



# Career Growth of Women Employees in Nepalese Insurance Companies: A Role of Demographic Factors

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## Abstract

**Purpose:** Globally, the advancement of women's careers in businesses has become increasingly significant. Professional advancement opportunities for women led to increased job satisfaction and productivity inside the organization. The primary elements linked to the advancement of women are those related to corporations and society. Therefore, in addition to those causes, demographic considerations might also contribute to their career expansion. Acknowledging that the study endeavored to examine the effect of demographic elements on the growth of careers for female employees.

**Design/methodology/approach:** Descriptive and quantitative approach were used for the study. In this survey, women employed in insurance companies located in Pokhara and Kathamandu valley made up the population. A standardized survey instrument was employed to solicit the information from one hundred and sixty-three female employees using convenient sampling. An independent sample t-test and a one-way ANOVA were used to examine the data.

**Findings:** The findings showed that female's careers were significantly affected by their age ( $F = 4.609$ ,  $p\text{-value} = 0.001$ ), education level ( $t = 15.132$ ,  $p\text{-value} = 0.000$ ), marital status ( $t = 8.519$ ,  $p\text{-value} = 0.000$ ) and years of service ( $F = 2.875$ ,  $p\text{-value} = 0.025$ ). But the money ( $F = 1.393$ ,  $p\text{-value} = 0.251$ ) that female employees in insurance businesses made did not play a crucial role in their careers.

**Conclusion:** Beyond corporate, family, and societal factors, demographic variables such as age, marital status, years of service, and education level significantly influence the career advancement of female employees in Nepal's insurance sector, highlighting the need for tailored strategies to address these situational elements.

**Implications:** The study's findings will help organizations and policymakers continue to focus on the variables, such as women's demographics, that affect their capability to promote in their careers. Women's job satisfaction can influence their career promotion, which in turn has an impact on the output of a company. The study's findings will provide some insight into the consequences of disregarding the demographic conditions that affect women.

**JEL Classification Codes:** J16, M51

## Introduction

Women's job advancement has been observed to be significantly impeded by gender stereotypes (Eagly & Karau, 2002; Eagly & Steffen, 1984; Hoobler et al., 2009). There have been significant changes in the proportion of female in managerial positions. However, only few of them are able to get decision making authority (Saadin et al., 2016). Females feel difficulty to have prospects for growth since they are more concerned with the welfare of their families. Corporate issues impede career advancement in addition to familial ones (Catherine & Robbin, 2018). The majority of women are assigned to occupations that do not advance them in their careers (Babcock et al., 2022). For a long time, women are confined to supporting roles, which could hinder their careers (Hamori et al., 2022).



Social norms and organizational issues have been identified as the causes of women's professional barriers (Mahat, 2022; Bombuwela et al., 2013; Dimovski et al., 2010; Jackson, 2001; Knuston, & Schmidgall, 1999; Shrestha, 2020; Thao, 2014). Women aspire to establish themselves as positive role models for their children and families. However, men desire to establish themselves as the family provider (Groysberg & Abrahams, 2014). It demonstrates that men's careers hold greater significance than those of women. There are numerous reasons why there are not many women in managerial roles across all industries and sizes of firms. The primary causes are related to political, social, and economic aspects (Klenke, 1999). Maxwell and Ogden (2006) stated that organizations will undoubtedly aid in the advancement of women if they are aware of values that promote gender equity.

According to Broadbridge (2007), demographic considerations may have a significant role in determining women's job progression. According to Subramanian et al. (2014), women's career ladders in organizations can be influenced by certain demographic traits related to them. According to Bimba and Kaliyamoorthy (2017), companies fail to prioritize the demographic aspects of their workforce, despite the fact that women's career advancement is crucial. Women should advance in their careers by receiving promotions in a timely way and being given tasks by management to complete. But compared to men, it appeared that women had fewer opportunities for professional advancement (Joshep & Shaji, 2020). Even if businesses have made some progress toward women's professional development, it still takes time for women to be allowed to be promoted (Calinaud et al., 2020). Women friendly human resource management practices are needed to keep talented women in organizations (Deniz et al., 2012). Corporate house needs to understand how important is female's career (O'Neil & Bilimoria, 2005).

