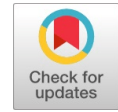


Modeling the Gender Gap in Career Satisfaction Among Insurance Advisor's of Life Insurance Corporation India



I Narsis

Abstract: *The global economy saw a sharp decrease as a result of the COVID-19 coronavirus's proliferation. Numerous businesses, particularly those that deliver in-person services, had to temporarily close due to the exceptional measures taken to contain the outbreak, such as lockdowns. The feeling and impression of one's own professional achievement in proportion to one's personal self-set criteria is known as career satisfaction. A career in the Indian Insurance sector can not only be quite challenging but also rewarding. The Covid-19 heavily affected the regular income of both salaried and non-salaried class people. In this circumstance, the insurance agents faced certain difficulties such as, collecting premium from policy holders, getting new policy and settling the policy claim on time. Overall, the aforementioned challenges undoubtedly had an impact on the insurance advisor's ability to accomplish his or her career goals, including those for income, progress, and the acquisition of new skills. In context with the above topic, this short-term research paper attempts to reveal the career satisfaction between Male and Female Insurance agents of LIC during this pandemic period. There's no significant difference among male and female insurance advisors with regard to of their professional accomplishments, professional goals, and advancement in their careers, according to the findings. Nevertheless, female insurance advisers are happier than male insurance advisors with the strides they have made in achieving their financial and skill-development objectives.*

Keywords: *Career Satisfaction, Gender gap, Career satisfaction scale, Regression weights, Path model*

I. INTRODUCTION

Due to the effects of COVID-19, which expanded around the world and had an adverse effect on both individual income and the global order as a whole, the previous two years have been bitter for the entire world. The global economy saw a sharp decrease as a result of the COVID-19 coronavirus's proliferation. Numerous businesses, particularly those that offered in-person services, were temporarily closed as a result of the unusual measures taken to combat the outbreak, such as lockdowns (European Investment Bank, 2021 [1]).

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The effects of COVID-19 have been studied in a variety of ways, including how the economic downturn and fierce business competition led to a volatile workplace; how organisational restructuring, a lack of job security, and layoffs seriously hampered the possibility of having a long-term career with stable pay. All of these led people to engage in substantial job-hopping, which resulted in repeated employer changes over the course of their careers. The insurance industry is not an exception. As a result, career self-management trends started to develop as workers were forced to take charge of managing their own careers by actively designing, putting into practice, and tracking their professional objectives and aspirations. The term "career" was controversial in the 1970s and has many definitions. Career has been defined in the continuous process as a process that can give people psychological fulfilment beyond vertical advancement in organisational structure, which has been seen as one-dimensional.

II. CAREER SATISFACTION

The feeling of and impression of one's own professional achievement in accordance to one's personal self-set criteria is known as career satisfaction. Given that the requirements for fulfilment are more closely related to a the individual's interior feelings of fulfilment, a focus on professional fulfilment makes sense. Subjective metrics that concentrate self-assessment of internal (happiness and personal success) contentment are viewed as key concepts that can genuinely reflect career self-satisfaction, given that every person will have a unique definition of success and different objectives than those of others. Multiple variable latent growth models was used by Daniel Spurr, Andrea, and Judith (2011) [2] to investigate differences in career satisfaction. The results indicate that mean change analyses may confidently use the career satisfaction measure. Overall, professional happiness remained essentially stable over time, although they found substantial diversity in intra-individual development courses and a poor relation between increases in job satisfaction and its starting point. Initial happy professionals gradually became unsatisfied. investigate confidence, diligence, excellent client service, psychological resilience, toughmindedness, extroversion image management, intrinsic motivation, openness, optimism, teamwork, and work drive as well as three constructs created specifically for managers and leaders—Managerial While our focus is mostly on career contentment, we additionally looked at these character and management traits in relation to job satisfaction since job happiness is generally seen as an element of and driver to career fulfilment.



Lounsbury, Loveland, Sundstrom, E. D., Gibson, L. W., Drost, A. W., and Hamrick F. L. (2003) [3] investigate trust, diligence, outstanding customer service, resilience to stress, toughmindedness, introversion image leadership, intrinsic motivation, openness, optimism, teamwork, and work drive, in addition to three constructs created specifically for managers and leaders—intrinsic motivation, openness, optimism, teamwork, and work drive. Managerial While our primary focus is on career fulfilment, we also examined these personality and management attributes with regard to job satisfaction, as job satisfaction is commonly viewed as a component and driver of career fulfilment.

