



A STUDY ON WOMEN LEADERSHIP IN INDIAN CORPORATE

SAMA NIKITHA REDDY

STUDENT OF SRIDEVI WOMENS ENGINEERING COLLEGE HYBERABAD, TELANGANA

MANAGEMENT OF BUSINESS ADMINISTRATION

ABSTRACT:

Indian girls, have return up an extended manner throughout the past fifty years. Gone are the days when the leadership positions were occupied by male's women. have made remarkable progress in various fields, breaking barriers and challenging traditional male-dominated ideas that once shaped policies. They have fearlessly stepped up to occupy seats that were previously reserved for men, making their voices heard and contributing to positive change. It's inspiring to witness this shift towards greater gender equality and the dismantling of outdate norms. Women's increasing representation and influence are crucial for creating a more inclusive and diverse society. Despite the significant progress in achieving equity of status, Women have advanced considerably in academic front but like every coin, this story to, have two sides.

KEYWORDS:

Women leadership, public attitude, and performance skills

INTRODUCTION:

The presence of women in corporate is well acknowledged in the world. With more and more awareness about importance of gender equality in successful organizations companies are taking women oriented initiatives very seriously. Women friendly policies are introduced to attract and encourage women to join and work in corporate. Hence, women have become significantly important resource and at times they engage into highly important tasks rather than just doing unskilled, low paid jobs. Thus they attain right to become leader in all aspects breaking the so called glass ceiling.

Higher educational institutions have historically been considered to be male-dominated. However, there has been a positive shift in recent years, with more women pursuing higher education and breaking barriers in various fields. Women's increased presence and contributions in higher education have brought about greater gender diversity and enriched the academic landscape. It's inspiring to see more women excelling in academia and challenging traditional norms. Let's celebrate this progress and continue to support women's education and empowerment!

India could be a country of nice leaders, each men and women. The women leaders in Asian country area unit numerous in terms of their temperament, and their contribution to education, politics, ladies direction and welfare are neither restricted nor unmemorable.

REVIEW OF LITERATURE:

There is no doubt that culture influences women leaders. Three different research traditions have studied the effect of culture and societal institutions on women leadership and corporate organization. Sociologists are indeed examining various societal institutions like industrial relations, education systems, and labour markets. They're interested in understanding how these institutions influence women's leadership and behaviour within corporate organizations. It's fascinating to see how these factors shape the dynamics of leadership and organizational culture. The education system, labour markets, and career systems of managers, culture etc. and their effect on behaviour in firms.

Scholars of the institutional approach stress the historical evolvement of societal institutions and consider vital differences in the way in which different nations come to industrialization. Sociologists are indeed examining various societal institutions like industrial relations, education systems, and labour markets. They're interested in understanding how these institutions influence women's leadership and behaviour within corporate organizations. It's fascinating to see how these factors shape the dynamics of leadership and organizational culture.

Leadership and culture has been described all of them identify differences in relation to culture: attitudes, perception, societal effects, etc. many studies this field focus on categorizing countries, in order to assist business in navigation challenges of a globalizing world. As a result of his multinational study HOSFSTEDE [1996] devised four dimensions [power distance, individualism, masculinity, and uncertainty avoidance] to characterize cross-cultures differences. GLOBE research had focused on leadership Worldwide, analysing different cultures, in order to come up with "UNIVERSAL" attributes of leadership.

SOME OBJECTIVES ABOUT THE WOMEN EMPLOYEES AT LEADERSHIP ROLE:

- 1.** To identify and analyse the specific challenges hindering women's progress in reaching leadership positions in Indian corporates
- 2.** To examine the role of women leader in promoting work-life balance and employee well-being in corporate sector
- 3.** To assess the influence of women leader in organizational culture in Indian corporate
- 4.** To examine different mentorship programs for women leader Indian corporate
- 5.** To know the extent of supportive work life culture that values and respects women employees in information technology corporate

RESEARCH METHODOLOGY:

The research methodology science of collecting, identifying and presenting facts in such way that it leads to unearthing some truths or angles of reality. Research everyday language is all about the search for knowledge. When it comes to employee satisfaction, research can be both descriptive and analytical. Descriptive research involves describing and documenting different aspects of employee satisfaction, while analytical research involves analysing and interpreting the data to gain deeper insights and understand the underlying factors. By combining both descriptive and analytical approaches, researchers can paint a comprehensive picture of employee satisfaction.

