

A STUDY OF ACCOUNTING EDUCATION AND EMPLOYABILITY OF WOMEN IN UDAIPUR DISTRICT

Ms. Mitali Bhawnani*
Dr. Abhay Kumar Jaroli**

ABSTRACT

This study looks at the representation, problems and contributions of women within the accounting Profession in Udaipur. The research investigation analyses the total number of women, examines the contributing variables, and investigates their distinct roles using a mixed-methods approach. The findings show that gender-based issues, such as salary inequities and limited leadership opportunities, demand specific interventions. Women make major contributions to the profession, emphasising the necessity of promoting diversity. The study's findings enlighten governments, colleges and universities, and accounting industries, driving evidence-based solutions to build a fair favourable atmosphere among women in Udaipur's financial sector and therefore contributing to the worldwide conversation about equality between men and women in the workplace.

Keywords: Accounting Education, Employability, Career in Accounting.

Introduction

According to Cohen, *et.al.*, (2020), The increasing number of female accountants presents both opportunities and disadvantages. Despite progress, gender-based barriers such as gender pay gaps and limited leadership opportunities exist. This study, which focuses on Udaipur, investigates women's accounting education and employability. The findings will be used to influence specific activities promoting equal opportunities for men and women and career assistance in the field of accounting. The study attempts to boost women's responsibilities and contributions by uncovering challenges and encouraging varied chances, to improve the accounting industry throughout the Udaipur District. The research lines up with worldwide trends while personalising methods to the local context's specific socio-cultural characteristics.

Statement of Research Problem

Considering an increase in the proportion of women practising accounting, continuing gender-based obstacles hinder their professional development across the Udaipur District. This study focuses on the unique challenges that women face within the workplace, such as pay discrepancies and limited leadership opportunities. The research, which focuses on the accounting sector in Udaipur, tries to remove the complexity underlying women's careers, providing insights into personalised methods for equal treatment of women and organisational assistance (as cited by Gurusamy, 2019). The study aims to make a contribution to a better equitable and inclusive accounting sector by looking into such problems, allowing women to achieve success within their respective positions and contribute meaningfully towards administrative advancements.

* Research Scholar, Department of Accountancy and Business Statistics, Bhupal Nobles' University, Udaipur, Rajasthan, India.

** Assistant Professor, Department of Accountancy and Business Statistics, Bhupal Nobles' University, Udaipur, Rajasthan, India.

Statement of Research Objectives/ Research Questions

The objectives of this research are as follows:

- To determine the contribution of women in the accounting field.
- To identify the challenges faced by the women working in the accounting field.
- To suggest a qualitative model in order to employ in world of accounting.

Statement on Significance of Research

This research plays an important part in recognising the critical role that women play within the accounting profession throughout Udaipur. According to Banerjee & Doshi, (2020), Understanding key issues and contributions helps to inform specialised gender equality programmes and professional support. The study looks at local dynamics, providing knowledge that can be used to modify organisational practices. The research contributes to organisational development and economic empowerment for women by building an increasingly inclusive and supportive environment. Finally, the organisation has the potential to influence policies, practices, and educational programmes that improve women's career advancement, minimise shortages of skilled workers, and promote an equitable and empowered workforce throughout the Udaipur District.

Review of Literature

The existing scholarship illustrates the changing environment of women's professional accounting, emphasising higher educational attainment. Several studies have found staying gender gaps in compensation and leadership roles, indicating the need for focused initiatives. Women's contributions to financial management and accounting are recognised globally, yet problems exist. Localised investigations in Udaipur are limited, prompting an investigation of distinct socio-cultural elements influencing women's employability (as cited by Chauhan, 2018)). By synthesising such findings, the research presented here fills gaps in existing knowledge by providing an alternative perspective on the problems encountered by women in Udaipur's profession of accounting and suggesting particular initiatives for improved equality among men and women and advancement in their careers.

Sources of Literature

Datta, (2023), The objectives of this study, Women Empowerment Through Female Entrepreneurship in Bangladesh's Economy: are intended to look into the manner in which female entrepreneurial spirit contributes to gender equality in Chittagong, Bangladesh. The study investigated the relationship between female entrepreneurship and social empowerment. Throughout the first phase of data collection, 160 respondents were interviewed, including 80 non-enterprise domestic workers and 80 enterprise housewives. According to the study's findings, entrepreneurship has a substantial impact on women's ability to participate in moral choices within their families, especially at home. According to the findings of this study, businesswomen had more authority over their resources and financial standing than non-businesswomen (homemakers). Women who work have more political participation, upward mobility in society, as well as authority over their homes and families than women who are not employed.

O'Shea, Bowyer & Ghalayini, (2022), in their study Future Proofing Tomorrow's Accounting Graduates: Skills, Knowledge and Employability. The current study examines conflicts and differences between students' perceptions of what company's desire and company requirements for knowledge and skill. The study explains how changes in tertiary curricula, learning, and teaching methods may satisfy the knowledge and skill requirements of employers. Students believed that having highly developed technical abilities and grades would increase their employability after receiving a degree, according to key results.

