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FACTORS THAT MOTIVATE FEMALE EMPLOYEES IN SUSTAINING CAREERS IN THE RAILWAY INDUSTRY

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ABSTRACT

Ideally, a career in a technical field is more likely to relate to males, and the participation of females is very low. This might be due to the certain mentality that feels women cannot do and achieve success in whatever the men are doing. However, in this current era, it can be seen that more women are entering the traditionally male-dominated field and the trend is increasing gradually. Some of them are not just making this technical field their career path, in fact, they manage to climb up and upgrade themselves to a better level and live with it. The railway industry used to be one of the male-dominated fields but currently, women are making their way to enter the industry after some time. The purpose of the study is to examine the relationship between the motivation factors of the female employees and their career sustainability in the railway industry. Working environment, earnings, and superior support for growth are the motivation factors that will be focused on, and the motivation that affects the most will be analyzed accordingly. This study will use multiple regression data analysis to analyze the data. The respondents' sample will be taken from different designation and different age group levels of the female employees. This study expects a positive relationship between the motivation factors and the female employees' career sustainability in railway industry.

Keywords: women in technical field, female employees, railway industry, motivation, career sustainability