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**DIVERSITY AND INDIVIDUAL RESILIENCE AMONG WOMEN  
FACULTY IN PRIVATE HIGHER EDUCATION INSTITUTES**

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**ABSTRACT**

*Diversity is a concept that has become more pronounced in the last two decades or so. Emphasis has been on diversity in culture, conflict management, employee work attitude in understanding the relationship between managing diversity and organizational efficiency. Managing diversity within and between the work-force positively impacts skills, capabilities and competencies in public, private and non- profit organizations. However in Private Higher Education Institutes, it is not clear whether female employees are resilient enough to contribute to the performance of the firm. The objectives of the paper were to analyze the demographic variable among the married women faculty Private Higher Education Institutes and also to examine the relationship between demographic profile and resilience among married women faculty. The study used a structured questionnaire. Only married women faculty in Dakshina Kannada in Karnataka, India were sampled for the study through random probability sampling. The study also used secondary sources of information for the finalization of the report. Analysis of the study was done through SPSS. The conclusion indicated that there is a moderate positive correlation between demographic variables and resilience in female employees in Private Higher Education Institutes as studies ponders that resilience and burnout have a linear negative relationship to each other. The recommendation reveals that faculty should accept resilience at work to combat both external and internal challenges.*

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**KEYWORDS:** *Diversity, Women Faculty, Resilience, Burnout, Private Higher Education Institutes.*

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