

Factors Determining Employment Decision: An Empirical Study Made on the Female Engineering Students of NIT, Silchar

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Abstract

In a country like India where the number of registered companies (Private Limited, LLPs, OPCs and Foreign Companies combined) is shooting up day by day, the potential employees are getting chance to choose their dream employer based upon their preferences. Again, in the last few decades the raising rate of students choosing engineering education after passing out from their schools could be witnessed. This study attempts to answer what are the factors that influence the potential female employees in choosing their employers. The study considers only the female potential employees/female engineering students due to the fact that gender inequality is still a major drawback in the country and females' have certain specifications in choosing their employers. Sample size for the study consisted of forty-nine female engineering students studying in NIT Silchar and responses were collected using a structured questionnaire. Relative worth of the factors influencing the choice of employer was estimated by ranking the identified factors further Kruskal-Wallis test is used to determine whether the demographic variable of the respondents effect their choice of selecting employer. Result of the study highlighted 'Direct Monetary Benefit' to be the most influencing factor in influencing the female engineering students of NIT, Silchar in choosing their employer and 'Attractiveness of the Employer' to be the least influencing one. Further, it was witnessed that the priorities of the sample students while choosing their employer varies as per their demographic variables.

Keywords: Choice of Employer, Female Potential Engineers, India, Kruskal Wallis Test, Relative Worth

1. Introduction

Indian economy has been recorded to be one of the fastest growing economies at a rate of 9 percent growth rate. India also accounts to have the potentialities to be a global technology leader. Reports claim that India is one of the highest rating 'brain drain' countries. Engineering graduates from IITs and NITs reports the second highest graduates to migrate developed countries for employment. The potentialities of these graduates, if could have been retained in India itself, the country would be benefitted immensely. Hence, for the well being of the country it is essential to recognize the factors that lure the potential engineers to join a particular

employer which is tried to be addressed in the present study.

As it is known that any developing country is characterized by low income, unemployment, over population, inequality, poor health and inadequate education; India too holds the same characteristic. However, several initiatives have been taken time and again to improve the economic condition of India. One such initiative was the Liberalisation Policy taken in 1991 which gradually increased the growth of companies (particularly during the late 2000s). As per latest MCA report over 1 lakh companies are incorporated in India. The raising rate of companies provides the potential employees' scope to choose their desired employer based on their priorities.

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Beside the basic features of an under-developed or developing economy, gender inequality is another drawback of Indian society. Since decades, India is considered largely to be male dominated society; women were considered to be homemakers. The ancient Indian women were restricted from higher education, participation in decision making or become financially independent besides the presence of child marriage. With time the status of women in India has largely been changed, however, in few regions of the country certain ill customs relating women still exist. Nonetheless, in the twenty first century India, most of the women enjoy equal rights and dignity as that of men. Presence of women in all aspect such as sports, politics, engineering, medical, space travelling, acting and music, business etc proves that women of today are empowered. However, various studies including one conducted by Harvard Business School pointed out that men and women have separate perception on their priorities and hence this study particularly aims to dig out the priorities of the women engineering students in selecting their dream employer.

2. Background of the Study

There was a time when salary/monetary benefits used to be the prime source of motivation for the potential employees to join an organization. However, with time, besides monetary benefits, companies started offering several non-monetary benefits which recorded to be equally motivating for the potential employees. The present study tries to comprehend the relative worth of those non-monetary benefits besides the monetary benefits which lure the female potential employees for joining an organization. The study jots down eight broad factors which are found to influence the potential female engineers to chose their desired employer. This section explains in brief those eight factors.

2.1 Direct Monetary Benefits

The annual pay package offered by the organization, performance based incentives, conveyance allowance, medical and house rent allowance together are referred in the study as Direct Monetary Benefits. The Direct Monetary Benefit, though not the only factor, but definitely is an important factor that all the potential employees consider while selecting their employer.

