career development and offers a range of responses that women adult educators HRD professionals and organizations can employ to meet the challenges The authors recommAnd strategies for easing the work and family conflict including how to make part time employment a viable career development option They also evaluate the role of human resource development in promoting the career progress of women assessing approaches such as mentoring and training programs Women's Career Development Throughout the Lifespan Jenny Bimrose, Mary McMahon, Mark Watson, 2014-12-17 Women's careers have been a topic of research and discussion in many disciplines including sociology business industrial organisational and vocational psychology and career guidance Despite the introduction of equal employment legislation in many countries

women's patterns of career development continue to reflect structural labour market disadvantage. This unique book brings together expert contributions from academic researchers as well as representing the voices of older women who participated in an international research investigation. Grounded in multidisciplinary empirical studies, the book provides a variety of perspectives on women's careers in the 21st century: an international exploration of the voice of the older woman; an understanding of both the challenges and responses to women as they construct their careers. Offering a comprehensive understanding of women's career development throughout the lifespan, this book will be of key interest to academics and researchers from the fields of education, psychology, management, geography, labour market, economics, and sociology, as well as career practitioners, managers, trainers, researchers, and policy developers.

**Women's Career Development in Virtual Remote Work Environments** Claretha Hughes, 2025-03-25. This book examines the challenges and opportunities that women face with their career development aspirations while participating in virtual remote VR work. The historical workplace disparities experienced by women, such as pay gaps and underrepresentation in leadership, have been exacerbated by the pandemic. Already penalized for motherhood, the ability to work virtually and remotely offered an opportunity to democratize the workplace, giving women greater flexibility in managing their non-work responsibilities while fulfilling their work obligations. Nevertheless, VR work also has a tendency to make women more invisible and therefore less likely to have networking opportunities and more likely to be overlooked for promotions. The author explores these challenges and opportunities faced by women in the era of VR work and addresses some human resource development (HRD) issues that contribute to the talent retention of VR women workers and offers models, theories, and frameworks to examine the challenges and opportunities women encounter in VR work environments. This book will appeal to HR scholars and practitioners interested in the ongoing hurdles confronting women in the professional sphere despite the new opportunities presented through VR work. It also appeals to gender studies scholars who are interested in VR work's effect on women.

**Advancing Women's Careers**, 2005. This collection examines the various challenges women face in advancing their careers. In the mid-1980s, the phrase "glass ceiling" was coined and has since become an established part of our vocabulary. The glass ceiling refers to an invisible but impermeable barrier that limits the career advancement of women.

**Women's Career Development** Barbara Gutek, Laurie Larwood, 1987-02. The subject of women's career development is becoming increasingly important as the proportion of women in the US work force approaches 50%. Women behave differently from men in the development of their careers and are often studied to see how they depart from the male standard. The papers in this volume examine the internal dynamics to women's careers using theories about reference groups, relative deprivation, personality, and role conflict. The book analyses women's career development from different perspectives, examining different groups of women at different points of time in their career process in relation to men, as well as to other groups of women.

**Career Development and Systems Theory** Wendy Patton, Mary McMahon, 2006. The Systems Theory Framework was

developed to produce a metatheoretical framework through which the contribution of all theories to our understanding of career behaviour could be recognised. In addition, it emphasises the individual as the site for the integration of theory and practice. Its utility has become more broadly acknowledged through its application to a range of cultural groups and settings, qualitative assessment processes, career counselling, and multicultural career counselling. For these reasons, the STF is a very valuable addition to the field of career theory. In viewing the field of career theory as a system open to changes and developments from within itself and through constantly interrelating with other systems, the STF and this book are adding to the pattern of knowledge and relationships within the career field. The contents of this book will be integrated within the field as representative of a shift in understanding existing relationships within and between theories. In the same way, each reader will integrate the contents of the book within their existing views about the current state of career theory and within their current theory-practice relationship.

