

A Study on Women as a leader.

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ABSTRACT:

Today's Indian women's are just as aggressive, strong, confident and ambitious as men. They recognize their talents, skills and understand their own rights. They are ready and willing to play a larger leadership role and 'lean in' to their careers growth in a successive manner. Along with the changing values and attitudes of a woman's role in Indian society has come an increase not only the Indian woman's empowerment but also increases there positive and successive image as a leader. Today, the women's are more confident in their abilities and have greater career aspirations. Women's are selected for the position of leader in each and every field of work as from kitchen to corporate world.

KEYWORDS: women, talent, skill, growth, success leader.

INTRODUCTION:

Studies around the world have shown that companies that have a greater number of women leaders on their senior management are able to tap into a fuller spectrum of creativity and innovation. Today, Indian society has evolved considerably. Working women are not just tolerated, but celebrated and encouraged, and they have penetrated every field. More than 34 percent of all employees in the IT sector are women, and they are doing particularly well in fields that were previously considered a male stronghold. For example, 12 percent of India's pilots are women, which is well above the 3 percent global average. Today, women lead many of India's top financial institutions, are some of the most valued scientists contributing to the country's success in its space programs, and are making waves in sports, entertainment and in each every field where women's are taking part and gives their own contribution. Women do not in any way lack the skills needed to succeed in leadership positions. They are as talented, hardworking, and motivated as men. What sets successful women apart is their belief in themselves and their abilities.

RESEARCH METHODOLOGY:

The paper has been designed with the help of secondary sources. The nature of the research is descriptive. The research is based on Secondary data which will be collected through the entire relevant source like publication of various corporate bodies, other published book and journal and various research papers related to women leadership style, and women as a leaders.

LITERATURE REVIEW:-

Sr.no	Year	Authors	Topic of the Research	Findings
1	(1999)	Tersine & Rolph	Explores about the changing status of women.	Women now have moved out of the house. They have recognized their potential and have started working and helping men in every aspect of life.
2	(2003)	Tabolt	Found that female leaders are expected to have well-developed skills.	Sex roles stereotyping of managerial work can result in the perception that women are less qualified than men for leadership positions and negatively affect women into such positions (De Matteo, 1994). Sex roles stereotyping of managerial work has for long been an impediment to women advancement and in leadership positions.
3	2004	Eagly and Carli	Explanations for women's lesser occupancy of high-level leadership positions in the United States.	One explanation is that women make less of an investment in human capital, although not necessarily in terms of education or work experience. Because of women's greater involvement in domestic works, their attention is often diverted from training and efforts made toward paid work, causing them to experience interruptions in their work history, more than men. Another explanation is that women and men lead differently and these styles are inconsistent with the role expectations of leaders and therefore lead to a potential prejudice and discrimination against women in leadership roles.
4	2003	United nations	Millennium Development goals	Specifically address women-related issues, promoting gender equality and the empowerment of women, and the UN Division for the Advancement of Women (DAW) (UN, 2005a) promotes equality with men across the world for sustainable development, peace and security, governance, and human rights.

Analysis: why women leaders are required.

John Kotter defines leadership as “creating a vision of the future and strategies for producing the changes needed to achieve that vision; aligning people around the vision; and motivating them to overcome barriers and produce the changes needed to achieve the vision.

We should not lose sight of the fact that girls have equal rights as boys to lead. We will continue to support them to speak up for themselves, to make decisions about their own lives and take the positions of power to which they are entitled. And we will continue to encourage men – father’s as much as male authority figures and leaders – to make space into which the world’s daughters can grow.

Bringing women to the organizational world or in any area of work she brings for not only results in performance and profit, but women leaders also bring with them a healthy working environment which is high in emotional quotient, empathy and compassion.

How, women need to rise above such perceptions and sensitivities to bring a change, The imperative for women to up skill themselves to understand the changing business models and digital re-invention, the need to inculcate agility, collaborative attitude, keeping one abreast of the new trends and how to break through the glass ceiling.

In a new competitive world woman has to face number of factors which affects the leadership style and behavioral practices like technological factors, economical, social, and political factors, where as personnel, societal, and family factors are also affects more to their working environment. Then also a woman focuses on all the factors on a proper successive way which lead to her on a top.

Indian women’s are unique in many ways as they come with stronger social values, ethos, diversity, resilience, intelligence and abilities. Beyond corporate world, our own lawmakers - both at Central and several state governments - are also addressing legislative issues related to women, child care, employment conditions, maternity benefits and also other act and rules are for development of women empowerment.

Conclusion:

Global Gender Index reports have shown a correlation between the increased participation of women and the development of societies in the areas of health, education, family care, social welfare, the environment etc. By contrast, countries with a low participation of women have seen a fall in the quality of social-related services. Consequently, more efforts are still required to ensure that a critical mass of women is elected into positions of authority and at all levels of decision-making. In India women’s like Arunima Sinha, Kiran Bedi, Mithali Raj, Saniya Mirza, Saina Nehwal, Priyanka Chopra and Mary Com are the women’s who are representing India as a women leaders and showing their abilities and skills to the world. As a woman I believe that each and every woman should get a chance to show their abilities and skills to the world and fly in the sky with their skills and knowledge. Women are leaders everywhere you look, from a CEO to a housewife that holds together a home. Our country was built by women who stand alone. (By Denise Clark)

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