



Evaluation Of Women Leadership In Indian Context

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ABSTRACT:

Women make up half of the world's population, but they continue to struggle with inequality in all spheres, including government and non-governmental organizations. In particular, they struggle with leadership because men consistently believe that women are incapable of serving as effective managers or leaders, but at the domestic level, men support women's work because they believe that women are only suitable for domestic work. It will take a long time and a lot of effort to achieve gender equality in organizations at all levels, so top management must be fully engaged in the process. Half of the world's population, women undertake two thirds of the labour, but they only possess one-tenth of the world's property and earn one-tenth of its income. Half of the world's population and more than 40% of the labour force are made up of women. The government has made numerous efforts throughout the years to advance women in its businesses and organizations. In developing nations, women produce more than half of the food grown, especially in rural areas. Numerous studies have demonstrated that women are successful managers as well as business owners. In this article, evaluation of women leadership in Indian Context has been discussed.

Keywords: Women, Leadership, India

INTRODUCTION:

Discrimination against women has occurred on both a personal and a societal level. Gender disparity has tragically gone unnoticed in organizational leadership, despite the fact that it has long been a focus of social research and advocacy in many other sectors. Over the years, there have been more women in the workforce globally, and there have also been more highly educated women with technological know-how. However, discrimination in the workplace against women has impeded their growth in professions that have more societal respect than men. ([1] Workplace discrimination, gender-based pay gaps, and occupational segregation are just a few examples of how gender inequality manifests itself. Working women have fought against both vertical segregation and the division of men and women into gender-specific occupations continuously. Women's advancement in managerial positions has not kept up with the parallel rise in the number of working women. They are almost non-existent at the highest levels of management [2]. There is a bottleneck at

middle management levels despite the fact that more women are graduating and taking up management roles.

WOMEN LEADERSHIP:

The two talents of management and leadership must cooperate; they cannot be separated. The person in a managerial position needs to be able to manage the daily activities, produce outcomes, and seize opportunities for change in order to be completely functional. A person who exhibits strong leadership qualities but lacks the management abilities to back them up won't be able to achieve their goals. Similar to being a competent manager, not having strong leadership qualities would make it difficult for that manager to inspire his or her staff and deliver the desired results. It takes a genuinely special talent to be able to combine these two abilities. There are a lot of managers in the world, but not many of them are actually good leaders.

Women's leadership is not just distinct from men's, but it may also be in conflict with it. For much-needed innovation, creativity and cooperative decision-making are essential (feminine qualities). But efficient methods and analysis are also essential for the correct application of new concepts (male qualities). Successful management is measured by well-considered judgments (feminine traits), yet little happens without the motivation to act (masculine attributes). Also, getting accurate feedback from customers and employees is helpful for business plans (female traits), and allocating work well makes better use of time and talent (male traits).

Leaders have the option to build on their own strengths, lessen the liabilities of their own deficiencies, and increase the likelihood of company success by learning from others, whether they are men or women. In a struggle between the sexes, little can be gained. However, there is much to be gained through combining talents and skills, as this raises everyone's performance level—male and female—to a greater level.

Women in leadership positions would undoubtedly improve today's workplaces. Women, on the other hand, are adopting masculine leadership philosophies in order to meet the expectations of their workplaces. According to them, adopting male leadership styles not only makes it simpler for women to be hired for any leadership positions, but it also works best for getting them promoted and recognized.

CAREER AND FAMILY RELATED ISSUE:

Lack of support causes conflicts with professional needs, which prevents women from moving up to management or executive roles. According to a recent study on female

managers in South Africa, only 27% of the women had structured arrangements regarding the division of daily household tasks, and 10% of the respondents received no assistance from their husbands/partners at all, even though 93% of the men/partners supported their careers. [3] According to these figures, women are still typically in charge of providing for the needs of the family and children. It claims that many women will evaluate their personal lives when making plans for a lifetime profession as a result. The length of time that was required to work was the biggest worry from the standpoint of the women. Additionally, women encounter conflict when work expectations expand more and more into their personal lives, which has an impact on their professional success. The article also mentioned how difficult it is for women with small children to combine their work and personal lives, particularly when they also have additional responsibilities at work. Ambitious women rarely rely on organizational support when it comes to meeting family obligations because of anxiety that they'll reinforce the social stereotype. In order to balance work growth with family life, many women in executive positions and other high-status professions "select out" of marriage and parenthood or postpone them. In other situations, women might strengthen their personal domain resources by relying on spousal support, such as sharing household duties and child care. [4] Even though they are presented as a couple's joint decision, such couple-level adaptive methods don't always help women achieve a healthy work-life balance. Women managers are at a disadvantage since they must avoid working overtime because their families require more of their time. The notion that women are less engaged in their jobs than their male colleagues is thus supported. The conflict between work and family was also argued to have had real negative effects on women, including serious limitations on career options and few opportunities for career advancement. The majority of studies found that women themselves admitted that domestic factors hinder their ability to advance to higher positions. Given that it is expected that women prioritize their families, it makes sense that female managers would be more overwhelmed by their parental responsibilities than male counterparts. It demonstrates that juggling motherhood and paid work is a significant cause of problems for women. Women are in charge of childcare and household work. [5] Even though skilled women are rising to professional and executive positions in companies, it could be said that they still find it hard to move up in their careers.

