



THE IMPACT OF WOMEN IN TOP MANAGEMENT POSITIONS ON 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 that women cannot be good leaders or managers, whereas men agree for women to work at home because men believe that women are only good for domestic work. Women make up half of the world's population, but they continue to face inequalities in every field. The process of achieving gender equality in organisations at all levels is a lengthy and arduous one that requires the participation of the entire firm in addition to a strong commitment from top management. In order to succeed in this endeavour, you will need both. According to United Nations publications titled "women issues of the year 2000," "women form half of the world's population, do two-thirds of the world's labour, but receive just a third of the world's wealth." "I make a tenth of its revenue and hold less than a hundredth of its assets," he said. "I make a tenth of its income every year." More than forty percent of the world's workforce is made up of women, and women also make up fifty percent of the world's population. The government has, over the course of many years, been working to build laws and programmes that will advance women in government-related firms and organisations. In developing countries, women are responsible for the production of more than 55 percent of the food grown, particularly in rural areas. Women have been found to be successful business owners and managers, according to the findings of various different surveys (Koshal, M., Koshal, R. K., & Gupta, A. K). According to the findings of the study, women hold only 1% of organisational leadership positions, although holding 16% of junior management positions, 4% of middle management positions, and 16% of senior management positions (CEOs). This work makes use of secondary sources for its research. The obstacles that women in India confront in terms of overall leadership and management, as well as top management positions, are the primary emphasis of this study.

Keywords: *women Organisation, leadership, top management positions*

I. INTRODUCTION

There have been instances of discrimination against women in the home as well as in society. In spite of the fact that gender inequality has been a focus of social research and activism for several decades in a variety of fields, the issue of gender imbalance in organisational leadership continues to be woefully ignored. During the course of human history, the proportion of working women in every region of the world has grown, and along with it has come a rise in the number of highly educated women who are also proficient in technical fields. On the other side, discrimination against women in the workplace has made it more difficult for women to advance into jobs that are seen as more prestigious among men. There are many different ways in which discrimination and inequality between the sexes can be seen in the workplace. Some of these methods are occupational segregation, wage differences depending on gender, and prejudice. Women in the workforce have, for a very long time, struggled not just against horizontal segregation, but also against the gendering of men and women. It is common practise to link the presence of women on management teams to a higher level of social commitment as well as a leadership style that is more participatory. An investigation of the impact that women have on cooperative businesses, which differ from other types of businesses in both their organisational structure and their goals, indicates that their participation contributes to increased levels of motivation and improved overall performance. One advantage of having women in positions of power is that they are more likely to take measures to improve the work-family balance, which is essential for both the expansion of the nation and the improvement of the quality of life for families.



Both female business ownership and the presence of women on management teams have been shown to have a positive influence on the social motivations and achievements of organisations. When women run businesses, they are more likely to adopt policies and procedures that are accommodating to families. The new cooperative entrepreneurial environment, as opposed to the traditional commercial sector, is more suited to the implementation of an approach of this nature. In point of fact, community-based businesses have gained significant importance in recent years as key tools for the empowerment of women.

More capacity development can be accomplished without singling out heroic individual entrepreneurs if the entrepreneurial ecosystem is encouraged at the collective level. This will result in greater capacity development. These new female company executives have a greater impact and influence on the activities of their organisations than they would be able to have in traditional businesses from the perspective of their ability to participate in those organisations. A recent study highlighted an example of a location where such a dynamic is developing and then came to this conclusion as a result of doing so. Today's female executives face the challenge of figuring out how to make a stronger impact on management teams that are comprised of members of both sexes. Cooperation is the most promising path to success for women in achieving this goal.