2.2 Indirect Monetary Benefits

Weight of the sub factors like paid vacations, free membership of corporate clubs, LIC and health insurance premium paid by the employer and ESOP are included in the study under the category of Indirect Monetary Benefits. In recent time when almost all the companies offer similar kind of direct monetary benefits, potential employees many a times select their employer based on the Indirect Monetary Benefits offered by them.

2.3 Accessibility to Workplace

Since the study is based upon the female 'would be' engineers, the factor Accessibility to Workplace could be referred to as a gender specific demand. The weight of the sub factors like nearness from native place, transportation/conveyance facility provided by the employer, ease of connectivity and location of the workplace are considered while judging the importance of Accessibility to Workplace to the respondents.

2.4 Image of the Organization

Employees tend to associate themselves with some such organization which has a good image in the market. Therefore, the potential engineers too, have a tendency to join such a company that has fame. To estimate the relative weight of Image of the Organization, weight of the sub factors like reputation of the employer, state of CSR, work environment in terms of industrial discipline, financial soundness of the organization and fame of the brand of the product/service offered by the organization are taken into consideration.

2.5 Attractiveness of the Employer

As most of the Indians prefer permanency in their job which could be assured by government sector jobs, this factor Attractiveness of the Employer holds an important role in influencing the decision of the potential female engineers is selecting their employer. The relative worth of this factor is based upon the worth of its sub factors which are: nature and type of the industry the organization belongs to, type of ownership of the sector firm belongs to, reach of the organization and scope of job being challenging.

2.6 Opportunities for Career Development

Since the present generation does not only strive for monetary and other fringe benefits, but also consider

prospect for their career advancement as equally important. Several organizations, these days, provide various opportunities like leave with pay for higher studies, work based promotions within short period etc. Therefore, this factor 'Opportunities for Career Development' can be regarded as one of the prior influence of the potential female engineers of this generation to choose their dream employer. For the present study the relative worth of this factor is based upon the worth of its sub factors like scope for learning and training opportunities, opportunity for promotion within short period, scope for posting abroad and career advancement prospect in terms of specialisation.

2.7 Employment Condition

Those days are gone when employer-employee relation used to be some kind master-slave type. Nowadays employees look for such kind of jobs where they can get respect and feel dignified. Since the same condition is applicable for the female budding engineers too, this factor also has an impact in deciding their preferable employer. For the present study the relative worth of this factor is based upon the worth of its sub factors like type of job, opportunity to participate in decision making, outplacement services, leave with pay, retirement benefits, flexi time and severance payment.

2.8 Welfare Facilities

Welfare Benefits, again can be considered to be mainly a gender-specific need. As for a female employee beside all basic facilities certain welfare facilities such as housing facilities, creche facilities are some such services which adds additional motivation for the female employees to join a particular employer. The study estimates the relative worth of the Welfare Facilities based upon the worth of the sub factors like: housing, medical, child care, canteen, recreational facilities and medical reimbursement.

The aforementioned factors capable of influencing the choice of the potential female engineers studying in NIT Silchar are identified after comprehensive review of literature and interviewing few engineers as well as potential engineers. The related studies conducted so far in and around the area in presented in the next section.

3. Literature Review

Although the researcher has not come across any direct study relating to identification and estimation of the relative worth of the factors influencing the choice of the potential female engineers in joining their desired employer, several studies have been made across the globe in connection with the factors influencing choice of career in general vis à vis women in specific. This section presents the various studies made in and around the area in chronological order

