

Psychological Correlates of Career Advancement among Professional Women in Lagos Nigeria: Implications for Counselling

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KEYWORDS Psychological; correlates; career; advancement; professional; women; Lagos; Nigeria

ABSTRACT The study investigated the psychological correlates of career advancement among professional women in Lagos Nigeria. 360 professional women in Lagos Nigeria participated in the study. The random sampling technique was used for teachers, nurses and bankers, while snowballing purposive sampling was used for the engineers. The Career Advancement Profile adapted from the Attitudes toward Career Advancement Questionnaires by Rynes and Rosen (1983) and Workers Personality Profile (WPP) designed by Onwuechekwa (1990) was the main instrument used for the study. Chi-square test and ANOVA were employed to analyse the data, Where the F-value was significant post-hoc comparisons using the Scheffe's test (for unequal samples) was done. All findings were held significant at the 0.05 alpha level. The findings revealed that significant differences exist in career advancement among professional women of various marital statuses. A high percentage of professional women who were separated, divorced or widowed advanced more in their career than their married counterparts.

INTRODUCTION

Career advancement among professional women has become a very arduous task for the present generation professionals in Nigeria. The unequal position of women in comparison to men is as old as civilization. Goodwin (1995), Kerenge (1993) all documented well in the literature on women development and the subordinate role of women to men. Little (1980) is of the view that the bias against women with a prior fixation of their roles in the society as confirmed by culture norms and acceptance, has permeated all spheres of the African life, including the literature field.

Women have traditionally been engaged in three types of economically productive work viz producing goods and services for their families' own consumption, producing goods and services at home for sale or exchange in the market, and working for pay outside the home.

The process of industrialization brought about a reallocation in the relative importance of these three types of activities thereby greatly increasing the absolute and relative numbers of women who sought and obtained paid employment.

Generally, there are substantial demographic studies on women in Nigeria (Adeokun et al., 1984; Caldwell, 1975, 1977; Ilori, 1978; Olusanya, 1969, 1989; Oyekanmi and Aig-Imokhuede, 1989). According to Olojede (1996), most of these

studies are related to women's fertility since it is gradually being recognized that the procreative role of women is basically affected by other roles, which they play. According to Oppong (1980), these include domestic, maternal, conjugal kinship, occupational, community and personal roles.

The principle of equality of men and women, as enshrined in the various instruments of world organs, provides a general framework for legal equality between men and women. In spite of the international declaration affirming the legal rights and equality between men and women, of which Nigeria is a signatory, available literature of Odebunmi (1982), Awe (1990), Okojie (1990) show that women still constitute a disproportionately small percentage of those in top management positions where policy decisions are taken on a day-to-day basis.

The application of Self –efficacy to career advancement was the handwork of Hackett and Betz (1981) who used it to explain the under representation of women in higher status and male dominated occupations. Based on the findings of the duo, they developed a model demonstrating that women limited their career opportunities in part as a result their lack of strong self – efficacy beliefs in relation to career related behaviour. The authors suggested that women are not exposed to the right socialization experiences to fully utilize and explore their

capabilities, talent and interest in career pursuit (Hackett and Betz, 1981). Therefore women are constraint in their consideration for career advancement options, and find themselves in traditional roles and occupations that are low-paying and have little room for advancement (Adeyemo, 2006).

There is the need therefore to investigate the background of the phenomenon of paucity of women in the top management positions. In order to evolve strategies for combating this, the present study therefore examines the psychological correlates of career advancement among professional women in Lagos Nigeria.

Theoretical Background

The theoretical base for this study is the sociological theories (Caplow, 1954; Miller and Form, 1951), Developmental or Self concept theory (Ginzberg et al 1951; Super, 1957; Roger, 1951); and Personality theory (Holland, 1959; Roe, 1957; Small, 1953; Hoppock, 1957).

The basic conceptual thrust of sociological approach to career development is the notion that chance and sociologically determined factors, which are often beyond the scope of individual's influence, exert a major influence on the individual's educational and career decisions. That is, society plays a major role in determining the career decisions and growth of its members and thus the career expectations are essentially conditioned by the expectations that the society has for them.

