

Study Perspective and Attitude about the Role of Women in Institutes, Employment Creating Employment and Job Counseling Women in Isfahan.

Dr. Mohammad Reza Iravani

Assistant Professor

Department of Social Work, Islamic Azad

University Khomeinishahr Branch

Daneshjou Blvd, Iran.

Abstract

The purpose of this research perspective and attitude about the role of women in institutions, jobs and career advice in creating women's employment in Isfahan is a survey research methods are statistical and society to include all women at the time of research of educational services, students and professional are advice Job had requested. Simple random sampling method among women was above the number of centers 142 women in this study were included as examples. Questionnaire data collection tool that is made through the study of the validity of teachers and eliminate ambiguous questions (content validity) and to assess its reliability and alpha Kronbakh In order to analyze the data from method established that 86% figure for total questions has been reported . descriptive and inferential statistical methods (K square test) revealed that variance was used.

The results indicate that the type of skills and employment between women and their attitudes toward career counseling programs Meaningful relationship exists. The job counseling programs for increasing women's skills and abilities are useful and effective

Keywords: Job counseling, employment of women, attitude

Introduction

In addition to being completely effective employment to create and solve of material needs of each person, as a mental need play an important contribution to make mental health of human beings. These particular fact especially about women are very important. In countries like Iran that unemployment is a universal problem, not society's job or employment and non-managerial, in simple event and suffering. Job concealing and job guidance to scientific and professional fields that have different principles and techniques are in community can in part of the community needs ,economic development, social and cultural be responsible. Guidance can counseling job properly evaluate their skills toward women and show them to learning and skills appropriate to turn cholera accurate information from people and motivations and needs of labor market, women appropriate information.

Importance of research:

Today women are a reality of study of communities, which can not be un important. In this the women are entitled to the rights of men in society, in similar points. Those women should not think, psychological and biological conditions that are virtually set aside the right to live the good will he had. Employment of women is one of the important issues; almost all societies are faced with it. Data on unemployment in communities that almost all the economic and politic in all counters as International surgeries to face, but somehow to say problem with the study of what the statistics unfortunate fact that women's Unfortunately, if will see the wages of ,munemployment communities in all unemployment is higher in men. women indicated that Wayne is another bitter reality of women work even in conditions of equal rights with men have less bones. Job consults as a guidance of topics essential to create equal conditions and fair employment of women can be in a valuable place as it should be.

The main problem of this research programs is study in the distribution of job fair for women.

Research objectives

Determine the demographic characteristics of women under the consulting job.

Determine the status of job counseling programs offered to women.

To determine the effectiveness of career counseling programs offered to women.

Provide solution to strengthen women's career counseling services.

Research questions

whether between job counseling program effectiveness rates among women is related to their demographic?
 Whether the effectiveness between the amounts of job counseling programs related to their study is there?
 Whether effectiveness between the amounts of job counseling programs related to their social is there?

Review of Educational Research

Keldy start study in the research of the attitudes toward women in the study is about women's employment problems. His study of 1040 sample of 16 years old and above in Tehran has been selected. Results of this study indicate that the first rows of the problems of working women and second 76/2% of whom worked for the research and to get the service of job conciliate for women, is the best way to avoid of this above problems. In the other research which done by Richard.M.Bromrbr among 100 women participating in career counseling class city of Birmingham, England in 1998 has shown the success rate of employed women custom consulting services that benefit regular job have doubled in women who are not company job counseling classes. The results of this study are still subject continuation rate of women working under other women is more than consulting job.

Research methods, statistical community sample

In this research, survey method (Survey Research) is used. The statistical study of all women under the following advice and job centers in Isfahan and troubleshooting work on time research, educational services, and profession training and Job concealing requirements were received. Simple random sampling test of who first job counseling programs and also received student volunteers were selected to participate in research of which they are 142 person.

Methods of data collection tools of statistical

In this study, collecting information from a researcher-designed questionnaire used by the interviewers orally question the sample from some people has been completed. For analysis of data using descriptive statistics to tables for explain Charts and analyses and a test of central indices (Analyze variants test, K2, Pearson correlation coefficient) is used.

Research findings

Table 1: Sample distribution of employment status and age

Employment statuses	employment		Unemployment		Total	
	Frequency	Percent	frequency	percent	frequency	percent
Age						
20 – 25	36	25/35	22	15/49	58	40/84
25 – 30	27	19	17	12	44	30/98
30 – 35	19	13/38	13	9/15	32	22/54
40 – 45	2	1/41	6	4/22	8	5/63
Total	84	59/15	58	40/85	142	100

Results Table Tale of the sample group the majority of employed people in the age category between 20 to 25 years are on unemployment. But women age class is seen with 15/49 percent.