**Enhancing Women's Career Development**, 1979 **Feminist Perspectives in Therapy** Judith Worell, Pamela Remer, 2002-10-22 **Feminist Perspectives in Therapy: Empowering Diverse Women** addresses core issues in feminist psychological practice along with strategies and techniques for understanding the development and experiences of women throughout their lives. Two leading feminist psychologists provide a model that integrates feminist and multicultural theory and practice, incorporating both internal and external sources of women's psychological distress and well-being. This Second Edition is filled with valuable information on the latest developments in research and major issues faced by therapists treating women, along with clinical case studies that provide practical examples of how to put theory into practice. Topics covered include Promoting physical and psychological health, Confronting interpersonal abuse and violence, Balancing career and family, Integrating multicultural and diversity issues, Negotiating relationships. Complete with self-assessment activities, experimental exercises, and resources for further reading. **Feminist Perspectives in Therapy: Empowering Diverse Women**, Second Edition is a practical book for students and a valuable resource for mental health professionals.

**Advancing Women's Careers** Dr. Ronald J. Burke, Dr. Debra L. Nelson, 2002-02-01 An edited volume that takes a more practical look at the area of women in management, indicating the initiatives that leading edge organizations have implemented to support the career advancement of managerial and professional women.

**A Comprehensive Approach to Women's Career Development** Jody S. Hestand, 1993 **Handbook of Career Counseling for Women** W. Bruce Walsh, Mary Heppner, 2006-08-15 The goal of this book is to give career counselors knowledge, awareness, and skills to work with diverse girls and women to make their lives as authentic, meaningful, and rewarding as they can possibly be. It is designed to help career counselors work with diverse girls and women as they pursue the ever-widening choices in their lives. In addition, the text focuses on the history of the field and provides the social-historical context for its development. It discusses basic issues and concepts in the career development and counseling of women, discusses the needs of women from different ethnic backgrounds, income levels, and sexual preferences, reviews critical gender issues in many forms.

of qualitative and quantitative assessment describes the use of a critical feminist approach to career counseling discusses dual career and dual earners career needs focuses on the rapid growth in science technology engineering and mathematical STEM occupational fields and examines the career counseling needs of women in management positions Handbook of Career Counseling for Women Second Edition appeals to anyone interested in their own career development and those of clients students daughters and other important girls and women in their life

**Handbook of Research on Promoting Women's Careers** Susan Vinnicombe, Ronald J Burke, Stacy Blake-Beard, Lynda L Moore, 2013-10-31 In a changing world where women have dominated as graduates from universities in the West recent research has shown that the same trend is also strikingly evident in the newly emerging markets Tapping into this female talent pool is extremely important

*The Career Psychology of Women* Nancy E. Betz, Louise F. Fitzgerald, 1987-05-28 Summarizing literature from the twenty year old field of women's career development this book brings scholars and professionals up to date in their understanding of the factors influencing women's career choices and career adjustment across the life span It serves as a vital base for theoretical and empirical work in the study of women's career development Success and satisfaction The interface of home and work Dual career couples Sexual harassment The influence of education Self concept and sex role related characteristics

[The Relationship Between Women's Studies, Career Development, and Vocational Choice](#) Christine E. Bose, Janet Priest-Jones, 1980

**The Career Development Quarterly**, 1991

[Women's Careers](#) Suzanna Rose, Laurie Larwood, 1988-08-16 Women's Careers explores contexts and strategies that advance or hinder women's career development It brings readers up to date on the intersection of the cross disciplinary fields of career development women's studies and human resources The applied focus and broad range of topics covered will appeal to scholars and professionals in these fields Women's Careers examines four key topic areas Part I presents an introduction to current issues and research Part II discusses planning and preparation and includes insights into topics such as mentors roles cultural differences women and leadership and career versus family conflicts Part III investigates challenges in the work environment for women entrepreneurs and supervisors and discusses affirmative action and sexual harassment Each chapter opens with a preview that places the material in the author's personal experience

**Women's Career Development** Barbara White, 1992 Based on an in depth study of 48 successful women this text provides an overview to date of women's progress in management combining new research with existing theory and data It includes interviews with Mary Archer Mary Baker Joanna Foster Anita Roddick and Baroness Elles

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