The developmental or Self-Concept theory attempts to describe growth and maturation in terms of a series of developmental steps or stages. This implies that the quality of development at early stage provides the foundation for later stages. Thus, if early development is hindered, the entire course of development may be equally defective. The personality theory is the assumption that man's personality and psychological need govern his engagement in and interaction with the world of work. In other words, there exists a systematic correspondence between the types of people and the types of work environments presented.

Although, each theory emphasizes somewhat different factors, all view career advancement as stemming from the interaction of the personality and environmental factors. There-

fore, the study is predicated on the theory that career advancement of women stems from the personal and environmental characteristics interacting with the individual's ability.

Statement of the Problem

This study investigated the psychological correlates of career advancement among professional women in Lagos, Nigeria.

Purpose of the Study

The purpose of this study include the following:

1. To investigate the correlates (times, duty post held, number of promotions received, training attended and change in position) associated with career advancement of professional women.
2. To determine the influence of mentors and sex roles on their career development.
3. To ascertain the extent to which marital roles will affect the career development of professional women

Research Questions

The study answered the following research questions:

1. To what extent will marital status of professional women affect their career advancement?
2. To what extent will success anxiety of professional women affect their career development?

Research Hypotheses

1. There will be no significant difference in career advancement among professional women of various marital groups.
2. There will be no significant effect of marital status, age, professional and sex role orientation on the self-perception of professional women.
3. Success anxiety of professional women will be independent of their profession, age, mental status and sex role orientation.
4. There will be no significant difference in career advancement among professional women who have superior male and female as mentors.

Scope of the Study

The study covered four professions within Lagos State of Nigeria. (Lagos State being a major commercial centre in Nigeria). The nature of professions and the size of female professional labour force made Lagos the most suitable location for the study.

METHODOLOGY

Design: The study adopted descriptive survey design as it provided the collection of data for the purpose of describing and interpreting existing conditions, prevailing career advancement among female professional workers in Lagos Nigeria.

Sample and Sampling Technique: The sample for the study consisted of 360 female professional workers in Lagos State, Nigeria. One hundred (100) women were randomly chosen from each of the nursing, banking and teaching profession respectively while sixty (60) were chosen from engineering profession. The number of female chosen from engineering was low, compared to others because the total number of female engineers in Lagos State is very small compared to female workers in other professions.

In choosing the subjects, the random sampling technique was used for teachers, nurses and bankers while snowballing purposive sampling was used for the engineers. This was so because of the geographical spread of the engineers who are spread over different organizations within the city due to the nature of their job. The age range of the subjects was between 25 to 45 years with a mean age of 30 years.

Instrumentation: The Career Advancement Profile was adapted from the Attitudes toward Career Advancement Questionnaires by Rynes and Rosen (1983) and Workers Personality Profile (WPP) designed by Onwuechekwa (1990). The CAP has three parts. The first section dealt with the personality data of the subjects and consisted of eleven items. Such items include age, marital status, both entry and current income, educational qualifications and length of service. Part two consisted of twenty-three items while part three consisted of fifteen items covering the Marital Roles Scale (MRS), Success Anxiety Scale (SAS) and Self-Perception Scale (SPS).

Data Analysis: Both descriptive and inferential statistics were used for data analysis. Specifically,

chi-square test and ANOVA test were employed to analyse the data. Where the F-value was significant post-hoc comparisons using the Scheffe's test (for unequal samples) was done. All findings were held significant at the 0.05 alpha level.

RESULTS

There will be no significant difference in career development among professional women of various marital groups.

Hypothesis one sought to determine if significant differences in career advancement exist among professional women of various marital categories.

To test the hypothesis, the subjects in the study were categorized into five marital groups of single, married, widowed, divorced and separated. These five categories were then compared on each of the four factors of career advancements namely times duty post held, promotion, training and change in position using χ^2 test statistics. The outcomes of these analyses are summarized in table 1.

