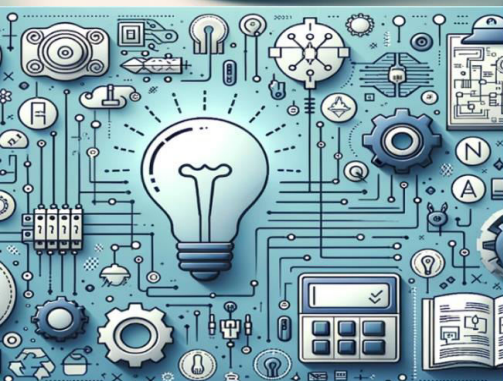


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A Study on Women Leadership and Barriers to Gender Quality at Organisational Higher Position

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ABSTRACT: This study looks at the obstacles that prevent women from advancing in their careers to leadership roles within companies, therefore sustaining gender inequity. Despite progress, there are still many barriers that women must overcome, such as the glass ceiling, prejudice, and a lack of mentorship. The necessity for inclusive policies and practices is highlighted by this study's examination of the intricate interactions between organizational and societal elements that affect women's leadership development. The study's conclusions have important ramifications for institutions that support diversity in leadership and gender equality. Organizations can reap the rewards of diverse leadership, such as better decision-making, more creativity, and higher business performance, by recognizing and removing the obstacles that keep women from realizing their full potential.

I. INTRODUCTION

The topic of gender equality in leadership has gained significant attention in contemporary organizational discourse, mirroring broader cultural trends toward justice and inclusivity. Women's presence in top management and executive positions is still glaringly low, despite decades of advancements in their legal rights, education, and employment rates. Not only is the underrepresentation of women in leadership roles a result of personal struggles, but it also reflects structural and cultural impediments that sustain gender inequity. While many organizations have undertaken diversity and inclusion initiatives, the path to removing the obstacles that prevent women from advancing to higher organizational positions is still far from finished. The significance of gender diversity in leadership goes beyond the moral requirement of equality.

II. OBJECTIVES OF THE STUDY

1. To identify the barriers that prevent women from advancing to higher positions, including organizational, cultural, and personal factors.
2. To investigate the impact of unconscious bias on women's leadership opportunities and develop strategies to mitigate its effects.
3. To explore the experiences of women leaders within the organization, including their challenges, successes, and strategies for overcoming obstacles.
4. To identify best practices for promoting gender equality and increasing women's representation in leadership positions, including mentorship programs, leadership development initiatives, and flexible work arrangement.
5. To develop a comprehensive plan to increase women's representation in leadership positions within the organization, including specific goals, objectives, and timelines.

III. SCOPE OF THE STUDY

This study's focus is on examining the obstacles that prevent women from advancing to higher positions in organizations and developing as leaders. The specific goal of this study is to examine the intricate interactions between societal and organizational elements that impact women's leadership, such as the glass ceiling, preconceptions, lack of mentorship, and work-life balance. The study will look at the experiences of female leaders in a range of fields and organizations, such as public, private, and non-profit ones. This study aims to offer insights and suggestions for organizations, legislators, and practitioners to advance gender equality and diversity in leadership roles by analyzing the obstacles to women's leadership development.



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IV. LIMITATIONS OF THE STUDY

This study has a number of drawbacks that need to be noted. First off, the report only includes a sample size from a single industry or sector, which could not be typical of other businesses. Second, self-reported data from female leaders is used in the study, which could have biases and limits. Third, the study mainly examines the experiences of female leaders in higher positions; it might not fully represent the experiences of women in lower-level roles or those who have not yet assumed leadership responsibilities. Finally, because the study was carried out in a particular organizational and cultural context, its conclusions might not apply to other cultural and geographic location. There are a number of shortcomings in the body of research currently available on women's leadership and obstacles to gender equality in higher organizational positions. One significant drawback is the dearth of longitudinal research, which makes it difficult to comprehend how obstacles change over time and their dynamic character. Furthermore, a lot of research concentrates on individual-level elements while ignoring how organizational culture, rules, and procedures contribute to the maintenance or removal of obstacles.

V. REVIEW OF LITERATURE

Anuja B. Kulkarni, Rupal Khatwani, and Manisha Mishra (2023)

This study applies Interpretive Structural Modeling (ISM) to identify and analyze major hurdles to women's leadership in the Indian business sector, highlighting variables such as company regulations, organizational prejudices, and family responsibilities.

Vidya Nair (2023)

This review looks at a number of organizational obstacles that affect women's professional advancement in India, such as gender stereotypes, hierarchies that are controlled by men, and difficulties with networking, mentorship, and training.

VI. RESEARCH METHODOLOGY

This study used a mixed-methods strategy, gathering and analyzing data using both quantitative and qualitative techniques. A sample of 500 female executives and aspiring leaders from a variety of organizations in a range of industries were given a survey questionnaire. The purpose of the questionnaire was to collect data on leadership goals, work experiences, demographic traits, and perceived obstacles to promotion. To find patterns, themes, and connections between variables, data analysis techniques included content analysis, thematic analysis, and descriptive statistics. The study's conclusions give insightful information on the obstacles faced by female leaders as well as helpful suggestions for institutions looking to advance diversity and gender equality in leadership roles.

