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SYSTEMATIC REVIEW

Breaking Barriers: A Review of Career Transition Trends for Women

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Abstract:

Background:

The objective of this paper is to develop a map of the contours of the phenomenon of the career transition of women by aggregating, parsing, and extracting scholarly studies on the career transition of women to provide a comprehensive understanding of the topic. A review of existing research will help to identify gaps and opportunities for further investigation in the domain of career transitions for women. It can also provide insights into the experiences of women at different stages of their careers, including those who are entering the workforce, returning to work after a break, or changing careers.

Aim:

This study reviews the literature on the career transition of women using bibliometric analysis and thematic analysis. It delves into the most significant writings, leading journals, and authors that contributed to the field, and the selected methodologies and research contexts for mindfulness in leadership.

Methods:

The study has identified areas of future research such as the impact of technology and automation on career transitions for women, the intersectionality of career transitions, the role of mentorship and sponsorship in career transitions, the impact of flexible working arrangements on career transitions and personal characteristics and successful transitions.

Results:

Using bibliometric analysis, this study especially carried out performance analysis and scientific mapping of the available literature review to provide valuable insights into the challenges and barriers that women face during career transitions.

Conclusion:

The findings indicate that despite progress in gender equality, women still encounter significant obstacles when attempting to advance their careers, switch industries, or take on leadership roles.

Keywords: Career transition, Women, Bibliometric analysis, Thematic analysis, Scientific mapping, Gender equality.

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1. INTRODUCTION

There has been a growing recognition of the significance of gender diversity in the workplace, particularly in traditionally male-dominated industries, emphasizing the increase in the representation of women. As a result, many women are now considering career transitions to pursue new opportunities and achieve greater career fulfillment. However,

transitioning to a new career can be challenging, particularly for women facing unique obstacles such as gender bias and the gender pay gap [1].

Careers are more fluid, volatile, and boundary less than ever. For one to succeed in a boundary-less career, Claes and Ruiz-Quintanilla (1998) contend that proactive career management and lifelong learning are essential [2]. Career transition refers to a change in any form of work or work role. It provides hope for most professionals who could willingly or unwillingly think of undergoing a career transition. Every professional who has gone through career transitions has an

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experience to share [3]. Career transitions were investigated in terms of their frequency, form, and impact. Engaging in various proactive actions allows individuals to take control of their careers by creating numerous employment options, opportunities for professional growth, and negotiations related to job and career changes. These steps are essential for overcoming obstacles, facilitating changes, and succeeding [2]. Research suggests that women may encounter unique barriers and biases in the workplace, including gender-based discrimination, lack of access to mentors and sponsors, and limited opportunities for training and development [4]. These challenges can make it difficult for women to pursue career transitions, especially in male-dominated fields or industries. Many women have successfully navigated career transitions and advanced careers despite these obstacles.

The Sustainable Development Goals (SDGs) of the United Nations, such as Gender Equality (SDG 5), Decent Work and Economic Growth (SDG 8), and Reduced Inequalities (SDG 10), are related to research on career transition in women [5]. SDG 5 seeks to end all forms of gender-based violence and discrimination to advance women's full and productive involvement in all aspects of life. Researching women's career transitions can reveal the obstacles to women's equality in the workforce and offer evidence-based recommendations to advance it. SDG 8 aspires to promote decent work for all, sustained, inclusive, sustainable economic growth, and productive employment. Studying women's career transitions can reveal the difficulties they encounter in the workplace and provide information for legislative initiatives that support women's employment, such as flexible work schedules, maternity leave, and low-cost daycare. Reducing wealth and opportunity disparities within and between nations is a critical component of SDG 10 [5]. To better understand the causes of gender-based inequality in the workplace and to guide the development of policies that will advance equal opportunities for women, including equal pay for similar work, access to education and training, and leadership positions, career research on women can help identify the factors that contribute to this inequality [6].

Reviewing the literature on career transition can aid in identifying gaps in current knowledge. This can guide future research and shed light on areas that need further exploration. A comprehensive literature review can also help identify research trends and gaps and provide a basis for theoretical and empirical contributions in the field [7]. It will also allow for an examination of the existing theories and models related to the career transition of women and assess their relevance and applicability to the current context. Such a review can help identify theoretical frameworks that may be useful in explaining the career transition experiences of women and aid the development of new theories and models [8]. Finally, it can help understand women's experiences in different contexts, industries, professions, and countries. To give academic and business experts the most recent information, the study has provided a detailed retrospective and prospective assessment of women's career transitions. The study sets out to explore three objectives:

(i) To pinpoint the fundamental concerns of previous

studies on women's career transitions; (ii) to investigate new lines of inquiry for future research; (iii) to present key findings and recommendations for subsequent research.

2. REVIEW OF LITERATURE

Research on career transitions has shown promise, and many diverse angles exist to explore them. Women frequently face difficulties when switching to new occupations, including prejudice, a lack of guidance and mentorship, and societal gender-role expectations. Women's responsibilities have changed significantly over the past ten years. Women with college degrees are now more likely than males across generations to hold professional and administrative positions. The employment gap between mothers and childless women is also decreasing [9]. However, despite these changes, the social organization of work and family life has yet to see much change. Women who work are often concentrated in low-level jobs or "women's" occupations [10] indicating that women are not equally represented in all occupations even though more women can balance their careers and motherhood.

