



THE CHALLENGES OF WOMEN LEADERSHIP AND MANAGEMENT IN INDIA

Mrs. Kodam Aruna Govardhan

Laxmibai Bhaurao Patil Mahila, Mahavidyalaya, Solapur

Dist. - Solapur- 413005

Email- arunagkodam@gmail.com

Abstract

The paper discusses on the challenges of women leadership and management in India. Leadership is an important function that helps to direct an organization's resources for improved efficiency and the achievement of goals. Efficient leaders guide the organization, motivate and provide clarity of purpose. Leaders set a direction, create vision and align people to fulfill the goals. Leaders also build new relationships and structures. Women roles more power and influence in the business world because they bring with them fresh ideas and innovation. And it is said that women leadership is inclusive, encourages participation and shares information and power with those she leads. Women leader who led the company have better financial results. It is no more to surprise that women's leadership and participation in the organization are essential for the country's economic development. In spite of all this the women leaders are facing wide range of challenges in management. As the women still try to reach the top, but they are faced with a range of challenges which the male CEO counterparts don't have an understanding of. That's why it is the main drawback which prevents many women from achieving their goal of becoming a leader in the organization and decreasing their ability to get ahead in business. The present study aims to highlight the challenges and future direction of women leadership in India.

Keywords: Leadership, Leader, Management, Organization, Challenges.

Introduction

Irrespective of the size and functions every organization needs a leader. A country without leadership is anarchy, a society without leadership is a violent and dangerous place to live and a leaderless organization is a "muddle of men and machine". The leader explains the vision and mission of the organization and how to achieve it. Leadership is one of the important function of management which helps to direct an organization's resources for improved

efficiency and the achievement of goals. It is said that ‘if men have most of the top roles in organization, they must be performing something right, so why not get women to act like them?’ It is essential to understand why there is a need to differentiate in men and women’s leadership. Women leadership matters. Women are creative, innovative, passionate and resourceful, authentic, strategic thinking and action focused. They see the organization through the lens of opportunity. In some Indian organizations many women leaders have shown that they are not less efficient to men but are more efficient intelligent and hard working. And that’s why one could not to deny that perception of women leader in administration, effectiveness of leadership skill and qualities with regard to administration, level of effectiveness in their leadership roles. Women leaders’ boosts teamwork and authentic communication as a key to success. Women are known as team-oriented, inclusive and collaborative. And even women leaders bring different skills, qualities and perspectives to leadership. Women leaders have ability to take bold and wise decisions which make the team environment less authoritative and more co-operative. Women leaders have problem facing skills, the good leadership capabilities, confidence on leadership role and strong mind towards barriers which lead to effective leadership and satisfaction in organizational leadership. There are some inspiring Indian women who are heading companied globally. In which Indira Nooyi, Angela Merkel, Arundhati Bhattacharya, Leena Nair, Kiran Mazumdar Shaw, Sharmishtha Dubey, Sonia Syngal, Roshni Nadar Malhotra, Vanita Naraynan etc. are one who led their company at the top.

Meaning of Leadership

“Leadership is the ability of a superior to influence the behavior of a subordinates or group and persuades them to follow a particular course of action.”

Objectives of Study:

1. To study the origin and the growth of women leadership.
2. To study the problems and challenges of leadership.

Challenges of Women Leadership and Management in India

In India women leaders have to face a lot of issues. Women leaders lead in different ways and are increasingly moving towards the path of leadership. As it is said, it is not easy to be a women leader in today's world. In any organization having female leadership which leads to a more positive environment all around. In spite of this Indian women leaders facing the challenges and problems in management of organization. Following are some challenges which occurred in organization.

Gender Differences

Most of the companies even now rigid attitudes tend to believe that women are good for certain roles and men are excellent for certain positions. The main reason for gender differences is that masculinization of leadership and that's why people with a biased mindset tend to believe that leadership roles are better performed by men.

Work Life Balance

Over the years women leaders could not really make a balance but now these women making success of both their career and home. But in some context it is not true and this is because of some disturbing trends are also observed like estrangement, separation and divorces etc. are some of reasons which led behind Indian women leaders.

