

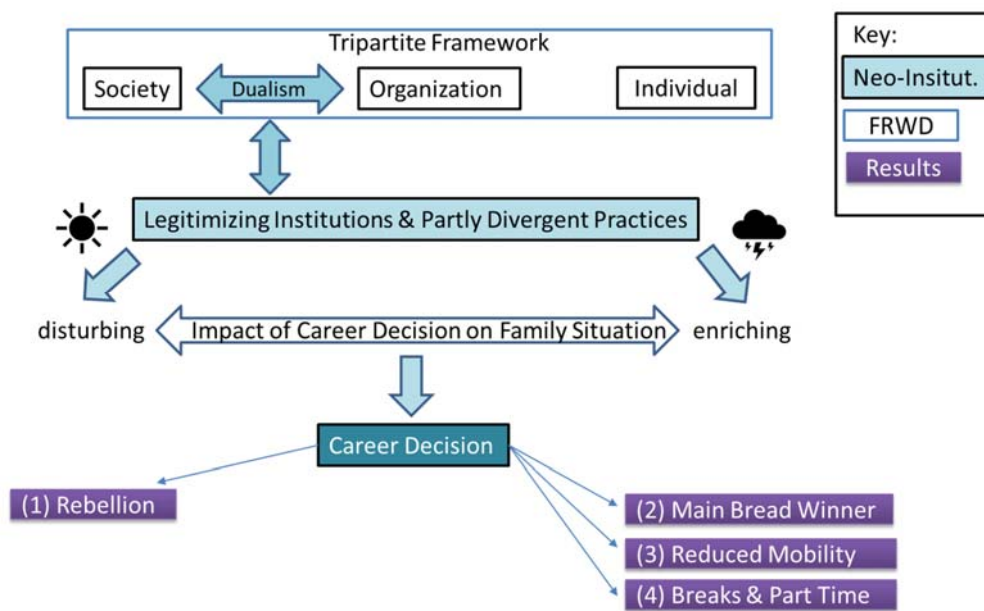
Handout: Rebelling Female Indian Talent

Background: Talent scarcity in emerging economies such as India poses challenges for companies, and limited labour market participation among well-educated women has been observed.

"Professionalism is about whatever task you are given or responsibility you take, you do a good job about it. So, being a mother was a voluntary exercise that I took up, and now I had to give my 100 percent to it. Being a wife is a commitment. Being a daughter-in-law is also an equally important." (If24, 103)

What are reasons that professionals decide not to pursue a further corporate career?

Neo-Institutionalist View of Family-Related Career Decisions



→ qualitative research design: 24 internationally experienced Indian business professionals

→ Rebellion against Indian societal and family expectations is essential to following a career path, especially for women.

→ The current institutional framework of society and organizations serves as a legitimizing façade veiling traditional practices that hinder females' careers.

New perspectives on overcoming the challenges of talent scarcity in India:

Proposition 1: If rebellion against family and societal rules is required, TM can retain talent by providing a support infrastructure that aids rebellious talent in identifying an individual way to cope with the modernity-traditionalism dualism.

Proposition 2: If TM aims to retain healthy and productive talent, a company culture that does not consider face time and mobility as performance indicators should be introduced.

Proposition 3: If, at the macro TM level, the Indian government signals a more progressive family concept (in institutions such as legislation), this could help to plug the leaky talent pipeline.

→ Can Indian (female) talent have it all – today?