When discussing career transitions of women, it is crucial to situate it in the feminist epistemological framework. This framework is a branch of feminist philosophy that critically examines the nature of knowledge and highlights the need to understand that gender and power dynamics have an influence on the whir knowledge created, distributed and valued. It highlights the need to recognize that knowledge is subjective and influenced by the sociocultural context, personal experiences and subjectivity to individuals. This highlights the need to value the voices and experiences in creating knowledge so as to understand perspectives and provide valuable insights. This paper delves into an examination of how the areas of women's career transitions has been explored by researchers. It underscores the significance of considering that women face unique challenges and opportunities at different stages of their careers and tend to have different career paths than their male counterparts. This paper will give weight to the voices of women by aggregating and extracting insights from scholarly studies on this subject, acknowledging women as knowledge producers. Based on the feminist epistemology, the paper not only aims to provide a comprehensive understanding of the career transitions of women but also contributes to a more inclusive examination of women's experiences in their career journeys. Also, societal expectations and cultural norms have a profound impact on the career transitions of women. Recognizing this context is crucial to understand the challenges faced by women. This paper also affords the opportunity to researchers to examine the unexpected and counterintuitive results that other research has pointed out to explore less obvious challenges faced by women and whether these are dependent on their positions within organizations and societies. Understanding the diverse positions of women can shed light on the complex dynamics at play during career transitions.

Sullivan (2021) mentioned that much research on career and allied aspects has been done in the past decade [11]. Different concepts have emerged with a significant rise in employment levels among college-educated women in professional and managerial positions across generations.

According to Motulsky (2010), their relationships influence women's career transition [12]. Also, female technology talents still face barriers in their career development, and their career requisites still need to be met [13]. Meanwhile, it was found that women in career transition face various psychosocial challenges and that career counselors must be equipped to address them [14].

Koumoundourou *et al.* (2011) identified various factors that influence the career decision-making of adolescent females and young women, including the transition from high school, educational and family influences, academic concerns, gender issues, coursework management, and creating a thriving student environment [15]. Research also posited that instrumental support is the most documented form of social support for women during career transitions [16, 17].

In general, studies on women's career transitions have yielded conflicting results. Some common reasons why women frequently leave corporate positions include becoming independent contractors out of discontent with their employers, a desire for a better work-life balance, and an entrepreneurial ambitious spirit [18, 19]. VanHeuvelen and Quadlin (2021) stated that while there were no gender disparities in the transition to STEM employment [20], there were substantial inequalities as women are often underrepresented in the workforce [21]. Zhou *et al.* (2023) discovered that gender-related differences are more prevalent than sex differences in numerous research circumstances [22]. Women's careers have changed dramatically in recent years due to changing social, economic, and cultural factors. Research on women's job transitions has grown significantly during the past few years. Understanding the numerous elements that affect women's career transitions and general well-being is crucial. Gender stereotypes were one of the essential characteristics discovered during this investigation. Particularly in industries where males predominate, gender stereotypes can affect how women make decisions [23]. The importance of work-life balance in career transitions for women has also been researched and found that when switching to a new job or career, women frequently encounter considerable difficulties juggling their personal and professional lives [24]. The common issues include managing childcare obligations, keeping up with family and friends, and coping with the emotional strain of making substantial adjustments to their jobs.

Some recent studies have also examined the impact of self-efficacy on women's career changes. Self-efficacy is the conviction that one can achieve a specific objective. A study revealed that women with high levels of self-efficacy are more likely to take risks and persevere in the face of setbacks, increasing their chances of making successful career changes [25]. Another area of expanding scientific interest is applying technology to career transitions. Finally, studies have examined how organisational policies and practices affect women's career transitions. Additionally, policies that address gender prejudice and discrimination in the workplace may help promote a more supportive and inclusive work environment for women [26]. Most studies use women midway through their careers to emphasize different concepts. Gender analysis as one of the

determinants of mid-career change has also been attempted in some studies. The studies have also investigated the various causes of women changing careers in their middle years. Some causes of the change included health-related concerns, menopause, organizational employment rules and practices, the love for self-employment, the intricate interplay of work-related dynamics, and a strong sense of motherhood.

This study aims to examine the research on career transitions for women to fill the existing knowledge gaps. A systematic literature review approach that has been applied helped to identify the contexts in which women's career transitions have been explored, consolidating research-informed knowledge and providing scientific evidence-based insights. The SPAR-4-SLR protocol will ensure transparency and avoid replication during the review process. Bibliometric analysis will map the science in the field and establish the nomological network of knowledge [27].

3. MATERIALS AND METHODS

3.1. Methodology

For the review, bibliographic data was collected on research in the career transition of women. To achieve this, this work adopted and used the SPAR-4-SLR procedure. The three steps include gathering, organizing, and evaluating articles. A summary of the review process has been depicted.

Many protocols are available, but the SPAR-4-SLR review procedure was preferred over the PRISMA protocol because of its strict methodology (Fig. 1). Assembling (including "identifying" and "acquisition"), arranging (including "organization" and "purification"), and assessing (including "evaluation" and "reporting") are the three processes that make up the SPAR-4-SLR review process [28] (Raman *et al.*, 2022). Fig. (2) demonstrates the three processes involved in the SPAR-4-SLR review procedure.

For assembling, all the search phrases linked to the subject were used to collect and build a large corpus of literature on career transitions and women. Instead of using Web of Science, which has a smaller number of articles, the search strings were applied to the Scopus database, which is considered to be a larger database of high-quality research papers [29, 30]. Arranging was carried out using the inclusion filters (Fig. 2), and the results of this investigation were further condensed. The 100 articles retrieved during the assembling process were arranged into three categories, namely business, management, and accounting, wherein the career transition of women could be found. Editorials, notes, and articles in languages other than English were also not included. The corpus was consequently condensed to 63 articles. A final corpus of 63 papers was selected for examination utilizing several databases, including Google Scholar and publisher websites such as Elsevier and Emerald, to ensure the inclusion of all pertinent research. This study has conducted a thorough bibliometric analysis of 63 documents on the career transition of women. By quantitatively evaluating the available literature, bibliometric analysis eliminates the bias from qualitative and manual evaluations subject to prejudice and human error [31].

