

Corporate Leadership – Role of Women and the Impact on Organization

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Abstract— During the traditional era women were discriminated and differentiated. But today, civilization is unbiased and broad minded and more female candidates are operating and establishing the fact that women are superior leaders. Women bring unique characteristics and capabilities to the leadership challenges and to be successful, organizations need to leverage this diversity of leadership to improve the quality of decision-making, in providing inspiration, role modeling and to tap into diverse points of view. But the general perception of male leaders is that they can carry out the business activities easily, can control and manage his team due to certain advantage but the female leaders don't have such qualities to manage and handle business and were always considered as substandard in all aspects. This descriptive paper attempts to specify the argument in relation to efficiency of women in the field of corporate leadership.

Keywords: Women, Leadership, Multi-tasking

I. INTRODUCTION

Women have always played a vital role in the Corporate Leadership. The road of equality in the workplace has been paved with obstacles for women. The early response to large numbers of women was an exploitative one and women were segregated into low-paying jobs that lacked possibilities for advancement. They faced hardships and discrimination, but they persisted because of economic need. The status of women has been subject to many great changes from equal status to equal rights. We are just beginning to see the shift in balance as more step into a position of leadership within corporation, not out of equality but out of necessity. This is because of changing in family structure, where in some cases women often become the sole source of the family's income.

Recently emerging trend is women are challenged to the face of business. There is no doubt that the balance between men and women in corporate leadership position are not at all balanced. People don't think women are natural leaders, when women are trying to climb the corporate ladder and when they act like that it is not tolerated. That shows even today leadership continues to be viewed as culturally masculine. This is not to say that women haven't made great efforts in the last several decades towards corporate diversity.

Women make up about half of the workforce in most developed countries yet they comprise fewer than 5% of senior executive roles (Tharenou 1999). Ragins, Townsend and Mattis(1998) suggest that while women are flooding the managerial pipeline, their efforts to attain the more senior levels are being blocked. Rindfleish (2002) argues that women's participation in the paid workforce has been one of the most remarkable social changes over the past 50 years, yet women are excluded from the most senior positions. According to Alice H. Eagly and Linda L. Carli (Eagly and Carli, 2003), men and women contribute equally but the way of dealing is different. The difference between these two is men acts more aggressively while the women with sensibility, with this trait woman can control and manage employees in

much good ways. Ridgeway (2011) he features that gender inequality is the process of occurring at the interpersonal levels. Gender is the primary cultural frame which maintains and proves relations with others. Men and women develop status hierarchies where men are anticipated to be fit as leaders. Ridgeway (2011), states that the scope of women to rise as leaders in the mixed-sex setting will be less (Eagly and Karau, 1991), face legality problems (Ritter & Yoder, 2004), and are subject to rigid judgment when their performance effectiveness is evaluated (Eagly, Makhijani, and Klonsky, 1992). According to Correll, Benard, & Paik (2007), working women are perceived as less competent less likely to emerge as leaders due to motherhood. RonitKark(Kark, 2004) stated that the more and more women are entering in the field of business leadership roles which are officially employed and dominated by the men. According to 21st century women have superior leadership skills and are well suited as managers because of the transformational quality in comparison to the men. Women leaders are always concerned about their team and pay attention to what they wanted to express (Kark, Waismel-Manor and Shamir, 2012). James S. Pounder (Pounder and Coleman, 2002), believes that the style of leadership between men and women is different but the efficiency is always better than man. The female leaders have a more womanly approach which is an extra trait. Due to soft approach of women some employee's exploit, to tackle that situation male leader has to provide strict approach according to the situations as identified by Blaker, N. M (Blaker et al., 2013).

The increase in female leaders has been accompanied by changes in theories and practices of leadership. Women represent an important economic group in the changing composition of the market place and the global economy. The next question comes why are women rising? Because of the following reasons:

- Women characteristics have changed
- Leadership roles have changed
- Organizational practices have changed

Forward thinking companies want to retain high performers to develop future leaders and secure a competitive workforce. In order to achieve this goal, they are investing in mentoring programs by giving high priority to women to flourish.