In their investigation on the bond among apparent organisational backing and occupation satisfaction, Erdem Kirkbesoglu et al. analyse the following effects of organisational performance: a software programme for the insurance sector. The society's assessment of the wage and position attained in business life may be used to illustrate the objective of professional success. The antithesis of this, subjective professional success, is viewed as the success a person perceives in their job and their hopes for the future.

Erdem Kirkbesoglu et al. (2015) [4] examine the following in their study on the connection among perceived organisational assistance and career happiness: an insurance industry software application. The goal of a successful career may be demonstrated by the society's evaluation of the salary and position reached in the business world. Subjective professional success, which is seen as the opposite of this, is defined as the success a person sees in their job and their ambitions for the future.

A five-item scale was used by Lounsbury et al. to examine the personality traits of technology professionals as they pertain to employment and career satisfaction. The items on the scale tapped into satisfaction with regard to professional development and direction, advancement in one's career, future job prospects, and profession as a whole. With verbally contrasting hooks at each end (for example, "I am extremely pleased with the way my professional life has progressed so far" against "I am deeply dissatisfied with the manner my career has developed so far"). The career satisfaction queries were organised according to a five-point scale.

Lounsbury et al.'s (2007) [5] A study of the personality characteristics of the employment and professions of information technology employees using a five-point scale to measure career satisfaction. The queries focused on professional fulfilment in terms of direction and development, career progression, future prospects, and the entire career field. The employment Happiness questions were arranged on a five-point response scale with vocally opposed anchors at either extreme (for example, "very satisfied" and "very dissatisfied"). "I am very pleased with the way my professional life has developed so far" and "I am extremely dissatisfied at the way mine profession has progressed so far").

Belinda Renee Barnett and Lisa Bradley (2007) [6] Examine the relationship among organisational encouragement of professional growth (OSPD) and career satisfaction among employees. The study suggested that proactive personality and job satisfaction relationships as well as the connection between OSCD and business happiness would be mediated by career management actions. This was based on a combined

framework of proactive actions and an enhanced model of social cognition career theory. The innovative behaviour, OSCD, planning for a career practises, and job satisfaction of workers in the private and public sectors (N=90) enrolled in professional growth programmes were investigated. OSCD, a proactive attitude, and career-planning practises all showed favourable correlations with work satisfaction. Positive relationships between proactive personality and professional satisfaction were found between OSCD and career planning practises.

Greenhaus, Parasuraman, and Wormley's (1990) [7] five-item scale. items such as "I am happy with the success I achieved in my career, I am happy with the progress I have made towards satisfying my overall professional objectives, I am satisfied with the advancement I have made towards satisfying my income objectives, I am happy with the progress I have made towards satisfying my goals for growth, and I am satisfied with the advancement I have made towards establishing new skills" were used to measure career satisfaction. As was already established, variables were determined at different times. Awareness of oneself, dedication to goals, and the standard of the competent self-management plan were evaluated after the session. Active self-management of career behaviours, organisational adaptability, and professional plan implementation were evaluated three months after the intervention. The rate of wage increases and the speed of job transfers were assessed nine months following the intervention. Career satisfaction at each time point was taken into consideration while residualizing the most significant element, change in career satisfaction.

Hall, D. T., and Mansfield (1975) [8] looked at how professional engineers and scientists' job experiences changed during 1967 (n = 290) and 1969 (n = 90). It was discovered that the following variables were associated with seniority and age: (a) total needs; (b) ambitions for needs; (c) significance of requirements; (d) contentment with requirements; (e) self-image; (f) corporate environment; (g) job struggle; (h) job engagement; (i) intrinsic drive; (j) perceived achievement; and (k) observed effort. One of the methods used to test these factors objectively is the Porter Needs Satisfaction Questionnaire. Early, medium, and late phases of career did exist, with different factors defining each stage, according to these associations, 1-way analysis of variance among all variables and the different age categories, and rank ordering for different age groups.

Mansi Rastogi et al. (2018) [9] In his research and testing of a theoretical framework, he investigates the intermediary function of work life improvement in the relationship between tangible and psychologically assets and professional satisfaction. Greenhaus, Parasuraman, and Wormley (1990) developed five queries to measure career satisfaction. The method utilised to fill front-line positions at Delhi's medium and small-sized hotels improves the standard of living for families while also fostering job satisfaction. It's situated The extent to which a worker's requirements for respect are addressed has a positive effect on both their enjoyment of their work and the standard of their home life.