A. Women in leadership bring better business performance:

A recent study conducted by the Bureau for Employers' Activities of the International Labour Organization found that companies that have actual gender diversity, particularly at the top levels of the organisation, perform better and even enjoy significant improvements in their profits (ILO). For the study titled "Women in Business and Management: The Business Case for Change," surveys were distributed to nearly 13,000 companies located in 70 different countries. According to more than 57% of respondents, gender diversity programmes led to increased company outcomes. Over three quarters of businesses that monitored gender diversity in management experienced a jump in profitability of between 5 and 20%, with the bulk of these businesses experiencing improvements of 10 to 15%. According to roughly 57% of respondents, it was far simpler to both recruit and keep talented employees. There are more than 54 of them altogether. The same amount of respondents said effective gender inclusivity boosted their company's reputation, and nearly 37% of respondents said it helped them better measure customer opinion. Respondents stated that they noticed gains in creativity, inventiveness, and openness. According to the findings of the survey, an increase in the number of working women has a positive correlation with an increase in GDP at the national level. The result is based on an analysis of data collected from 186 different countries between the years 1991 and 2017. Deborah France-Massin, Head of the International Labour Organization's Directorate for Employers' Activities, stated that "we expected to see a favourable link between gender diversity and corporate success." When you consider the efforts that companies put in in other areas to obtain an additional two or three percent in revenues, the results are astounding.

B. The problems facing women in leadership positions:

" It is not hard to see the connection. The issue of gender parity must to be regarded as a concern of the company as a whole, and not only as one of human resources.

In senior management, gender balance is described as having between 40 and 60 percent of either gender, which is the same as what is required in the general workforce. According to the findings of the poll, the beneficial impacts of gender diversity start to build when there are women occupying thirty percent or more of top management and leadership roles. On the other hand, this objective is not met by approximately sixty percent of enterprises, making it impossible for those organisations to enjoy the benefits. In addition, women make up less than one-third of entry-level management hiring in nearly half of the organisations that were analysed; this suggests that the pipeline leading to senior management may not be producing the requisite amount of talent.

About three-quarters of the companies that were surveyed responded "yes" to the question. According to the findings of the survey, more targeted steps are required to guarantee that women are given visibility in the workplace and promoted to critical sectors of the organisation. had policies promoting



equal opportunity or diversity and inclusion, but the report indicates that more specific efforts are required to ensure that women are visible and promoted to critical sectors of company.

There are a few significant factors that, when combined, make it difficult for women to reach positions of authority where decisions are made. Enterprise cultures that demand "anytime, anywhere" availability disproportionately affect women because of the domestic and family responsibilities that they have. On the other hand, 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 element is the so-called "leaky pipeline," which refers to the tendency for the percentage of women who hold management positions to drop as the level of management rises. This tendency is seen in businesses. The term "glass wall" refers to the prevalent presence of female executives in non-strategic areas such as human resources (HR), finance (Finance), and administration (Administration). It is less likely to result in roles as the CEO or in boardrooms. Only roughly one third of the businesses that were surveyed have attained the necessary threshold of having one third of their board members be female. Almost one-eighth of those who participated reported that their boardrooms still only included men. More than 78 percent of the enterprises that responded had male CEOs, although female CEOs were more likely to be found in smaller businesses.

France-Massin continued by saying, "The business justification for having more women in leadership positions is really persuasive." In a time when there is a scarcity of skilled workers, companies aren't taking full advantage of the vast talent pool that women represent. If a firm hopes to be successful in today's competitive global market, it should make genuine gender diversity an integral part of its overall business strategy. Membership from employers and corporations, in addition to organisations representing various types of businesses.

II. CONCLUSION

According to the findings of the research and the data that were mentioned before, women in today's world have the potential to be successful in any sector. It is possible for women to achieve a healthy work-life balance if the nature of society and the environment is favourable, and this can also give women with a larger possibility to achieve higher life goals. Women can demonstrate that they are no longer inferior to men with the assistance of modern technology, higher education, and the strong support of their families. They can also demonstrate that they demand the same incentives, rewards, courage, and support in order to achieve greater gender equality.

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