

## **A STUDY ON ROLE OF WOMAN IN LEADERSHIP POSITIONS**

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### **Abstract**

Women team of workers is growing globally due extraordinary socio-financial adjustments including growth in ladies education, effect of globalization etc. Women occupy 46% of US team of workers and that they now make 23% of Women CEOs withinside the USA alone. Women in a studies look at had indicated that during a organization humans are their most important challenge while guys had indicated that finishing touch of mission is their most important challenge. Women regardless of higher academic centers nowadays as compared to in advance days, their abilities are nonetheless constrained because of gender discrimination, process problems nearby legal guidelines further to own circle of relatives responsibilities. In this paper the information about the function of ladies in numerous sectors, the draw backs for his or her improvement and their abilities as compared to guys are presented.

### **1.INTRODUCTION**

Women face more than one limitations proper from their access in profession examine to their male counterpart. In primitive society, women and men held same roles. But because the society advanced from easy economic system to complicated a number of the fields like mining, conflict and many others have turn out to be extra masculine in nature wherein guys are in comparison and perceived as advanced to girls, thereby proscribing the probabilities of girls in such areas. Due to those form of conditions girls have become restricted to family and home works. Later with unique form of sops and reservations supplied to girls via way of means of diverse governments, NGOs across the world, for the purpose of girls empowerment, nowadays there may be lot of girls in management positions and are in a role to compete with guys.

The development of generation in diverse fields inclusive of software program and carrier sectors have attracted researchers global to pay attention on capacity blessings and blessings which have been feasible in phrases advanced productivity, higher paintings area relationships and advanced paintings existence balance. It is likewise extremely good that girls personnel upload variety of fee after they paintings withinside the male ruled sectors. Not simplest that , girls personnel make a contribution properly and decorate the overall performance of the organisation.

### **2. NATURE OF ORGANIZATION-A GENDER PERSPECTIVE**

Considering the paintings tradition, companies normally don't offer any critical benefit for ladies. Mostly all agency's surroundings is masculine in nature as it occupied with the aid of using guys largely. The in advance gendered control fashion debated that traits of a success manger Is that of guy as they taken into consideration to be strict and profession orientated. This may be taken into consideration as an organizational barrier that ladies face whilst attempt for management positions. They normally excluded from the "boys network" and regularly from the paintings tradition also, set with the aid of

using their male counterparts. As ladies participation in management positions begin increasing, those ladies leaders undertake traits traditional of male managers so as to prevail with care, empathy and cooperation so as to broaden a horizontal courting among diverse operating cadres opposite to male's concept of growing a horizontal line of agency in a masculine paintings surroundings. The ability benefit of ladies management is to behave like a surprise absorber among the center degree and better degree control and coffee degree control. This is a critical standards which calls for a number of persistence and perseverance wherein ladies handiest can suit into this role.

Military and police departments are normally act as male orientated workplace. Due to the male dominations in those two, it considers to be masculine. Two sectors wherein ladies have comparable benefit are schooling and social service. Teaching is taken into consideration as aligning with their own circle of relatives role. Nowadays, studies and booklet will become a need for teaching. But there too, female's contribution is much less examine to guys as they've own circle of relatives obligations just like the nurturing of kids and looking after aged human beings etc

### **3. LEADERSHIP EFFECTIVENESS WITH REFERENCE TO GENDER ORIENTATION**

Compare to in advance times, ladies have an increasing number of moved closer to extra gender equality at each home and expert life. But, ladies are nevertheless underrepresented in management positions and nevertheless taken into consideration an anomaly in comparison to guys in a few sectors which include better schooling establishments in which females illustration is better. While evaluating the women and men leaders, it's far regularly much less what they do than withinside the numerous incidents they arrive up with after they lead. One constraint usually act their management conduct is stereotypic gender role. Perceived incongruity among ladies and management roles make obstacles to management and got here positioned as double binds, greater bad overall performance appraisals, and specific requirements in comparison to the ones prevailed for male counterparts.

