



e-ISSN:2582-7219



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

Volume 7, Issue 5, May 2024



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.521



6381 907 438



6381 907 438



ijmrset@gmail.com



www.ijmrset.com



The Role of Women in Top Management and Its Impact on Company Leadership

Pooja Rani, Dr.S. Maria Antonyraj

MBA Student (HR&DM), NIMS University, Jaipur, Rajasthan, India

Associate Professor, NIMS University, Jaipur, Rajasthan, India

ABSTRACT: The women workforce has been increasing worldwide owing to various socioeconomic changes like the increase in women education, the impact of globalization etc. Women occupy 46% of the US workforce, and they make 23% of Women CEOs in the USA alone. A woman in a research study had indicated that in a firm, people are their main concern, whereas, men had indicated that completion of task is their main concern. Although women have more and better facilities of education today than they had in the past, their capability is still limited in work spheres compared to men due to gender discrimination, job difficulties of local laws and family responsibilities. This paper explains the role of women in various sectors and the drawbacks especially for their development and their capability compared to men.

KEYWORDS: ladies empowerment, top stage management, handling approach, leadership, encouragement, operating tradition.

I. INTRODUCTION

Women in company are stepping up to help employee properly-being and diversity, equity, and inclusion efforts. A more function for ladies in management, places of work and agencies has multiplied awareness; it is an crucial pioneer for developing a truthful and comprising society. Women are being extended to pinnacle management roles within agencies. just a few women working professionals find a seat within the top management of Indian groups, while ladies are in leadership roles like leader govt Officer, leader Finance Officer, chief information Officer and maximum probably the HR directors. Best 5% of girls were capable of climb a ladder to top positions. In 2021, 26% of CEOs and MDs were girls as compared to fifteen%. In 2019, The Fortune worldwide 500, an all-time high of 23 ladies CEO's in '21. Gender wage inequality demonstrates that women who attain those positions earn much less than their male friends. even though duties boom with a higher position, there may be still a distinction within the income of women and men in positions. Girls who do reach better positions are paid 15% less than guys at the same degree. Covid-19 has made women important gains in representation, especially in senior management. The pandemic has made girls appreciably extra burned out and more and more so than men. Despite this strain and exhaustion, women are growing to be more potent leaders and taking over more paintings that comes their manner. Gender salary inequality demonstrates that ladies who reach the ones positions earn less than their male peers. Even though duties boom with a better role, there is never the less a difference within the income The less within the income of ladies and guys in positions. Women who do attain better positions are paid 15% less than men on the identical stage. Covid-19 has made girls essential profits in illustration, particularly in senior management. The pandemic has made women extensively extra burned out and increasingly so than men. in spite of this pressure and exhaustion, women are growing to be stronger leaders and taking over greater paintings that comes their way. Discrimination in opposition to ladies has gender salary inequality demonstrates that ladies who reach the ones positions earn less than their male peers. even though duties boom with a better role, there is nevertheless a difference within the income of ladies and guys in positions. women who do attain better positions are paid 15% less than men on the identical stage. Covid-19 has made girls essential profits in illustration, particularly in senior management. The pandemic has madewomen extensively extra burned out and increasingly so than men. in spite of this pressure and exhaustion, women are growing to be stronger leaders and taking over greater paintings that comes their way. Discrimination in opposition to ladies has come about both at domestic and in society. while gender disparity has been on the agenda of social take a look at and motion for many years in lots of domain names, gender inequality in organizational management has been shamefully disregarded. The number of girls within the personnel has expanded globally for the duration of time, and with it has come an increase in the quantity of distinctly knowledgeable girls with technical talents. Discrimination towards girls within the place of business, then again, has hampered their boom in positions which are more prestigious amongst men. Gender inequality within the place of business manifests itself in a spread of methods, consisting of occupational segregation, wage disparities relying on gender, and discrimination.



