



Women in management

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Abstract:

This research paper concerns the discussion of women in management. Statistics shows that women continue to advance their share of managerial stand; but sadly the rate of growth is slow and uneven. Hence, I decided to inspect the barriers experienced by a female administrator and how a feminine managerial approach, such as life-changing leadership approach, can be competent for an institution to reach their goals. Based on the evidence collected, genders have different ways of expressing emotions, and that the most critical obstacle to favor for females according to my study is networking. The paper also indicates that females need to overcome their fair of being open, as females tend to be more cautious and afraid of being criticized compared to men, which needs to be improved. This paper also concludes that a feminine approach such as transformational leadership style can be an advantage in many institution.

1. Introduction:

Research into gender in management and institution is steadily evolving. When a research field is energetic it can be profitable to step back and take stock of emerging themes and arrangement to both the current state of analysis and instruct future research programs. By understanding the main issues, we can frame and promote new knowledge. Thus, the aim of this paper is to check the evolving field of research in gender in management and institutions.

1.1 Background:

Female managers were basically very few during the late 1970s. Data shows that women go on to increase their part of managerial positions; but sadly the amount of progress is slow. Statistics database shows that there were only 32 percent female administrators during year 2008, and 68 percent for male managers. Table 1.1 displays the sex distribution among managers during 2001 to 2008. According to table 1.1, only one third of all managers were females year 2008, and the fraction is slowly rising. The fraction of women in managerial post has only grown by 6 percent from year 2001 to 2008.

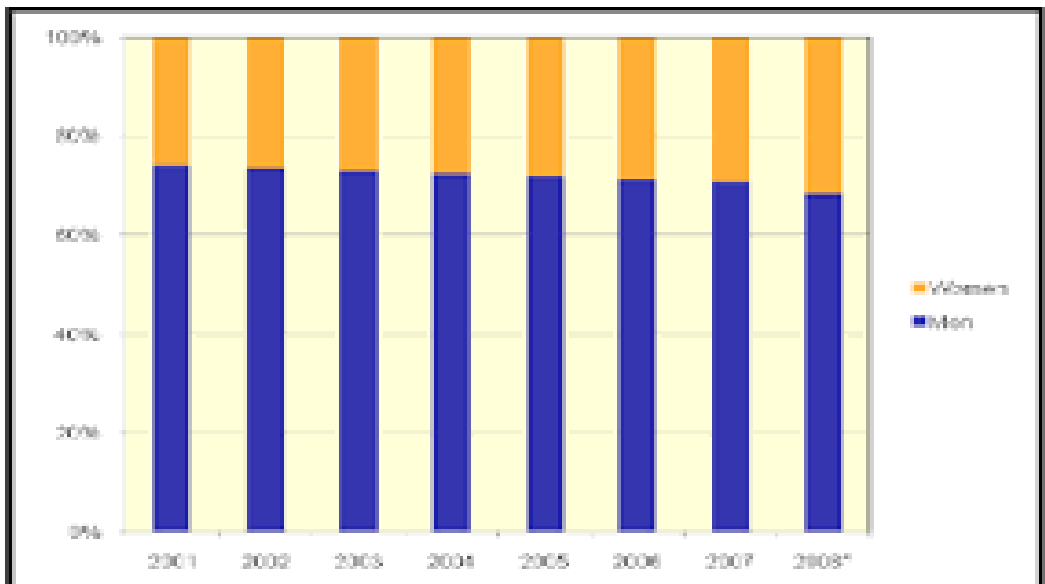


Table 1.1: Gender distribution among managers from 2001 to 2008.

1.2 Problem Discussion

Barriers with Female Management

When managers take their part in an institution, they need to adapt the situation within the institution, in order to avoid disturbance. The changes have to be done through particular perception, attitude and structures. The differences in genders, approach or attention by female and male managers are mostly based on stereotyping and emotions, which needs to be removed in order to escape conflicts with the assistant.

Feminine Management Approach

Most leadership assumption regarding gender and authority have disregarded the differences on female and male leadership. The existing researches that have been done, have found that there are significant differences in gender and management. Men tends to use transactional leadership, while females apply a transformational leadership style.

Employed as a manager involves risk, work and family related issues, which can be seen as obstacles. Most managers avoid those barriers by taking chances and circumstances, in order to develop work related experiences as a manager. One of the most known factors influencing individuals are attitude, which differs from individuals, in cultures, as well as genders. Managers that have learned from their success and failures, relates their paths with their attitudes. Effective leaders are stated to be positive individuals, and described as highly efficient to achieving organizational goals. Managers with positive attitudes towards subordinates are claimed to increase their motivation, which in turn leads to achieving organizational goals.