Table 1 shows that the obtained χ^2 value of 30.04 is greater than the critical χ^2 value of 21.05 given 12 degrees of freedom at the 5 percent level of significance. The respective cell percentages show that while 93.55% of 31 single women in the sample indicated they never held any duty post, about 64.6 of the 302 married women reported same as against 71.43 of widowed, 50% of divorced and 33.3% of separated women who reported same. For those who have held over six duty posts in the last five years about 29.13% of married women, 33.3% of separated, and 21.43% of divorced women belonged to this category. All other categories of married status on this category were below 15%. The highest percentage of those who have held 4-6 duty posts were in the separated category with 33.3% followed by those in the divorced category with 28.57%, 14.28% and 6.0% for widowed and married respectively.

Table 1 shows that the obtained χ^2 value of 34.99 is greater than the critical χ^2 value 21.02 given 12 degrees of freedom at the 5 percent level of significance. A critical examination of the table reveals that while 51.6% of the 31 single women had not received any promotion in the last ten years, about 26.2% of the 302 married women reported same as against 14.3% for each of widowed and divorced respectively. For those

Table 1: Differences in career advancement among professional women of various categories of marital status

<i>Career advancement factor</i>	<i>Marital status</i>	<i>None</i>	<i>1-3</i>	<i>4-6</i>	<i>Over 6</i>	<i>Total</i>	χ^2
Times Duty Post Held	Single	29(93.5)	2(6.5)	0(0)	0(0)	31	30.4*
	Married	195(64.5)	88(21.1)	18(6.0)	1(0.33)	302	
	Widowed	5(7.4)	1(14.3)	1(14.3)	0(0)	7	
	Divorced	7(50.0)	3(21.4)	4(28.6)	0(0)	14	
	Separated	2(33.3)	2(33.3)	2(33.3)	0(0)	6	
	Total	238(66.1)	96(26.7)	25(6.9)	1(0.3)	360	
		<i>None</i>	<i>1-2</i>	<i>3-4</i>	<i>Above 4</i>	<i>Total</i>	
Promotions Received	Single	16(51.6)	14(45.2)	1(3.2)	0(0)	31	34.99*
	Married	79(26.2)	151(50)	68(22.5)	4(1.30)	302	
	Widowed	1(14.3)	4(57.1)	2(28.6)	0(0)	7	
	Divorced	2(14.3)	4(28.6)	7(50)	1(7.1)	14	
	Separated	0(0)	2(33.3)	3(50)	1(16.7)	6	
	Total	98(27.2)	175(48.6)	81(22.5)	6(11.7)	360	
		<i>None</i>	<i>Diff.</i>			<i>Total</i>	
Change in Position	Single	23(74.2)	8(25.8)			31	12.30*
	Married	172(57.0)	130(43.0)			302	
	Widowed	4(57.1)	3(42.9)			7	
	Divorced	4(28.6)	10(71.4)			14	
	Separated	1(16.7)	5(83.3)			6	
	Total	204(56.7)	156(43.3)			360	
		<i>None</i>	<i>1-3</i>	<i>4-6</i>	<i>Above 6</i>	<i>Total</i>	
Training Attended	Single	10(32.3)	19(61.3)	2(6.4)	0(0)	31	46.11*
	Married	107(35.4)	134(44.4)	47(15.6)	14(4.6)	302	
	Widowed	6(85.7)	0(0)	0(0)	1(14.3)	7	
	Divorced	1(7.1)	3(21.4)	6(42.9)	4(28.6)	14	
	Separated	0(0)	4(66.7)	2(33.3)	0(0)	6	
	Total	124(34.4)	160(44.4)	57(15.8)	19(5.3)	360	

$P < 0.05$ Df = 12 χ^2 (0.05) = 21.02

who had 1 or 2 promotions within the same period, 45.2% of the single, 50% of the married and 57.1% of the widowed women reported thus. The divorced and separated women who had enjoyed 1 or 2 promotions were just around 30% each. The divorced and separated women seemed to have had more promotions than others as 50% of each of them had enjoyed between 3-4 promotions within the last ten years while 28.6% of the widowed and 22.5% of married had the same number of promotions within the years under review.