When staff members work in an atmosphere that provides a number of advantages that result in happiness with their needs, such as revenue and stable job opportunities, and when they gain experiences that enable them to fulfil their obligations to their families, they give back to the business by being satisfied with their professional lives in the present organisation. Respecting the employees' requirements in this circumstance is of equal importance. The accessibility of rewards, acknowledgement, and thankfulness for the task accomplished directly activates employee views of WFE. These employees pay back by being more content in their careers. In their research work, Peter A. Heslin (2005) [10] demonstrates how contextual and individual characteristics are probably linked to the relative prominence of objective and subjective professional success criteria. A larger study topic concerns organisational interventions, potential cultural variations, and the use of career success referents.

III. PROBLEM STATEMENT:

A career in the Indian insurance industry has the potential to be both rewarding and rather challenging. In general, licences are required for insurance consultants to work for insurance companies. Typically, advisors represents a company in the insurance procedure under the conditions of a representation contract with the insurer. Before 2000, the Life Insurance Corporation of India (LIC) was the only option for the insurance advisor's to work for. Whereas, after liberalization many private players have entered to this life insurance field. The Insurance advisors have now switched over to other companies which are highly rewarding. It is noted that irrespective of the insurance company in which the insurance advisors are working for, their retention period depends upon their present career satisfaction. The COVID heavily affected the regular income of both salaried and non-salaried people class people. In this circumstances the insurance agents faced certain difficulties such as, collecting premium from policy holders, getting new policy and settling the policy claim on time. Overall, the aforementioned challenges undoubtedly had an impact on the success of the insurance adviser in their profession, achieving their overall professional objectives, financial goals, work-related goals

for growth, and skill-building goals. This brief study report seeks to shed light on the career satisfaction of LIC's male and female insurance agents during the aforementioned pandemic.

IV. CAREER SATISFACTION SCALE

Mansi Rastogi et al. (2018) In their research and testing of a theoretical framework, the authors examined the role of related to work enrichment as a mediator between material and psychosocial assets and career satisfaction. This study measured career satisfaction using five questions developed by Greenhaus, Parasuraman, and Worsley (1990). Indicators utilised by Daniel Spurk included the Five Points Career Satisfaction Scale developed by Greenhaus, Parasuraman, and Wormley. Andrea, and Judith (2011) to analyse changes in career satisfaction and develop a latent growth modelling. The career satisfaction scale can be utilised in mean change analyses with confidence, according to the results.

The Greenhaus et al. (1990) Career or occupational Satisfaction Scale (CSS) was used to measure career satisfaction. This test consists of five items that evaluate job happiness in light of many criteria, including career goals, financial goals, and promotion goals. On a five-point Likert scale (1 = extremely improper, 5 = extremely appropriate), the respondents react with statements that best define their compatibility with them. As an illustration, consider the statement, "I am satisfied with the progress I have made to achieve all of my career goals." Career satisfaction is referred to as both intrinsic and extrinsic components of a career, encompassing all career goals, income, progress, and career development, according to Greenhaus, Parasuraman, and Wormley (1990). High career satisfaction workers are content with their accomplishments, goals achieved, income, professional growth, and skill development over the course of their careers. This brief study report used a five-item scale created by Greenhaus, Parasuraman, and Wormley to assess the employer career satisfaction of Life insurance Corporation insurance advisors. Table No.1 lists the name and value of the career satisfaction scale indicator that was employed in the analysis.

Table. 1 Career Satisfaction

Indicator Name	Indicator Value*
CSS:1	I am pleased with my professional accomplishments and the strides
CSS:2	I have made progress towards my long-term career goals.
CSS:3	I'm happy with the strides I've made towards accomplishing my financial goals.
CSS:4	I'm happy with the progress I've made towards accomplishing my goals.
CSS:5	I am satisfied with the progress I've made in attaining my goals for acquiring new skills.