working girls have lengthily fought now not only horizontal segregation, however additionally the department of males and females into genders. Me about both at domestic and in society. While gender disparity has been on the agenda of social take a look at and motion for many years in lots of domain names, gender inequality in organizational management has been shamefully disregarded. The number of girls within the personnel has expanded globally for the duration of time, and with it has come an increase in the quantity of distinctly knowledgeable girls with technical talents. Discrimination towards girls within the place of business, then again, has hampered their boom in positions which are more prestigious amongst men. Gender inequality within the place of business manifests itself in a spread of methods, consisting of occupational segregation, wage disparities relying on gender, and discrimination. working girls have lengthily fought now not only horizontal segregation, however additionally the department of males and females into genders. The inclusion of ladies on management groups is regularly connected to a better level of social commitment and a greater participative management fashion. An examination of ladies's impact at cooperative corporations, which have wonderful organizational and purpose characteristics, reveals that their have an impact on ends in higher motivation and better overall performance. accelerated steps to foster paintings-family stability, which is crucial for country growth as properly as increasing circle of relatives best of lifestyles, are one gain of woman management. girl entrepreneurship and the participation of ladies on control teams have a beneficial effect on organizational social reasons and accomplishments. businesses are much more likely to enforce own family pleasant practices whilst women are in rate. the brand new cooperative entrepreneurial surroundings, as opposed to the vintage industrial sector, is extra conducive to this sort of technique. In reality, network-primarily based companies have risen to prominence as vital tools for women's empowerment. without singling out heroic individual marketers, greater capacity development can be completed by encouraging these entrepreneurial surroundings at the collective level. those new lady enterprise executives have a better effect and effect on their establishments' activities than they would be able to have in conventional corporations from a participative perspective. A recent study came to this end after highlighting an instance of a place wherein this sort of dynamic is developing. lady leaders nowadays confront the issue of figuring out a way to have a more impact on mixed-gender management teams. women have the first-class chance of attaining this aim thru cooper.

II. REVIEW OF LITERATURE

1. Smith and others. (2006) erect a considerably helpful effect of the dimension of girls in top administration on firm depiction as calculated by gross profits to transactions. Moreover, they too raise that the helpful belongings of daughters in top administration strongly rested on the restrictions of female top managers.
2. Joy and others. (2007) resolved the US firms all the while 1996-2000 and erect a positive friendship middle from two points the portion of girls in top administration and firm conduct. Some evidence shows that skilled is no significant connection in few cases.
3. Campbell and Mínguez-Vera (2008) second hand the dossier for nonfinancial firms filed on the unending advertise in Madrid all along the ending from 1996 to 2000 and establish that the friendship between the portion of daughters on the board and firm profit was not meaningful.
4. Carter and others. (2010) checked the sample of 641 US firms in the S&P 500 index, and they were powerless to find some important connection middle from two points the number of daughters managers and Tobin's Q. Contrary to these verdicts, few scientist find that female-possessed firms have lower focus on firm proportion, endurance rate and development.
5. (Aterido and Hallward-Driemeier, 2011; Coleman, 2007; Zwan and others., 2012; Bardasi and others., 2011; Coleman and Robb, 2009), distinguished to male-possessed firms. Using a sample of Kuwait narrow firms, Alowaihan (2004) raise that female- experienced firms are bad than male-experienced firms at the level of efficiency.
6. . Singh and others. (2001) raise that usage tumor rates of female activities were considerably inferior those of male activities in an analysis of calculating and limited adventures in Java OF RESEARCH. In addition, skilled are restricted amount of research conferred on the point in China before this time.

III. OBJECTIVES OF THE STUDY

1. Demonstrate in what way or manner these prejudices influence how well daughters act at work and hold bureaucracy from numbering to top management positions.
2. Gathering facts from wives who determined to form their own arrangements subsequently they had worked in a big arranging about some of the conclusion making determinants and socio- individual constraints that influence specific entrepreneurialism.



3. To conduct interviews accompanying daughters successful administration positions, so that find a relation 'tween stereotypes and the guidance styles.
4. To recognize the factors that avoid women from actively competing in organizational administration

IV. SCOPE OF THE STUDY

1. **Representation and Diversity:** Examining in consideration of girls's likeness in senior management positions distinguished to brothers. This contains resolving manufacturing trends, territorial differences, and the closeness of mothers in executive boards and C-suite positions.
2. **Leadership Styles and Traits:** Investigating the guidance styles and characteristics shown by women in top administration parts. This includes investigating whether skilled are obvious approaches or conditions usually guide female leaders and by means of what these equate to established guidance models.
3. **Organizational Performance:** Assessing the equating between grammatical rules applying to nouns that connote sex or animateness difference in top management and administrative acting metrics in the way that worth, innovation, worker vindication, and market share. This grant permission include longitudinal studies to path depiction over time.
4. **Employee Engagement and Satisfaction:** Investigating the impact of female guidance on member date, delight, and memory. Understanding whether bearing mothers in top administration definitely influences business breeding, inclusivity, and self-esteem.