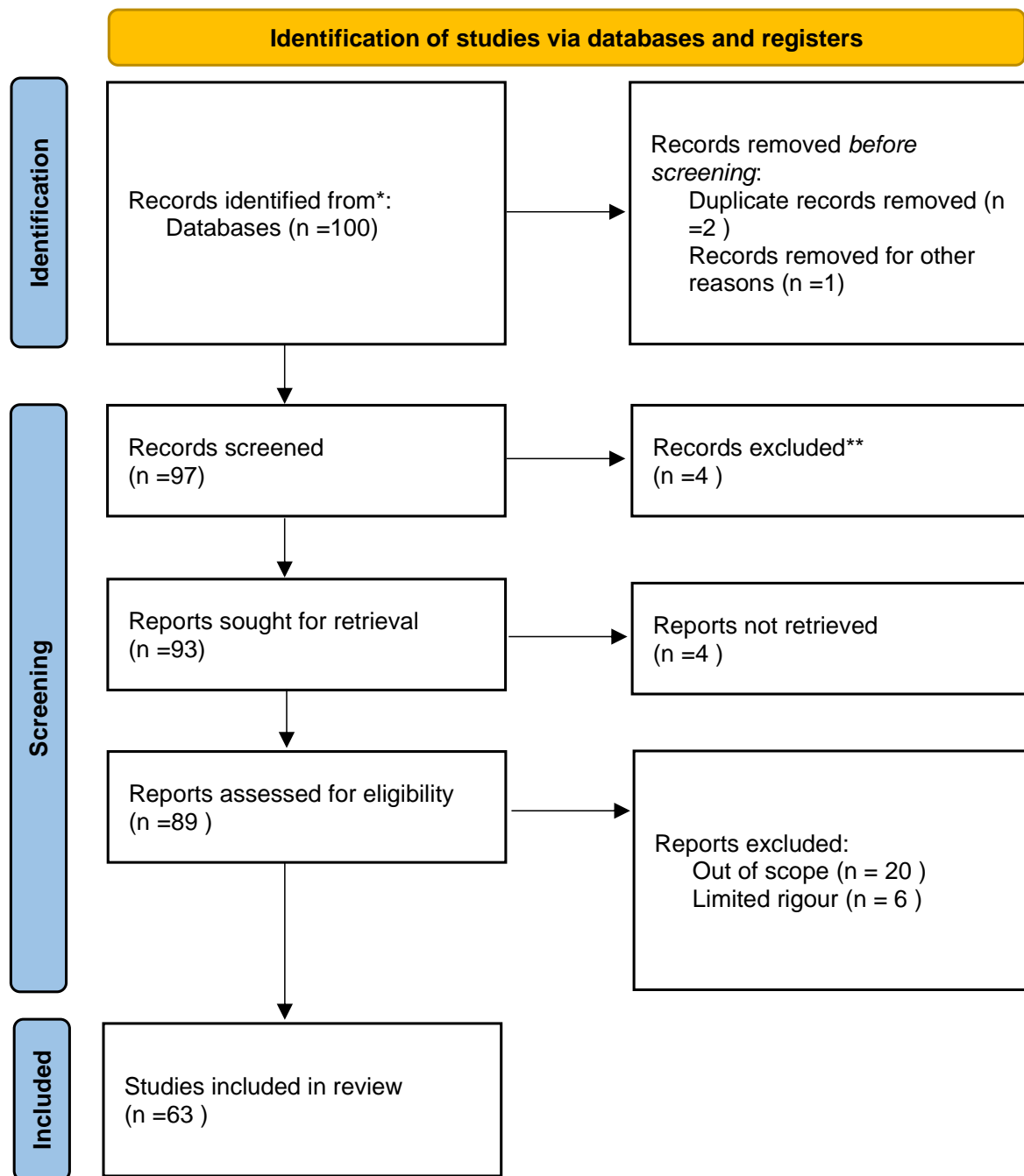


Fig. (1). PRISMA 2020 flow diagram for new systematic reviews which included searches of databases and registers only.

