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## Personal determinants of women career success

*In the article it is carried out the theoretical analysis of the literature on a problem of women career success; there are adduced the results of the carried out research consisting of two stages: ascertaining and forming.*

**Key words:** *personal determinants, success, career success, business activity, motivation, working woman, communicative abilities, professional sphere, profession, orientation of personality, personal qualities, presentations, etc.*

The greatest interest of psychologists is caused by internal (subject) determinants of a person's career success as they to the greatest degree give way to the organized regulation. Among of some external and internal determinants of career success many researchers underline professional presentations of a subject of career (E.A. Klimov, V.N. Obnosov, E.A. Semenova, L.A. Sergeeva, etc.). In particular, they distinguish such interconditioned components of success as developing presentations about profession and personality of the professional, presentations about self as the future professional, presentations about possible professional future. In opinion of psychologists (K.A. Abulkhanova-Slavakaya, B.G. Ananyev, L.N. Antsyferova, Y.V. Bessonova, V.A. Bodrov, L.G. Dikaya, E.A. Klimov, etc.), personal characteristics of a subject of work are the major determinants defining achievement of professional success.

As typological features causing the specification of a complex of determinants of subjects' career success, they also note their age and sex. In psychology there are already obtained some data describing psychological determination of career success of men and women (Afanasenko I.V., 2005; Parshikova E.V., 2006; Husnutdinov R.R., 2006).

Numerous researches have brought the significant contribution to the problematics designated as psychology of the woman (B.G. Ananyev, D.B. Bromley, A.A. Derkach, V.G. Zazykin, V.I. Slobodchikov, A. Adler, A. Maslow, G. Allport, K. Rogers, Z. Freud, E. Fromm, V. Stern, E. Ericson, K. Jung, etc.). Now there is a prompt women's reorientation to traditionally man's social roles, gradual smoothing of distinctions between "men's" and "women's" professions, there are observed feministic moods and emancipation cultivated in society, crisis of personality's identity in the changing world, sexual dysphoria, etc. (E. Sullero, J. Landau, S. Marlow, T. Melamed, G. Stiens, R. Kenter, S. Wallsh, K. Kessel, etc.).

The analysis of available scientific sources has shown that at career construction, alongside with universal difficulties, women suffer the influence of specific factors (Meliya M.I., Rozin M.V., 1993; Balabanov S.S., etc., 1993; Ozhigova L.N., 2005; Shatrova L.A., 2003; Chirikova A.E., 2002). Among social problems with which the female society collides researchers name: negative attitude and scepticism of men, conflicts of roles which are carried out in public and private life, discriminative mass consciousness, deformation towards patriarchy, gender and professional stereotypes, sexual harassments, deprivation of access to information, condemnation of relatives, etc. (Shokina I.A., 2000; Voronina O., 1999; Bern S., 2004; Bendas T.V., 2000).



The analysis of available data on personal determinants of the woman career success shows that in the majority they reflect specificity of success in concrete professional sphere. At the same time, there are no works giving empirical data on universal personal determinants of women, allowing them to reach success in any field of activity.

The research we carried out consisted of two stages: ascertaining and forming. The first stage included: studying of modern presentations about division of professional roles of the woman on traditional and nontraditional and distinguishing criteria of her success at performance of these roles; revealing of personal determinant of the woman career success on example of her execution of traditional and nontraditional professional roles; distinguishing of leading and reserve components in the structure of personal determinant of the woman career success.

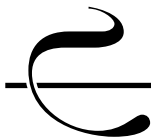
During the questionnaire interaction, to respondents it was offered to think and name: 1) professions in which the success can be reached only by women, and professions in which the success can be reached only by men; 2) criteria of the woman career success used at estimation of performance of professions, belonging to sphere of "cleanly women's" and "cleanly men's" success; 3) qualities which are necessary for the woman for construction of successful career in "cleanly women's" and "cleanly men's" professions.