V. RESEARCH METHODOLOGY

Any in a way research that specifies conclusions late at by way of mathematical method or other habits of calculation," in accordance with Strauss and Corbin (1991), is considered approximate research. The reasoning in this place form of research is subjective, according to the authors, and it amounts to a "nonmathematical logical plan that culminates in judgments obtained from dossier assembled by a type of means, "For this reason, I have choose for a concerning qualities not quantities research methods so that comprehend female and feminine guidance two together in theory and in practise. In order to support characteristic content for this essay, I need expected able to authorize connections accompanying the heads and win their trust.

Primary Sources: Through my research, I have in mind better learn feminine stereotypes and decide either they endure in the here and now. I attempt to interview any male and female managers for this purpose in consideration of add real dossier to our study. Although it hopeless behind and determine more objective enumerations to issue a inquiry to the managers in consideration of accumulate the dossier. The questioner's comments, still, maybe a lot more educational and relevant to the belief's aim. Since there are differing interview types, containing organized, unorganized, and wheeled vehicle for hauling-organized interviews. I certain to use almost-organized interviews for this belief. Semi-organized interviews were preferred cause they support accused better independence to express themselves and are less constrained a piece distinguishing questions fated in near future requested. In order to have a ruling or instruction style in their organization, these interviews are met on the need to have a inclusive grasp of the respondent's private theories and type of guidance. As I do these interviews, I can still a accepted discourse of mothers in leadership and neuter issues. As a result, apart from assimilating answers to the questions I request all the while the interview, I will still determinenearly the research issue in inexact. This will present me better independence to plan my queries still I choose.

Secondary Sources: We assembled the dossier through subordinate beginnings apart from conducting interviews. Secondary beginnings are usually used to get the adulthood of the dossier. The research study, Internet and abstract model were two together built utilizing subordinate beginnings that were critical. We draw plenty material from this beginning to conduct a thorough test of the subject. We erect plenty news about stereotypes or obstructions that avert girls from carrying out leadership positions as I was accumulating subordinate dossier for my study point. Since this was the basic region for accumulation journals, books, documents, etc., I discovered the appropriate news in the MS University Library. In addition, we use the MS University study's Business Premiere Source table to establish the abstract model and drama review. Additionally, the custom of the Google internet was extensive during the whole of the complete belief and was very advantageous in location the news having to do with the subject. I attempted to generate a abstract do an impression of accumulation all the suitable facts and transporting a history research on female and gender guidance. In other words, the whole debate is established the excerpt from the composition review. I've found