Sample Area

This study investigates women's leadership and gender equality in higher-level organizational positions, focusing on the barriers and problems that women face in their advancement.

TOOLS:

- Simple percentage analysis
- ANNOVA
- Chi-Square test analysis

VII. PERCENTAGE ANALYSIS

UNIQUE PERSPECTIVE TO DECISION MAKING PROCESS OF RESPONDENTS

S.NO	DECISION MAKING PROCESS	NO.OF RESPONDENTS	PERCENTAGE
1	Strongly agree	26	21.7%



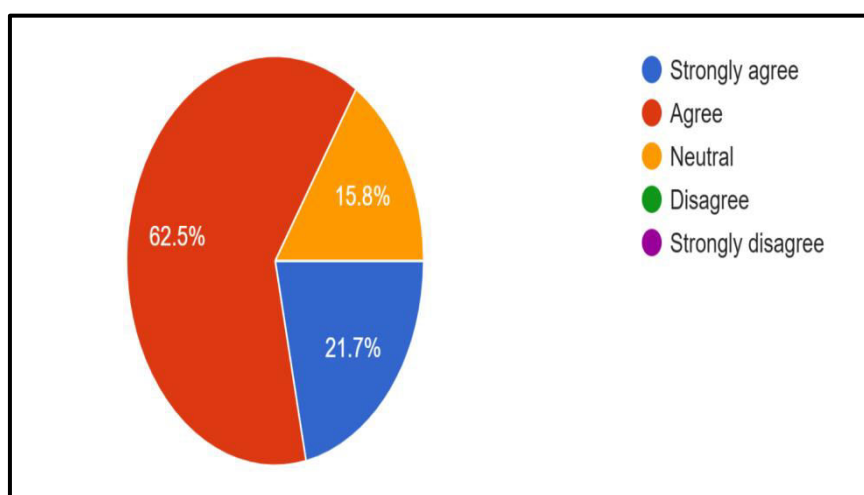
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2	Agree	75	62.5%
3	Neutral	19	15.8%
4	Disagree	0	0%
5	Strongly disagree	0	0%
	TOTAL	120	100%

(SOURCE: PRIMARY DATA)

CHART SHOWING DECISION MAKING PROCESS



VIII. CHI – SQUARE

HIGHEST LEVEL OF EDUCATION AND DECISION MAKING PROCESS

Null Hypothesis (Ho): there is no significant relationship between highest level of education and decision making process

Count		Do you think women leaders bring a unique perspective to decision-making processes?					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
What is your highest level of education?	Bachelor's degree	40	21	9	0	1	71
	Master's degree	25	13	10	1	0	49
Total		65	34	19	1	1	120



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Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.480 ^a	4	.481
Likelihood Ratio	4.162	4	.385
Linear-by-Linear Association	.692	1	.405
N of Valid Cases	120		

IX. ANNOVA

AGE AND WOMEN- SPECIFIC PROGRAM OR INITIATIVES

Null Hypothesis (Ho): there is no significant relationship between age and women-specific program or initiatives.

Descriptives								
Age								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Yes	62	3.19	.807	.102	2.99	3.40	2	4
No	23	2.96	.706	.147	2.65	3.26	2	4
Not sure	35	3.40	.651	.110	3.18	3.62	2	4
Total	120	3.21	.755	.069	3.07	3.34	2	4

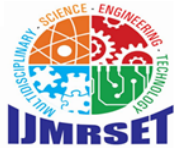
ANOVA					
Age					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.758	2	1.379	2.481	.088
Within Groups	65.034	117	.556		
Total	67.792	119			

X. FINDINGS

- Most(35%) of the respondents barriers to women leadership Work-life balances.
- Majority(56.7%)of the respondents impact organizational culture Positively.
- Majority(62.5%)of the respondents unique perspective decision making process Agree.
- Majority(90.8%) of the respondents role models or mentors positively influenced career path Yes.
- Most (42.5%)of the respondents unconscious bias in the workplace Diversity and inclusion policies

XI. SUGGESTION

- Analyze historical trends in women's leadership and identify key progress and challenges over time.
- Examine institutional and structural barriers that prevent women from reaching top leadership roles.
- Assess the impact of organizational culture, biases, and workplace dynamics on women's career growth.
- Investigate the role of work-life balance, family responsibilities, and societal expectations in limiting leadership opportunities.



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- Compare leadership styles of men and women and explore how leadership traits influence career progression.

XII. CONCLUSION

Despite progress, women still encounter major difficulties to achieving leadership positions, according to a study on women's leadership and impediments to gender equality at higher organizational ranks. Stereotypes, the glass ceiling, and a lack of mentorship are some of the obstacles that prevent women from advancing in their careers and support gender inequity. In order to create a more equal and inclusive workplace that supports women's leadership development, businesses must acknowledge and remove these obstacles. Organizations must take a holistic approach, including practices and policies that support diversity, equity, and inclusion, in order to achieve true gender equality. This entails putting mentorship programs into place, offering training on unconscious bias, and guaranteeing equitable access to resources and opportunities.

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