Comparison of criteria of the woman career success with reference to "cleanly women's" and "cleanly men's" professions let us reveal following distinctions: with reference to "cleanly women's" professions, to criteria of career success more often there were attributed satisfaction in job, mental well-being, social recognition; with reference to "cleanly men's" professions to criteria of the woman career success more often there were attributed a level of wages, achievement of desirable career heights, imperious powers, quality of performed work.

To the qualities necessary for the woman for construction of successful career as a whole, the respondents related: adaptability, speed of reaction, attentiveness, susceptibility to new, flexibility, readiness for risk, efficiency, diplomacy, conscientiousness, dominance, health, initiative, intellectuality, internality, informativeness, constructive aggression, contactness, conformity, creativity, loyalty, inquisitiveness, mobility, orientation on success and many other things.

During the first stage, for revealing of subject presentations about personal determinants of the woman career success there have been used the method of subjective scaling and the method of semantic differential. The women being not successful in career, structure the qualities necessary for its achievement according three semantic lines: "Organizational and business component of success"; "Emotional and will component of success" and "Adaptable component of success".

Comparison of the structures of presentations about the personal determinants of career success received in sub-selections of successful and unsuccessful women, has allowed to establish, that successful women possess more differentiated and developed structure of presentations about personal determinants of career success, in comparison with unsuccessful women. For successful women the conscious orientation of personality on success is most significant, for unsuccessful it is most significant the possession of some organizational and business qualities.



Among career successful women the personal qualities underlying successful performance of professional problems and construction of effective interpersonal interaction make three precisely expressed semantic lines – communicative, informational and organizational components of career success, and among unsuccessful women they are integrated into one semantic line.

For career successful women (unlike unsuccessful) health acts as the significant component of career success. Among career successful women a subject's ability to construction of effective interpersonal interaction represents separate precisely performed component of determinants of career success, and among unsuccessful it is distributed on all its components, thus, not playing a dominating role. Among career successful women adaptable characteristics of personality are organically included in all semantic groupings of personal determinants of career success, and among unsuccessful women they are integrated into separate structure. Among career unsuccessful women such characteristics of personality as "constructive aggression", "independence", "presentations about success", "installation on success" and "turn to the future" have not received significant expression as personal determinants of career success.

The received results let us reveal statistically significant distinctions among women successful and unsuccessful in career sphere on a number of properties of personality (table 1).

**Table 1**  
**Comparative distribution of average values of personal determinants of career success (in sthens) on two sub-selections of women**

| Determinants                                   | Successful women | Unsuccessful Women |
|--|------------------|--------------------|
| Motivation of achievement (after A. Megrabyan) | 9,5              | 4,3                |
|  | P < 0,01         |                    |
| Communicative tolerance (after V.V. Boyko)     | 8,9              | 5,1                |
|  | P < 0,01         |                    |
| Sociability (FPI)                              | 9,1              | 7,5                |
|  | P < 0,05         |                    |
| Creativity (CAT)                               | 8,6              | 4,8                |
|  | P < 0,01         |                    |
| Business activity (after T.E. Argentova)       | 9,0              | 4,2                |
|  | P < 0,01         |                    |

Further inspection of examinees has shown that significant distinctions in development of personal qualities underlying career success, which we distinguished during the experiment, are saved among successful and unsuccessful women without dependence from sphere of their activity – "cleanly men's" or "cleanly women's".

The forming stage of experiment provided development and carrying out of training on development of personal qualities distinguished by results of the ascertaining experiment as a determinant of career success. Training was named the "Movement to success". According to the received results, 72,0 % of the women who have passed the program "Success is possible and achievable", could get a job during two months after



its end. We established that personal determinants of the woman career success represent a set of her mental characteristics causing achievement of career achievements demanded at a personal level in a certain sphere of professional work, in optimum rate and with a level of power inputs admissible for normal life activity. As leading components of personal determinants of the woman career success there were noted creativity and motivation of achievement; as reserve components there were noted communicative abilities and business activity of the woman.

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