In Nepal, employment in insurance businesses is becoming more and more important on a daily basis. However, the patriarchal culture of Nepal is not isolated from insurance firms. Thus, the career problems of women in this field is also a manifestation of this culture (Singh, 2020). The majority of scholars are focusing on societal, economic, family factors, and corporate issues to examine how they affect women's development. Very few studies have been done in the area of insurance companies in Nepal. The majority of studies are done in the global arena. However, there has not been a single study in Nepalese insurance context specifically on this subject by being aware that their growth can be influenced by other variables (for example demographic variables). So the issues related to the influence of demographic variables on growth of women's career might be raised in the context of Nepalese insurance companies.

Therefore, to address the research gap and issues on the effects of demographic factors (marital status, service year, income, age, and education) on women's career growth, the study aimed to examine how demographic variables affect the women's career growth of insurance companies in Nepal. The findings of this study may add to an organization's understanding of how certain demographic traits affect women's confidence to progress in a variety of corporate environments.

The rest of this paper is organized as follows: The literature on career development theory, the relationship between demographic

factors and women's career growth, the hypothesis, and the research framework are reviewed in section 2. In a similar vein, section 3 presents the methodology of study, section 4 presents, results, and discussion and final section discusses conclusions, implications, limitations, and, opportunities for further research, respectively.

## Literature Review

### Career Development Theory

"Career development theory or framework presents different ways of examining where you are, what opportunities may align your interests, skills, values, and time in your life. Use them to support your self-reflection and potential conversations with family, friends, mentors, and colleagues" (Donnelly et al., 2019, p. 15)." So career development theory used in the study was in line with (Donnelly et al., 2019). So this study is based on career development theory that is related to career satisfaction (Greenhaus et al., 1990) individuals get in their career in organizations.

According to King et al. (2018), a person's career progresses when they get promoted or move up the organizational career ladder. Career development is determined by taking into account both objective (e.g., salary, number of promotions, extrinsic reward) and subjective (career satisfaction, intrinsic reward) categories. Career success is linked to both subjective and objective categories (Arthur et al., 2005; Hall, 2002; Ng et al., 2005). Women's career advancement involves not just moving up the organizational ladder but also earning more money (Ramayah, et al., 2011). According to Judge et al. (1995), an individual's professional advancement is predicted on two aspects: objective and subjective criteria. The amount of organizational promotions a person earns is one of the objective criteria. Subjective factors pertain to an individual's level of satisfaction with their compensation, opportunities for skill development, and accomplishments within the organization. Subjective considerations also have an impact on how content workers are with their careers and occupations in general. In a similar vein, objective criteria are connected to multiple organizational ladders they ascend. Nava-Macali et al. (2019) career growth is concerned with satisfaction level of employees because they get to learn.

### Demographic Variables and Career Growth of Women

The degree of career satisfaction leading to growth is significantly influenced by demographic factors (Yap et al., 2010). When deciding which employees to promote, employers can utilize their education as a key factor (Judge et al., 1995). When it comes to promotions within the organization, unmarried women are preferred over married ones (Kelly & Marin, 1998). Promotions were not given to qualified and experienced workers in the Indian hotel business (Patardhan et al., 2015). Equal access to education helps in advancing woman's career (Ismiris, 2018). Women's careers are impacted by their educational attainment and the options for professional growth they have within the company (Dollija et al., 2021; Wentling, 2003). Mahat (2022) found that women with varying educational backgrounds have very distinct level of jobs. However, there were no variations in the development of women based on age, service year, or marital status.

According to Subramaniam et al. (2014), the career advancement of women managers in government-related organizations in Malaysia

was impacted by many demographic parameters, including age, education, marital status, and employment position. The findings indicated that women's educational attainment can support their advancement in the workforce (Metz, 2005). Davidson and Burke (1994) mentioned that lack of education of women may hinder career growth in organizations. One important determinant element influencing career advancement is the respondents' service year (Dollija et al., 2021; Ramayah et al., 2011). Victor and Shamila (2018) found that a woman's career in the finance industry was influenced by her designation rather than her age, education, income, job experience, and marital status. Bimba and kaliyamoorthy (2017) emphasized that women's career growth is influenced by their marital status. Married women should take time off from work to raise their families, which will lower their productivity in the workplace. Their findings also demonstrated the impact of education and designation on professional advancement. Nevertheless, factors such as age, earnings, and women's experiences have no bearing on their development.