The percentage of women who had more than 4 promotions in the last years seems to be very negligible as the highest was 16.7% by the separated women. While other categories of women were below 10%.

The table 1 shows that the obtained χ^2 value of 12.30 is greater than the critical χ^2 value of 9.48 given 4 degrees of freedom at the 5 percent level of significance.

A critical examination of the result reveals that 74.2% of the 31 single women have not had

any change in their official status as against 57% of both married and widowed women. While 28.6% of divorced women and 16.7% of separated women had not moved from their initial labour entry position as well.

As for those who had experienced change in their official status as against when they first joined the labour force, 83.3% of the 6 separated women had had upward movement. 71.4% of the 14 divorced women and 43% of the married women and of the widowed respectively had all equally experienced upward movement in their position. The single women had the least percentage change in their position with 25.8% indicating so.

Table 1 shows that the obtained χ^2 value of 46.11 is greater than the critical χ^2 value of 21.02 given 12 degrees of freedom at the 5 percent level of significance. The respective cell percentages show that while 35.4% of married women and 32.3% of single women respectively indicated that they had never attended any training or seminar, about 85.7% of the widowed and 7.1% of the divorced reported same.

About 61.3% of the 31 single women have had between 1-3 training while 44.4% of the married women and 66.7% of the separated women had the same number of training respectively. While 42.9% of the divorced women and 33.3% of the separated have had between 4-6 training about 15.6% of the married women had between 4-6 training, and only 6.4% of the single had same number of training.

The highest parentage of those who have had above 6 training were in the divorced category with 28.6% followed by those in the widowed category with 14.3% and 4.6% for married.

Based on the above analysis, it was evident that differences exist in career advancement among professional women. It thus appears that a higher percentage of women who were either separated, divorced or widowed advanced more in their career than their married counterparts.

The calculated χ^2 values for all four indices of career advancement were all significant and greater than their respective initial χ^2 values at the 5 percent level of significances. It was therefore concluded that significant differences exist in career advancement among female professional workers of various categories of marital status.

There will be no significant effect of marital status, age, profession and sex role orientation on the self-perception of professional women.

To test the hypothesis, multifactor ANOVA was employed. Self-perception of the female worker was entered as the dependent variable while the variable of marital status, age, profession and sex role orientation was entered as the independent factors. Post hoc comparisons were done utilizing the Scheffe procedure where significant F factor ratios were observed. Table 2, 3, 4, 5, 6, 7 and 8 summarise the statistical outcomes of these analyses.

The descriptive data in table 2 show that the various categories of age did not seem to differ in their mean self-perception as their respective

Table 2: Means and standard deviations of various age groups on self-perceptions

Age Category	N	X	SD
25-30	32	14.06	3.51
31-35	137	15.37	2.56
36-40	101	14.87	2.64
41-45	55	15.00	2.79
45 and above	35	14.71	2.85

means scores on self-perception were very close to each other ranging from 14.06 to 15.37 thus indicating a mean difference of only about 1.31 between the lowest group (25-30 age group) and the highest group (31-35 age bracket).

Evidence from table 3 indicate that divorced women had the highest self-perception with a mean of 17.57 (SD = 1.02) followed closely by separated and single women each with a means of 15.67 and 15.48 and standard deviation of 2.95 and 2.34 respectively. The lowest self-perception was reported by widowed women with a mean score of 13.71 (SD = 2.114) while married women were slightly higher with a mean of 14.84 and standard deviation of 2.79.

Table 3: Descriptive data of various categories of marital status and self-perception

Marital Status Category	N	X	SD
Single	31	15.48	2.34
Married	302	14.84	2.79
Widowed	7	13.71	2.14
Divorced	14	17.57	1.02
Separated	6	15.67	2.95

Table 4 above shows that female teachers had the lowest positive perception of themselves (X=12.89, SD=2.13) followed by nurses who were slightly higher with a mean of 14.45 (SD = 2.1115).