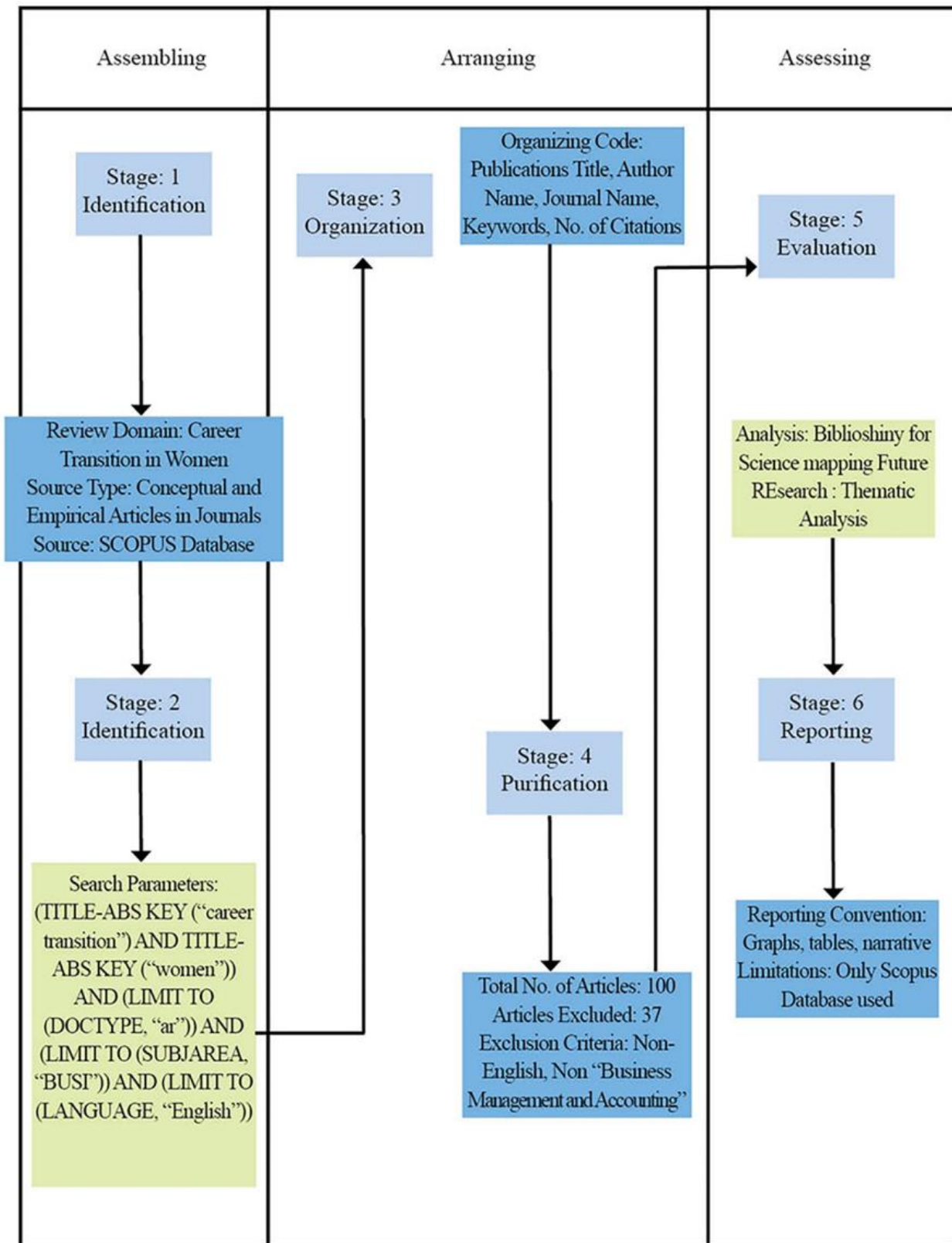


Fig. (2). SPAR-4-SLR procedure.

The top publications, journals, writers, and organizations in the fields of career transition of women have been identified

using performance analysis. Using network analysis, keyword co-occurrence, science mapping, and temporal analysis, the

study also explored the approach and study context. This study combined the user-friendly Shiny package environment in R programming with the bibliometrics package using Biblioshiny [32]. The study combined bibliographic data using the bibliometrix program which also carried out analyses like co-citation, scientific collaboration, and co-word analysis [33]. The research discovered that fresh understandings could be obtained from structural and temporal evolution confluence [34].

4. RESULTS AND DISCUSSION

In line with contemporary approaches for research, the current study presents descriptive findings that outline the annual production of articles and author productivity to demonstrate the advancement in the field, offers a broad perspective of its evolution, supports the significance of the

research, and informs future research agenda (Fig. 3).

The study examined the scientific output in the field of women's career transition from 1975 to December 2022 and discovered that 24 distinct sources produced papers on this subject. The specific number of citations per document was 31.78, while the specific number of citations per document each year was 2.332. 14 out of the 71 authors who contributed towards the publications on the subject were single authors. Each manuscript had an average of 1.92 authors and 2.03 co-authors with a collaboration index of 2.48. The study also has identified the core journals that have contributed the most to the career transition field for women. To date, 24 journals have published articles on this subject and the top three journals are the *Journal of Vocational Behaviour*, *Career Development International*, and the *British Journal of Management* (Table 1).

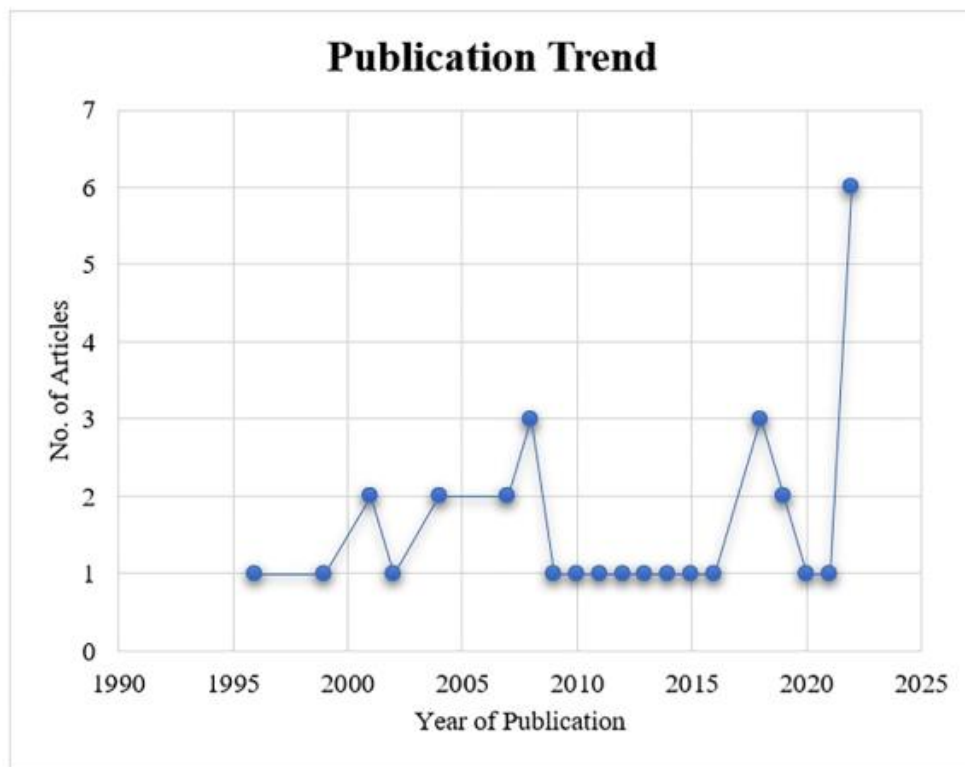


Fig. (3). Publication trend (1995-2022).

Table 1. Top journals in terms of the number of articles and their impact.

Element	h_index	g_index	m_index	TC	NP	PY_start
Journal Of Vocational Behavior	4	4	0.12	297	4	1991
Career Development International	3	3	0.18	189	3	2007
British Journal Of Management	1	1	0.04	117	1	2001
International Small Business Journal	1	1	0.07	75	1	2009
Journal Of Career Development	4	4	0.16	73	4	1999
Research Policy	1	1	0.17	67	1	2018
Gender, Work And Organization	2	2	0.18	66	2	2013
Journal Of Managerial Psychology	1	1	0.06	65	1	2008

(Table 1) contd.....

