



ROLE OF WOMEN IN TOP MANAGEMENT POSITION AND THE IMPACT ON THE OVERALL LEADERSHIP AND MANAGEMENT

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Abstract

Women make up half of the world's population, but they continue to face inequalities in every field, whether in government or non-government organisations, and particularly in leadership because men believe women cannot be good leaders or managers, whereas men agree for women to work at home because men believe women are only good for domestic work. Attaining gender equality in organisations at all levels is a lengthy and difficult process that necessitates the involvement of the entire firm as well as a strong commitment from top management. "Women constitute half of the world's population, undertake two-thirds of the world's labour, but receive just a third of the world's income," according to UN publications on "women issues of the year 2000." "I make a tenth of its income and hold less than a hundredth of its assets." Women account for more than 40% of the global labour force and half of the global population. Over the years government seeks to establish policies and programmes to progress women in government companies and organisations. Women produce more than 55 percent of the food grown in developing countries, particularly in rural areas. According to several surveys, women have shown to be successful business owners as well as managers (Koshal, M., Koshal, R. K., & Gupta, A. K). According to the research, women make up 16 percent of junior management jobs, 4 percent of middle and senior management positions, and only 1% of organisational leadership positions (CEOs). This paper is based on secondary information. The study focuses on the challenges that women face in India when it comes to top management position and overall leadership and management.

Keyword: women Organisation, leadership, top management positions

Introduction:

Discrimination against women has occurred both at home and in society. While gender disparity has been on the agenda of social study and action for decades in many domains, gender inequality in organisational leadership has been shamefully disregarded. The number of women in the workforce has increased globally throughout time, and with it has come an increase in the number of highly educated women with technical skills. Discrimination against women in the workplace, on the other hand, has hampered their growth in positions that are more prestigious among men. Gender inequality in the workplace manifests itself in a variety of ways, including occupational segregation, wage disparities depending on gender, and discrimination. Working women have long fought not only horizontal segregation, but also the division of men and women into genders.

The inclusion of women on management teams is often linked to a higher level of social commitment and a more participative leadership style. An examination of women's impact at cooperative enterprises, which have distinct organisational and purpose characteristics, reveals that their influence leads to higher motivation and better performance. Increased steps to foster work-family balance, which is crucial for country growth as well as increasing family quality of life, are one benefit of female leadership.

Female entrepreneurship and the participation of women on management teams have a favourable impact on organisational social motives and accomplishments. Companies are more likely to implement family-friendly practises when women are in charge. The new cooperative entrepreneurial environment, rather than the old commercial sector, is more conducive to this type of approach. In fact, community-based firms have risen to prominence as important tools for women's empowerment.

Without singling out heroic individual entrepreneurs, greater capacity development can be achieved by encouraging this entrepreneurial ecosystem at the collective level. These new female business executives have a higher impact and influence on their organisations' activities than they would be able to have in traditional corporations from a participative standpoint. A recent study came to this conclusion after highlighting an example of a place where such a dynamic is developing. Female leaders today confront the issue of determining how to have a greater impact on mixed-gender management teams. Women have the best chance of achieving this aim through cooper

Women in leadership bring better business performance:

According to a new analysis from the International Labour Organization's Bureau for Employers' Activities, businesses with true gender diversity, particularly at top levels, perform better, even seeing large profit increases (ILO). Nearly 13,000 businesses in 70 countries were polled for the research, *Women in Business and Management: The Business Case for Change*. Gender diversity programmes increased corporate outcomes, according to more than 57% of respondents. Almost three-quarters of organisations that tracked gender diversity in management saw profits rise by 5 to 20%, with the majority seeing gains of 10 to 15%. It was easier to attract and retain talent, according to nearly 57% of respondents. There are over 54 of them. % stated they noticed increases in creativity, invention, and openness, and a same percentage said effective gender inclusivity improved their company's reputation, while nearly 37% said it helped them better measure customer sentiment. The survey also discovered that a rise in female employment is favourably associated with GDP growth at the national level. The conclusion is based on a study of data from 186 nations from 1991 to 2017. "We expected to see a favourable association between gender diversity and corporate performance," said Deborah France-Massin, Director of the International Labour Organization's Bureau for Employers' Activities. "When you

examine the efforts corporations make in other areas to get an extra two or three percent in revenues, the results are astounding." The relevance is obvious. Gender balance should be viewed as a business issue, not merely a human resource issue."

