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Women Leadership in Business Organizations

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Abstract: Despite making up half of the global population, women still struggle with inequality in all spheres of life, including non-governmental organizations. Males always believe that women cannot be competent managers or leaders, yet at the home level, males support women's employment because they believe that women are only suitable for domestic work. This causes issues for organizations, especially in the area of leadership.

Globally, the proportion of women working has grown over time, and this growth has been matched by an increase in the number of highly educated, technically skilled women. But discrimination against women in the workplace has hindered their ability to develop in their careers. Globally, the proportion of women working has grown over time, and this growth has been matched by an increase in the number of highly educated, technically skilled women. Nonetheless, prejudice against women in the workplace has hindered their ability to rise into positions that receive greater social respect from males. Workplace gender inequality manifests itself in a number of ways, including discrimination, wage gaps based on gender, and occupational segregation. Working women have long fought against both the division of men and women into employment based only on gender and against horizontal segregation. The number of working women has increased, but the advancement of women in managerial positions has not kept up. They are hardly present at the upper management level. Women are graduating and going into leadership roles, yet the middle management tiers are congested.

Introduction

Over the past 100 years, the percentage of women in the labor has significantly increased. The global shift in social attitudes about female employment occurred after women in the US were granted the right to vote in 1920. 74% of women between the ages of 25 and 54 were

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employed during the early 1990s. More women were entering traditionally "feminine" fields like teaching and secretarial work to pursue careers in management, law and medicine, which had long been dominated by men. However, new data indicates that by the 2000s, favorable increases in the proportion of women in the labor force had peaked, slowed, and finally stopped. Although significant progress has been made in decreasing the gender gap, women still face discrimination in the workplace. Men continue to outnumber and outrank women in the labor force. Numerous studies demonstrate that women are less likely than males to achieve the top levels of their jobs, to face harassment and micro aggressions at work, and to earn less than their male colleagues. In the corporate world, women are likewise glaringly underrepresented in leadership roles. In fact, only 10.9% of senior executives in Fortune 500 corporations were women in 2019, and less than a third of managerial roles globally were held by women.

Female employees also face certain job obstacles, such as motherhood and childcare that most men easily bypass. Furthermore, they are frequently disregarded in the broader context of initiatives promoting inclusivity and diversity. These setbacks are the reason why women are leaving their employment in previously unheard-of quantities these days. However, the data indicates that there has never been a better time to hire more women for leadership positions. And there are a few main causes for this. Discrimination against women has occurred in both domestic and social contexts. Gender inequality in organizational leadership has tragically been disregarded for decades, despite the fact that gender disparities in many other areas have been a focus of social research and action. There are still numerous barriers standing in the way of women reaching this level of leadership (such as glass ceilings). Initiatives for women's leadership achievement are the only focus of many organizations' leadership development programs. These programs list impediments and barriers and then offer solutions for women to get past them. These initiatives aim to support exceptional women's leadership skills. Gaining an understanding of these difficulties can help organizations promote more women up the corporate ladder. To increase women's involvement levels across the corporate ladder, businesses, men, and women can collaborate. Finding answers to these challenges is necessary as more and more women join the workforce and encounter barriers and situations that males do not encounter. It is our goal that this study contributes to the solution. Despite making up half of the global population, women still struggle with inequality in all spheres of society, including government and non-governmental organizations. In particular, women face obstacles in the leadership



domain because men generally agree that women are best suited for domestic work and are not suitable for management or leadership roles.

Objectives of Research Paper

This paper addresses the following topics: (a) the origins of the glass ceiling; (b) typical situational barriers faced by women who succeed in the workplace; (c) personal challenges encountered by women who succeed in the workplace; (d) stereotyping and leadership styles; (e) survey respondents' leadership styles; (f) our investigation into the connection between women's leadership styles and organizational effectiveness; and (g) an explanation of the findings and implications of our research.

Research Methodology

Secondary data is the foundation of this paper. The article focuses on the difficulties faced by Indian women in management and leadership roles.

Benefits of Women Leadership

1. Women increase revenue.

Naturally, a key component of diversity, equity, and inclusion (DEI) is gender equality, which is addressed by a greater number of women in managerial roles. However, there are also financial rewards. According to research, reducing the gender gap might result in a 26% increase in global economic wealth. Furthermore, a 2016 survey by the Petersen Institute for International Economics of 21,980 companies in 91 countries found that having female C-Suite executives greatly increases profitability. Indeed, there is compelling evidence linking increased female representation to improved corporate outcomes.