Cable and Judge¹ conducted a study in London to investigate the degree to which pay preference influence job search decisions as well as identify the degree to which preferences for particular compensation attributes depends on job seeker's dispositional characteristics. The study was conducted on 171 college students and data were collected using four points liker scale. Results of the study highlighted that the attractiveness of pay policies may be highlighted by greater level of fit between individual personality trait and compensation system characteristics. Unlike the previous study, various studies in the subsequent time took place aiming the perception of potential or would-be employees, the studies of Esters and Bowen⁷ and Fizer⁸ were conducted to analyse the perception of the agricultural education student about the factors affecting their choice of career path. The former study was made in Pennsylvania on 88 agricultural students and the later was conducted in Martin upon 128 students, both the studies were conducted using a structured five point likert scale however, the former study intended to answer whether there exist any similarity between the passed out students who choose career in agriculture and who did not and for this purpose the researcher used discriminant analysis, however findings revealed that discriminant analysis could not discriminate between former students who choose or did not choose a career in agriculture. The later study, on the other hand, used chi square test to examine the relationship between the factors affecting the choice of career path and result of the study shows that family influence is the most influential factor while choosing the career path of the respondents. Contradictory result was established by Omar⁴ who made a study to identify and rank the factors that influence the people of three countries, viz., Malaysia, China and India to choose their career and discover the relationship between demographic variables with the identified factors, the

study was conducted on 156 respondents comprising of respondents from all the three countries and factor analysis was used to group the factors in a scientific manner followed by Kruskal Wallis test to establish relationship between the demographic variables of the respondents and their perception towards the factors influencing them to choose their career. The result of the study brought forward four major factors: Salary, Lifestyle, Interest and Qualification; however salary was the most preferred factor for the respondents to choose their career. Again another similar natured study with another contradictory result was conducted by Agarwala⁶ in India, where the study was made to explore the influence of a range of factors on the career choice of the management students and establish relationship between the cultural values of the respondents and their career choice. The study was made on 93 respondents with a structured four points likert scale questionnaire and Pearson correlation was used to establish the relation between cultural values and career choice. The findings of this study highlighted skill, competencies and abilities to be the most important factors and cultural values have a significant impact on the choice of their career. Against these studies which were conducted irrespective of gender specification, Trauth, Quesenberry and Huang² did a research in USA considering the perception of women on the influence of cultural factor upon their career choice in the IT workforce. The study was made on 200 women and the result highlighted that cultural attitudes about maternity, childcare, paternal care and working outside the home influence women's choice of an IT career.

The evaluation of the available literature brings forward the fact that although good number of studies has already been made on the identification of factors influencing the career choice of agricultural students, management students, other college students across the globe. But only handful of studies have been made in India in this aspect, and the researcher have not come across any study in done in India to address specifically the perception of the female potential employees about their priorities while deciding their desired employer.

Therefore, the present study makes an attempt to fill up this research gap and identify the factors that influence the choice of the female potential engineers and find out the relative worth of the factors in influencing the female budding engineers in choosing their desired employer.

Therefore, the present study tries to address the following objectives:

- To identify and rank the factors capable of influencing the female potential engineers studying in NIT, Silchar and
- To establish whether there exists any relationship between the demographic variables and the priorities in terms of the selected factors capable of influencing the female potential engineers studying in NIT, Silchar.

4. Research Methodology

The study is based on a census survey made through structured questionnaire and the study tried to cover the entire population, but due to various constraints, the study included forty-one students (73% of the population). The study included female students of NIT, Silchar studying in 6th and 8th semesters belonging to three trades, viz., Electrical, Electronics and Instrumentation and Computer Science Engineering.

The methodologies used in the study are Descriptive Statistics, Reliability Analysis and non-parametric Kruskal Wallis test.

5. Analysis and Interpretation

Since the prime objective of the study is to dig out the factors that influence people to choose their career, reliability test is done in order to estimate the consistency of the scales. Table 1 shows that Cronbach's Alpha is 0.72 for 41 items. Mohd Salleh and Zaidatun⁵ and Kroz et al³, stated that the cronbach's alpha value for questionnaire should be more than 0.65. Therefore, it can be said that throughout the study, the reliability analysis result which is 0.72 indicates internal consistencies of the scales.