Element	h_index	g_index	m_index	TC	NP	PY_start
The Career Development Quarterly	2	2	0.07	58	2	1994
International Journal Of Human Resource Management	1	1	0.05	54	1	2002
Gender In Management	1	1	0.07	27	1	2010
Women In Management Review	1	1	0.05	24	1	2004
Career Development Quarterly	2	2	0.07	21	2	1996
Advances In Developing Human Resources	1	1	0.06	14	1	2008
Journal Of Employment Counseling	2	2	0.04	7	2	1975
Academia Revista Latinoamericana De Administracion	1	1	0.25	6	1	2020
Work, Aging And Retirement	1	1	0.20	6	1	2019
Managing Sport And Leisure	1	1	0.50	3	1	2022
Revista De Administracao Mackenzie	1	1	0.17	3	1	2018
Personnel Review	1	1	0.5	2	1	2022

Note: **TC: Total Citatons; NP: Number of Publications; PY_start: Publication Year start.

Table 2. Top-20 authors and highest impact.

Author	h_index	g_index	m_index	TC	NP	PY_start
Cohen L	2	2	0.087	239	2	2001
Mallon M	2	2	0.087	239	2	2001
Duberley J	2	2	0.1	164	2	2004
Cabrera EF	1	1	0.059	131	1	2007
Martin P	1	1	0.059	108	1	2007
Ross A	1	1	0.059	108	1	2007
Schoon I	1	1	0.059	108	1	2007
Mavin S	1	1	0.067	75	1	2009
Patterson N	1	1	0.067	75	1	2009
Lerchenmueller MJ	1	1	0.167	67	1	2018
Sorenson O	1	1	0.167	67	1	2018
Grady G	1	1	0.063	65	1	2008
Mccarthy AM	1	1	0.063	65	1	2008
Linehan M	1	1	0.045	54	1	2002
Eby LT	1	1	0.034	50	1	1995
Carmichael F	2	2	0.2	44	2	2014
Greller MM	1	1	0.03	42	1	1991
London M	1	1	0.03	42	1	1991
Szmigin I	1	1	0.1	42	1	2014
Harris C	1	1	0.111	35	1	2015

The journals with the highest h-index are the Journal of Vocational Behaviour, Journal of Career Development, and Career Development International. To identify the most productive authors and articles with the highest impact, the analysis conducted revealed that Cohen L has the highest productivity regarding the number of published articles (Table 2). However, the limited number of publications on women's

career transitions suggests that the research area is still in its infancy, despite research beginning as early as 1975.

Table 3 shows ten articles with the most significant impact. With 131 citations, the article published by Cabrera (2007) was the most cited [35]. Furthermore, the Journal of Vocational Behavior published three top ten articles that attracted the most citations.

Table 3. Articles with the most significant impact based on their citations.

Author	Year of Publication	Journal	Article Title	TC	TC per Year	Normalized TC
Cabrera EF	2007	Career Dev International	Opting out and opting in: Understanding the complexities of women's career transitions	131	7.7059	1.0962
Cohen L, Duberley J and Mallon M	2004	Journal of Vocational Behavior	Social constructionism in the study of career: Accessing the parts that other approaches cannot reach	122	6.1	1.6712

(Table 3) contd.....

Author	Year of Publication	Journal	Article Title	TC	TC per Year	Normalized TC
Mallon M and Cohen L	2001	British Journal of Management	Time for a Change? Women's Accounts of the Move from Organizational Careers to Self-Employment	117	5.087	1.8281
Schoon I, Martin P and Ross A	2007	Journal of Vocational Behavior	Career transitions in times of social change. His and her story	108	6.3529	0.9038
Patterson N and Mavin S	2009	International Small Business Journal: Researching Entrepreneurship	Women Entrepreneurs: Jumping the Corporate Ship and Gaining New Wings	75	5	1
Lerchenmueller M and Sorenson O	2018	Research Policy	The gender gap in early career transitions in the life sciences	67	11.1667	2.1613
Grady G and McCarthy A	2008	Journal of Managerial Psychology	Work-life integration: experiences of mid-career professional working mothers	65	4.0625	1.7568
Linehan M	2002	The International Journal of Human Resource Management	Senior female international managers: empirical evidence from Western Europe	54	2.4545	1
Eby L and Buch K	1995	Career Development Quarterly	Job Loss as Career Growth: Responses to Involuntary Career Transitions	50	1.7241	1
Duberley J, Carmichael F and Szmigin I	2014	Gender Work Organization	Exploring Women's Retirement: Continuity, Context and Career Transition	42	4.2	1
London M	1991	Journal of Vocational Behavior	Demographic trends and vocational behavior: A twenty year retrospective and agenda for the 1990s	42	1.2727	1

The information in Table 4 reveals that four papers received more than 100 citations in total, four received more than 50, and the remaining seven publications received close to 50 citations. Table 5 lists the study contexts (such as research focus and geographic focus) and methodological decisions for research on women's career transitions. The qualitative

research approach dominates the list of most extensively explored approaches, with 48.65% of works on the subject using this research style. There were no publications that reported the use of a mixed approach, whereas the quantitative technique is the second most common research methodology, accounting for 40.54% of the publications.

Table 4. Categorization of trending articles.

Author	Year of Publication	Journal	Article Title	Total Citations	Purpose	Theoretical Underpinning	Method
Cabrera E	2007	Career Dev International	Opting out and opting in: understanding the complexities of women's career transitions	131	Examine the causes of women leaving the workforce, determine if women's major career goals change over time as anticipated by the KCM, and pinpoint any obstacles or constraints that may stand in the way of women pursuing boundaryless professions.	Kaleidoscope Career Model	Quantitative
Cohen L; Duberley J; Mallon M	2004	Journal of Vocational Behavior	Social constructionism in the study of career: Accessing the parts that other approaches cannot reach	122	Examine established and "new" jobs for women using a social constructionist lens.	Social constructionist perspective on our understanding of career	Qualitative

(Table 4) contd....