Employers, however, were problematically looking for graduates with well-developed soft skills. The research's conclusions can influence current academic accounting curriculum development and have substantial impact for graduate employment.

Mistry, (2021), in study of Enhancing student's employability skills awareness through the accounting professional body on an undergraduate accounting degree, "Accounting Education" showed that Employers and accounting education have expressed worry over the skills and professional possessions gap. The study used a mixed-methods approach and collected both quantitative and qualitative data. The study's main drawback was the tiny sample size of pupils it examined for such a little period of time. Understanding how helpful the PSRB (Professional Statutory Regulatory Body) student membership was in easing the transition would be helpful for those considering employment in the accounting profession.

Khalifa, (2018), in their research Enhancing female graduate employment through a women-only professional services firm in an economically remote city. The objective of this paper is to report on research that looked at the viability of opening a women's-only professional accounting business in Al Ain, United Arab Emirates (UAE), to assist the city's female graduate unemployment rate. Practically speaking, the study aimed to determine whether and under what circumstances a women-only professional accounting firm in Al Ain might be helpful in supplying women with employment in professional accountancy and easing the entry of female graduates into the job market by facilitating their professional training. The study's theoretical goal was to advance the body of knowledge on positive discrimination's benefits for women's employment chances.

Identification of Research Gap in the body of Knowledge

After going through the works of literature and studies done on the chosen topic of research, the researcher found that few studies had been done on the employability, job, and unemployment concerns of commerce graduates (as cited by Dasgupta, 2022). No studies have been done in Udaipur (Rajasthan) that specifically address employment and employability linked together, especially at the women's commerce graduate level. Additionally, there are no studies that particularly examine the accounting education and employability of women with a degree in commerce in the Udaipur area. This research gap is filled by the current study.

Research Methodology

Research Design and Research Strategy

Hypothesis to be tested

Following hypotheses will be examined during the course of study.

Ho₁: There is no significance contribution of women in the accounting field.

Ho₂: There are no significant challenges faced by the women working in the accounting profession, in the Udaipur District.

Research Population

The sample survey will be done in Udaipur districts in Rajasthan and in selected branches of specialization namely Mohanlal Sukhadia University, Janardan Rai Nagar Rajasthan Vidyapeeth University, Pacific University, Bhupal Nobles' University, Sir Padampat Singhania University, University College of Commerce, Meera Girls College, Rajasthan Mahila Vidhyalay College, Guru Nanak Girls College, Geetanjali College of Science and Commerce.

Sampling and Research Sample Design

- **Sample Size**
300 respondents based on 10 universities and colleges of Udaipur district will be considered for the sample data collection.
- **Research Period**
The study will cover an entire period from the year 2019 to 2023.

Research instruments and Methodology of Data Collection

- **Sources of Information**
The data would be collected from the Udaipur regional accounting professional organizations university research, or regional government publications to compile relevant data from statistical sources relevant to the Udaipur District.

- **Tools and techniques of Research**

According to Bagur-Pons, *et.al.*, (2021), A mixed-methodologies strategy will be the approach utilized for gathering the information needed for the present investigation, integrating qualitative and quantitative approaches. Both male and female accounting staff members practicing in the Udaipur Region will be provided with a survey questionnaire. In order to discover more about the experiences, obstacles, and ambitions of women in their chosen fields, comprehensive interviews and focus groups will also be held. Theme-based analysis and analytical statistical procedures will each play a role in the examination of data. Taking advantage of appropriate statistical methods, the quantitative information will be examined to discover patterns and developments in women in their employability and productivity. To find common patterns and experiences regarding the perspectives of women within the accounting field, the qualitative information will be translated categorized, and systematically analysed.

Appropriateness of Methodology based on Objectives

A mixed-methodology strategy correlates with the many desired outcomes. Analytical observations are provided by survey questionnaires, and qualitative focus group conversations and interviews explore the varied perspectives and lived experiences of women throughout Udaipur within the context of the accounting profession (as cited by Dyer, *et.al.*, 2022). Thematic and statistical investigations provide an in-depth examination. Having an average sample size of 300, the chosen educational institutions and colleges assure a localised and representative study, providing useful insights about women's employability within accounting-related occupations in the Udaipur district.

Analysis and Discussions

The outcomes of the study shed light on the roles of men and women within the field of Accounting Profession across Udaipur. The quantitative picture of women within accounting professions is revealed by quantitative statistics, emphasising the necessity for focused behaviours (as cited by Vidwans & Cohen, 2020). Qualitative insights gained through focus group conversations and interviews shed light on hidden difficulties and contributions, providing a more complete picture. Thematic analysis reveals recurring trends, which aids in the development of a descriptive framework. The significance of the research derives from its ability to provide insight into regulations and procedures that promote gender equality. The findings from this study provide a complete investigation by integrating both qualitative and quantitative techniques, providing a holistic picture of the lives of women within Udaipur's accounting field professions and driving actionable initiatives towards a more equitable future.

Summary of Findings, Conclusions and Suggestions

Findings

Findings The outcomes of the study shed light on the diverse setting of women within Udaipur's accounting sector. The results of quantitative research show a significant representation of women within the accounting profession, separating outdated gender regulations (as cited by Bishu & Headley, 2020). However, recurring difficulties exist, most notably gender pay gaps and the lack of women in senior positions. The aforementioned results highlight the importance of focused interventions to remove gender-based barriers, especially to women's professional advancement.