2. Women in leadership positions in business reduce risks and boost productivity.

There has been a movement in company decisions away from profit and toward ensuring inclusion and prosperity, as evidenced by the rise of B Corporations and the growing demand for DEI policies and environmental, social, and governance (ESG) openness. According to research, having women in executive positions reduces corporate risks and enhances CSR and ESG results for their organizations. Additionally, voluntary disclosure of climate emissions increases among corporations with higher female board presence, and female officials are less likely to be corrupt



than men. Research indicates that a greater proportion of female senior executives than their male counterparts devote more time outside of work to enhance DEI.

3. Innovation and change are driven by women.

In today's complex business landscape, innovation—the capacity to develop potentially disruptive products and services—is essential for survival. Modern business paradigms are being surpassed by evolving technologies more quickly than ever, pushing companies in a variety of sectors to either stay competitive or shut down. There is mounting evidence that gender parity enhances innovation performance for businesses, with a focus on the advantages of having more women in leadership roles. A study of Fortune 500 businesses found that gender-diverse teams led by women produce 20% more patents on average than teams led by men. Research indicates that organizations with female directors have more success when it comes to innovation.

4. Emotional intelligence and empathy

Female leadership has several benefits, chief among them the capacity for empathy and emotional intelligence. Because women are typically perceived as being more loving and compassionate than men, leadership styles that emphasize inclusivity, teamwork, communication, and relationship development may reflect this perception. Female leaders are more likely to actively listen, acknowledge and value the contributions of their team members, and foster a secure and encouraging work atmosphere.

5. Various Viewpoints

Diverse teams perform better than homogeneous teams in a variety of domains, like as decision-making, creativity, and innovation, according to research. Organizations can benefit from the varied perspectives that female executives bring to the table by connecting and understanding a wider spectrum of stakeholders and customers. In addition, women leaders possess distinct perspectives and experiences that enable them to recognize and tackle problems that men may miss. This can provide them a significant competitive advantage in businesses where males predominate!

6. Enhanced Output

Numerous studies have demonstrated that companies with a higher proportion of female leaders typically have higher performance levels. Companies with more diverse leadership teams, for



instance, had a 48% greater return on equity than companies with less diversity, according to a McKinsey & Company study. In a similar vein, a Catalyst study discovered that businesses with a larger proportion of female directors performed better financially than those with a lower proportion—and that the difference between the most and least diverse businesses keeps widening every year. Former PepsiCo CEO Indra Nooyi is renowned for her strong management and commercial sense. PepsiCo's revenue increased by more than 80% during her direction, and the business was continuously ranked among the most inventive and socially responsible companies in the world.

7. Improved Interaction

Compared to their male colleagues, female leaders typically have stronger communication skills. As per the findings of this study, female leaders are more likely to embrace an authentic leadership style, which is perceived as more welcoming and inclusive of diversity. This style is defined as "a transparent and ethical leader-behavior pattern that encourages openness in sharing information needed to make decisions while accepting followers' inputs." According to the survey, female leaders are also frequently more adept at giving feedback, asking probing questions, and actively listening. Female leaders that adopt this style of leadership typically exhibit greater approachability and accessibility, which can foster more candid and open communication across teams, irrespective of gender or organizational seniority.

8. Women's Role Models

Lastly, female executives have the potential to act as role models for other female employees. Women are more likely to think they can attain leadership roles if they observe other women in those roles. As a result of realizing that it is feasible, female employees may exhibit greater initiative and productivity at work as they aspire to leadership positions themselves. Over time, this may contribute to a rise in the proportion of women in leadership roles, fostering a more inclusive and varied workplace.

The Obstacles Faced by Indian Women in Leadership and Management

1. Receiving Equitable Treatment

Workplace equality is one of the main issues my female clients are currently dealing with. I advise all female leaders to pursue their goals in their jobs and never give up. Develop the



abilities that will allow you to take advantage of such possibilities. These include emotional intelligence, leadership potential, and communication abilities. Put your hand up during meetings. Be heard by speaking up.

2. Establishing a Sisterhood

Getting help from other women is currently the largest obstacle facing my female clients. My counsel to women everywhere is to uplift and support one another, beginning with our core beliefs and ideals: morality, integrity, and values. We have to act justly. Be modest, demonstrate unity, excellence, passion, and excitement in your work to establish the groundwork for our future advancement.

