

PSYCHOSOCIAL FACTORS AFFECTING CAREER PROGRESSION OF WOMEN
EMPLOYEES RAISING YOUNG FAMILIES IN PROFESSIONAL SERVICE FIRMS: CASE
OF DELOITTE LIMITED, KENYA

by

Linda Opiyo

A thesis presented to the School of Applied Human Sciences

of

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PSYCHOSOCIAL FACTORS AFFECTING CAREER PROGRESSION OF WOMEN
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OF DELOITTE LIMITED, KENYA

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DECLARATION

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I declare that this thesis is my original work and has not been submitted to any other university or college for academic credit.

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LIST OF ABBREVIATIONS AND ACRONYMS

FIDA	Federation of Women Lawyers
IT	Information Technology
ILO	International Labor Organization
KM	Knowledge Management
NPWE	National Practice for Women's Empowerment
NACOSTI	National Commission on Science and Technology
SPSS	Statistical Package for Social Sciences
SCCT	Social Cognitive Career Theory
OECD	Organization for Economic Co-operation and Development
UN	United Nations
UNDP	United Nations Development Programme
UPF	Uganda Police Force
USA	United States of America
WCEE	Women's Commission on Effective Equality

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ABSTRACT

The purpose of the study was to examine the psychosocial factors affecting the career progression of women employees raising young families at professional service firms: case of Deloitte Limited, Kenya. The objectives of the study were; to examine the psychological factors affecting the career progression of women raising young families, establish socio-cultural factors affecting the career progression of women raising young families, determine the association between socio-demographic characteristics and the career progression of women raising young families, and to examine the influence of policies and practices on career progression of women employees raising young families in Deloitte. A total of 245 women in their productive age (25-45) were randomly sampled for the quantitative phase while 15 women were purposively selected in the qualitative phase. Quantitative data were analyzed using SPSS Version software. The qualitative data were content analyzed using NVivo software. The findings showed that women employees raising young families are effective team players and that women's opinions and decisions are taken seriously at their place of work, as shown by a mean of 3.65 for both. The findings showed that career choices for women professionals are hampered by family obligations as indicated by a mean of 3.96 and 3.64. The study also found that women are given equal rights with men in decision-making in the organization as shown by a mean of 3.85 and 3.72. Organizations should consider participating in Women's Leadership Programs to help them proactively gain the guidance and support needed to create workplaces that encourage women's senior careers. The study suggests more investigation into the factors that affect women's career advancement in different types of consulting, engineering, and construction organizations.

DEDICATION

To my father, John, my number one cheerleader, who unconditionally believes in me. You have continually encouraged me constantly and urged me to enroll in this postgraduate course and to keep going even when things got tough. Thank you for the confidence you instilled in me and the tenacity to keep on going and never give up.

As women employees raising young families, we can bring our authentic self into the workplace and thrive in every stage of life.

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