Author	Year of Publication	Journal	Article Title	Total Citations	Purpose	Theoretical Underpinning	Method
Mallon M and Cohen L	2001	British Journal of Management	Time for a Change? Women's Accounts of the Move from Organizational Careers to Self-Employment	117	Research on how women move from professions in organisations to self-employment. It focuses on three main topics: how women explained their job changes, why they chose to work for themselves, and the degree to which respondents interacted with new career discourses while sharing their experiences.	examines current discussions in the literature on women leaving organisations, as well as new discourses about careers and self-employment, with a focus on how women are positioned within these shifting discourses.	Qualitative
Schoon I, Martin P and Ross A	2007	Journal of Vocational Behavior	Career transitions in times of social change. His and her story	108	Research on how women move from professions in organisations to self-employment. It focuses on three main topics: how women explained their job changes, why they chose to work for themselves, and the degree to which respondents interacted with new career discourses while sharing their experiences.	Social Reproduction Model and a Developmental-Contextual Model	Quantitative
Patterson N and Mavin S	2009	International Small Business Journal: Researching Entrepreneurship	Women Entrepreneurs: Jumping the Corporate Ship and Gaining New Wings	75	Reasons women pursue self-employment after corporate careers.	Career Transition Motivation Framework	Qualitative
Lerchenmueller M and Sorenson, O	2018	Research Policy	The gender gap in early career transitions in the life sciences	67	Why women are underrepresented among academics in the biological sciences due to early career transitions	Pipeline view	Quantitative
Grady G and McCarthy A	2008	Journal of Managerial Psychology	Work-life integration: experiences of mid-career professional working mothers	65	How mid-career professional mothers experience their roles as mothers and at work, how they integrate their job, family, and personal lives, and the significance they place on this integration.	Scarcity theory	Qualitative
Linehan M	2002	The International Journal of Human Resource Management	Senior female international managers: empirical evidence from Western Europe	54	Analyze senior female European international career progression	-	Qualitative
Eby L and Buch K	1995	Career Development Quarterly	Job Loss as Career Growth: Responses to Involuntary Career Transitions	50	Consider the differences between how men and women rely on various types of social assistance after losing their jobs.	Latack-Dozier (1986) model of career growth	Quantitative

Table 5. Methodology and research perspectives.

Category	Percentage (%)
Category A: Research Approach	
Qualitative	48.65
Quantitative	40.54
Mixed	0.00
Category B: Research design	
Empirical	48.65
Conceptual	5.41
Review	5.41
Modeling	0.00
Mixed	0.00
Category C: Data collection method	
Case study	10.81
Interview	37.84
Archival	0.00
Survey	35.14
Laboratory	0.00
No data	5.41
Category D: Research focus	
Theory building	48.65
Theory verification	37.84
Application	2.70
Category E: Geographical focus	
Single Country	64.86
Multi-Country	2.70
Developing Country	2.70
Developed Country	67.57

The analysis also shows that there is room for using other methodologies like laboratory or quasi-experimental data collection in the field. There is a significant possibility for testing theory and confirming frameworks already in use because the majority (48.65%) of research on the subject has focused on theory development. In comparison, only a tiny portion (37.84%) has tested applications in the real world and validated ideas. Finally, the regional focus also displayed that despite most studies (64.86%) focusing on one country in particular, few have focused on multiple countries (2.07%).

4.1. Temporal Analysis using Word Clouds

The word clouds in Fig. (4) depict the key themes that emerged from a temporal analysis. These have been analyzed

with the co-occurrence analysis results.

4.2. Co-Occurrence Analysis

The study used co-occurrence network analysis to pinpoint themes regarding female career transition and potential areas for future research [36]. To do this, the researchers created digestible clusters of literature with trending subjects using the co-occurrence analysis of terms produced by the VOS viewer software. The researchers arranged the keywords from each cluster to form a logical story. Two significant clusters were identified because of the analysis: cluster 1 (red: 5) and cluster 2 (green: 4) (Fig. 5). Male, female, and longitudinal research are the main keywords in cluster 1, which can be combined under the theme of gender differences and similarities in career paths [37].



Fig. (4). Word cloud of research on career transition of women.

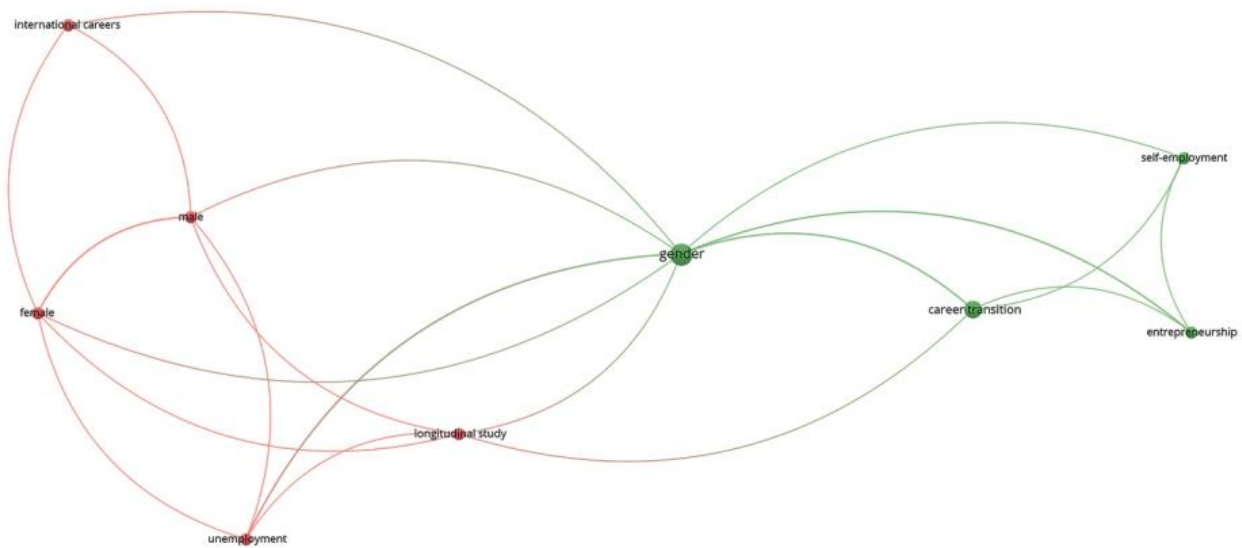


Fig. (5). Network diagram.