In senior management, gender balance is defined as 40-60% of either gender, which is the same as in the broader workforce. According to the survey, when women hold 30% of senior management and leadership positions, the positive effects of gender diversity begin to accumulate. However, nearly 60% of businesses fail to accomplish this goal, making it difficult for them to reap the benefits. Furthermore, women make up less than one-third of entry-level management hires in nearly half of the organisations studied, implying that the pipeline to senior management may not be delivering the talent required.

Almost three-quarters of the businesses polled said yes. More specific actions are needed to ensure that women are visible and promoted to strategic areas of business, according to the report. had equal opportunity or diversity and inclusion policies, but the report says more specific actions are needed to ensure that women are visible and promoted to strategic areas of business.

There have been some important reasons discovered that restrict women from obtaining decision-making roles. Enterprise cultures that demand "anytime, anywhere" availability disproportionately affect women due to their domestic and family responsibilities, whereas policies that promote inclusivity and work-life balance (for both men and women), such as flexible working hours and paternity leave, need to be improved.

Another aspect is the "leaky pipeline," which refers to the propensity for the share of women in management positions to decrease as the level of management rises. The "glass wall" refers to the prevalence of female executives in non-strategic positions like as HR, finance, and administration. It's less likely to lead to CEO or boardroom jobs. Only about a third of the companies polled had reached the critical mass of one-third female board members. Around one-eighth of respondents said their boardrooms were still all-male. Male CEOs were found in more than 78 percent of the businesses that replied, while female CEOs were more likely to be small businesses.

"The commercial argument for more women in leadership positions is compelling," France-Massin added. "Women represent a powerful talent pool that firms aren't making enough of in an era of skill shortages." Genuine gender diversity should be a vital component of any company's business plan if it wants to succeed in the global economy. Employer and corporate membership, as well as representative business associations

The problems facing women in leadership positions:

Worldwide Women face both benefits and challenges as a result of globalisation. Senior managers and top executives will have additional duty and expectations as a result of this. Top executives are forced to relocate to new towns, cities, and nations on a regular basis due to relocation and timeline pressures. This is one of the most major obstacles for women who have families and a working spouse or significant other [17]. In fact, adjusting to different cultures and social conventions is a bigger concern than family issues. Despite the fact that women are thought to have a natural aptitude to adapt, many women were unable to absorb the culture shock and struggled in their new circumstances. Similarly, women may encounter discrimination.

Other cultures have female leaders. "Many countries will simply refuse to work with a female executive due to their views and opinions that women are incapable of running a successful corporation."

Many male senior executives and top management leaders simply assert that women have no desire to excel in their existing positions. However, according to a fascinating study, 55 percent of women who are not in management positions want to be at the top of their firms. Many women, according to Annis, lose interest in climbing the corporate ladder because of the numerous obstacles they face along the way to becoming a manager. Discrimination, stereotyping, prejudice, familial demands, and a lack of chances are all impediments.

For many women, they are still the primary caregivers for their families. As time constraints and job expectations become more critical, many women are forced to choose between personal and professional aspirations. According to a survey, few female CEOs and executives have children due to the potential negative influence on their careers. In comparison, many women have voluntarily quit their jobs due to family obligations. Despite the fact that the number of women taking maternity or childcare absences is decreasing, 32% of women still leave their jobs after having children. Because of her responsibilities at home, many women are unwilling to travel or work long hours once they have children. Education is a fundamental right. Regardless of the government, policies. There are still 960 million individuals worldwide who are illiterate, with women accounting for two-thirds of the total. More government policies and regulations should be geared toward skill-based learning, the promotion of female entrepreneurship, and free credit support for women's empowerment. Only by removing these barriers will we be able to progress as a society as a whole. Working conditions that are better. In certain countries, such as France, women are given a number of leaves and incentives during pregnancy, as well as other perks such as vacation, to help them. Such guidelines must be implemented in all private and governmental sectors in many developing countries to assist women in adjusting to all areas of their lives. These activities can help them achieve their goals.

Conclusion:

According to the research and facts presented above, women in today's world can flourish in any field. The favourable nature of society and the environment can assist women in achieving work-life balance and provide a greater opportunity for women to attain higher life goals. With the help of technology, higher education, and strong family support, women can demonstrate that they are no longer inferior to men, and that they demand the same incentives, rewards, courage, and support to achieve more gender equality.

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