



Workplace Culture Changes Initiated by Women Leaders

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ABSTRACT

The article investigates the connection between female leadership and workplace culture. Although women have always been a part of the workplace, as time goes on, their leadership and participation in senior management roles gain greater prominence and become more obvious. As gender equality gains traction in society. Whether by choice or because of legal requirements, top management is becoming more diverse in terms of gender. The purpose of this article is to further our knowledge about female leadership and how it affects workplace culture. The focus is on the relationship between women's leadership and work culture. Additionally, a content analysis will investigate the major factors influencing women's leadership and how they affect workplace culture.

Keywords: Workplace culture, Gender equality, Women leadership

Introduction

Women in senior management and their influence on workplace culture can be attributed to the shift towards gender equality. Stronger social and participation commitment is correlated with the presence of women in management. Research spanning decades indicates that female executives foster better cooperation, boost output, motivate staff to work hard, and advance equity. Women are still underrepresented in leadership positions despite these advantages. In India, women hold 17.1% of board seats, according to the seventh edition of Deloitte Global's women in boardroom report. Additionally, according to LinkedIn data included in the World Economic Forum's 2023 Global Gender Gap Report, women are being hired for leadership positions. However, while this trend has been encouraging, in the first quarter of 2023, the percentage of women in leadership positions fell back to 32%, which was the same as it was in 2020, at the height of the pandemic. Women's advancement in the C-suite is gradual but steady. Researchers from the University of Paris and S&P 2021 Global Analysis discovered that, compared to their male counterparts, female CEOs shown higher levels of empathy, adaptability, constructive communication, and diversity during the pandemic's peak. To provide greater possibilities for women leaders, a deeper understanding of women's leadership and how they affect workplace culture must be built. In this instance, the main focus is on determining how much women in leadership roles may positively influence workplace culture and how this might improve workplace culture fit for their workforce. The idea behind the research topic is that men and women appear to have different leadership philosophies. Gender equality and the increasing variety of the population serve as additional motivators, making this issue more pertinent.

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Relevance of the study

These days, gender equality, women's engagement, and women's empowerment are highly valued. These factors are linked to women's leadership, representation in top management across all industries, and influence on workplace culture. The fact that the fifth target of the 17 Sustainable Development Goals, "Gender equality and women empowerment," emphasizes the significance of guaranteeing women's effective and full involvement as well as equal possibilities for leadership, lends credence to its relevance. This makes it clear how vital it is to talk about women in leadership roles and how they affect workplace culture. Leading female contributors to economic progress, such as Nirmla Sitharaman, who became India's first female finance minister on May 31. Gender prejudices in finance and economics were shattered by her nomination as minister of finance. She was crucial in controlling the economic fallout during the COVID-19 pandemic. She oversees the COVID-19 Economic Response Task Force in an effort to lessen the pandemic's effects. Her influence in politics and finance has been widely acknowledged. She was placed 34th out of the 100 most powerful women in the world by Forbes magazine in 2019. She maintained her ranking of 36th on Forbes' 2022 list of the 100 most powerful women. The Indian government has recently taken steps to empower women and increase their representation in the legislature and political sphere. The government's "Women Reservation Bill" or Nari Shakti Vandan Adhiniyam's proposal calls for 33% of the Lok Sabha to be reserved for women. For this reason, a more thorough examination of women's

leadership and how it affects workplace culture is necessary. This ought to enhance awareness of the significance of women in leadership roles. This has a number of beneficial effects and dynamics; in addition, gender equality and diversity in leadership roles are evident. Workplace culture has a significant impact on development. Examining the role played by women and how they relate to workplace culture is crucial.

Objective of study

The purpose of the study is to examine how work culture is impacted by female leaders. Examining how women in leadership roles and decision-making affect workplace culture from a wider angle, as well as the contributions of women in these roles. The majority of research and studies conducted in this country have concentrated on a specific topic, but this study looks at the social and economic effects on work culture under the leadership of women. And the adjustments made in favour of women in leadership roles and gender equality.

Limitations

This paper has certain restrictions. Topics like gender equality, workplace culture, and women leadership are all covered under the heading "Workplace culture changes initiated by women leaders" It is impossible to go into great detail on every subject. This paper's primary goal is to present an outline of the connection between workplace culture and women in leadership. Additionally, the research approach aims to determine the relationship between the workplace culture and women in leadership.

Literature Review

Lyness, K.S. and Grotto, A.R., 2018. Women and leadership in the United States: Are we closing the gender gap?. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, pp.227-265.

The study paper focuses on gender parity, the representation of women in leadership roles, and organizational factors that support the empowerment of female leaders. The study synthesizes US literature to create a model of female leader empowerment. The study focuses on internal organizational barriers at the individual level and discusses how historical gender bias has created a barrier for women in leadership roles. It also places a strong emphasis on increasing the representation of women in leadership roles across all organizational levels and bridging the leadership gap in the United States. Research is limited in that several obstacles that prevent women from assuming leadership roles are subtle, subliminal, and challenging to investigate.