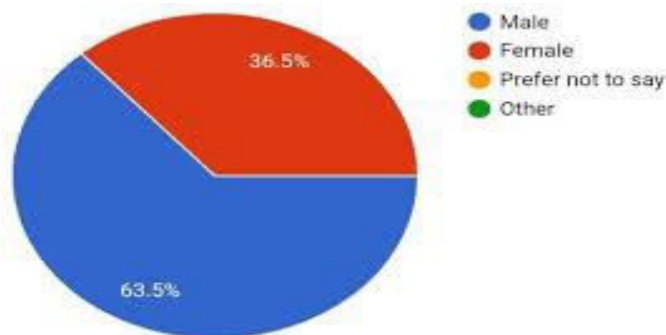
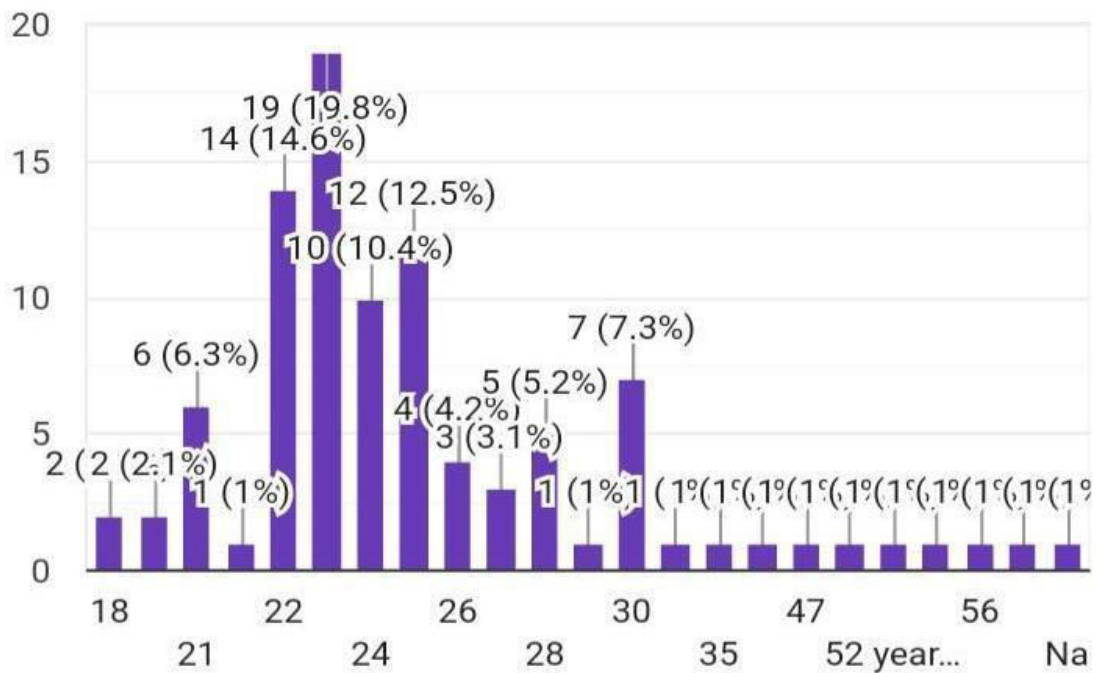


three potential causes for the underrepresentation of female directors in this place conceptual model. The practical study later is constant accompanying the abstract model. The abstract model is by means of a cross-case reasoning in which I climax two determinants that can donateto the underrepresentation of wives in guidance parts.

DATA ANALYSIS

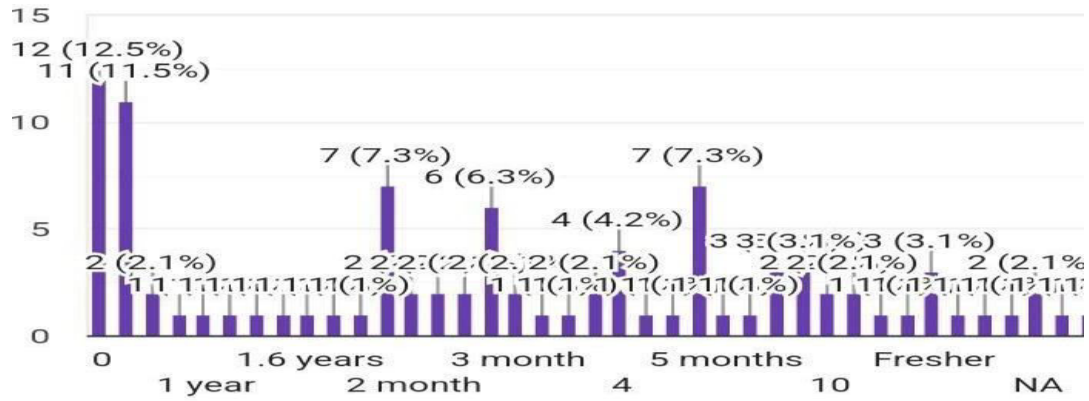
Here, we got 96 responses as primary data source and they are statistically graphed as under