Table 1. Reliability test

Cronbach's Alpha	N of Items
0.720	41

Source: Own calculation using SPSS 16

5.1 Profile of the Respondents

For the present study, four demographic variables are chosen: Place from where the Respondents belong (Native State), Schooling of the Respondents, Father's Occupation of the Respondents and their Monthly Family Income.

Table 2 shows that among the respondents, majority respondents (65.31%) are the native of Assam and remaining 34.69 percent of the respondents belong to Andhra Pradesh (2.04%), Bihar (6.12%), Gujarat (2.04%), Karnataka (2.04%), Kerala (2.04%), Manipur (2.04%), Madhya Pradesh (6.12%), Tripura (2.04%), Uttar Pradesh (8.16%) and West Bengal (2.04%).

The table also reflects that 39 percent of the respondents did their schooling from Missionary School having English Medium, 37 percent respondents did their schooling from English Medium schools and 14 percent and 10 percent of the respondents did their schooling from Kendriya Vidyalaya and Navodaya Vidyalaya respectively.

Majority of the respondents' father, as indicated by Table 2 are State Government Employees (41 percent)

and Central Government Employees (41 percent) while 10 percent and 4 percent respondents' father are businessman and Retired Central Government Employees respectively and remaining respondents' father are engaged in farming and non government service.

In respect of Monthly Family Income, Table 2 shows that majority of the respondents' monthly family income fall in the category of ₹ 45,000-60,000 and ₹ 60,000-75,000 (22 percent each) while 20 percent of the respondents' monthly family income is above ₹1,05,000; 16 percent respondents' Monthly Family Income is below ₹45,000; 12 percent respondents' Monthly Family Income is ₹ 90,000-1,05,000 and remaining 6 percent respondents' Monthly Family Income lies between ₹ 75,000-90,000.

Table 2. Profile of the respondents

	Variables Demographic Factor	Frequency	Percentage (%)
Native state	Andhra Pradesh	1	2.04%
	Assam	32	65.31%
	Bihar	3	6.12%
	Gujarat	1	2.04%
	Karnataka	1	2.04%
	Kerala	1	2.04%
	Manipur	1	2.04%
	Madhya Pradesh	3	6.12%
	Tripura	1	2.04%
	Uttar Pradesh	4	8.16%
	West Bengal	1	2.04%
Schooling	English Medium	18	37%
	Kendriya Vidyalaya	7	14%
	Missionary School having English Medium	19	39%
	Navodaya Vidyalaya	5	10%
Father's Occupation	Business	5	10%
	Central Government Service	20	41%
	Farmer	1	2%
	Non Government Service	1	2%
	Retired Central Government Employee	2	4%
	State Government Service	20	41%
Monthly Family Income (in ₹)	Below 45,000	8	16%
	45,000-60,000	11	22%
	60,000-75,000	11	22%
	75,000-90,000	3	6%
	90,000-1,05,000	6	12%
	Above 1,05,000	10	20%

Source: Field Survey

5.2 Ranking of the Factors and their Components based on their Ability to Influence the Female Engineering Students’ to Choose their Employer

After reviewing the available literatures in and around the area and after interviewing couple of engineers, particularly the female engineers, forty-one factors that are capable of luring the budding female engineers for joining an employer are finalised. The selected factors are then clustered into eight groups based on their similarity. Finally the researcher got eight factors and forty-one sub factors for the present study.

Table 3 shows that among the eight factors, Direct Monetary Benefits which is estimated to have mean score 20.20 has the highest capacity of influencing the female engineering students’ choice of employer followed by Image of the Organization which is estimated to have mean value of 14.76, followed by Opportunities for Career Development, Employment Condition, Accessibility to Workplace, Welfare Facilities, Indirect Monetary Benefits and finally Attractiveness of the Employer has the minimum capacity to attract the female potential engineers of NIT, Silchar to select their employer.