2. Literature Review:

This paper presents important assumption to the research questions, which were defined earlier. The paper is split into two sections; the first section starts with describing the barriers with management for women. The second section provides the reader with theories regarding administration approaches that are used by female managers and the convincingness within them.

2 BARRIERS WITH FEMALE MANAGEMENT

2.1 “Glass Ceiling”

“Glass Ceiling” is an aspect that has been prepared for years, regarding impenetrable and unseen barriers which forbid females from accomplishing higher managerial positions. The paper reveals different reasons for females in organizations that wants to rise higher in position, even when they are capable and have competent that is required. The barriers are stated as invisible and exist at different levels.

2.2 Gender stereotypes

This paper claims that the external world around us makes individuals aware of data, which needs to be collected in order to become open minded as a manager. The paper further defines that an essential way to retain this data from an external environment is through perception, which is about the action of receiving the data. There are cases were individuals process a developing aspect of others qualities or properties, becomes biased and can be described as stereotyping. Stereotyping causes individuals perception to build a certain image of certain demographic, ethnic, organizational and gender.

3. CONCEPTUAL FRAMEWORK

This paper contains an appearance of conceptual framework, which is compatible to the theories, purpose and research questions. The conceptual framework is used as a set up from the theories in order to complete the data collection as well as the data analysis.

Women in management are a wide subject, and there have been many literatures described in the earlier research papers. Therefore, I have chosen the most applicable theories to the subject.

3.1 RESEARCH QUESTION 1: HOW DOES A FEMALE MANAGER EXPERIENCE THE HURDLE WITH WORKING AS A MANAGER?

In order to justify the first research question, which concerns experienced hurdles for female managers, I have picked the following theories. My choice of theories is based on the fact that they are relevant to my research questions, as they are well known, and specified by many authors.

- The “Glass Ceiling” phenomenon will be convenient to describe the most crucial factors that have prevented females by experienced, to attain higher managerial position.
- Gender Stereotyping is helpful to describe the most common barrier from stereotypical role trap images experienced by females.

3.2 RESEARCH QUESTION 2: HOW DOES A FEMALE MANAGER FORM A HIGHER EFFECTIVENESS IN ORGANIZATIONAL GOALS BY APPLYING FEMININE MANAGERIAL PATH?

The following theories regarding the second research question have been chosen for the same logic as for the first research questions. These relevant theories will be convenient to answer how female managers can design a higher effectiveness in an institution, by applying feminine managerial approaches in their leadership style.

Transformational Leadership believes that females maintain a democratic and people oriented leadership style, which can be helpful to see if the existence looks the same, based on the theory.

RESEARCH METHODOLOGY:

Since the central spotlight is to answer specific form of research questions to achieve a higher understanding of this paper, questionnaire is the most suitable strategy. The questionnaire was also mainly based on gathering data of one individual's knowledge when it comes to females. The questionnaire was also more applicable in this research study because it emphasized the study and specific subject area. The questionnaire made it easier for me to focus more on one individual's knowledge and see if the study was right or wrong about female managerial approaches.

There are two different research approaches which are used in this research-

- Quantitative Research
- Qualitative Research

Quantitative data is a type of research that focuses on quantifying the analysis of data. This form of research can be conducted through pictures, statistics which in turn the information can be analysed.

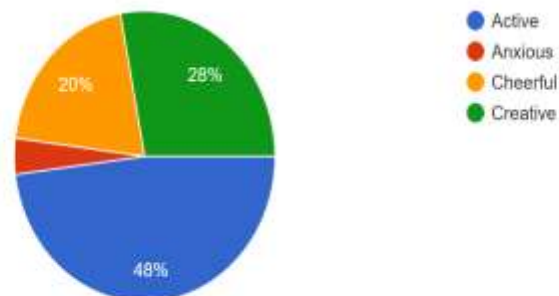
Qualitative data is a form of research concerned with investigation of non numerical data, such as interviews. Its main focus is on words and this form is based on observations and documents.