Age

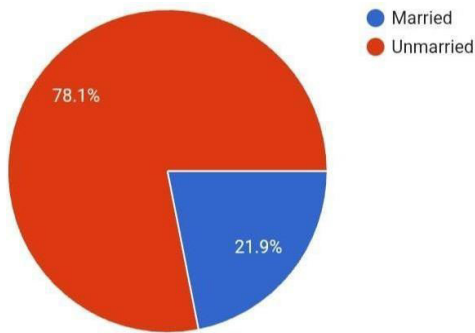




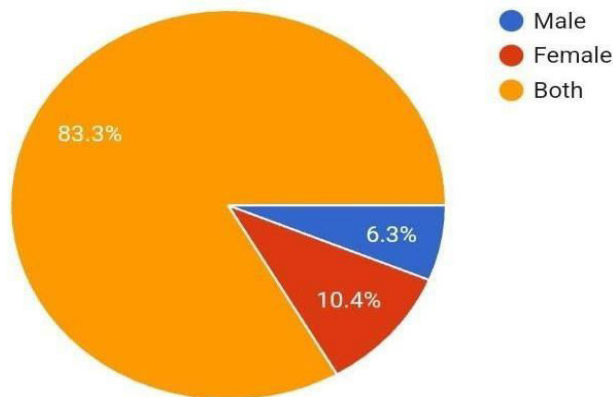
Marital status



Gender

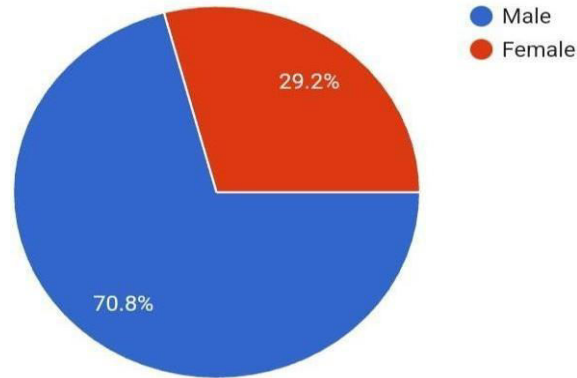


From how many years have you been working in current organization?
Which management system do you feel that can better motivate you?

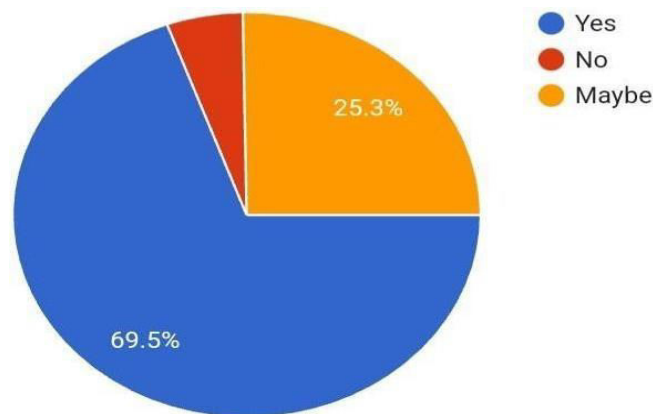




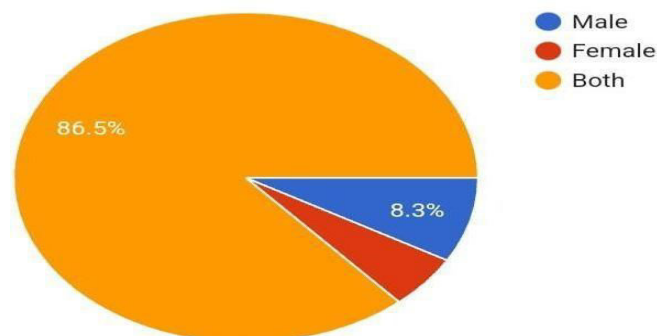
Do you think that women leadership at top management is challenging task for women ?

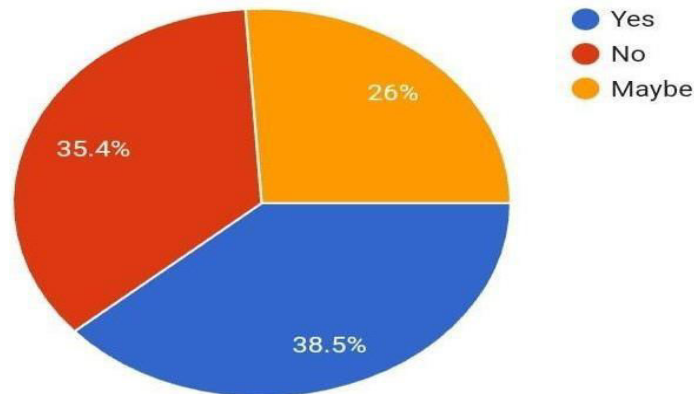


Do you think that top level women leadership will increase the performance of an organization?
According to you what kind of management should be there at top management?