Table 3. Ranking of factors influencing female engineering students’ of NIT, Silchar choice of employer

FACTORS	\bar{X}	RANKS
Direct Monetary Benefits	20.20	1 st
Image of the Organization	14.76	2 nd
Opportunities for Career Development	13.24	3 rd
Employment Condition	11.15	4 th
Accessibility to Workplace	10.61	5 th
Welfare Facilities	10.60	6 th
Indirect Monetary Benefits	10.17	7 th
Attractiveness of The Employer	9.27	8 th

Source: Field Survey

The ranking of the sub factors or components under each factor that influence female engineering students’ of NIT, Silchar in choosing their employer is shown in Table 4. As per the table:

In case of the first factor, ‘Direct Monetary Benefits’, out of the five components, Basic Salary and D.A. has the highest capacity to influence the respondents to choose their employer while Conveyance Allowance has the relatively lowest capacity to influence them.

In case of the second factor, ‘Image of the Organization’, the respondents perceive that Reputation of the Employer has the maximum capacity to lure them for selecting their Work Environment in terms of Industrial Discipline and Financial Soundness of the Organization also influence them to a relatively good extent as their mean values are estimated to be 21.70 and 21.46 respectively while State of CSR has the relatively lowest ability to influence the respondents.

Among the components of the third factor ‘Opportunities for Career Development’, Opportunities for Promotion in Short Period is estimated to have the highest capability to influence the respondents in selecting their dream employer followed by Scope for Posting Abroad with their mean values 27.80 and 27.56 respectively.

Type of Job ranked first with mean score of 19.88 among the components of the fourth factor ‘Employment Condition’ and Severance Payment with mean score 10.37 ranked last in luring the respondents for joining an employer.

Location of the Workplace, Medical Facilities, Life Insurance Premium paid by the Employer and Type of Ownership of the Firm are the top influencing components among Accessibility to Workplace, Welfare Facilities, Indirect Monetary Benefits and Attractiveness of the Employer respectively.

Table 4. Ranking of components under each factor influencing female engineering students’ of NIT, Silchar choice of employer

Factor	Component	\bar{X}	RANKS
Direct Monetary Benefits	Basic Salary and D.A	27.50	1 st
	Performance Based Incentives	19.10	2 nd
	Medical Allowance	18.60	3 rd
	House Rent Allowance	18.50	4 th
	Conveyance Allowance	16.30	5 th
Image of the Organization	Reputation of the Employer	22.32	1 st
	Work Environment in terms of Industrial Discipline	21.70	2 nd
	Financial Soundness of the Organisation	21.46	3 rd
	Fame of the Brand of the Product/Service	17.32	4 th
	State of CSR	17.20	5 th
Opportunities for Career Development	Opportunity for Promotion in Short Period	27.80	1 st
	Scope for Posting Abroad	27.56	2 nd
	Scope for Learning and Training Opportunities	24.88	3 rd
	Career Advancement Prospects in terms of Specialisation	19.76	4 th
Employment Condition	Type of Job	19.88	1 st
	Retirement Benefits	16.22	2 nd
	Opportunity to Participate in Decision Making	15.12	3 rd
	Leave with Pay (privilege, casual, medical, holidays)	14.51	4 th
	Flexitime	12.56	5 th
	Outplacement Services	11.34	6 th
	Severance Payment	10.37	7 th
Accessibility to Workplace	Location of the work place (size of the city/town)	27.44	1 st
	Transportation/Conveyance Facility Provided by the Employer	25.85	2 nd
	Ease of Connectivity	23.78	3 rd
	Nearness from the Native Place	22.93	4 th
Welfare Facilities	Medical Facilities	19.63	1 st
	Medical Reimbursement	19.27	2 nd
	Housing Facilities	18.90	3 rd
	Child care Facilities	15.49	4 th
	Recreational Facilities	14.15	5 th
	Canteen Facilities	12.56	6 th
Indirect Monetary Benefits	Life Insurance Premium Paid by the Employer	24.39	1 st
	Paid Vacations	22.44	2 nd
	Health Insurance Premium Paid by the Employer	21.34	3 rd
	Employee Stock Ownership Facility	17.56	4 th
	Free Membership of Corporate Clubs	14.27	5 th
Attractiveness of the Employer	Type of Ownership of the Firm	22.44	1 st
	Nature and Type of the Industry the Organization belongs to	22.32	2 nd
	Reach of the Organization- Regional/National/ International	20.37	3 rd
	Nature of Operation of the Sector Firm belongs to	17.56	4 th
	Scope of Job being Challenging	17.31	5 th