RESEARCH FINDINGS:

DEMOGRAPHIC INFORMATION OF THE RESPONDENTS:-

1. In your opinion, which of the following do you believe best describes the Personality of Female Managers?

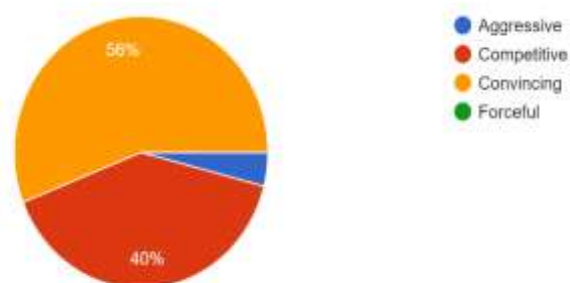
25 responses



Interpretation: Out of 25 responses, 48% of the respondents feel that personality of female managers are active whereas 28% find them creative and 4% feel that women managers are anxious.

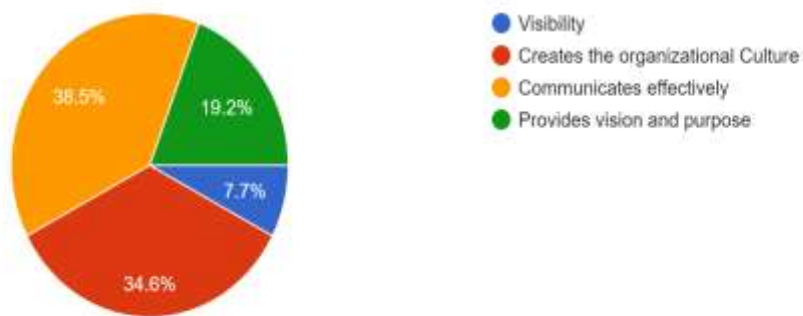
2. In your opinion, which of the following best describes the Management style of Female Managers?

25 responses



Interpretation: 58% of the respondents feel that women are convincing and 40% feel that they are competitive whereas 2% feel they have aggressive management style.

3. In your opinion, which of the following best describes the Characteristics of Female Managers?
26 responses



Interpretation: Here, out of 25 respondents 38.5% feel that female managers communicate effectively and 19.2% of them feels that female managers provides vision and purpose.

4. Do you think that Female Managers are aware of their strengths and weaknesses, likes and dislikes, values and motivation.
26 responses

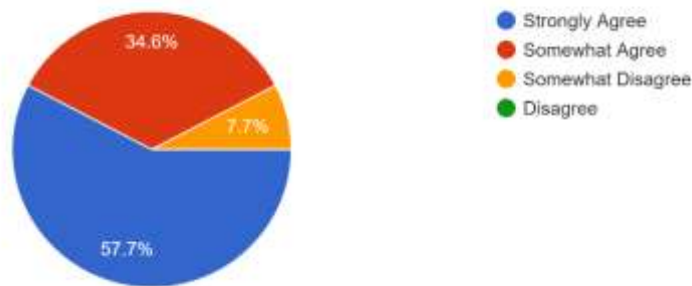


Interpretation: 57.7% strongly agree that female managers are aware of their strengths and their weakness whereas 38.5% somewhat agree with this statement.

5.

Do you believe that Female Managers can maintain a healthy balance between the Personal Me and the Professional Me

26 responses

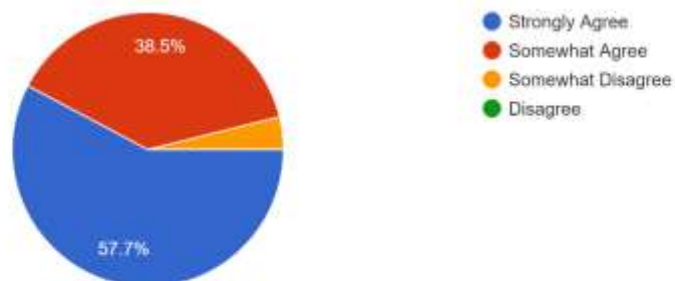


Interpretation: Here, 57.7% of them feel that female managers can maintain a healthy balance between the personal me and the professional me whereas 7.7% somewhat disagree with this statement.

6.

Are Female Managers aware of the choices and tradeoffs they make in order to be successful in business.

26 responses



Interpretation: 57.7% of the respondents strongly agree that female managers are aware of the choices and tradeoffs they make to be successful in business whereas 3.2 of them somewhat disagree with this statement.

Conclusion:

This paper presents the significance made from the study. The paper begins with answering the two research questions that were formed. The paper continues with the questionnaire which was mainly based on gathering data of one individual's knowledge when it comes to females.

It is important to note that the conclusion from this paper is not generalized, it is only based on the questionnaire, but it can be examine for further study.

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