Employment Status	Employment		Unemployment		latoT	
	tnecrep	ycneuqerF	tnecrep	ycneuqerF	tnecrep	ycneuqerF
caretilly	8	5/63	8	5/63	16	11/27
ytratnemeE	31	21/83	16	11/27	47	33/10
loohcS ediuG	23	16/20	22	15/50	45	31/70
amolpiD	12	8/45	7	4/93	19	13/38
evoba dna rolahcaB	10	7/04	5	3/52	15	10/56
latoT	84	59/15	58	40/85	142	100

The data table shows the percent of people samples 33/10 and 31/70 percent of elementary are having school guidance education.

In this group only 10/56 percent of group sample which are having bachelor degree or above have direct link between employment and educational status of women are studied.

Table 3: Distribution of sample times according to people employment and social base

Employment status	employment		Unemployment		Total	
	Frequency	Percent	frequency	percent	frequency	percent
High	17	11/97	17	11/97	34	23/94
Middle	33	23/24	22	15/49	55	38/73
low	34	23/94	19	13/38	53	37/32
total	84	59/15	58	40/85	142	100

Composition variables based on education, income and dignity of father's job, social base index respondents were made between the results indicated that the social base and rate of employment is a direct relationship. The majority of women studied with low social base and has been middle base.

As noted in this table are only 23/94 percent of respondents belonging to high social base.

Table4: analyses and variance rate job counseling effectiveness according to the age of who response.

Source of Variation	DF	Sum of Squares	Mean Squares	F	FP
In said group	5	4/85	1/36	2/58	28%
Among group	137	71/15			
Total	142	75			

Results Table above is showing the analyses and variance rate job counseling effectiveness is respondent's age. F calculated value (F=2/58) which have 2 percent error is likely connect between tow rate of age and effectiveness of career counseling programs. The different in the age group 20-25 years and also 25 -30years with others group, thus, hypothesis H1 is bearing between the effectiveness of counseling job and age of people are confirmed.

Table 5: Relationship between Location counseling effectiveness rate job

The place of live Rate effective job counseling programs	City		Village		Total	
	Frequency	Percent	frequency	percent	frequency	percent
High	49	34/50	22	15/49	71	50
Middle	27	19/01	17	11/97	44	30/98
low	16	11/27	11	7/75	27	19/02
total	92	64/79	50	35/21	142	100

sig = 0/216

df = 2

$x^2 = 2/87$

Results Table that the 34/50 of urban women, and 15/49 percent of rural women are believed that the effective of canceling program which was provide for them, it was in high level, amount K2 which we got in this information ,there are not that much different between effectiveness counseling programs and gender of people whom answered the question. In other way in this hypothesis H1 is about relation between effectiveness job counseling programs.

Research results

Regard to the relationship between study group samples and rate of Job counseling effectiveness is showing. Regard to the relationship between variables of marital status of respondents and rate effectiveness achieved significant relationship counseling programs in opinion could not found a good relationship.

Regard to skill type and employment respondents and rate job counseling program effectiveness of 98 percent confidence level are there.

Suggestions

Unfortunately viewing and counseling occupational guidance services are regularly and ready to findings not only regard all people, but equally importantly, that women are important. This has a lot of them, there is no or a low quality is provided, so is recommended Involved organizations presented counseled guide with the help of mathematic should solve the problems of main separation in term of integral. According to research results and guide the job counseling services more effective in yang peoples has taken so I will be able to suggest fields provide Executive planning comes to ease could be able to access such kind of services. As the results of this study were between inferences of place which are leaving and counseling programs and job counseling is not the result of a significant relationship, but while the community level jobs mainly in rural and urban types are divided. This division makes some specific occupational expectations of women society is formed. Therefore is recommended that you access social programs planning for jobs based on capabilities based on ability and skills considered traditional roles and local people.

References

- Anandel & Hant, (2000), Work Transitions Fourth World Congress of sociology Social Conflict in styles of sociology
- Brocas, Anne-Marie, Callous, Anne –Marie, Oget, Virginia,(1990) "Women and Social Security ", International Labour Office , Geneva
- Broimer , M ,Richard ,(1998) , the association between adaptive and cognitive deficit in geriatric psychiatric patients . Rehabilitation Research, vol21
- Collins, Wendy, Friedman, Friedman, Ellen, and Pivot, Agnes,(1978) "Women, the Directory of Social Change", Wildwood House
- Ellis, Una,(1984)"Employment Situation of Women at the Global Level, Future Prospect", Second International Women's Seminar in Salzburg,Austria.
- Humphrey. J, (1987), Gender and work in the third world, Tailstock Publication London and New York.
- ILO, yearbook of labor statistics,(1988) , Geneva: ILO).
- International Labor Office, "ISCO-88, International Standard Classification of Occupations ", ILO, Geneva, 1990.
- Wirth, Linda, (2002) Breaking Through the Glass Ceiling:"Woman in Management", Geneva, ILO
- Women's Participation in Higher Education, (1990) China, Nepal, and the Philippines", Regional CO-Operative Programmed in Higher Education for Development in Asia and the Pacific, Bangkok.