Source: Field Survey

5.3 Demographic Variable and Factors Influencing Female Engineering Students' Choice of Employer

In this section, focus has been given to test the mean difference of the demographic variables on factors influencing the respondents in choosing their employer. For the said purpose Kruskal-Wallis Test has been used to deter-

mine whether there are statistically significant differences between the independent variable on a continuous or ordinal dependent variable.

The variables analyzed in this study include the respondents' native place of residence, schooling, father's occupation and monthly family income. Table 5.3.1 specifies the relevant hypothesis for this analysis.

Table 5. Statement of hypotheses

Sl. No.	Hypotheses
1	There is no significant mean difference between the perception of respondents' belonging from North East India and other parts of the country on the factors influencing their choice of employer
2	There is no significant mean difference between respondents' schooling on factors influencing them in choosing employer
3	There is no significant mean difference between respondents' father's occupation on factors influencing them in choosing employer
4	There is no significant mean difference between respondents' monthly family income on factors influencing them in choosing employer

As the first hypothesis states there is no significant difference between the perception of respondents' belonging from North East India and other parts of the country on the factors influencing their choice of employer, Table 6 presents the result of the non-parametric Kruskal Wallis test for the eight factors influencing the respondents' choice of employer. Table 5.3.2 highlights that there is significant difference between the respondents' native place and the factor Image of the Organization, ($X^2 = 7.459, p < 0.05, p = 0.006$).

Table 6. Kruskal-Wallis test (Grouping variable: respondent's native State)

	F_1	F_2	F_3	F_4	F_5	F_6	F_7	F_8
Chi-Square	1.050	7.459	.523	1.886	1.488	2.293	1.028	.005
df	1	1	1	1	1	1	1	1
Asymp. Sig.	.305	.006	.470	.170	.223	.130	.311	.945

Source: Own Calculation Using SPSS 16

For further comprehension of the result of the K-W test, Table 7 shows the mean rank of the respondents' native place of residence and their perception of how much the Image of the Organization influence them for selecting

their employer. From Table 7 it can be comprehended that those respondents who hail from North East India give value to Image of the Organization more than those belonging from rest part of the country.

Table 7. Mean rank of respondents' for image of the organization based upon their native place of residence

Factor	Native Place	N	Mean Rank
Image of the Organization	North East India	34	320
	Other Parts of India	15	8.67
	Total	49	

Source: Own Calculation

To experiment the second null hypothesis which states that there is no significant mean difference between respondents' schooling on factors influencing them in choosing their employer Kruskal Wallis test is conducted and the result is presented in Table 8. The table reflect that there exists significant difference between the respondents' schooling and the factors Image of the Organization ($X^2 = 8.217, p < 0.05, p = 0.042$) and Accessibility to Workplace ($X^2 = 7.893, p < 0.05, p = 0.048$) influencing the respondents' choice of employer.

Table 8. Kruskal-Wallis test (Grouping variable: schooling)

	F 1	F 2	F 3	F 4	F 5	F 6	F 7	F 8
Chi-Square	2.506	8.217	2.547	5.808	7.893	.641	3.633	1.303
df	3	3	3	3	3	3	3	3
Asymp. Sig.	.474	.042	.467	.121	.048	.887	.304	.728

Source: Own Calculation Using SPSS 16

Table 9 shows that in case of the factor ‘Image of the Organization’, respondents who did their schooling from

Navodaya Vidyalaya is estimated to have the highest mean rank indicating that these respondents are more likely to be influenced by ‘Image of the Organization’ than the other respondents.