*Greenhaus, parasuraman, and wormley (1990)

V. GENDER GAP

According to numerous surveys, female employees enjoy very high levels of career satisfaction. Whether or not professional satisfaction varies by gender, however, is a topic of intense debate. According to Dan Liu et al (2021) [11], gender has been linked to a variety of employment-related experiences, including work-life balance and job satisfaction. Despite the fact that women's occupations are inferior to men's on a wide range of quantitative metrics, women report higher levels of job satisfaction. According to Andrew E. Clark's (1997) [12] study on job satisfaction and gender differences, this paper uses data from a recent large-scale

British survey to show how much there is a gender gap across eight measures of job satisfaction and to assess the claim that men and women in jobs that are exactly the same should feel the same level of satisfaction. Narsis . I (2022) [13] explore Their research paper identifies the personal factor that has a significant impact on respondents' investment perceptions. According to the study's findings Marasinghe, M.P.L.R. & Wijayaratne, A., (2018) [14] there is a substantial difference in job satisfaction between men and women who work as university librarians.

However, greater levels of satisfaction can be attained by treating both genders equally. In the field of information technology, Mary Sumner and Fred Niederman (2002) [15] discovered that the career experiences, work responsibilities, and profession satisfaction of men and women are comparatively similar. The main statistically significant conclusion was that, for both sexes, job satisfaction was higher in present roles as compared to previous ones. In terms of pay, the sample's mean salaries for male IT professionals in current roles were higher than those for female IT professionals. Maja Rozman et al. (2021) [16] In the investigation of the COVID-19 outbreak, he stated that the accompanying closure had seriously impacted economic activity and pushed businesses to quickly adjust their business strategies. The purpose of this article is to determine whether gender differences in job satisfaction, engagement, and output among home-based workers during the COVID-19 outbreak are of statistical significance. According to the research Jeyaraman, S. et, al., (2019) [17] age, gender, and income have a statistically significant impact on how tangible customers in the public sector feel. Statistics show that education has a substantial impact on the empathy factor in the public sector. In her 2015 research, "Gender, Work Orientations, as well as Job Satisfaction," Min Zou investigates the gender divide in job satisfaction and contends it is due to the disparity in men's and women's work attitudes. The analysis of data collected in the 2006 Abilities Survey yields three significant conclusions. The first finding suggests that women report substantially higher levels of employment satisfaction than men, irrespective of whether or not they are full-time or part-time employees. Second, men, women, full-time and part-time employees have drastically differing relationships between work orientation and job satisfaction. The noticed gender satisfaction difference disappears when work orientations are considered, which is the concluding and most important point.

VI. METHODOLOGY

Sampling method and sample size: The sample size of this study consisted of 200 full time insurance agents of Life insurance Corporation of India located in the Urban area of Tiruchirappalli District. There are eleven branches of LIC located in Tiruchirappalli District. In the Tiruchirappalli District's urban region, there are four LIC branches. (Main Office at Cantonment, Branch office at Karumandapam, Kattur and Srirangam). The respondents were full time Insurance agents working for Life Insurance Corporation of

India. Fifty questionnaires were issued in four office and the entire questionnaires were collected after getting filled. Out of two hundred samples of the study, 58.5 percent were Male (107) and 41.5 percent were Female (83). The purposive sampling method has been employed for the study. The main purpose of this study is to find if any group difference exists between male and female insurance agents regarding their career satisfaction.

Research Instrument The questionnaire method has been adapted for collecting responses from the insurance advisors. The questionnaire consist of nine questions. The nominal and ordinal scales were used to measure the personal variables including gender, age, education, and experience. The five core questions namely Career satisfaction scale (Greenhaus et al., 1990) was measured with five point Likert's scale (1 as Highly dissatisfied and 5 as Highly satisfied). With a continuous dependability result of 0.88, these items were extensively employed in prior empirical studies.

Data Analysis: Fifty questionnaires were issued in four offices located in Urban area of Tiruchirappalli. All the issued questionnaires were collected and computerized analysis were done using SPSS 21 and AMOS. Since no missing value is found the reliability and normality of these items were checked. The frequency distribution of the collected sample size revealed that out of 200 samples, 117 (58.5 percent) Male respondents and 83 (41.5 percent) Female respondents participated in the survey.

VII. OBJECTIVES

This study's main goal is to determine whether and how much of a gender gap exists in the career satisfaction of LIC insurance advisers. The following null hypothesis was developed for this investigation based on the objective.

A. Null Hypothesis

1. There would be no distinction between men and women in their satisfaction with their professional accomplishments.
2. There would be no distinction in the level of career satisfaction between men and women when they achieve their professional objectives.
3. There wouldn't be a difference in career happiness between men and women based on their salary.
4. There would be no difference in the career satisfaction of men and women as they advance in their careers.
5. There wouldn't be a difference in how satisfied men and women are with their careers when they acquire new talents.