The highest positive perception of self was reported by female engineers who recorded a mean of 17.18 (SD = 1.88) followed closely by their counterparts in Banking with a mean score of 16.32 and standard deviation of 2.60.

Table 4: Means and Standard deviation of women of various professions and their self-perception

Profession	N	X	SD
Nurses	100	14.45	2.15
Teachers	100	12.89	2.13
Engineers	60	17.18	1.88
Bankers	100	16.32	2.60

The data in table 5 indicate that the self-perception scores of the various classes of sex-role orientation were very closely clustered ranging from 15.62 for androgynous and masculine females to 14.93 for undifferentiated group while the feminine female workers bring up the rear with 14.18. The mean difference between the androgynous group, which had the highest perception of self, and the feminine group with the least self-perception was therefore a paltry 1.44.

Table 5: Differences in self-perception by professional women due to sex-role orientation

<i>Sex-Role Orientation</i>	<i>N</i>	<i>X</i>	<i>SD</i>
Feminine	102	14.18	2.86
Masculine	61	15.56	2.81
Androgynous	87	15.62	2.66
Undifferentiated	110	14.93	2.51

Evidence from table 6 indicates that the obtained F values for the effects of sex-role orientation, marital status and age were 1.56, 0.78, and 0.92 all of which were lower than their respective critical F-ratios of 2.60, 2.37 and 2.37 at the 5 percent level of significance. This therefore suggests that sex role orientation; marital status and age have no significant effect on self-perception of female workers. For the effect of profession on self-perception of female workers, the obtained F-value of 48.42 is greater than the theoretical F-ratio of 2.60s, given 3/345 degrees of freedom at the 0.5 alpha level. This therefore suggests that type of profession had a significant effect on the self-perception of professional women. To determine the

independent contribution of each of the variables of age, marital status, profession and sex-role orientation to the explained variation in self-perception, the MCA analysis was done, the output of which is summarized in table 7.

Table 6: Summary of data on the effect of age, marital status, profession and sex role orientation on self-perception of women

<i>Source of variation</i>	<i>Sum of square</i>	<i>DF</i>	<i>Mean squares</i>	<i>F</i>
Main Effects	993.332	14	70.952	14.202*
PROF	725.708	3	241.903	48.419*
AGE	19.616	4	4.904	.982ns
MS	15.517	4	3.879	.776ns
CLASS	23.358	3	7.786	1.558ns
Explained	993.332	14	70.952	14.202*
Residual	1723.643	345	4.996	
Total	2716.975	359	7.568	

* P < 0.05 F (3,345) = 2.60 ns = not significant
F (4,345) = 2.37
F (14,345) = 1.83

Evidence from table 7 show a grand mean of 14.99. While teachers and nurses score 2.10 and

Table 7: MCA of the effect of marital status, age, profession and sex-role orientation on self-perception of professional women.

<i>Variable + Category</i>	<i>N</i>	<i>Unadjusted</i>	<i>Dev'n</i>	<i>Eta</i>	<i>Adjusted for Independents</i>	<i>Dev'n Beta</i>
<i>Profession</i>						
1. Nurses	100	-.54		-.57		
2. Teachers	100	-2.10		-1.94		
3. Engineers	60	2.19		2.00		
4. Bankers	100	1.33		1.31		
			.59			.55
<i>Age</i>						
1. 25-30	32	-.93		-.64		
2. 31-35	137	.37		.20		
3. 36-40	101	-.12		-.03		
4. 41-45	55	.01		-.116		
5. 45 and Above	35	-.228		.13		
			.14			.09
<i>Marital Status</i>						
1. Single	31	.49		.30		
2. Married	302	-.15		-.08		
3. Widowed	7	-1.28		.20		
4. Divorced	14	2.58		.90		
5. Separated	6	.67		.225		
			.21			.08
<i>Class</i>						
1. Feminine	102	-.81		-.30		
2. Masculine	61	.57		.02		
3. Androgynous	87	.63		.42		
4. Undifferentiated	110	-.06		.25		
			.21			.10
Multiple R Squared						.366
Multiple R						.605
Grand Mean = 14.99						