PRIMARY DATA:

In this article primary data was collected through a survey method, with the help of structured questionnaire, designed using Google forms. The link of Google form was circulated among my classmates and family

SECONDARY DATA:

Secondary data was collected by referring online websites, journals, articles, research papers, etc. regarding women leadership in Indian corporate

SAMPLING TECHNIQUES:

Sampling techniques adopted is random sampling that is few employees are selected randomly and were interviewed to understand issues specific the organization .This process is known as “discovery phase” is part of our standard methodology feedback from these interviews is incorporated in the questionnaire. The method of sampling adopted is random sampling.

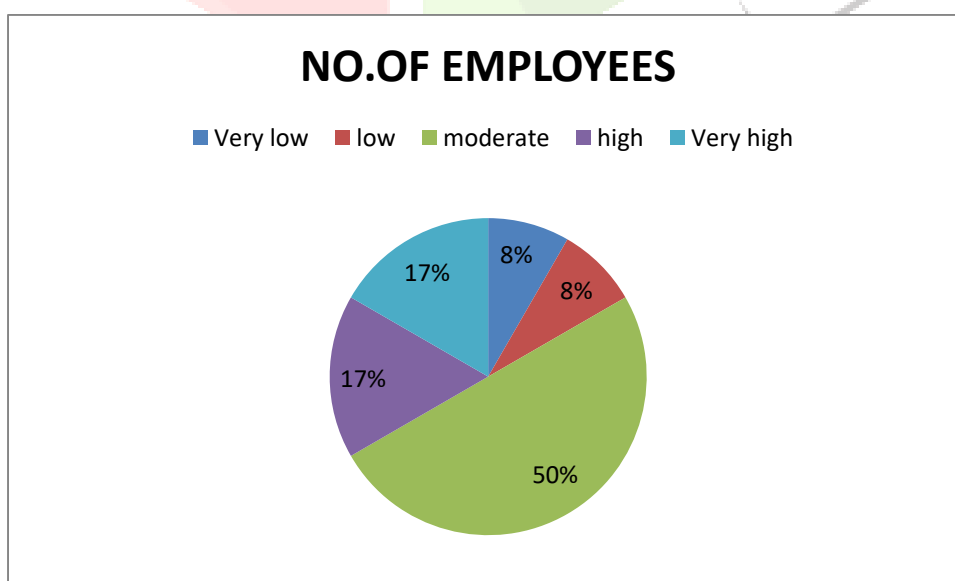
SAMPLING SIZE:

Sample size selected for the study was 60 employees and the response was obtained from all the 60 employees. The study as conducted by personnel interview with the employees.

DATA ANALYSIS:

1. How would you rate the current representation of women in leadership positions in Indian corporate?

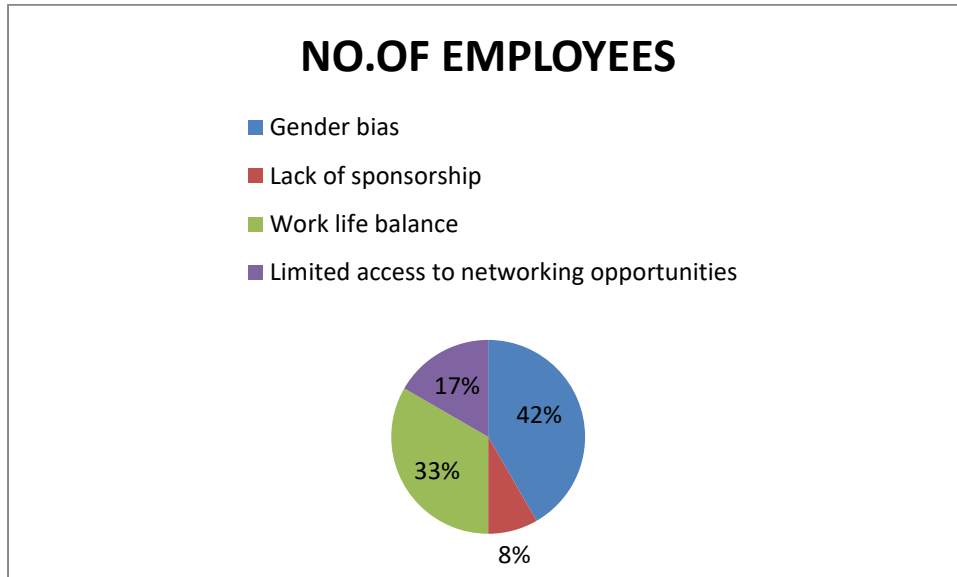
OPINION	NO.OF EMPLOYEES	PERCENTAGE
Very low	5	25
Low	5	9
Moderate	30	30
High	10	16
Very high	10	20

**Interpretation:**

From the above table 25% of the employees are very low, 19% of the employees are very high, 6% of the employees are low, 37% of the employees are moderate, and 13% of the employees are high with rate the current representation of women in leadership positions in Indian corporate

2 .Which of the following do you believe is the biggest challenge faced by women in reaching leadership roles in Indian corporate?

OPINION	NO.OF EMPLOYEES	PERCENTAGE
Gender bias	25	41
Lack of sponsorship	5	9
Work life balance	20	34
Limited access to networking opportunities	10	16

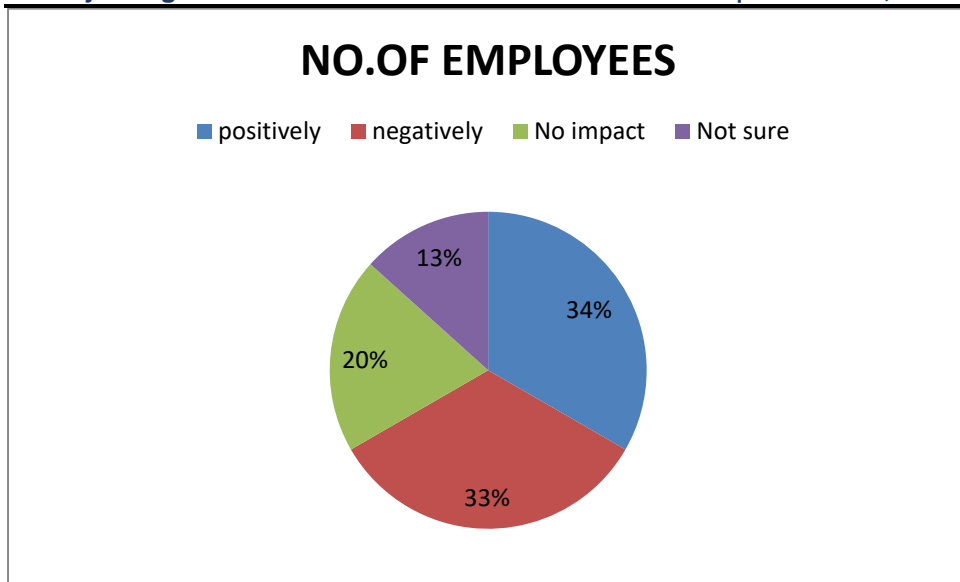


Interpretation:

17% of the respondents are state with limited access to networking opportunities, 42% of the respondents are state with gender bias, 8% of the respondents are state with lack of mentorship & sponsorship, 33% of the respondents are state with work life balances issues are believe is the biggest challenge faced by women in reaching leadership roles in Indian corporates.