Table. 2 Item and Reliability Statistics

Indicator Name	Item Information			Cronbach's Alpha
	Mean	Std. Deviation	N	
I am happy with the career achievement I have attained.	3.32	1.026	200	0.863
I am satisfied with the progress I have made towards my long-term professional goals..	3.61	.855	200	
I am pleased with the progress I have made in achieving my financial objectives.	3.71	.866	200	
I am pleased with the advancement I have made in reaching my objectives.	3.55	.807	200	
. I am pleased with the progress I have made in achieving my objectives for picking up new abilities.	3.62	.933	200	

Cronbach's Alpha 0.863, No. of items 5



A five-scale questionnaire has been developed for this short research article to assess the occupation satisfaction of Life Insurance Corporation of India's insurance advisers. Each question measures with five points strongly disagree to Extremely concur on Likert's scale. It is important to know whether the questions inducted in the questionnaire reliably measure the same latent variables of Career satisfaction. The Cronbach's Alpha test result for our career satisfaction measure with the 200 sample was 0.863, indicating a good level of internal consistency.

Table. 3 Tests of Normality

Indicator Name	Shapiro-Wilk		
	Statistic	df	Sig.
CSS:1	.898	200	0.256
CSS:2	.853	200	0.352
CSS:3	.821	200	0.189
CSS:4	.843	200	0.271
CSS:5	.800	200	0.376

The test statistics are shown in the table no.1. There are two tests of normality conducted, namely, Shapiro-Wilk test and Kolmogorov-Smirnov test. If the dataset has fewer than 200 elements, the Shapiro-Wilk test may be employed in a thump rule; otherwise, the Kolmogorov-Smirnov test is applied. In this short term research, only 200 elements of dataset have been inducted and the Shapiro-Wilk test is used. The significant value of five Career satisfaction scale indicators is shown in table No.1. The p-value for CSS1 is 0.256, CSS2 is 0.352, CSS3 is 0.189, CSS4 is 0.271 and CSS5 is 0.376. Since the p value of all Career satisfaction indicators scored above 0.5, so, it can be rejected null hypothesis and concluded that the data comes from a normal distribution.

VIII. RESULTS AND DISCUSSION

Model Fit Index: The measurement model for insurance advisor's career satisfaction is constructed to know the regression weights for five items which emerged under the latent exogenous construct of career satisfaction. The model fit indices were examined with a thump rule explored by Yaslioglu et al., (2020) [18] and Bentler et al (1999) [19] to assess the measurement model fit: It is allowed to have a Chi-Square to Degree of Freedom ratio of fewer than 5. (Actual=4.317 acceptable), root mean square error of approximation less than 0.1 for a good fit (Actual=0.127 merely acceptable). Comparative fit index and normal fit index greater than 0.9 for a good fit concern (Actual=0.958 and .947 acceptable). The adjusted goodness of fit index less than 0.5 for a good fit concern (Actual=0.780 acceptable). In order to get a correct fitness index, the modification indices were taken into account. Given that it is higher than 15.0, the modification Indices value of 49.73 is regarded as high. Here, e1 and e2 are the range of the linked measurement error. They (e1 and e2) were connected since they were redundant. The overall results of the fit indices discussed above are consistent with accepted standards, showing that the model and the data are congruent. Acceptable can be used to describe the model fit. The figure no.1 and 2 shows the regression weights of career satisfaction items for Male and Female respondents respectively.