The primary factors influencing career progression are an individual's pay, the position they occupy within an organization, and the number of ladders they climb (Ragins & Cotton, 1999; Tharaneu, 2005). Patwardhan et al. (2015) found that women's service years and education had an impact on their career progression, whereas their age and job title had no effect. Sahay and Lall (2024) found that age and marital status of women do not have any influence on the career advancement. According to Siew (2001) a number of variables, including age, job level, and work experience, are together referred to as demographic factors and have an impact on women's career advancement. This situation eventually hinders promotion. Management must comprehend professional career advancement, which may depend on personal variables that are significant to many others. Gallo et al. (2024) mentioned "ageism is just one of the biases women face in the workplace. Whether you are too old or too young, you are not taken seriously, your ideas are shot down and you miss vital opportunities to advance your career" (p. 3). Further they added it is not legal to treat older women differently that may affect in their career. Organization suspects about older women's capability. It is not good to take age only the factor to redefine their career growth. Women's entry in organization is increasing holding managerial positions by more than 51 percent in US. So it is time to rethink about women's career path without letting it hamper just because of age. Ndjama and Westhuizen (2024) proved that the age of a person has no bearing on their career growth. But a successful career depends on work experience. Roberts and Newton (1987) found that at the age of 30 women whether choose career or family. Levinson (1996) revealed that at the age of mid 30s to late 30s women face obstacle to career growth. Thus, based on the above given literature, the following hypotheses have been formulated.

*H1: Marital status significantly influences the career growth of women employees of insurance companies in Nepal*

*H2: Service year significantly influences the career growth of women employees of insurance companies in Nepal*

*H3: Income significantly influences the career growth of women employees of insurance companies in Nepal*

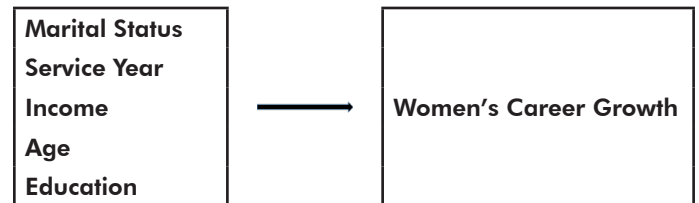
*H4: Age significantly influences the career growth of women employees of insurance companies in Nepal*

*H5: Education significantly influences the career growth of women employees of insurance companies in Nepal*

## Research Framework

The following research framework has been developed on the basis of formulated hypotheses.

**Figure 1: Research Framework**



## Methods

### Sample and Procedures

The research design used in the study was analytical. The study used a quantitative methodology using primary data. Since many insurance businesses are located in Kathmandu and Pokhara Valley, the study's population consisted of women branch managers working for both life and non-life insurance companies in these two locations. Data about women's careers was gathered using a standardized questionnaire. The convenient sampling was used to collect the information from the participants. One hundred and sixty-three women managers from insurance companies were the sample size for the study. The women career growth questionnaire was derived from (Greenhaus et al., 1990) and point out that a person's subjective career progress is correlated with their degree of pay satisfaction and the chances for career development that are accessible to them. This study has solely examined the subjective growth of careers. The survey included two sections to gather data on women's career growth and demographic characteristics. Regarding ethical considerations, participation in this survey questionnaire was entirely voluntary. Regarding anonymity, the identities of the individuals who completed the surveys could not be determined from the data. Data were stored securely on a password-protected computer of an investigator to maximize confidentiality.

### Measurement Instruments

Independent variables (age, education, income, marital status, and service year) were provided in Section A. The operational definitions of the demographic variables are as follows:

**Marital status:** The term "marital status" describes a person's state of marriage, singledom, and other relationships.

**Age:** Age is the sum of a person's years lived since birth. Different age groups are associated with different life stages and may affect their career development situation in an organization.

**Education:** Education refers to the formal academic qualification pursued by an employee in an organization, or the highest formal degree achieved by an employee.