3. In your opinion, how do women leader's impact organizational performance in Indian corporate?

OPINION	NO.OF EMPLOYEES	PERCENTAGE
positively	20	33
negatively	20	33
No impact	12	20
Not sure	8	14

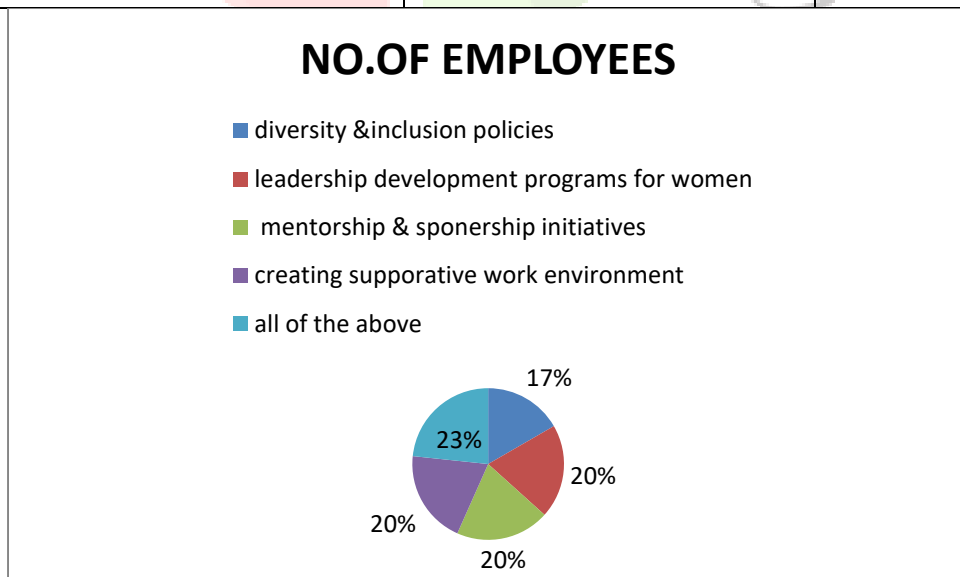


Interpretation:

13% of employees states with not sure, 34% of employees are state with positively, 33% of employees are state with negatively, 20% of employees are states with no impact are how women leaders impact organizational performance in Indian corporate

4. What strategies do you think can be implemented to promote more women in leadership positions in Indian corporate?

OPINION	NO.OF .EMPLOYEES	PERCENTAGE
Diversity&inclusion policies	10	20
Leadership development programs for women	12	20
Mentorship & sponership initiatives	12	22
Creating supportive work environment	12	16
All of the above	14	22



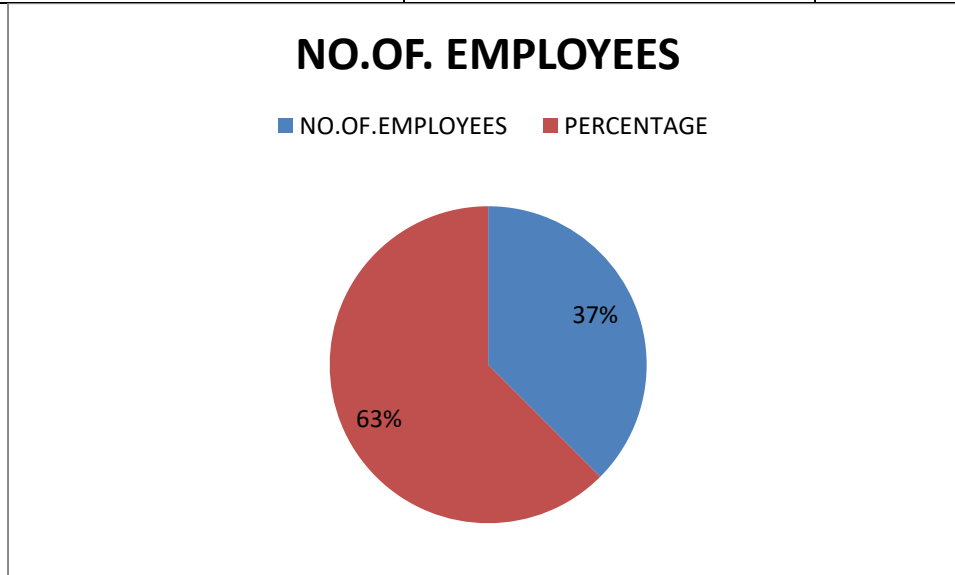
Interpretation:

We can observe that only strategies to implemented to promote more women in leadership positions with 17%diversity & inclusion policies ,20% leadership development programs for women,20%mentorship

& sponership initiatives,20%creating supportive work environment,23% all of the above of the positions in Indian corporate.

5. Have you personally witnessed any positive changes in the representation of women in leadership positions in Indian corporate in recent years?

OPINION	NO.OF.EMPLOYEES	PERCENTAGE
yes	36	60
no	24	40



Interpretation:

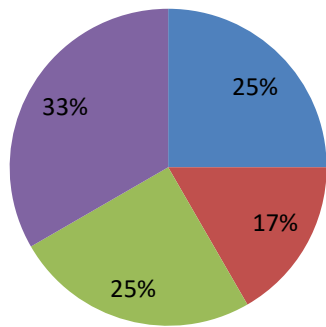
63% yes of the employees states with positive changes in the Representation of women in leadership positions in Indian corporate in recent years, 37% no the employees states with positive changes in the representation of women in leadership position in Indian corporate in recent years.

6. What percentage of leadership positions in Indian corporates do you think are currently held by women?

OPINION	NO.OF EMPLOYEES	PERCENTAGE
Less than 10%	15	14
10% -20%	10	20
20% -30%	15	33
More than 30%	20	33

NO.OF EMPLOYEES

■ Less than 10% ■ 10% -20% ■ 20% -30% ■ More than 30%



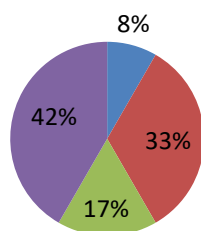
Interpretation: we can observe that more than 30% employees given percentage of leadership positions in Indian corporates, and state with 25% both 10%-20% & less than 10% employees given percentage of leadership position in Indian corporate, 17% employees given percentages of leadership positions in Indian corporates

7. Which skill do you believe is most crucial for women leaders to succeed in Indian corporates?

OPINION	NO.OF .EMPLOYEES	PERCENTAGE
Communication & interpersonal skills	5	9
Problem solving & decision making abilities	20	34
Resilience & adaptability	10	16
Strategic thinking and vision	25	41

NO.OF .EMPLOYEES

■ Communication & interpersonal skills
 ■ Problem solving & decision making abilities
 ■ Resilience & adaptability
 ■ Strategic thinking and vision



Interpretation:

Form the above table we observe 42% strategic thinking and vision, 33% problems solving & decision making abilities, 17% resilience & adaptability, 8% communication & interpersonal skills are most crucial for women leadership position

8. How do you think gender bias impacts the promotion of women to leadership positions?

OPINION	NO.OF. EMPLOYEES	PERCENTAGE
It hinders their chances of	10	33

getting promoted		
It does not have a significant impact	10	20
It can affect their confidence & opportunities	30	33
It encourages organizations to prioritize diversity	10	14