Cluster 2 includes career transition, entrepreneurship, gender, and self-employment, which are tied together in individual agency and the pursuit of personal and professional fulfillment. International transitions involve a deliberate move from one career path to another, driven by a desire to pursue new opportunities, learn new skills, or find a better fit between one's talents and interests and the job market demands. It requires individuals to take ownership of their career paths and make proactive decisions to achieve their goals.

Entrepreneurship also requires a high degree of individual agency, which involves creating and managing a new business venture. Entrepreneurs often start their enterprises to pursue their vision, take control of their professional destinies, and create value for themselves and society.

Gender is also relevant to this theme because it can impact individuals' ability to exercise agency in their careers. Women have historically faced barriers to entry and advancement in specific fields, which can limit their opportunities for career

transition, entrepreneurship, and self-employment. Overcoming these barriers requires individuals to advocate for themselves, seek out resources and support networks, and work to change systemic biases and stereotypes.

Self-employment is another way in which individuals can exercise agency in their careers. By working for themselves, individuals have greater control over their work schedules, job responsibilities, and income potential. However, self-employment also requires a high degree of risk-taking and self-motivation, as individuals must constantly seek out new clients or customers, manage their finances, and navigate the challenges of being their boss.

5. FUTURE RESEARCH TRENDS

Broadly, future studies should take a longitudinal approach that looks at people's experiences and uses longitudinal and experimental designs [38], focusing on the individual and examining the effects of institutional and economic circumstances [11, 39]. Future researchers should also determine the primary processes that account for the effects of career exploration and the potential repercussions of any such

effects [11]. This suggestion is pertinent to the research even though it has nothing to do with women's career transition. Therefore, future research should consider these recommendations to increase our understanding of women's job transitions.

Table 6 shows in line with, August (2021), future research on career transitions for women could focus on the following areas mentioned below [40]. The impact of technology on career transitions for women is an area that can be explored [41]. As technology advances and automates more jobs, it is vital to understand how this will affect women's career paths. Research in this area could explore how women are affected by job displacement and how they can acquire the necessary skills to transition into new roles in the digital economy. Another area is the role of company culture in career transitions: Research could investigate how company culture can support or hinder women's career transitions. This could include examining the policies and practices that companies have in place to promote gender diversity and inclusion and how these policies affect women's career advancement and transitions within the company.

Table 6. Future research directions.

Research Area	Proposed Research Questions (Themes)
Impact of technology and automation on career transitions for women	<ul style="list-style-type: none"> • What are the key factors contributing to successful career transitions for women, and how can these be replicated in various contexts and industries? • How can career transition programs and policies be tailored to different age groups of women, from early-career to mid-career and late-career transitions? • How can technology and remote work be leveraged to support women in career transitions, and what are the implications for workplace culture and practices?
Intersectionality of career transitions	<ul style="list-style-type: none"> • To what extent do family and caregiving responsibilities affect women's ability to transition to new careers? • What policies and programs can be implemented to support women in balancing these responsibilities with their career goals? • How does the intersection of gender, race, ethnicity, and other dimensions of identity affect career transitions for women, and what can be done to address the specific needs of women from diverse backgrounds? • How do women's intersectional identities (e.g., race, ethnicity, sexuality, disability) shape their experiences with mentorship and sponsorship in career transitions, and what steps can organizations take to address these disparities?
Role of mentorship and sponsorship in career transitions	<ul style="list-style-type: none"> • How can career transition programs be designed to address the unique challenges and barriers women face specifically? • What role can mentorship and sponsorship play in supporting women's career transitions, and how can organizations create formal or informal mentorship/sponsorship programs to support women better? • What are the long-term outcomes of mentorship and sponsorship for women? How do these benefits compare to other professional development and support forms, such as training programs and networking opportunities?
The impact of flexible working arrangements on career transitions	<ul style="list-style-type: none"> • To what extent do organizational culture and support play a role in facilitating career transitions for women, and how can these be improved to better support women in career transitions? • What are the key factors that enable or hinder women from taking advantage of flexible working arrangements to transition into new roles or career paths? • To what extent do flexible working arrangements positively impact women's ability to balance work and personal responsibilities, and how does this affect their career transitions? • How do perceptions of flexible working arrangements differ among male and female colleagues, and to what extent do these perceptions impact career transitions for women? • What are the long-term career implications of utilizing flexible working arrangements, and how do they differ for women who have taken advantage of them versus those who have not?

(Table 6) contd.....

Research Area	Proposed Research Questions (Themes)
<p>Personal characteristics and successful transitions</p>	<ul style="list-style-type: none"> • What are the most effective strategies for women to build new networks and expand their professional circles during a career transition, and how can these strategies be promoted and supported? • What impact do women's characteristics, such as confidence, self-efficacy, and risk-taking behavior, have on their career transitions? • What are the most effective strategies for women to build new networks and expand their professional circles during a career transition, and how can these strategies be promoted and supported? • What personal characteristics are associated with successful transitions for women in traditionally male-dominated fields? • How do women's self-perceptions and beliefs about their abilities influence their success in navigating career transitions? • How can interventions that enhance women's characteristics, such as self-efficacy and resilience, promote successful transitions to leadership positions within organizations?

The intersectionality of career transitions is also an area where research can contribute. Research could examine how women's career transitions are impacted by how their gender intersects with other identities (such as race, ethnicity, sexual orientation, and disability). This could entail looking into how the distinctive experiences of women from various backgrounds affect their career choices, and how companies can better assist diverse groups of women in making career changes.