A study revealed that women are under-represented at the top levels of management. Gender should not be a factor for giving the leadership, a person leadership abilities will depend on the individual strengths and their personality traits. Reasons for which women don't have enough sponsorship and not all women are flexible as men. They have their own constraints, like responsibilities and limitations. Again it depends on the cultural differences as well and some do not want the top job because too emotional and soft to lead, cannot or will not work for long hours, do not want to travel, do not want to relocate, do not want to work, cannot make tough decisions, less committed to the organization and to their careers. Most women don't want to fit into a male

dominated companies and these are the constraints where and why women are underrepresented in corporate leadership position.

Despite of all constraints women are giving tough competition in completing the tasks or targets assigned in limited time which is commendable. Over the past few years role of women is increasing at the global level as women have many valuable skills to bring into corporate leadership position. The reasons that make women great leaders are:

- 1) Work-life balance: women are considered as great leaders because they balance both personal and professional life, not only that women are more proactive in becoming mentors.
- 2) Empathetic: women are considered as more empathetic than men. They have strong understanding, motivate people and acknowledge for their performance.
- 3) Great listeners: women make great leaders because they take time to listen instead of reacting immediately
- 4) Naturally nurturing: One of the key aspects of leadership is nurturing. Women are considered as naturally nurturing because they help the team members in developing their own skills and strengths.
- 5) Focus on teamwork: Women have immense capacity to serve and be served by others and also they consistently demonstrate passion and enthusiasm. The environment under women leadership is less authoritarian and more cooperative but with hard leadership.
- 6) Multitasking: women are natural multi-taskers, they handle the crisis situation well viz., they quickly responded to the different tasks or problems at the same time. This makes them great and successful leaders.
- 7) Motivated by challenges: women get inspired and motivated by obstacles and this makes them to accomplish the task easily. They know how to transform ideas into real.
- 8) Strong communicators: The strongest skill women possess is communication and can freely communicate with all levels of the organization viz., employer, partners, co-workers etc.,
- 9) Flexible: women are great leaders because they are flexible and energetic
- 10) Work effortlessly: women are practical, flexible and usually make complicated situations easier with their charm.

II. THE IMPACT ON ORGANIZATION

Participation of women in leadership gain:

- An increased understanding of personal strengths and barriers for being a successful and authentic leader
- A self-created action plan to leverage their strengths and address existing barriers
- A vision of their authentic leadership
- Increased skill in having constructive conversation where actions are consistent with their values and aspirations, especially in high stakes situations
- Interactions with women role models to experience the varied ways woman practice leadership
- It is the activity of self-realization and contribution to society and the women participation in this process is

important for both the family economy and the national economy.

- It has a positive influence on the organization's social motivations and achievements.

Women's presence on management teams is generally associated with a stronger social commitment. And this shows that their influence leads to greater motivation and better results. Female leadership measures to promote work-family balance, which is important both for improving quality of life as well as country development. Presence of women on management teams will have positive influence on the social motivations and achievements of organizations. Greater growth of capacity development can be achieved by promoting women entrepreneurial ecosystem at the collective level. Greater female decision making power could lead to a new strategic orientation which differs from plans which were exclusively designed by male teams. The social impact would translate into, greater participation in decision-making by all members of the organization, assistance for people in the community, self-management, and greater environmental awareness.

III. CONCLUSION

“Gender diversity means greater diversity of thought, which, in turn, leads to improved problem solving and greater business benefits.” Organization should be more transparent, additionally attention in promoting women in leadership roles, and an atmosphere in which everyone has a chance to be a leader because women leaders are more collaborative and make terrific mentors. Though organizations have begun to take steps to support and treat women equally, women too, need to own their place in the organization. They need to proactively step up and should turn every experience into an opportunity, maximize their access to leadership positions, and never, ever doubt their abilities

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