EMPLOYMENT ISSUE:

Employers and female professionals concur that barriers to women's success include childcare duties and a lack of workplace flexibility. They disagree on a number of other issues, though. [6] A recent study found that women were more likely than their employers to consider an unwelcoming company culture—one that encourages stereotypes and preconceptions about women's roles and abilities—to be a significant barrier. For women

looking for senior management roles, such a culture may present numerous obstacles. It was also acknowledged that the organizational culture and structure are frequently not set up to take into account the values of women. Women are frequently employed in non-strategic industries rather than in managerial and professional positions, which causes delayed career advancement. [7] Because corporate cultural preferences are more restrictive for women than for men, this explains why most women are less drawn to managerial jobs. For instance, the absence of supportive work practices—like mentoring and sufficient time to arrange for child care and other personal responsibilities—can impede their advancement inadvertently. On the other hand, harassment and prejudice are frequently used as direct barriers. It also shows that women don't have easy access to knowledgeable mentors, which hurts them at work [8].

ISSUES OF SEXUAL HARASSMENT AND LACK OF NETWORKING:

One of the most common and serious issues that female employees face in the workplace is sexual harassment. It undervalues women's skills and hinders their advancement. Women are affected by sexual harassment both immediately and later. Women may temporarily lose confidence and resign. Long-term professional advancement is impacted, and companies continue to sustain a gender imbalance. Preconceptions of women in management share the belief that stereotypes against women in management contribute to some of the variables that drive women to advance in their careers more slowly and have fewer opportunities. This is because traditional career techniques and models in organizations were built on the experience of men, which led to negative views toward women who wanted to develop their careers. Another example is that the researcher's female supervisor was denied promotion while working as a volunteer for a particular organization, despite putting in excellent work. Her boss made the excuse that she had recently lost her husband, had six children, and other family obligations, and would not be able to balance the two (her job and family commitments). [9] The idea that women's networks might serve as a vehicle for personal career advancement strategies and could also serve as a means of empowering women within organizations. Therefore, it is crucial to comprehend the socio-structural environment of the society in which women live and especially how it impacts their employment, in order to fully appreciate the social networking of women. Attending social events makes one more visible, and being there at them allows for social contact and serves as a resource for information on job chances. Joining a support group will help you learn to listen to people, build empathy, and develop other crucial interpersonal skills that will help you advance in your work. Additionally, it shows how associations can help women become more prominent in society and inspire them to participate and advance. It also noted that a study of minority working women revealed that 40% of the women blamed a lack of networking with powerful colleagues for

their lack of professional progress. [10] Nevertheless, a number of authors have noted the significance of networks for elevating visibility and advancing one's career. The key enabler for career development was networking. It further said that networks are a key factor in career success. Men accessed networks to be promoted. As a result, women found networking difficult, and as a result, they lacked this crucial skill. Additionally, it claimed that women were cut off from networks where they might network and learn about advancement procedures. According to studies, women who don't network are still vulnerable, prone to being invisible, and seldom recalled when discussing promotions. [11]

CONCLUSION:

With regard to women managers' career advancement to leadership roles, this study aims to examine the relationships between work-family hurdles, organizational culture, underinvestment in social capital, and career salience. The research and investigation's findings support the notion that the advancement of women managers is directly hampered by hurdles related to work and family, organizational culture, and underinvestment in social capital. It's important to note that career salience was found to be more strongly associated with female managers' development in their careers. The clear link between work-family barriers and the advancement of women managers argues that women miss out on jobs because of the decisions they make to take care of their families. In addition, challenges that women managers confront can be traced to the hostile organizational culture and underfunding of social capital, which keep women away from positions of leadership. [12] All of these may lead to discriminatory talent management practise within the company. Men are preferred over women for certain positions, are given more difficult tasks that allow them to demonstrate their talent and give them high visibility, and are given high-value opportunities for training and development that allow them to acquire the skills and competencies necessary for top management and leadership positions. Gender-biased talent management practise have a negative impact on the advancement of women managers. The research's conclusions are in line with certain earlier studies in terms of leadership positions. Studies also back up the idea that women managers have a harder time getting to leadership positions because of their families and negative stereotypes.

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