Table 8: Post Hoc comparison of the effect of profession and self-perception on women

Pair Group	Respective Means	Mean difference	Rank	Significance
Teachers Vs Nurses	12.89; 14.45	1.56	5	*
Teachers Vs Bankers	12.89; 16.32	3.43	2	*
Teacher Vs Engineers	12.89; 17.18	4.29	1	*
Nurses Vs Bankers	14.45; 16.32	1.87	4	*
Nurses Vs Engineers	14.45; 17.18	2.73	3	*
Bankers Vs Engineers	16.32; 17.18	0.86	6	ns

Scheffe Value = 0.88

0.54 below this grand mean, their counterparts in Banking and Engineering score 1.33 and 2.19 above the grand mean respectively. The independent contribution of profession to explained variation in self-perception was 30.2225%. For age, female workers aged between 25-30, 36-40 and 45 and above were generally below the grand mean with 0.93, 0.12 and 0.28 respectively while those within age brackets of 31-45 years were 0.37 and 0.01 above the grand mean. The independent contribution of age to the variation in self-perception was 0.81%. For marital status, single women, divorced and separated score 0.49, 2.58 and 0.67 above the grand mean of 14.99 as against 0.15 and 1.28 below the grand mean recorded by their married and widowed counterparts. However, the independent contribution of marital status to explained variation in self-perception was 0.64%. When the effect of sex role orientation was considered table 6 also reveals that feminine and undifferentiated female workers recorded 0.81 and 0.06 below the grand mean while masculine and androgynous female workers were 0.57 and 0.63 above the grand mean of 14.99.

Generally, the Multiple Correlation between self-perception of the variables of age, marital status, profession and sex-role orientation was 0.61, which the joint contribution of these four variables to explain variation (Multiple R^2) in self-perception was 36.60%.

Since the calculated F ratio for profession was statistically significant it was necessary to determine where the significant difference lies between the four professional groups considered. Results are presented in table 8.

Evidence from table 8 indicates scheffe value of 0.88. The mean differences in all six pair wise comparisons were greater than this value except for the difference between Bankers and

Engineers which failed to reach statistical significance at the 5 percent probability level.

Success anxiety of professional women will be independent of their profession, age, mental status and sex role orientation.

Table 9 above shows that the F- ratio for the main effect is 7.74, which is greater than the critical value of 1.83 at 0.05 level of significance, given 14/345 degrees of freedom. For the effect of profession, the F-ratio obtained is 28.29 at the 0.05 level of significance with 3/345 degrees of freedom; the critical value of 2.60 is less than the obtained F-ratio of 28.29. The effects of age, marital status and sex-role orientation were not statistically significant as their F values of 1.92 and 1.13 were less than the critical values of 2.37, 2.37 and 2.60 respectively. Since the effect of profession on success anxiety was statistically significant, it was necessary to determine where significant differences exist by undertaking a pairwise comparison of the four professional groupings by utilizing the Scheffe Post-hoc test. Table 10 summarises the results of this analysis

Table: 9 ANOVA summary data differences in success anxiety due to sex-role orientation, marital status, age and profession of professional women.

Source of variation	Sum of squares	DF	Mean square	F
Main	612.183	14	43.727	7.735
Effects	479.829	3	159.943	28.293
Profession	43.551	4	10.888	1.926ns
Age	13.221	4	3.305	.585ns
Marital StatusClass	19.235	3	6.412	1.134ns
Explained	612.163	14	43.727	7.735
Residual	1950.347	345	5.653	
Total	2562.531	359	7.138	

* $P < 0.05$ ns = not significant F (3,345) at 0.05=2.60
F (14,345) at 0.05=1.83
F (4,345) at 0.05 = 2.37

Table 10: Post-Hoc comparison of the effect of success anxiety on professional women.