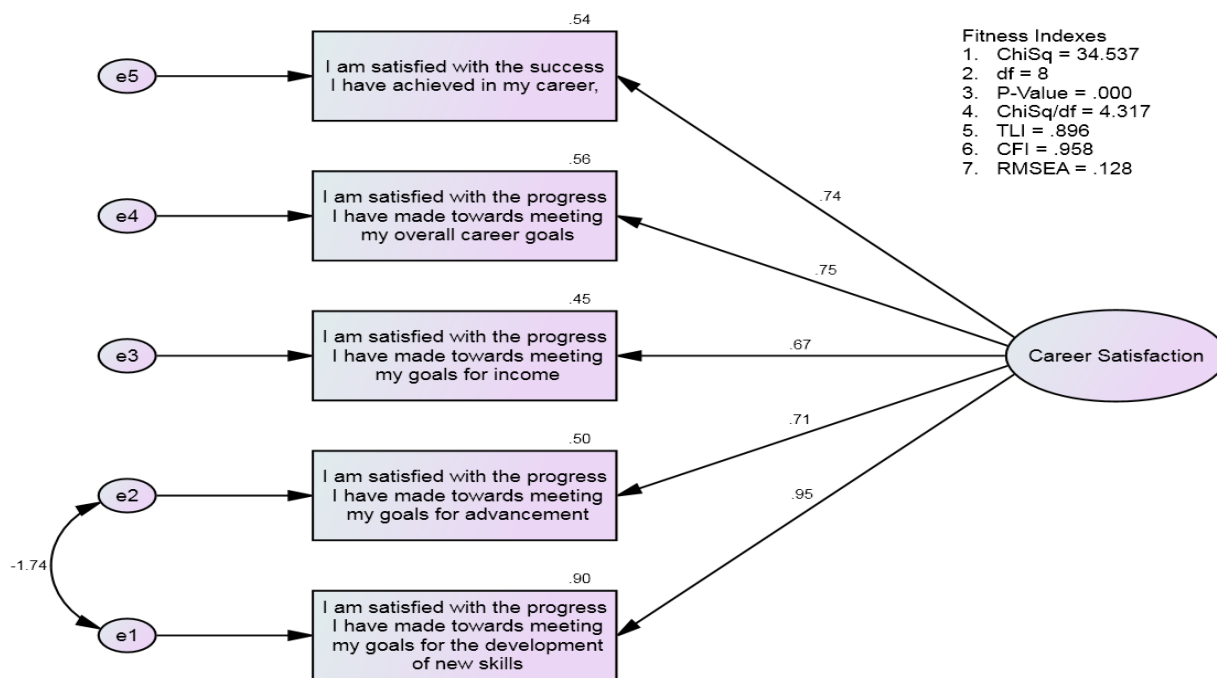
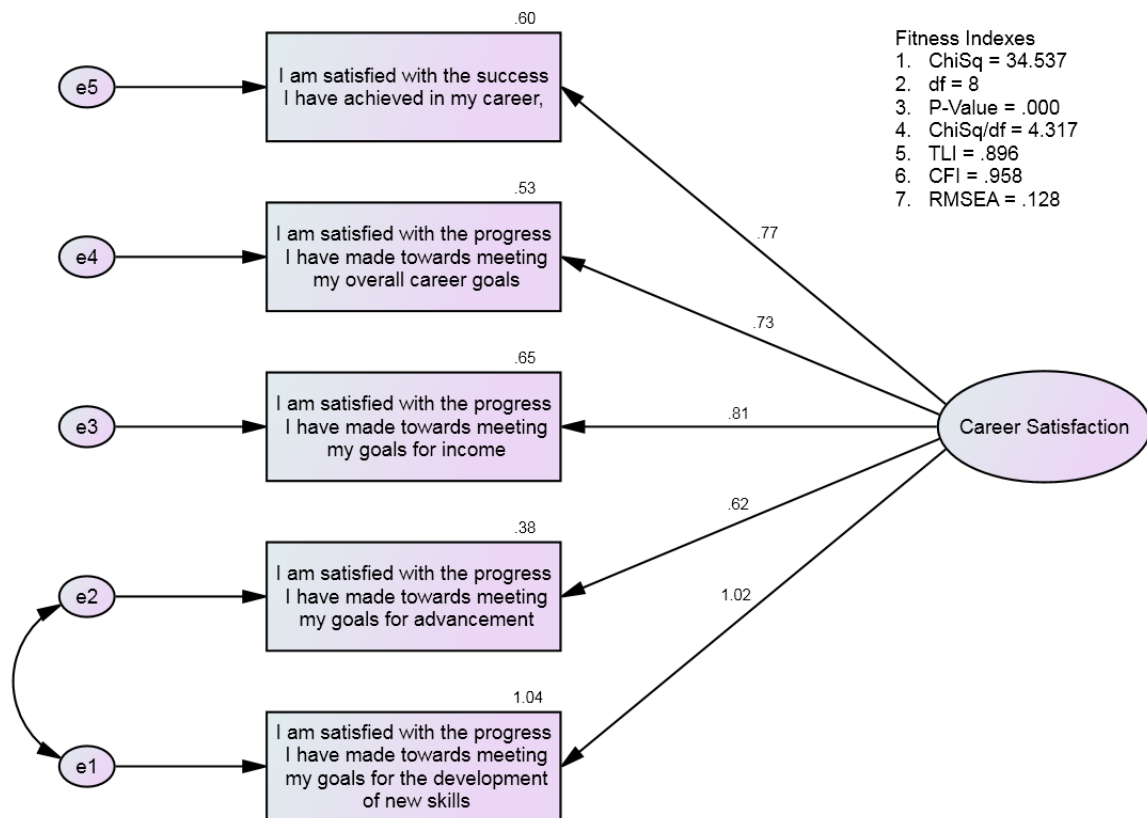