Women make major contributions towards the accounting field, bringing various perspectives that contribute to the profession's aspects diversification.

Conclusion

Considering remarkable progress, the report highlights the ongoing gender-based challenges experienced by women within the field of Accounting Profession in Udaipur. Significant progress exists alongside continuous challenges, emphasising the importance of a comprehensive strategy. Promoting inclusion and providing equitable opportunities necessitates a collaborative effort on the part of all stakeholders. The report is a resounding shed of tears to address such challenges in an organised way, supporting collaborative actions that break down barriers and promote a more equitable and encouraging atmosphere for women throughout the field of accounting-related professions across the Udaipur district.

Suggestions

Following are some key recommendations of the study, which improves the overall contribution of women within the field of accounting-related professions throughout the district of Udaipur, Rajasthan.

- **Policy Reforms:** Study suggest to promote gender equality policy reforms such as competitive pay systems and discrimination prevention measures.
- **Mentorship Programmes:** According to Soral & Bhayani, (2021), Create mentorship programmes to assist women in overcoming obstacles and developing in their accounting fields of employment.
- **Campaigns for Public Awareness:** Organise educational programmes that address discrimination and sexism within the field of the accounting profession (as cited by Soral & Bhayani, 2021).
- **Educational Initiatives:** Promote educational activities within higher education institutions to raise recognition of gender biases and encourage diversity in accounting degrees.

Hence, the ongoing investigation multidisciplinary approach ensures an in-depth

comprehension of the obstacles and opportunities that women face in Udaipur's financial sector. The results of this study are a significant resource regarding policymakers, educational organisations, and financial services firms as they guide evidence-based measures to create an even more inclusive and equivalent working atmosphere for women in the entire region (as cited by Mitchell & Sutherland, 2020). The report adds to the larger discussion regarding equality between men and women and professional advancement by suggesting collaborative efforts to break down obstacles and foster cultural diversity in accounting-related industries in Udaipur.

References

1. Bagur-Pons, S., Rosselló-Ramon, M. R., Paz-Lourido, B., & Verger, S. (2021). Integrative approach of mixed methodology in educational research. *Relieve*, 27(1), 1-21.
2. Banerjee, D., & Doshi, V. (2020). Gender, workplace support, and perceived job demands in the US and Indian context. *Personnel Review*, 49(7), 1451-1465.
3. Bishu, S. G., & Headley, A. M. (2020). Equal employment opportunity: Women bureaucrats in male-dominated professions. *Public Administration Review*, 80(6), 1063-1074.
4. Chauhan, A. N. J. O. O. (2018). An analysis of socio-economic impact of women empowerment through microfinance schemes with special reference to Udaipur cluster (Doctoral dissertation, Ph. D. Thesis, Business Administration/Management (Faculty of Commerce & Management) to the University of Kota).
5. Cohen, J. R., Dalton, D. W., Holder-Webb, L. L., & McMillan, J. J. (2020). An analysis of glass ceiling perceptions in the accounting profession. *Journal of Business Ethics*, 164, 17-38.
6. DASGUPTA, T. (2022). Analysis of Strategies followed by New-Age Indian Entrepreneurs for seeking Business Opportunities and Competitive Advantage (Doctoral dissertation, ICFAI University Jharkhand).
7. Datta, S. K. (2023). Women Empowerment Through Women Entrepreneurship in Bangladesh: A Mixed Methodology Approach. *Spektrum*, 20(1), 16-43.
8. Dyer, C., Jacob, S., Patil, I., & Mishra, P. (2022). Connecting families with schools: the bureaucratized relations of 'accountability' in Indian elementary schooling. *Third World Quarterly*, 43(8), 1875-1895.
9. Gurusamy, S. (2019). Empowerment of marginalized challenges and solutions. MJP Publisher.
10. Khalifa, R. (2018). Enhancing female graduate employment through a women-only professional services firm in an economically remote city. *Journal of Economic and Administrative Sciences*, 34(1), 36-47.
11. Khlif, H., & Achek, I. (2017). Gender in accounting research: a review. *Managerial Auditing Journal*, 32(6), 627-655.
12. Mistry, U. (2021). Enhancing students' employability skills awareness through the accounting professional body on an undergraduate accounting degree. *Accounting Education*, 30(6), 578-600.
13. Mitchell, D., & Sutherland, D. (2020). What really works in special and inclusive education: Using evidence-based teaching strategies. Routledge.
14. O'Shea, M. A., Bowyer, D., & Ghalayini, G. (2022). Future Proofing Tomorrow's Accounting Graduates: Skills, Knowledge and Employability. *Australasian Accounting, Business and Finance Journal*, 16(3), 55-72.
15. Soral, G., & Bhayani, S. (2021). INDIAN ACCOUNTING ASSOCIATION.
16. Vidwans, M., & Cohen, D. A. (2020). Women in accounting: Revolution, where art thou? *Accounting History*, 25(1), 89-108.