Pairwise comparison	Respective means	Mean difference	Rank	Significance
Teachers Vs Nurses	14.26;14.40	0.24	6	ns
Teachers Vs Bankers	14.26;16.67	2.41	3	*
Teacher Vs Engineers	14.26;17.23	2.97	1	*
Nurses Vs Bankers	14.50;16.47	1.97	4	*
Nurses Vs Engineers	14.50;17.23	2.73	2	*
Bankers Vs Engineers	16.47;17.23	0.76	5	ns

Scheffe Value = 0.94

Table 10 above indicates that of all the six pairwise comparison, four were statistically significant. Generally, the trend showed that female teachers and nurses differed from female engineers and bankers in their level of success anxiety. However, there was no significant difference between female teachers and nurses and between female bankers and engineers.

There will be no significant difference in career advancement among professional women who have superior male and female as mentors.

Table 11 reveals that except for number of training programmes attended, the sex of mentor was not significantly related to the career advancement of professional women. The respective χ^2 Values of 0.17 for added qualification,

11.30 for times duty post was held, 3.24 for the number of promotions received and 1.10 for change in position were all less than their respective critical χ^2 Values of 5.99 for each of added qualification and change in position and 12.59 for each of times duty post was held and number of promotions received.

For number of training programmes attended, the calculated χ^2 ratio of 13.50 was greater than the theoretical χ^2 Values of 12.59 at the 5% level of significance. This therefore suggests that professional women differed in the number of training programmes attended due to whether or they had a superior female manager as mentor. An examination of the cell percentages shows that while more than half of the professional women who had superior female manager had attended between one or more training programmes, only 37.3and of those without mentors were in this category as against 41.2% of those who had male mentors. Very wide disparity was also observed as regards the distribution of those who had attended between four and six training programmes. While only 7.6% of those with female mentors had attended between four to six training programmes, almost a quarter of those with male mentors were in this category as against 18.1% of those without mentors. However, for those who had attended seven or more training programmes, the odds seemed to have tilted in favour of those without mentors as 6.4% of them were in this group as

Table 11: Relationship between career advancement of professional women and sex of mentor

Sector	Categories	No Mentor	Mentor Male MGR	Mentor Female MGR	Total	DF	χ^2 Cal	χ^2 Crit
Added Qualif	None	109 (53.4%)	26(51.0%)	54(51.4%)	189(52.5%)	2	0.17 ^{ns}	5.99
	Yes	95(46.6%)	25(49.0%)	51(48.6%)	171(47.5%)			
	Total	204(56.7%)	51(14.2%)	105(29.2%)	360(100%)			
Times Duty held	None	137(67.2%)	36(70.6%)	68(64.8%)	241(66.9%)	4	11.3 ^{ns}	12.59
	1-3	47(23.0%)	12(23.5%)	34(32.4%)	93(25.8%)			
	4 and above	20(9.8%)	3(6.0%)	3(2.9%)	26(7.2%)			
	Total	204(56.7%)	51(14.2%)	105(29.2%)	360(100%)			
Promotions Received	None	55(56.1%)	17(17.3%)	26(26.5%)	98(27.2%)	6	3.24 ^{ns}	12.59
	1-2	98(56.0%)	24(13.7%)	53(30.3%)	175(48.6%)			
	3-4	46(56.8%)	10(12.3%)	25(30.9%)	81(22.5%)			
	Above 4	5(83.3%)	0(0%)	1(16.7%)	6(1.7%)			
	Total	204(56.7%)	51(14.2%)	105(29.2%)	360(100%)			
Change in Position	None	112(54.9%)	32(62.7%)	61(58.1%)	205(56.9%)	2	1.10 ^{ns}	5.99
	Diff	92(45.1%)	19(37.3%)	44(41.9%)	155(43.1%)			
	Total	204(56.7%)	51(14.2%)	105(29.2%)	360(100%)			
Training Attended	None	78(38.2%)	16(31.4%)	36(34.3%)	130(36.1%)	6	13.5 ^{ns}	12.59
	1-3	76(37.3%)	21(41.2%)	57(54.3%)	154(42.8%)			
	4-6	37(18.1%)	12(23.5%)	8(7.6%)	57(15.8%)			
	7+	13(6.4%)	2(3.9%)	4(3.8%)	19(5.3%)			
	Total	204(56.7%)	51(14.2%)	105(29.2%)	360(100%)			

against 3.9% and 3.8% of those with male and female mentors respectively.