Figure No. 1 Component of the measuring model for male insurance advisers' career satisfaction has standardised regression weights. (N=107)



Fitness Indexes
 1. ChiSq = 34.537
 2. df = 8
 3. P-Value = .000
 4. ChiSq/df = 4.317
 5. TLI = .896
 6. CFI = .958
 7. RMSEA = .128

Figure No. 2 Component of the measuring model for Female insurance advisers' career satisfaction has standardised regression weights (N=93)

Table 4 Estimate of Regression Weights for Career satisfaction items (Male)

Observed	Latent Factor	Beta Values	Estimate of Standardized Beta	S.E.	C.R.	P
CSS1	Career Satisfaction	.831	0.736	.085	9.783	
CSS2		.728	0.751	.072	10.090	***
CSS3		.711	0.669	.083	8.579	***
CSS4		.652	0.710	.103	6.297	***
CSS5		1.000	0.949			Reference Point

Table 5 Estimate of Regression Weights for Career satisfaction items (Female)

Observed	Latent Factor	Beta Values	Estimate of Standardized Beta	S.E.	C.R.	P
CSS1	Career Satisfaction	0.869	0.774	0.081	10.732	***
CSS2		0.654	0.730	0.069	9.523	***
CSS3		0.624	0.809	0.052	11.904	***
CSS4		0.519	0.617	0.101	5.122	***
CSS5		1.000	1.019			Reference Point

The regression weights for five career satisfaction measures for male and female insurance advisors are displayed in the above table. Since the career satisfaction indicator CSS:5 scored highly for both groups' regression weights, it is used as the reference point. All of the indicators were found to significantly (0.001 levels) predict the latent constructs. The CSS:2 for Male Respondents factor received the highest factor score of 0.751. Less than 0.001 percent of the time, a crucial ratio with an absolute value of 10.09 is obtained. At the 0.001 level, there is a substantial difference between zero and the regression load for career satisfaction in the estimate of CSS:2 (happy with the progress I have made towards achieving my overall professional goals). It is discovered that for every increase in career satisfaction for the study's male insurance advisors, CSS:2 increases by 0.751.

The CSS:3 factor for the concern of female insurance advisors received the highest factor score of 0.803. Less than 0.001 percent of the time, a crucial ratio as great as 11.904 in absolute value will occur. The regression weight for professional happiness is favorably unlike from zero at the 0.001 level in the prediction of CSS3 (the steps I've taken to get closer to my financial objectives). It has been discovered that when professional satisfaction for the study's female insurance advisors increases by 1, CSS:3 increases by 0.809.

A. Hypothesis Test Result

The *t*-test is conducted to know whether male and female insurance advisor’s career satisfaction are same or different. The test also indicates which group gets higher career satisfaction than other. Table no.6 shows the final outcome of the test result.

Table 6. Hypothesis test result summary

Career Satisfaction Indicators	Standardized Regression Weights		Null Hypothesis	t - Test Score	P value	Result	Inference
	Group 1 Male Insurance Advisor (N = 107)	Group 2 Female Insurance Advisor (N = 93)					
CSS:1	0.736	0.774	H ₀ 1	-0.6221	0.536	P>0.05 Not Significant	No difference
CSS:2	0.751	0.730	H ₀ 2	0.3382	0.726	P>0.05 Not Significant	No difference
CSS:3	0.669	0.809	H ₀ 3	-2.2352	0.025	P<0.05 Significant	Difference
CSS:4	0.710	0.617	H ₀ 4	1.3917	0.164	P>0.05 Not Significant	No difference
CSS5	0.949	1.019	H ₀ 5	-3.6691	0.001	P<0.05 Significant	Difference