**Service years:** Service years refer to the number of years employees spent working in organization.

**Monthly income:** Monthly income is concerned with what an employee earns in a month including basic salary and extra.

Women's Career Growth (dependent variable), in a similar vein, section B featured five statements about women's degree of satisfaction with their professional development within companies. 5-point Likert scales were used to score the women's career growth. Strongly disagree (1) to strongly agree (5) was the range of the scale.

**Reliability test:** To determine the reliability of the items under women's career progression, Cronbach alpha was computed.

**Table 1: Reliability Test**

	Cronbach Alpha
WCG (5 Items)	0.968

Note. WCG = Women's Career Growth

## Result and Analysis

### Demographic Profile of the Respondents

The personal profiles of the respondents are displayed in Table 2 below, which is divided into five categories: age, education, income, marital status, and service year.

**Table 2: Demographic Status of Respondents**

Demographic factors		Frequency	Percentage (%)
Marital status	Unmarried	7	4.3
	Married	156	95.7
	Total	163	163
Service year	Less than 5 years	3	1.8
	5-10	44	27.0
	11-15	71	43.6
	16-20	39	23.9
	Above 20	6	3.7
	Total	163	100
Income	Less than 40000	36	22.1
	40000-60000	52	31.9
	60001 - 80000	61	37.4
	Above 80000	14	8.6
	Total	163	100
Age	Under 30 years	6	3.7
	30-35	55	33.7
	36-40	53	32.5
	41-45	20	12.3
	46-50	27	16.6
	Over 50	2	1.2
	Total	163	100
Education	Bachelor	11	6.7
	Masters	152	93.3
	Total	163	100

Note. Field Survey, (2024)

Table 1 demonstrates that women's career growth has a 0.968 Cronbach alpha, which is considered reliable

### Data Collection and Analysis Procedures

Table 1 demonstrates that women's career growth has a 0.968 Cronbach alpha, which is considered reliable.

The field survey was done between December 2023 and March 2024. The intended respondents were given a total of three hundred questionnaires. The one hindered sixty - three questionnaires that were returned indicate a 54.33% response rate. The independent sample t-test and one-way ANOVA were used as statistical techniques to examine the influence of demographic characteristics on women's career advancement.

The information from one hundred and sixty-three women employees from life and non-life insurance companies were taken for the study. A higher proportion of married women employees than single ones were found in the study's sample. In terms of the years they spent working for the company, the majority of women employees had between 11 and 15 years of experience. These were followed by women with 5 to 10 years, 16 to 20 years, more than 20 years, and fewer than five years of experience.

**Table 3: Descriptive Statistics**

WCG items	N	Minimum	Maximum	Mean	SD
Career success achieved in my career	163	1	5	2.9325	1.0893
Met my overall career goals	163	1	5	2.9018	1.0494
Met my goals for income	163	1	5	2.9509	0.98635
Met my goals for advancement	163	1	5	2.7791	1.07166
Met my goals for the development of new skills	163	1	5	2.6933	1.22389
Overall mean				2.8515	1.02381

Note. N = Number, SD = Standard Deviation, WCG = Women's Career Growth

Table 3 displays the descriptive statistics of dimensions of women career growth. For each statement regarding the advancement of women in the workforce, the respondents gave a score ranging from 1 (strongly disagree) to 5 (strongly agree). Good dispersion around the mean is shown by the overall average score of 2.8515, which indicated the overall perception of career growth among the women surveyed at moderate level. Success in the workplace, women with a mean score of 2.9325 responded to this statement in a moderate level. Women express a modest degree of satisfaction with their careers overall, according to the mean value of 2.9018. A mean score of 2.9509 indicated that they were moderately satisfied with the money they had made. Women's levels of advancement within the firm are at moderate level as indicated by the mean value of 2.7791. Women are satisfied with the opportunity they used to have in businesses to develop new skills at moderate level as indicated by a mean value of 2.6933. The range around the mean was decent, assisting in the overall interpretation of the factors under study.

## Demographic Factors and Women Employees' Career Growth

The following Tables illustrate whether or not women employees' career advancement in insurance businesses in Nepal is influenced by demographic characteristics.