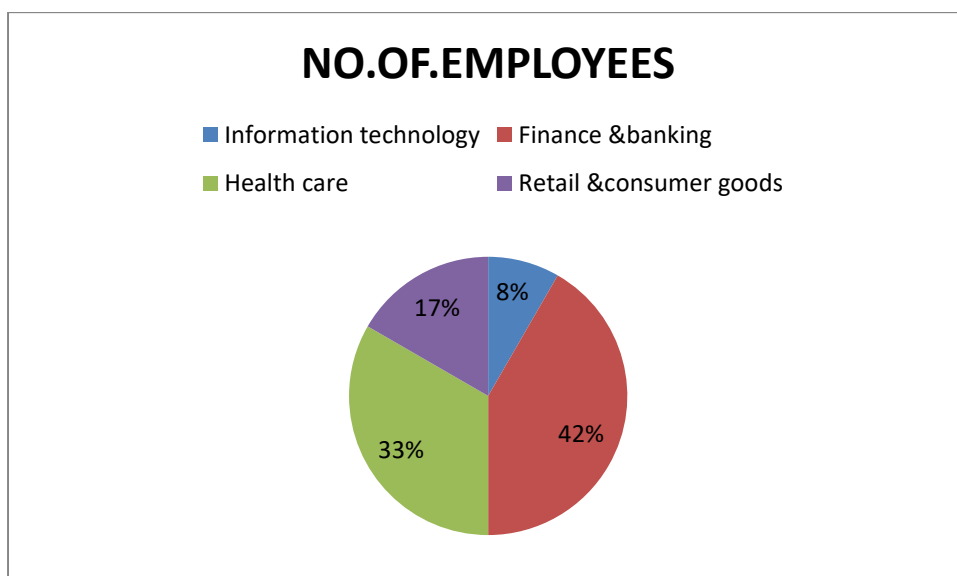


Interpretation:

Form the above table 50% state with it can affect tier confidence &opportunities,17% states with both it does not have a significant impact, it encourages organization to prioritize diversity,16% it hinders their chances of getting promoted gender bias impact the promotion of women to leadership position

9. Which industry do you believe has the highest representation of women in leadership roles?

OPINION	NO.OF.EMPLOYEES	PERCENTAGE
Information technology	5	9
Finance &banking	25	41
Health care	20	34
Retail &consumer goods	10	16

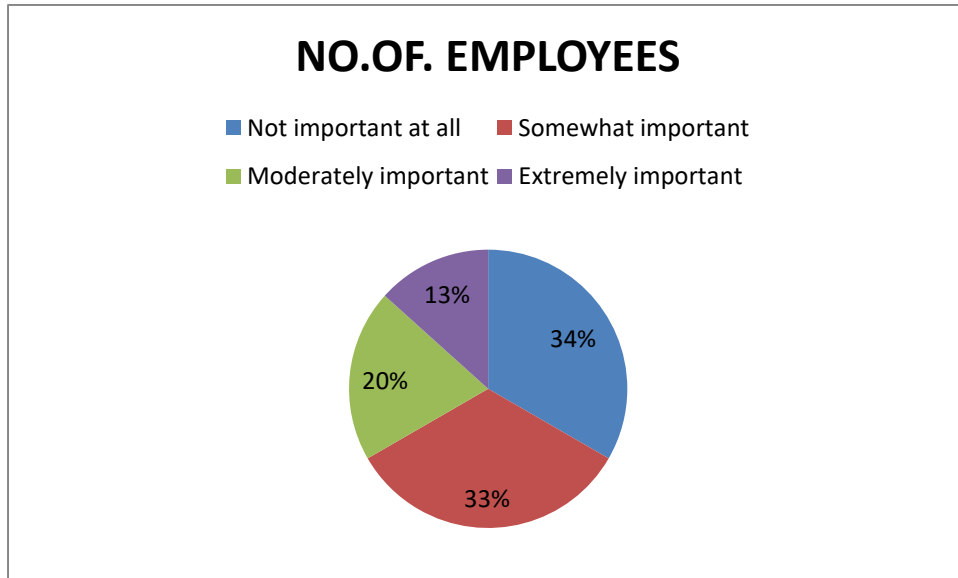


Interpretation:

33% of the employees are state with health care, 42% finance& banking, 17% information technology, 8% retail & consumer goods are highest representation of women in leadership roles

