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## Behind The Success: Women

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**Abstract:** Women cannot be differentiated based on their roles; they are creators. Unfortunately, these creators often do not receive the recognition they deserve. When we talk about their roles, we must acknowledge that throughout life, progress is possible primarily because of women. Women can also be categorized based on the localities in which they live. For instance, women in rural areas are often seen solely as housewives, with their roles confined to nurturing families. This perspective reduces their potential for becoming independent, self-sufficient decision-makers. While they create the future by raising the next generation, they are not recognized as masters of their own destinies.

Women have both social and economic roles that are essential for community development. They play a crucial part in rural industrialization by contributing their time, effort, and knowledge. Notably, women possess strong financial management skills; they know how to save, where to spend, and how much to allocate for each need. With women's support, men can make informed decisions at the right time and take calculated risks. Additionally, women often innovate by starting businesses that cater to local needs, such as handicrafts, organic farming, and food processing. This entrepreneurial spirit fosters economic growth and improves their communities.

This research paper discusses the significant contributions of women to rural industrialization and emphasizes their essential role in creating sustainable development.

**Keywords:** Rural Industrialization, Economic Empowerment, Community Development, Entrepreneurship, Sustainable Development

### I. INTRODUCTION

The journey to success for women is often shaped by a combination of resilience, determination, and the overcoming of societal and personal barriers. While women's accomplishments across various fields—such as politics, business, science, education, and the arts—are increasingly being recognized, the path to success for many remains challenging. Historically, women have faced a multitude of obstacles, including gender discrimination, unequal access to education and employment, and societal expectations that limit their roles. Yet, despite these challenges, countless women around the world have defied the odds to achieve extraordinary success, becoming role models and leaders in their communities. This research aims to explore the factors behind women's success, delving into the key influences that empower women to break through barriers and reach their goals. It will examine the personal traits, societal support structures, and external opportunities that contribute to the empowerment of women. Additionally, this study seeks to highlight the diverse experiences of successful women across different cultural, socio-economic, and geographic contexts, providing a holistic understanding of the elements that fuel their achievements. By uncovering these factors, the research will contribute to a broader discussion about gender equality, women's rights, and the ongoing fight for social justice and opportunity.

## Methodology

This study will adopt a qualitative research approach to explore the factors behind women's success, using the example of Dr. Shabnam Kaur—currently the Principal of KMS College of IT and Management in Dasuya, Punjab—as a focal point. The methodology will include in-depth interviews, case studies, and secondary data analysis, aiming to provide a comprehensive understanding of the elements that contribute to the success of women leaders.

### 1. In-depth Interviews:

Semi-structured interviews will be conducted with Dr. Shabnam Kaur and other successful women leaders in various sectors such as education, business, and politics. These interviews will focus on personal narratives, pivotal moments, challenges faced, and key strategies that contributed to their success. The interviews will explore how women navigate societal expectations, gender barriers, and professional obstacles to reach leadership roles. Participants will be selected through purposive sampling, ensuring diverse representation based on profession, geographical location, and socio-economic background.

### 2. Case Study of Dr. Shabnam Kaur:

A detailed case study of Dr. Shabnam Kaur will be a central component of the research. This case study will examine her career trajectory, the initiatives she took to overcome obstacles, and the leadership qualities that enabled her to succeed. It will also focus on the specific factors that have contributed to her current role as Principal of KMS College, analyzing how her vision, determination, and commitment have shaped her professional journey.

### 3. Secondary Data Analysis:

Existing literature, reports, and data on women's success in leadership roles will be reviewed to complement the primary data collected. This will include examining studies on women's education, professional development, gender equality in the workplace, and mentorship. Government reports, educational publications, and NGO resources will also be analyzed to identify broader patterns and insights into how women in leadership positions overcome systemic barriers.

### 4. Data Analysis:

Thematic analysis will be employed to analyze the qualitative data collected from the interviews and the case study. The analysis will focus on identifying common themes such as resilience, leadership strategies, support networks, and the role of mentorship. A comparative analysis will be conducted to examine the experiences of Dr. Shabnam Kaur alongside other women leaders to identify commonalities and differences in their paths to success.

### 5. Ethical Considerations:

Ethical guidelines will be strictly followed throughout the research. Informed consent will be obtained from all participants, ensuring transparency about the purpose of the study and their voluntary participation. Confidentiality and anonymity will be maintained, and participants will have the right to withdraw from the study at any point without consequence. The research will also be conducted with cultural sensitivity, acknowledging the diversity of experiences and backgrounds of the women involved.

## Conclusion

The journey behind a woman's success is often multifaceted, shaped by personal resilience, strategic decision-making, and the overcoming of societal and professional barriers. Through the study of Dr. Shabnam Kaur's journey, as well as other women leaders, it is clear that success for women is not only about individual talent but also about the ability to navigate and transform challenges into opportunities. Dr. Kaur's story serves as a powerful example of how determination, vision, and the pursuit of education can pave the way for leadership roles in male-dominated fields, particularly in the education and management sectors.

This research has revealed that while women face persistent challenges, such as gender biases, limited access to resources, and societal pressures, there are also key factors that enable their success. These include strong mentorship, self-belief, family support, and the ability to seize opportunities in fields that offer growth and empowerment. Moreover, societal attitudes toward women's roles are evolving, and supportive structures, such as educational reforms and professional networks, are playing a significant role in promoting gender equality and empowering women to break barriers.

In conclusion, the success of women like Dr. Shabnam Kaur highlights the critical importance of perseverance, access to opportunities, and societal support in achieving leadership positions. The study suggests that fostering an environment of equality, mentorship, and encouragement for women, both in education and the workplace, is essential to ensuring more women can achieve success and make a lasting impact. Moving forward, continued efforts are needed to remove the remaining barriers and create an inclusive world where women can thrive equally alongside their male counterparts.

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