**Table 4: Marital Status and Women's Career Growth**

	Marital status	N	Mean	Std. dev	t	p-value
	Married	7	3.9714	0.29277	3.032	0.000*
WCG	Unmarried	156	2.8013	1.01638	8.519	

Note. WCG = Women's Career Growth, \* P-value is significant at 0.01 level of significance

The age range of the women who made up the majority was from 30 to 35 years old, followed by those in the 36 to 40, 46 to 50, 41 to 45, under-30, and over-50 age groups. The majority of women earned less than Rs. 40000, then between Rs. 40001 and Rs. 60000 and between Rs. 60001 and 80000 and above 80000. Just a small percentage of the women employed by insurance businesses had bachelor's degrees, while the majority had master's degrees. The research results have been displayed in the tables below.

To determine if women's marital status affects their ability to advance in their careers inside organizations, Table 4 presents the findings of an independent sample t-test.

The influence of marital status on women employees (t-value = 8.519, p-value = 0.000 < 0.05 level of significance) revealed that married and single women had different career growth when compared to single women (mean value = 2.8013), married women (mean value = 3.9714) indicated that they are comparatively happy with the job advancement they have made in their company despite the fact that when it comes to promotions, unmarried women are preferred over married ones as mentioned by (Kelly & Marin, 1998). It suggested that a woman's marital status has an influence on the career growth. So the H1 alternative hypothesis was accepted.

**Table 5: Service Year and Women's Career Growth**

	Sum of squares	df	Mean square	F	Sig
Between groups	11.536	4	2.884	2.879	0.025**
Within groups	158.271	158	1.002		
total	169.807	162			

Note. \*\* P-value is Significant at 0.05 Level of Significance

Table 5 illustrates how service year affects their ability to advance in their careers. With respect to the work experience of female employees, the results (F-value = 2.875, p-value = 0.025 < 0.05 level of significance) indicated that, in line with the H2 alternative hypothesis, the work experience of the women had an influence on their career advancement. It showed that the number of years they have worked for an organization may have an impact on how they view the professional development they receive there.

**Table 6: Service Year and Women’s Career Growth (Post-hoc Analysis)**

WCG LSD		Multiple Comparison	
I (service year)	J (service year)	Mean Difference (I – J)	P-value
Less than 5	5-10	0.60000	0.317
	11-15	1.09014	0.066
	16-20	1.17436	0.052
	Above 20	0.83333	0.241
5-10	11-15	0.49014	0.012**
	16-20	0.57436	0.010**
	Above 20	0.2333	0.593
11-15	16-20	0.8422	0.673
	Above 20	-0.25681	0.547

Note. \*\* P-value is Significant at 0.05 Level of Significance

Table 6 shows the result of post-hoc analysis. The findings indicated no mean difference between women with less than five years of experience and those with six years or more and more than twenty years of experience. Women having 5-10 years of experience have different perceptions regarding career growth from women having 11-20 years of experience but not different from women having above 20 years of experience.

**Table 7: Income and Women’s Career Growth**

	Sum of squares	df	Mean square	F	Sig
Between groups	1.796	3	0.599	0.566	0.638
Within groups	168.011	159	1.057		
total	169.807	162			

Table 7 presents the results of a one-way ANOVA test to see whether the career progression of female employees differed depending on their salary levels. The alternative hypothesis H3 was rejected since women’s income level had no effect on their career progression (F-value = 0.566 and p-value = 0.638 > 0.05 level of significance). It showed that their view of the professional progress they receive is unaffected by the money they make in organizations.

**Table 8: Age and Women’s Career Growth**

	Sum of squares	df	Mean square	F	Sig
Between groups	21.736	5	4.347	4.609	0.001*
Within groups	148.071	157	0.943		
total	169.807	162			

Note. \* P-value is Significant at 0.01 Level of Significance

Based on the one-way ANOVA test results, Table 8 illustrates whether the age group of female employees has an influence on career advancement. The women’s age (F-value = 4.609, p-value

= 0.001 < 0.05 level of significance) suggested that women’s age in distinct groups had an effect on their ability to advance within the company.