The management effectiveness relies upon upon the management fashion completed with the aid of using the leader. Though ladies confronted limitations in going up the hierarchical ladder, they might additionally carry out successfully in contrast with male leaders. According to Morgan Stanley latest document on Women Leadership, Women can sell greater administrative center harmony, worker retention, higher selection making and extra innovation. The functionality of ladies as caretaker, mother, prepare dinner and residence protection end result ladies able to multitasking attitude which may be very beneficial in company setup. The cappotential of ladies to continuously learn, coordinate, collaborate, deliver, influence, information and recognize supply a higher expertise of ladies in management roles. Moreover, ladies make a contribution nicely for the overall performance of the organization. This is supported with the aid of using an examine carried out amongst pastime clubs, authorities agencies, public shipping corporations and students. Also, lady leaders are determined to be as greater powerful and as generating greater delight to male leaders.

Many researches have diagnosed girls as powerful leaders in stereotype female agencies which includes provider sectors even as guys as powerful leaders in masculine agencies which includes technical and production sectors.

Some of the specific and distinct traits of girls continually guarantees her profession direction to better level which includes better Emotional Intelligence (EI) than guys, emotions or being concerned mindset and friendship.

It has broadly speaking visible that girls to move for a greater collaborative, cooperative, or democratic management style, even as guys pick a greater directive, competitive, or autocratic style. Women display deliberately distinct and greater collaborative primarily based totally on variations in persona withinside the management positions. The use of a collaborative technique is an increasing number of vital to perspectives of powerful management.

#### **4. PROBLEMS FACED BY WOMEN IN LEADERSHIP ROLES**

##### **4.1 Globalization.**

Worldwide Globalization introduces each possibilities and boundaries to girls. This extends better duty and greater expectancies from senior degree managers and pinnacle executives. Due to the pressures of relocation and timeline, the pinnacle managers must circulate to new towns, towns and nations continuously. This acts as one of the high obstacles to girls with households and an operating partner or massive different.

In fact, the bigger hassle is to conform to new cultures and social norms than own circle of relatives issues. Many girls had been now no longer capable of be given the tradition surprise and often locate it tough of their new environments in spite of girls being gave the impression to have the herbal cappotential to conform. Likewise, girls also can face competition to woman management in different cultures. "Many nations will really now no longer cope with a girls government due to their ideals and perceptions that girls are incapable of doing enterprise effectively".

##### **4.2 Internal Motivation.**

Many senior government and pinnacle control executives who're male definitely declare that ladies do now no longer have any aspiration to excel of their cutting-edge process positions. But a thrilling take a look at indicated that 55% of ladies who aren't in control positions preference to be withinside the better degrees in their organizations. Annis has defined that many ladies lose their hobby to move up in profession ladder because of the numerous limitations met alongside the course of turning into a manager. These limitations encompass discrimination, stereotyping, prejudice, own circle of relatives demands, and shortage of opportunities.

##### **4.3 Life-style Conflicts.**

They continue to be the number one caretakers for his or her households for such a lot of girls. Promotion reasons many girls to pick out among non-public and expert desires as time regulations and needs of a task end up extra significant. As according to a survey

only a few girls CEOs and girls executives have youngsters due to the effect on their profession that they may have. By comparison, many girls have left their paintings willingly due to own circle of relatives choices. Although a declining range of girls take leaves of being pregnant or childcare, 32 according to cent of girls nevertheless depart their task after having babies. Often, as soon as a female has youngsters, she will become lots extra hesitant to journey and paintings lengthy hours due to her obligations at home.

#### **4.4 Right to Education.**

In spite of presidency guidelines there are nonetheless 960 million humans within the global who're illiterate out of which thirds are girls. More authorities guidelines and rules have to be directed toward ability primarily based totally learning, improvement of entrepreneurship amongst girls and loose help within the shape of loans for girls empowerment. Only while those obstacles are eliminated we are able to have a standard improvement of the society.

#### **4.5 Better working conditions.**

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### **5. CONCLUSION**

The above literature and findings suggest that ladies in nowadays global can excel in any profession. The effective nature of the society and the surroundings can assist ladies to gain work – existence stability and deliver a much wider threat for ladies to gain better dreams of their existence. With the benefits of technology, better training and correct guide from the own circle of relatives ladies can show that they're now not so good as guys and that they require the equal incentives and perks, braveness and guide to have a higher gender equality.

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