Fritz, C. and Van Knippenberg, D., 2018. Gender and leadership aspiration: The impact of work-life initiatives. *Human Resource Management*, 57(4), pp.855-868.

This essay addresses work-life initiatives, gender, and aspirations for leadership. The study bases its two hypotheses on the following: (1) Work life initiative regardless of gender; and (2) Work life initiative has a higher influence on women's leadership aspirations. A British internet panel provider collected the data for this study using an online survey method. 200 of the 402 participants in the poll were female. Research indicates that women's aspirations are more impacted by work-life balance. Women leaders exhibit greater initiative in their work lives than do males. Women leaders are more likely to set up flexible work schedules and strike a balance between their personal and work lives. Notwithstanding societal and financial obstacles, women can successfully occupy leadership roles and have a good influence on workplace culture.

Mousa, M., Massoud, H.K. and Ayoubi, R.M., 2020. Gender, diversity management perceptions, workplace happiness and organisational citizenship behaviour. *Employee Relations: The International Journal*, 42(6), pp.1249-1269.

The research presented in this paper focuses on the impact of gender diversity on organizational culture while taking managerial performance and growth dimensions into account. This paper's methodology involves screening a database of 260 individuals drawn from public hospitals in Egypt. Theoretical underpinnings of the study address gender diversity and its effects on management and job satisfaction. The study's conclusions show that women are more adept at developing rules and procedures than their male counterparts. However, the study's focus is solely on public hospitals and physicians.

Hassan, Z. and Silong, A.D., 2008. Women leadership and community development. *European Journal of Scientific Research*, 23(3), pp.361-372.

This paper focused on women's leadership and gender issues while taking community development into account. This study employs the qualitative research methodology, which includes document analysis, in-depth interviews, and observation. Two KWMB office bearers and one PPMB committee member participated in the study. The study discusses the effects of women's involvement in community affairs and administration on growth and development. The study's conclusions demonstrated that female leaders have a more bottom-up, holistic perspective and are more collaborative or participatory. The unwillingness of participants to engage in the research is a research restriction.

Research Methodology

A content analysis study method is utilized to learn more about the work culture and leadership of women. Examining the ways that work culture has changed under women's leadership is the primary goal of the analysis. As a result, the study demonstrates how the level of gender diversity influences workplace culture. Academic papers must be gathered from relevant databases in order to accomplish this. These research studies will serve as the informational source for the content analysis. The relationship between women in leadership roles and their influence on workplace culture will be demonstrated based on this analysis.

Qualitative Research – Content Analysis

In this study, content analysis is done using a qualitative method. The fundamental goal of employing a qualitative technique is to gain a deeper knowledge of the research issue by considering content data. Based on textual data, qualitative content analysis is crucial for educational research since it is typically an open-ended technique that yields greater understanding. A variety of sources, including focus groups, questionnaires, interviews, and document analyses, can be used in qualitative content analysis. This paper seeks to evaluate and evaluate the qualitative data gathered from pertinent databases, papers, articles, and journals. Specifically, the relationship between work culture and women leadership will be examined.

Key findings of the study

The study results pertaining to alterations in workplace culture under female leadership are showcased. The outcome is based on a review of the literature that includes papers, journals, and articles, as well as a recent government initiative about women in leadership roles. The results are arranged according to the most significant factor influencing how women leaders influence workplace culture. Women are always present in the workplace, but their participation in leadership roles and decision-making is very low. Nevertheless, as time goes on, women gain more power and gradually increase their participation in leadership roles. Additionally, research indicates that women in leadership roles foster a work environment that is more diverse, adaptable, empathic, and positive. The desire for a work-life balance is higher among women. Despite this, women still face barriers in their pursuit of leadership roles. The Indian government took the lead and introduced the "women Reservation bill" in order to guarantee 33% of the Lok Sabha seats for women.

Implication of the study

The growing significance of women holding leadership roles justifies the need to analyze how women's leadership affects workplace culture. The most important elements of women's leadership impact on workplace culture have been determined by this study. Though they still participate in the workforce, women's engagement in leading positions has historically been less pronounced. However, as times have changed, women have gained greater empowerment and have begun to participate in all areas of the economy, including leading jobs. Women who hold leadership positions create a more upbeat and flexible work environment because they have empathy for their colleagues. Women are more adept at striking a work-life balance and are more accountable at their jobs. The outdated division of labor between men and women must be abandoned. Women recognize the positive effects that having more female leaders has on the workplace culture and are equally capable of making contributions in leadership roles. Workplace cultures are significant and either directly or indirectly aid in the development of a given organization values, customs, rules, workplace conduct, and society are all shaped by work culture.

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