**Table 9: Age and Women’s Career Growth (Post-hoc Analysis)**

WCG LSD		Multiple Comparison	
I (Age)	J (Age)	Mean Difference (I – J)	P-value
Less than 30	30-35	0.83636	0.047**
	36-40	1.40377	0.001*
	41-45	1.44000	0.002*
	46-50	1.22953	0.006*
	Above 50	2.40000	0.003*
30-35	36-40	0.56741	0.001*
	41-45	0.60364	0.002*
	46-50	0.39327	0.006*
	Above 50	1.56364	0.003*
36-40	41-45	0.03623	0.887
	46-50	-0.17414	0.449
	Above 50	0.99623	0.156
41-45	46-50	-0.21037	0.464
	Above 50	0.96	0.184

Note(s). WCG = Women’s Career Growth; \* P-value is significant at 0.01 level of significance; \*\* P-value is significant at 0.05 level of significance

Table 9 shows the result of post-hoc analysis. The result showed that women under 30 years of age have a significant mean difference with women in age groups between 30-35, 36-40, 41-45, 46-50, and above 50. The mean age difference between women in the 30-35 age range and those in the 36-40, 41-45, 46-50, and over 50 age groups is statistically significant. The mean age difference between in the 36-40 age range and those in 41-45, 46-50, and above 50 age groups is not statistically significant. Similarly, the mean age difference between in the 41-45 age range and those in 46-50, and above 50 age groups is not statistically significant. This indicated that ages under 30 perceive career growth differently from age 31 to above 50. Moreover, women aged between 36-40 do not perceive career growth differently from age 41 to above 50.

**Table 10: Education and Women’s Career Growth**

	Education	N	Mean	Std. dev	t	p-value
WCG	Bachelor	11	3.9636	0.74736	3.892	0.000*
	Masters	152	2.7711	0.99546	4.982	

\* P-value is significant at 0.01 level of significance

Note. WCG = Women’s Career Growth

Table 10 displays the findings of the independent sample t-test concerning whether women’s educational attainment influences their ability to advance in their careers. (t-value = 15.232, and p-value = 0.000 < 0.05 level of significance) demonstrated that women’s career growth is influenced by their educational attainment. Therefore, alternative hypothesis H5 was accepted. When comparing

the level of satisfaction with professional development attained in their organization between women with a bachelor's degree (mean value = 3.9636) and those with a master's degree (mean value = 2.7711), the former group demonstrated more satisfaction.

The overall result showed that marital status, work experience, age, and education have a significant influence on career progression whereas the income level of women did not influence their progression in career.

**Table 11: Summary Table of Hypotheses**

Demographic factors and women career growth	Status	Remarks
H <sub>1</sub> : Marital status significantly influences the career growth of women employees of insurance companies in Nepal	Significant	H <sub>1</sub> accepted
H <sub>2</sub> : Service year significantly influences the career growth of women employees of insurance companies in Nepal	Significant	H <sub>2</sub> accepted
H <sub>3</sub> : Income significantly influences the career growth of women employees of insurance companies in Nepal	Insignificant	H <sub>3</sub> rejected
H <sub>4</sub> : Age significantly influences the career growth of women employees of insurance companies in Nepal	Significant	H <sub>4</sub> accepted
H <sub>5</sub> : Education significantly influences the career growth of women employees of insurance companies in Nepal	Significant	H <sub>5</sub> accepted

## Discussions

The results of the study demonstrated that women's career outcomes were significantly influenced by four of the five demographic parameters. It seemed that women's marital status had an impact on how far along in their careers they were. This result confirmed the conclusions of (Bimba & Kaliyamoorthy, 2017; Subramanium et al., 2014). In a similar vein, the results support the statement made by Kelly and Marin (1998) that corporate houses favor single women over married women when it comes to promotions within their companies. So marital status greatly played the role in influencing the growth level in organizations. Sahay and Lall (2024) and Victor and Shamila (2018), who show that marital status has no bearing on a woman's career in an organization, contradict this finding.

Likewise, one of the factors contributing to women's upward mobility is their experience. Studies by (Bimba & Kaliyamoorthy, 2017; Ramayah et al., 2011; Victor & Shamila, 2018) refute this result. According to their findings, service years had no bearing on a woman's career in some context.