10. How important is mentorship in supporting women's career growth in Indian corporates?

OPINION	NO.OF. EMPLOYEES	PERCENTAGE
Not important at all	20	33
Somewhat important	20	33
Moderately important	12	20
Extremely important	8	14



Interpretation:

We observe above table 34% not important at all, 33% somewhat important, 20% moderately important, 13% extremely important mentorship in supporting women's career growth in Indian corporates

FINDINGS:

1. The current representation of women in leadership position in Indian corporates in moderate. While there has been progress, there is still room improvement to achieve higher representation
2. The biggest challenges faced by women in reaching leadership role in Indian corporates is lack of equal opportunities and gender bias
3. Women leaders have a positive impact on organizational performance in Indian corporates
4. Providing flexible work arrangement to support work-life balance for women
5. Women leaders bring diverse perspectives, leading to better decision-making and innovation.
6. Exploring the impact of mentorship programs on the career growth of women leaders.
7. Implementing unconscious bias training to raise awareness and mitigate biases that may hinder the advancement of women leaders.
8. Providing flexible work arrangements and family-friendly policies to support the work-life balance of women leaders.

9. Encouraging gender diversity on corporate boards and leadership teams through targeted recruitment and promotion strategies.

10. The effectiveness of diversity and inclusion training in creating a more inclusive environment for women leaders

SUGGESTIONS:

1. Implementing mentorship programs that pair women leaders with aspiring women professionals to provide guidance and support

2. Creating networking opportunities specifically for women leaders to foster connections and collaboration

3. Establishing leadership development programs that focus on building skills such as communication, negotiation, and strategic thinking.

4. Encouraging gender diversity on corporate boards and leadership teams through targeted recruitment and promotion strategies

5. Providing flexible work arrangements and family-friendly policies to support the work-life balance of women leaders

6. Establishing sponsorship programs where senior leaders advocate for and actively support the career progression of women professionals

7. Implementing unconscious bias training to raise awareness and mitigate biases that may hinder the advancement of women leaders.

8. Encouraging the creation of employee resource groups focused on women's leadership, providing a platform for networking and mentorship

9. Promoting inclusive leadership practices that value diverse perspectives and create an empowering environment for women leaders

10. Collaborating with educational institutions to develop programs that equip women with the necessary skills and knowledge for leadership roles.

CONCLUSION:

This would be the most opportune time for women executives across corporate India from the private sector, public sector and multinational companies - to come together and collectively set strong agenda that creates a transparent business-case to Indian CEOs and prime management for having ladies in leadership positions and gift them with the roadmap to travel concerning it.

This is conjointly a very important time for self-made ladies executives to return forward and build a contribution for providing cross trade mentoring for successor generations of ladies which will guide them through their challenges at the workplace. However, highly articulate, sensitive and efficient women executives are there in corporate. India will be unable to celebrate their well-deserved success stories as long the 'glass ceiling' remains at the top - and it will need the collective vision of

All business leaders to form a contribution to the present necessary mission

REFERENCES:

1. Bud war, P. S., Saini, D. S., & Bhatnagar, J. (2005, June). Women in management in the new economic environment: The case of India. *Asia Pacific Business Review*, 11(2), 179-193
2. Women workers in India in the 21st century—Unemployment and underemployment. (2004, February). Retrieved April 30, 2009, from women worker last accessed on 21\03\2011
3. Handy, F., Ranade, B., & Kasam, M [2007, summer]. To profit or not to profit; women entrepreneurs in India. *Non-profit management & leadership*, 17(4), 383-401
4. Basu.s (2008). Gender stereotypes in corporate India; A glimpse. New Delhi; Response books
5. Adapted from Bud war, P. S., Saint, D. S., & Bhatnagar, J. (2005, June). Women in management in the new economic environment: The case of India. *Asia Pacific Business Review*, 11(2), 179-193.