3. Revenue Generation

Increasing their revenue is one of the main issues my female clients are currently facing. Money provides you freedom and options and solves all problems. Wherever you are, my suggestion is to concentrate on what brings in money. Ultimately, a business cannot exist without revenue. Entrepreneurs refer to that as a pastime.

4. Possessing Self-Assurance

When I talk to women, I find that one of their main problems is a lack of confidence. They should learn to live with the fact that others will always want to pull you from "your game" or hate you for no apparent reason, I tell them. But you will succeed in achieving your goals if you approach the situation with this knowledge and with clarity about your aim.

5. Raising Your Voice

Being seated at the table or in a role is insufficient. In addition, one must talk with confidence no matter the circumstances. Women leaders are afraid of being shunned or rejected, but when their voices are heard, respect follows. Because it can influence legislation, the workforce, and perspective, I coach leaders to express their voice and viewpoint. Make a positive impact by being recognized as a leader and cooperative person.

6. Forming Partnerships with Influencers

When a woman comes to me, it's usually because she's been rejected, shoved away, or told she doesn't belong at the table. Being bullied isn't easy, however it's far feasible to conquer it. I



advise women to establish clear parameters before beginning any endeavor, cultivate positive relationships with advocates, position themselves as subject matter experts, and speak confidently.

7. Remaining Firm in Their Achievements

Some female leaders are reluctant to discuss their achievements for fear of coming seen as arrogant or pompous. Women often believe that in order to appear less threatening, they must shrink. I counsel my clients to develop the self-assurance that comes from knowing that they have a right to be in the room. All shrinking accomplishes is postpone making your voice heard and considered seriously.

8. Coping with the Imposter Syndrome

The main difficulty female have is not internalizing their successes. We address the underlying cause of this belief first, then we make accurate performance judgments to modify their locus of control, and finally we solicit input from other leaders to validate their advantages. They might enhance their leadership development by addressing the issue of imposter syndrome.

9 Handling Adverse Thoughts

One of the most significant issues that female c deal with is letting their negative thoughts rule their lives. women worldwide is to take charge of their ideas by being aware of them and choosing to either accept them or choose to go forward in spite of them, or to replace them with more uplifting and empowering thoughts.

10. Reentering the Salary-Based Industry

It's difficult to resume a career after a protracted break while working full-time as a child or elderly parent's caregiver. Fighting ageism, regaining confidence, reestablishing a network, brushing up on or learning new skills, and keeping up with technology are all necessary. Women leaders, even if your path was different and didn't include a professional pause, support these launchers improve themselves.

Take performance reviews, which are essential for development and progress but can be somewhat intimidating for women. 360-degree feedback is widely used in businesses as a fundamental technique for improving self-awareness and understanding of one's influence on



others—skills that are crucial to the growth of leaders. However, gender prejudices could influence assessors.

Conclusion

Despite notable advancements in the west, gender disparity in the workforce remains a challenge on a global scale. Emerging female leaders have the potential to succeed just as much as their male colleagues. Still, in order to advance in the corporate world, female executives must be aware of their own challenges and choose a management approach that works for them. One can take the necessary steps to become a successful female leader by studying the history of inequality, comprehending the characteristics of a charismatic leader, and figuring out what a woman leader looks like.

The primary focus was on the attributes of female leaders who are striving to demonstrate their equal opportunities to become prosperous leaders. Nevertheless, while reading the literature, we must consider the distinctions between men and women that may or may not help them become good leaders.

Recommendations

- a. It is strategically important to promote gender diversity and leadership heterogeneity.
- b. Companies must make sure that their hiring, evaluating, and Career Management systems are performance-driven and gender-impersonal; they do not impede women's advancement in the workforce.
- c. For Indian women managers, a strong education, mentoring, family support, proficient communication skills, and a commitment to lifelong learning are crucial.
- d. Employers today require programs that assist them in realizing the advantages that women can provide their companies and in educating institutions about the important role that women leaders play in dispelling gender stereotypes.
- e. Human resource policies and practices should be designed to facilitate entrance for women into management positions and to accelerate career advancement.
- f. Providing training to women leaders and providing structured guidance to fulfill their leadership responsibilities and advance in these positions.



- g. Establishing supportive corporate environments that enable both men and women to manage the duties of leadership while simultaneously taking care of their families.

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