The importance of sponsorship and mentoring in career transitions is another area. The efficiency of sponsorship and mentorship programs in assisting women's career transitions should be studied through research. To better support women's career transitions, this could entail researching the mentorship and sponsorship models that are most successful in advancing gender diversity and inclusion and how these models can be modified. Finally, the impact of flexible working arrangements on career transitions can also be explored in the post-covid context. Research could examine the relationship between flexible working arrangements (such as part-time, remote, and job-sharing) and career transitions for women. This could include analyzing how flexible working arrangements affect women's career advancement and transitions and how companies can create flexible work environments that support women's career transitions.

Thus, future research could focus on the fundamental mechanisms that explain the effects of career exploration and the contingencies of any such effects, traditional career topics, and the effects of marriage and family expectations and gender ideology on career transitions. Recently Untarini (2021) found that the main reasons why women transition to entrepreneurship are personal, having the necessary capital, values, and integrity, and dissatisfaction with their organizational life [42]. The details are further listed in Table 6 below:

6. RESEARCH IMPLICATIONS

Examining research on women's career transition has several implications, including identifying research gaps. These gaps can guide future research efforts to address the needs and experiences of women during various career stages and transitions. This study also has identified research trends and highlighted areas where there is a need for further investigation. This helps to identify areas where future researchers should focus on for advancing knowledge in the field. The literature review's findings can help researchers

develop research questions that address the needs of women during career transitions. This can guide the development of studies exploring women's experiences, challenges, and opportunities during various career transitions. Such a study can also help improve research methodology in this domain by identifying the strengths and weaknesses of existing studies, further researchers can improve their methodology to ensure that future studies are more rigorous, valid, and reliable.

The study has several social implications, including promoting gender equality. A systematic literature review can highlight women's challenges during career transitions and promote gender equality in the workplace. By identifying and addressing gender biases and discrimination, organizations can create a more equitable and supportive work environment for women and facilitate them to support work-life balance [43]. Understanding women's experiences during career transitions can inform policies and practices that support work-life balance. Parental leave, flexible work schedules, and other forms of support can assist women in juggling their career aspirations with their family commitments—women's empowerment. Women can be empowered by looking at research on career transition for women because it can help them understand the opportunities and difficulties they may encounter in the workplace. This can assist women in creating coping mechanisms, looking for helpful resources, and selecting their job options, improving inclusion and diversity. Organizations may improve diversity and inclusion in the workplace by advocating for gender equality and helping women advance their careers. This could result in a more inclusive and diverse workforce that reflects workers' needs and experiences.

Organizational implications of researching women's career transitions include talent management. Understanding women's difficulties and opportunities throughout career transitions can inform talent management methods. Organizations can create plans to draw in, keep, and advance female talent while assisting them in changing careers-career advancement. Organizations can improve the professional development of female employees by assisting women during career changes. Giving women the mentorship, coaching, and training opportunities, they require, can help them develop the knowledge and skills necessary to grow in their jobs—a diverse workforce. Organizations can increase the diversity of their workforce by assisting women in developing their careers. This could contribute to developing a more inclusive and diverse workforce that represents the wants and experiences of

its workers. Additionally, assisting women in their transitions might increase employee retention. Organizations may boost job happiness, engagement, and loyalty by offering resources and assistance to workers during times of transition.

CONCLUSION

In conclusion, this literature analysis has shed light on women's difficulties and hindrances in career transitions. The results show that, despite advancements in gender equality, women continue to face considerable barriers in their quests to develop their careers, change industries, or assume leadership positions. The significant findings and their consequences for organizations and policymakers are discussed in the following paragraphs. The significance of supportive work settings in promoting women's career transitions emerged as one of the main themes in this review. Women are more likely to succeed in their career transitions if they can access mentors, role models, and supportive managers [44, 45]. A woman's capacity to effectively transition can be hampered by feelings of loneliness and diminished confidence brought on by lack of support from coworkers and management [46].

Another significant factor that impacts women's career transitions is the societal and cultural expectations placed on them. Women are often expected to prioritize family responsibilities over their careers, and these expectations can discourage them from taking risks or pursuing challenging opportunities. Furthermore, unconscious bias can prevent women from accessing opportunities and recognition, resulting in a "glass ceiling" that limits their career progression. When changing industries, women also have unique difficulties [46]. Women may also need help to network or locate mentors in a new industry, limiting their career options [47].

Finally, this analysis emphasizes the significance of governmental initiatives in removing the structural obstacles that impede women from effectively transitioning. Affirmative action, salary transparency, and flexible work schedules are a few strategies that can help level the playing field for women. To counter the prevalent cultural and societal expectations that restrict women's career transitions, organizations can also create diversity and inclusion policies and give their staff training on unconscious prejudice and ensure their safety in workplaces [48] which is another important concern for women. Organizations can also implement diversity and inclusion policies and provide staff training on unconscious bias to fight the pervasive cultural and societal assumptions that limit women's career transitions. The need for more intensive intervention and support services to help women transition into new occupations has been emphasized by this literature analysis. Women encounter several challenges because of societal and cultural expectations, a lack of assistance, and institutional biases. At the same time, women have the potential to develop a high-quality work ecosystem for nurturing future generations by co-establishing and leading from the front [49 - 54]. Organizations and policymakers can contribute in bringing women to the forefront by eliminating unconscious bias by implementing affirmative action policies and programs. By doing this, we can develop a more gender-neutral and diverse workforce that makes the most of everyone's skills and potential.

LIST OF ABBREVIATIONS

(SDGs) = Sustainable Development Goals

CONSENT FOR PUBLICATION

Not applicable.

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PRISMA guidelines and methodology were followed.

AVAILABILITY OF DATA AND MATERIALS

The data and supportive information is available within the article.

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The authors declare no conflict of interest financial or otherwise.

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Supplementary material is available on the publisher's website along with the published article.

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