Income of women did not show any influence on women employees' career. This result is in line with the result of (Bimba & kaliyamoorthy, 2017; Victor & Shamila, 2018). This demonstrated that salary did not appear to be a significant factor impacting job advancement. In the case of women marital status other than money might seem important to affect their career because of dual responsibilities. Thus, contradictory findings imply that additional studies in the field using a larger sample size are necessary.

The result showed that age of the women affected career promotion supporting with Subramanium et al., (2014) suggesting that women grow more as they age. Gallo (2024) asserted further that concerns about older women's capacity and degree of engagement should be raised by organizations. If not, that could harm women's career. Similar to this, women who are thirty years old must decide between starting a family and pursuing a job (Roberts & Newton 1987). So it indicated that age of women also affect their career advancement. Nevertheless, not in accordance with (Bimba & kaliyamoorthy, 2017; Sahay & Lall, 2024; Victor & Shamila, 2018). Their findings showed that their degree of satisfaction with the career growth they have made was unaffected by their age, whether it was higher or lower.

The education level of women also influences the career ladder in organizations. This result is supported by (Bimba & kaliyamoorthy, 2017; Metz, 2005; Subramanium et al., 2014). Wentling (2003) also made the case that women's careers are impacted by their educational attainment and the options for growth they have within the company, nonetheless, in disagreement with (Victor & Shamila, 2018).

## Conclusion and Implications

The objective of examining the influence of demographic factors on female employees in insurance companies in Nepal was the study's goal. Even so, a great deal of research has been done to examine the variables influencing women's career. According to the majority of research, social, family, and organizational elements, gender stereotyping have an impact on an individual's career. In addition to those, the outcome demonstrated that women's factors, specifically demographic factors, also influence women's career growth. The findings showed that factors other than women's income level that affect their careers in organizations include age of women, marital status, service year spent in jobs, and level of education. Corporate, family factors, gender stereotyping, and societal considerations may not be the only ones that determine a woman's advancement; her situational elements may also have an impact. The results of the study showed that factors other than money that should be taken into account for women include their age, marital status, experience, and level of education. Thus, the advancement of women's careers ought to correspond with their level of education, age, experience, and marital status.

The study's findings will support policymakers and organizations in maintaining their attention on the factors influencing women's career growth, such as their demographic status. Because women's career growth is influenced by their degree of job satisfaction, which eventually affects an organization's production. This study also aims to clarify how aware women or organizations should be of factors such as age, service year, marital status, and education level regarding their particular circumstances. Therefore, in addition to demographic considerations, organizations would be better served by concentrating on work-life policies for women, supporting chances for higher education, career development activities, inclusiveness programs, etc. Organizations must so concentrate on developing policies that are appropriate for their circumstances. Companies that

have an ageist mindset, for instance, risk of losing talented women and creating career discontent among employees. The results of this study could contribute to the body of knowledge regarding the ways in which women's career advancement in various corporate settings is influenced by demographic characteristics.

## Limitations And Future Research

Concerning the study's limitations, it only examined a small number of demographic variables in order to determine how those characteristics affected women's careers. Therefore, future researchers can include some demographic elements, such as women's designation and the number of children they have or do not have, along with personality types in their research to fully obtain the comprehensive results. As a delimitations of the study, only respondents who work in the Kathmandu Valley and Pokhara are included in this study. As such, it may not be possible to extrapolate the study's findings to other situations. The study's findings on the impact of income on women's career growth were contradictory. Consequently, it is advised that similar research be done in the future with responses from throughout the country, thereby increasing the sample size (for instance, selecting a sample of all female employees as opposed to just female branch managers).

The sole metric used to gauge the respondents' career advancement in this study was their subjective level of career success. However, objective career success can be incorporated into future research to completely assess women's career growth. Furthermore, the scope of this study is restricted to analyzing the impact of demographic characteristics on women's career growth; nevertheless, it is recommended that future research explore the potential impact of additional factors, such as organizational culture, on women's career growth in Nepali insurance businesses.

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## Conflict of interest

None

## Ethical statement

This research does not require ethical approval as it does not involve human or animal experiment

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