



Influence of Career Re-entry Enablers on Job Search Outcomes: COVID Strengthening the Disparity Virus?

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Abstract: Women in India when faced with the predicament of managing their homes and work, many a times are forced to take a break from their job. On completion of their personal responsibilities when they contemplate re-entering work, they face numerous hindrances. Covid has only raised additional concerns in their career landscape. In this context based on the social cognitive career theory that adopts human agency perspective we theorize that women are not mere bystanders but themselves contribute to their life outcomes through their self-efficacy and resultant job search efforts. Using the components in the SCCT model (Social cognitive career theory) of career self-management (CSM), data from 385 respondents was analysed using Exploratory Factor Analysis, Confirmatory Factor Analysis and Structure Equation Modeling. The study confirmed the direct and indirect relationship between self-efficacy in job search behaviour, outcome expectations, search goals, search actions and the final job search outcome measured through the number of offers received. Implications of this study to the managers, family and society are also discussed.

Keywords: Career Re-Entry, Search Outcome, Female workforce, COVID-19, Career break, SCCT model
