

ROLE OF GENDER IN LEADERSHIP

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ABSTRACT

Women plays a very crucial role in the life of men without her he cannot perform any task properly in other words we can say that women is a backbone of men who supports her in very sphere of life. We know it women has her own important space but if we talk about the position of women in the corporate world, organization she faces lots of problems as compared to the men. In this paper we reflects the situation and barriers women face as compared to men, what qualitative differences in men's and women's normative roles affect their leadership behavior and outcomes.

Keywords: Leadership behavior, gender difference, perception of employees.

INTRODUCTION

As a women rise to the top of the organization or management but she faces a lots of problems as most of the employees does not accept her because she is a women not a men and their perception about her she is not capable of making any decision at right time. We know that men is stronger than women because he is more confident, independent competitive and aggressive as compared to women. There is a general perception that women even in leadership are responsive more emotional, sensitive, moody, easily threatened. We know it women can work and balance her life but there is a lot of things come around her mind while taking any decision, we see lots of women who hold a big position still she cannot left thinking about their family she has to manage everything as , we see the qualified women are perceived as less able leaders. We can see more qualified women are not appointed as a leader because it was assumed that men were better suited than women for leadership. Every organization needs strong and able leaders for its success because of gentle and sensitive nature women cannot hold this position even having a more qualification as compared to the male. Women does not get equal pay and opportunities even having same position it reflects that the management has their own perception that women cannot influence subordinates as compared to the men. No progress improving women's representation over the past last years. The research shows that women are not sufficiently present at every level, it revealed that the inefficiency of women in high level roles isn't due to lack of education or attrition rates just because of employees does not feel a sense of belonging and acceptance .Always her qualification has been challenged she confronts micro aggressions due to this reasons she leave the work place.

KEY STEPS WOMEN CAN TAKE TO BE STRONG LEADER

1. As compared to the women we found that men often apply for a job when they meet 60% of the qualifications but women apply only if they meet 100% of them: Changing the belief starts with the individual woman, she must belief that she is capable of doing the work instead of self-doubt.

2. We always taught a girl to play it safe and perfectly and boys are taught to play rough in other words, we're raising a girls to be perfect and we're raising a boy to be brave: we found that women are ambitious but still she has to handle social relation perfectly the burden of perfection is more as compared to the men. In order to lead subordinates it is required she has to overcome the fear which she usually confronts in her personal and professional lives, she needs to make proper balance between both lives.

3. Women has to leave the comfort zone and try to put herself in a position to have those opportunities.

Women face inequality but leaving the situation is not a solution in order to face situations she has to change her actions and attitudes in the workplace.

MEANING OF LEADERSHIP

Leadership is the process of directing others towards the accomplishment of goals. It is the ability to influence the behavior of others to accomplish particular goals. Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal. Leaders are required to develop future visions and to motivate the organizational members to want to achieve the visions.

CHARACTERISTICS OF LEADERSHIP

1. He takes full authority and assumes full responsibility.
2. He has a capability to take right decision at right time.
3. He has a personality to influence the behavior of others to accomplish particular goals.

THE INTERPLAY OF GENDER AND LEADERSHIP

According to verified research on gender and leadership, leadership styles can be classified either as masculine and feminine, (Eagly et al., and 2000). Although there is universal assent that women resist more hurdles to turning into a leader than men do, especially for leader roles that are male-influence (Eagly & Karau, 2001), there is much slighter treaty about the behavior of women and men at one time they achieve such roles.

According to Jennifer L. Bendable (1996), toughness and agenticism relates to traits associated with male leadership such as being assertive, controlling, aggressive, determined, dominant, assertive, self-reliant, self-confident, and competitive. Agentic characteristics are ascribed more strongly to men than women.

On the other hand feminine or Communal characteristics are ascribed more strongly to women than men and describe primarily a concern of the leader with the welfare of other people-for example, affectionate, helpful, kind, sympathetic, interpersonally sensitive, nurturing, and gentle.

Another theory that differentiates leadership practices is the attributes theory, where leadership is focus point on the personal qualities and characteristics thought to be required to direct or affect people. The theory propounds that leaders were formerly and not made. Hence the behavior reflected by leaders can be traced to their personality and since women are deemed to be more subtle and gentle against the aggressive, dominant male, there is a presumption of male or female supervision set about to headship. This theory lends credence to the gender leadership based on character quality.

CHALLENGES

1. Women face lots of problem while taking any decision because her staff members does not give full support and accept her as a boss.
2. Married women does not get full support from her family as a result she does not give proper attention at work place.
3. As a leader she cannot lead their employees properly because she is gentle and more subtle as compared to the dominate male.
4. Natural attributes normally assigned to woman can be big differentiators as leadership qualities in the workplace.

OVERCOME

1. To bridge the gap, companies must create a culture where employees feel a sense of belonging and acceptance.
2. Family should give mental and emotional support to her so it makes easy for her to work without any pressure.
3. As a leader she must have to develop the qualities required for leadership.
4. She has to become emotionally strong and confident in order to develop leadership qualities in the workplace.

RESEARCH PROBLEMS

The big challenges for women is to keep our perspectives top of minds in conversation at the corporate level and also among family and friends , it becomes impossible for women to be tough and harder due to this reasons she cannot recover quickly from difficult conditions. She never get an opportunities according to their skills and capabilities.

OBJECTIVE OF THE STUDY

1. To determine women become inefficient leader as compare to the men
2. To evaluate the qualities required for a good leader.
3. What challenges women face as a leader.
4. To establish whether employees prefer to work and report to a male or female boss.

CONCLUSION

Women and men both behave differently in the same or similar kind of leadership position. We can analyse it men are tended to be more task oriented but women tended to be more relationship oriented. In our society women is still consider weaker as compared to the men because women can easily threatened and pressurize for a work which was against her will. Women confronts lots of barrier which is arisen by the men. Leadership is a quality which can easily influence the behavior of subordinate and make them to follow same direction in order to achieve goals we cannot say women have not this quality but to influence others she must have a strong character and have a power to take decision independently, there is a lots of women who plays a role of leadership effectively. Women work more as compared to men but because of gender difference she confronts lots of trouble while handling their subordinates and arriving decision. Women lending themselves naturally to developing and helping other, she always motivates others in contrast to men, who tends to be career centric and wants to maximize their financial return from work. Both men and women have their own style of work employees must look which style meet goal and accept them as a leader, we can say that to reduce gap between men and women both should be treated equal and give equal opportunity so they both do not feel they are discriminated.