B. Hypothesis Test Result summary:

The regression weights for five career satisfaction measures are displayed in Table No. 6. The t test and each career satisfaction indicator's associated P value aid in determining whether or not to accept the null hypothesis. Because the p-value (0.536) of H01 is higher than the significant level of 0.05, it is found that the null assumption may be adopted and that there wouldn't be a distinction in job satisfaction among male and female insurance advisers based on their professional successes. Since the probability value (0.726) of H02 is higher than the threshold for significance of 0.05, the null hypothesis may be accepted because it reveals that there is no disparity between the career satisfaction of male and female insurance advisers based on the achievement of their professional goals. The p-value for H03 is less below the threshold of 0.05, indicating that there would be a difference in professional satisfaction among male and female insurance advisers depending on their wages. Accordingly, the null hypothesis is not accepted. Null hypothesis is accepted since the p-value (0.164) of H04 above the significance level of 0.05, showing that there would be no difference in job satisfaction among male and female insurance advisers based on their career development. The null hypothesis is rejected since the p-value for H05 is less than the significant level of 0.001, indicating that there would be a variance in job satisfaction among male and female insurance advisers based on their acquisition of new skills. The sample from the two demographic studies offers compelling justification for drawing the conclusion that the average for male and female insurance consultants is equal.

IX. CONCLUSION

Based on their career goals and achievements, it is concluded that there is no difference in career satisfaction between the male and female insurance advisers in Life Insurance Corporation of India. On the basis of their earnings and acquisition of new skills, however, there remains a discrepancy among the male and female insurance consultants of Life Insurance Corporation of India. It is revealed that the standardized total effect of Male insurance advisor’s career satisfaction on their Income is 0.669 and Female insurance advisor is 0.809. It is concluded that Female insurance advisers have higher satisfaction than Male

insurance advisors regarding their income drawn in their career. The estimated predictor of CS3 explain 65.4 percent for Female respondents and 44.7 percent for male respondents. The standardized total effect of Male insurance advisor’s career satisfaction on their skill development is 0.949 and for Female insurance advisor is 1.019. It is concluded that female insurance advisers have higher satisfaction than male insurance advisers regarding their skill development in their career. The estimated predictor of CS5 explain 103 percent for Female respondents and 90 percent for Male respondents. The null hypothesis is disproved since H03's p-value (0.025) is below the threshold of 0.05, which means that there would be a difference in professional satisfaction between male and female insurance advisers based on their earnings. The null hypothesis is disallowed and it is inferred that there would be a variance in professional satisfaction between male and female insurance advisers based on their acquisition of new skills. It is discovered that the p-value (0.001) of H05 is less than the significant level of 0.001.

Managerial Implication: This quick research report looked at job satisfaction among male and female Life Insurance Corporation of India insurance advisers in the Tiruchirappalli District of Tamil Nadu. The findings indicate that there is not a disparity in professional accomplishments between male and female insurance advisers, career objectives, and career progression. However, female insurance advisers are more satisfied with their progress towards achieving their financial and skill-development goals than male insurance advisers are as individuals. In other words, it can be concluded that Male respondents are less satisfied with the income earned from their career as insurance advisor and they felt low in the progress of development of new skills in their career. There is a variance among male and female responders about their pleasure, according to the prior studies. The hazard ratios of income satisfaction for both men and women decreased and became non-significant, according to Alexander Miething's (2013) [20] investigation on the role of income satisfaction. The Male respondents felt less satisfied in their career over the progress made through development of new skill than Female respondents.



The management must consider the above two career satisfaction indicators which brought a gap between Male and Female insurance advisors in their career of the same office. Income is more important for the insurance agents for meeting their life requirements. As we know, the insurance advisors not get any fixed income from LIC. The Commission that they get from the premium of policy holders is considered as their income from their career. It is noted that when the insurance advisor's performance increases, their income also increases. The development of new skills of an insurance advisor is more important for a more successful career growth. The Life Insurance Corporation of India should take necessary steps to provide appropriate training for developing new skills for their insurance advisors to enhance and succeed in their career in the competitive insurance industry.

DECLARATION

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Ethical Approval and Consent to Participate	No, the article does not require ethical approval.
Availability of Data and Material/ Data Access Statement	This article prepared based on the primary data collected from the sample respondent for an academic purpose only.
Authors Contributions	I am only the sole author of the article.

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