Similarly, in case of ‘Accessibility to Workplace’, respondents who did their schooling from Navodaya Vidyalaya is estimated to have the highest mean rank indicating that these respondents are more likely to be influenced by ‘Accessibility to Workplace’ than rest of the respondents.

Table 9. Mean rank of respondents’ for image of the organization and accessibility to workplace based upon their schooling

Factor	Schooling	N	Mean Rank
Image of the Organization	English Medium	18	10.33
	Kendriya Vidyalaya	7	4.29
	Missionary School having English medium	19	8.74
	Navodaya Vidyalaya	5	11.00
	Total	49	
Accessibility to Workplace	English Medium	18	9.78
	Kendriya Vidyalaya	7	4.29
	Missionary School having English medium	19	7.32
	Navodaya Vidyalaya	5	12.00
	Total	49	

Source: Own Calculation

The third hypothesis, there is no significant mean difference between respondents’ father’s occupation on factors influencing them in choosing employer is accepted as Table 10 delineates that there is no significant mean difference between the respondents based on their father’s occupation.

Finally, the last hypothesis that states there is no significant mean difference between respondents’ monthly family income on factors influencing them in choosing employer cannot be accepted as Table 11 indicates that there exist significant difference between the mean values in case of the factor ‘Accessibility to Workplace’ ($X^2 = 13.532, p < 0.05, p = 0.009$), while in case of other factors,

there does not exist any significant difference between the mean values.

Table 10. Kruskal-Wallis test (Grouping variable: father’s occupation)

	F 1	F 2	F 3	F 4	F 5	F 6	F 7	F 8
Chi-Square	4.411	4.039	2.193	3.485	5.490	6.433	3.780	5.219
df	5	5	5	5	5	5	5	5
Asymp. Sig.	.492	.544	.822	.626	.359	.266	.582	.390

Source: Own Calculation Using SPSS 16

Table 11. Kruskal-Wallis test (Grouping variable: monthly family income)

	F_1	F_2	F_3	F_4	F_5	F_6	F_7	F_8
Chi-Square	.555	6.839	5.438	3.096	13.532	6.474	1.587	3.843
df	4	4	4	4	4	4	4	4
Asymp. Sig.	.968	.145	.245	.542	.009	.166	.811	.428

Source: Own Calculation Using SPSS 16

Table 12 shows that the respondents whose monthly family income is between 75,000-90,000 scored the highest mean rank (16.67) indicating that this set of respondents are more likely to be lured by the factor accessibility to workplace compared to the other respondents.

6. Summary, Scope for Further Study and Conclusion

The study tried to present the various factors that are capable of influencing the budding female engineers of NIT, Silchar in choosing their employer and estimate the relative weight of the identified factors. The study establishes that although monetary benefits remained the prior factor to the budding female engineers for selecting their employer, but besides that there are numerous other nonmonetary benefits which are also considered by them.

The present study fails to make detailed comparison between the factors luring the potential female engineers with that of potential male engineers and also the study failed to test whether the priorities of the potential female engineers changes once they join an employer and thereafter look for better prospect which could be a scope for further research in the area.

With increase in the number of companies, the potential female engineers are also getting an option to select their employer based on their preferences. In this situation, the organizations need to frame themselves so as to attract the best brains of the country and to retain them as the study suggests that only providing good salary cannot claim to attract and retain the potential female engineers.

Table 12. Mean rank of respondents' for accessibility to workplace based upon their monthly family income

Factor	Monthly Family Income	N	Mean Rank
Accessibility to Workplace	Below 45,000	8	5.63
	45,000-60,000	11	8.18
	60,000-75,000	11	9.64
	75,000-90,000	3	16.67
	90,000-1,05,000	6	10.00
	Above 1,05,000	10	10.00
	Total	49	

Source: Own Calculation

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