From the above analyses, the following conclusions were made;

- (1) Age, marital status and sex-role orientation have no significant effect on the self-perception of professional women.
- (2) Type of profession had a significant effect on self-perception of professional women and accounted for about 36.60% of the variation in self-perception.
- (3) Generally, Professional women in engineering and banking were higher on success anxiety than their female counterparts in teaching and nursing profession.
- (4) Professional women exhibit differential levels of success anxiety due to their professional calling.

DISCUSSION AND CONCLUSION

The main purpose of this study was to investigate the psychological constraints for career advancement among professional women in Lagos State Nigeria. It can therefore be concluded as a result of the available data from the study;

- (a) That a significant difference exists in career advancement among female professional workers of various marital statuses. A high percentage of female professional workers who were separated, divorced or widowed advanced more in their career than their married counterparts.
 - (b) Age, marital status and sex-role orientation have no statistically significant effect on success anxiety of female professional workers.
 - (c) All female professional workers irrespective of their age, marital status and sex-role orientation were generally very high on success anxiety.
 - (d) Female professional workers exhibit differential levels of success anxiety due to their professional calling.
 - (e) Female professional workers in engineering and banking professions were higher on success anxiety than their female counterparts in teaching and nursing professions.
 - (f) Age, marital status and sex-role orientation have no significant effect on the self-perception of female professional workers.
- In summary, the findings of the study confirm

that professional women have not advanced in their career as expected due to various factors such as sex-role stereotype, fear of success, poor self perception, absence of mentors and family responsibilities. It follows therefore that it is not that professional women do not possess the attributes that it takes to climb the uppermost ladder in their career, but rather self-imposed, organizational barriers and societal blockages had hindered their advancement. It equally shows that there is the need for a change in our child rearing practice, which has placed a limitation on the positive self-development of female child. It follows therefore that different female professional bodies like Association of Professional Women Engineers (APWEN), Association of Professional Women Bankers, authorities handling women issues, Councillors, Sociologists should consider the possibility of using the school system and the media to change the societal negative perception towards female employment, related issues and also the various child rearing practices and early socialization processes that have promoted the development of negative self image of the female child.

RECOMMENDATIONS

1. Government should intervene by encouraging research to determine the scale of discrimination against women in all ramification of life. By encouraging research, the government will strike a balance in determining the scale and magnitude of the inequalities.
2. More emphasis should be paid on the "girl-child" education in order to catch them young.
3. Enlightenment programme should be provided for parents and community leaders to create the awareness of girl child education especially in the rural arrears and developing nations.
4. The need for career counseling cannot be over emphasized. School counselors are required to assist young people in making career decisions that would enhance their positive perception and future satisfaction.
5. Government should encourage the establishment of career counseling clinics in communities in developing nations.
6. Government should provide special welfare programme for female professional workers that would enhance their opportunities to compete favourably with their male counterparts such as crèche or Day care centers.

7. NGOS should organize periodic community - based awareness programmes to emphasize the significant role of professional/career women in nation building.
8. Women Achievers in any field should be adequately recognized by the government and given the opportunity to hold leadership position relevant to their calling.
9. Government and private employers of labour should establish gender –based affirmative action strategies. For instance, the government and employer of labour can accelerate the move of professional women to executive positions and provide management training specifically for women to improve their promotion prospects.

In summary the educational system must be employed to create enabling environment that facilitates changing the attitudes and behaviour of both women and men. Actions in this area should

- Promote gender equality
- Improve women's access to training
- Monitor curriculum and teaching materials and
- Create gender sensitization and socialization programmes for parents, educators and media.

These recommendations, coupled with government efforts to curb the inequities and reinforced by an informed society will assist in the sustenance of affirmative action in our society. This is assumed will be of priceless value to the current generations as well as for future generations. However, it should be noted that, for any change to bear fruits, we should be ready to chew and digest tremendous challenges, but when victory finally comes, we shall forget all our challenges and move on.

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