

Effects of Social Capital, Human Capital and the Family-Work Conflict on Perceived Female Career Development

W G N Jayaratne
Ajantha S. Dharmasiri

Abstract

A significant difference in the career development of males and females has commonly been noticed around the world. Previous studies in the area have identified a number of factors that influence career development. Of these different factors, human capital, social capital and the family-work conflict have been of considerable importance. However, previous studies have failed to identify the relationships amongst these factors that lead to an impact on career development. Hence, the paper explores the impact of the family-work conflict on the accumulation of human and social capital, which hinders a female manager's career development. A survey was conducted amongst 301 female employees at the middle managerial level in the banking and apparel sectors of Sri Lanka. Perceived career development, social capital, human capital and the family-work conflict were measured through a self-administered questionnaire. The data was then analyzed using structural equation modeling (SEM) with AMOS software. The empirical data supported the positive contributions from social capital and human capital towards perceived female career development. Furthermore, the study also discovered that human capital plays a more significant role in female career development than social capital. Moreover, the findings of the study confirmed that family-work conflict weakens the contribution from human capital and social capital towards perceived female career development. Further, the study makes a clear conceptualization of the relationships between social capital, human capital, the family-work conflict and perceived female career development. The paper recommends that managers need to implement family friendly practices at the work place to mitigate the negative impact of the family-work conflict on perceived female career development.

Keywords: Career development, Human capital, Social capital, Family-work conflict

Ms. W G N Jayaratne is a Lecturer, Royal Institute, Colombo. E-mail: gayani96113@yahoo.com

Prof. Ajantha S. Dharmasiri is the Director, Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka. E-mail:director@pim.sjp.ac.lk