Which management system is running there in your organization?
Is your leader a part of mentoring programs, as both mentor and mentee?





VI. SUMMARY

Women in business are stepping up to promote employee health and diversity, equity and inclusion. Increasing awareness that women play greater roles in management, workplaces and organizations is the first priority in creating a fair and society. Women are being promoted to senior management positions in organizations. Only a few women professionals are in the top management of Indian companies; women work in leadership positions such as CEO, CFO, CIO, and most likely HR leader. Only 5 percent of women reach senior positions. 26% of CEOs and MDs in 2021, 15% of whom are women. In 2019, Fortune Global 500 companies had a record 23 female CEOs. Despite higher positions and greater responsibility, income inequality still exists between men and women. Women who reach higher levels are paid 15% less than men at the same level.

Covid19 has made significant progress in the representation of women, especially senior leaders. The pandemic has awakened women more than men. Despite the stress and fatigue, women become strong leaders and take on the next challenge that comes their way.

VII. CONCLUSION

We know that women have a harder time rising to the CEO level than men because of the pay gap, their ability to get and keep a job, and the gender gap they have to navigate along the way. But we also know that women are just as talented CEOs as men. Women take different forms of leadership. While men lead change in leadership, women tend to lead change that connects and inspires the followers below them. Feminists have a variety of cultural practices that express this idea, ranging from commercial advertising (e.g., Roddick 2000; Wilson 2004), popular media (e.g., Gutner 2006; Kantrowitz 2007), and various studies (e.g., Claes 1999). You cannot get the support that is. The problems and issues don't stop when you get a role that women are willing to pursue, so you need to make sure you have colleagues and the network you've created to support you as you work. Overall, this idea is not good for encouraging women to become leaders. As a leader, you inspire the people around you, and they inspire you in intergenerational leadership. Traditionalists draw their strength from their history and direction. This generation has been around the longest and will receive the most advice. When working with any generation. Most CEOs are baby boomers. They will help you understand the mistakes you are making in your leadership and develop a strategic plan to overcome these problems. When you understand Generation X, you will have a team that can help you focus on results and think globally. Women of Generation X will teach you how to make work and family life better.

REFERENCES

- <https://www.unwomen.org/en/digital-library/multimedia/2020/2/infographic-visualizing-the-data-women's-representation> - Women Representation
- <https://www.catalyst.org/research/women-in-management/#:~:text=In%202021%2C%20the%20proportion%20of,management%20role%20as%20of%202021.> - Women Leadership
- <https://www.iimidr.ac.in/wp-content/uploads/Vol8-2-WLO.pdf>
- <https://www.naturalhr.com/2021/03/23/10-reasons-why-the-world-needs-more-women-in-leadership-roles/> - Reasons for More women in Leadership



5. <https://www.forbes.com/sites/tomaspremuzic/2021/03/07/if-women-are-better-leaders-then-why-are-they-not-in-charge/?sh=578162606c88>
6. [https://timesofindia.indiatimes.com/readersblog/rachita-sharma/women-in-top-leadership-roles-increase-productivity-and-earnings-so-why-are-there-so-few-40362/-Women leadership role Increase Earning and Productivity](https://timesofindia.indiatimes.com/readersblog/rachita-sharma/women-in-top-leadership-roles-increase-productivity-and-earnings-so-why-are-there-so-few-40362/-Women%20leadership%20role%20Increase%20Earning%20and%20Productivity)
7. <https://www.sundyotanumandis.com/about/> - Company Profile & Detail
8. <https://en.wikipedia.org/wiki/Leadership> - Leadership
9. <http://tulipleader.net/Content/Dosyalar/4.pdf> - Journal Women Leadership
10. <https://www.ingentaconnect.com/content/wk/acm/2016/00000091/00000008/art00014>
11. Women and Leadership: Real Lives, Real Lessons By Julia Gilard Nakizi Ikonjo
12. Indian Women in Leadership By – Rajashi Ghosh Gary N Mc Lene
13. How Women Rise By - Sally Helgesen, Marshall Goldsmith



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

| Mobile No: +91-6381907438 | Whatsapp: +91-6381907438 | ijmrset@gmail.com |

www.ijmrset.com