Pay Parity

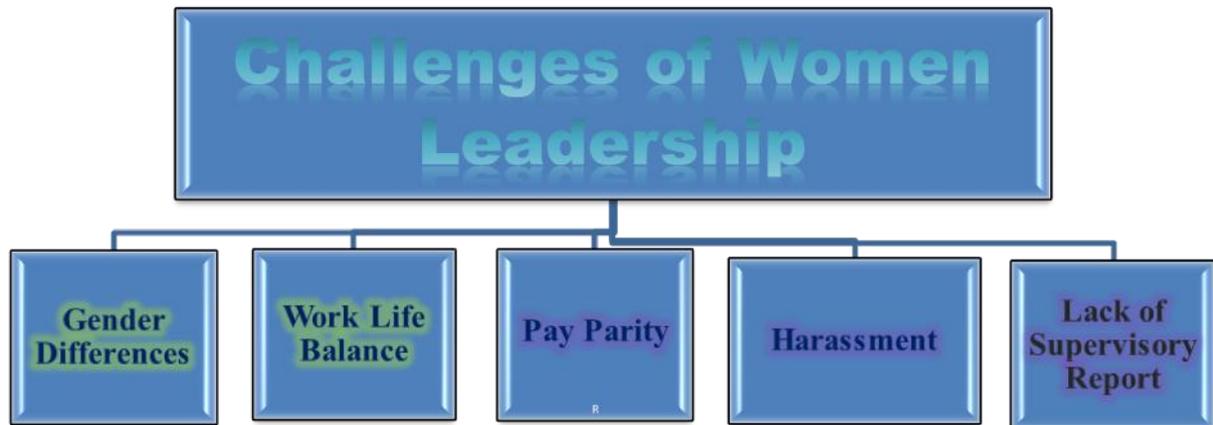
It has always been a big issue in all sectors of organization. Even in modern days, women in as high leader role position in management face pay parity compared to their male counterparts. It is a big challenge for women leaders in India.

Harassment

This is again one of the challenges of women leadership and management in India. And women in leadership roles are targeted by both higher ranking employees and subordinates. The study said that women in leadership also face the result if the women leaders report the harassment, including demotions and denials of promotions.

Lack of Supervisory Support

It is always said that good supervision improves relationships and productivity and due to lack of supervision it makes conflicts, lower performance levels, tension, poor work relationships. So it becomes one of the challenge for women leadership.



Conclusion and Recommendations:

In any organization having women leadership leads to a more positive environment all around. Women may not know that how they are composed for achievement in leadership roles, but their potential and capabilities are indisputable. Women leaders believe in open and skillful two-way communication which build trust and lifelong relationships. The women leadership is fruitful and it makes admirable environment which ensures higher productivity through positive performance in an organization. It is said women are naturally gifted with the emotions of love. It is the positive energy which could be used for managing human people in an organization efficiently. Despite this over the years women leaders are experiencing quite a few challenges in chasing leadership opportunities and also executing in leadership positions across sectors e.g. academic administration, manufacturing, services, etc. Women leaders who wants to seek higher positions in their respective work sectors must overcome barriers in leadership which are filled with challenges and complexities. For overcoming

the challenges which are faced by women leaders the organizations must offer equal pay, training and recognition of women leader's positions in any sector. Successful women are known who manage the ability for transformational value. But the problem is that the stories of successful women leaders are less documented as they can be outstanding and even their voices are also less heard. Hence steps to be taken for upliftment of woman in the field of business and commerce. Even the World Bank also recommended that for lifting India out of poverty the only one way is to educate and enhance the status of country's women. Corporations need to ensure that their recruitment, appraisal and career management systems are gender-impersonal and performance-focused, and that they do not clutch women back in their professional development. A good education, tutoring, family support, effective communication expertise and lifelong learning are essential for Indian women managers. Today Employers need programs to help them recognize the benefits women can bring to their business and raising awareness within institutions of the valuable role played by women leaders to counter gender stereotypes. Human resource policies and programs ought to form that it should not only assemble entry level simpler for women in management but also expedite in enduring (career advancement). Providing women leaders with training and formalized mentoring to carry out their leadership roles and grow in these positions. Creating enabling business practices that allow women and men to balance the demands of leadership while also being able to care for their families. Corporations need to ensure that their recruitment, appraisal and career management systems are gender-impersonal and performance-focused, and that they do not clutch women back in their professional development. A good education, tutoring, family support, effective communication expertise and lifelong learning are essential for Indian women managers. Today Employers need programs to help them recognize the benefits women can bring to their business and raising awareness within institutions of the valuable role played by women leaders to counter gender stereotypes. Human resource policies and programs ought to form

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