



The Challenges Faced by Female Leaders in the Workplace: A Quantitative Study of Women

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ABSTRACT:

The women of today are actively involved in the labour force. Many want to build careers and establish themselves in society. It is clear that women are no longer merely relegated to the kitchen; they are now working as professionals, entrepreneurs, and in other related jobs, contributing just as much as men. Girls now have equality in a male-dominated society and are able to support themselves thanks to better education. Working women's ability to advance social, cultural, and economic change is what makes them strong. Their contribution to dismantling borders, altering long-standing gender conventions, and influencing the future is crucial.

Keywords: Women empowerment, Workplace Challenges, Family role, and Organizational Culture.

Introduction:

Families and communities are anchored by women, who perform a variety of vital roles in everyone's lives. Previously, a woman's participation was limited to her family and household. Women were in charge of all domestic tasks from the start. Along with helping their families with farming, women have taken on all of the duties associated with caring for children and the elderly. The interpersonal relationships between men and women are impacted by a variety of social and behavioural standards. Traditionally, women were supposed to take care of the home and the children, while men were supposed to work and make money (Stamarski & Son Hing, 2015). But many women now work and support their family, despite the rise in divorces and financial difficulties (Bianchi, 2011).

It is quite evident that women nowadays are not only confined to their kitchen; they are also work as professionals, entrepreneurs and at various similar roles contributing equally as compared to the male. The women of today are actively involved in the labour force. Many want to build careers and establish themselves in society. In an effort to live independent lives free from reliance on others, they aspire to financial independence and self-sufficiency. Higher education has been increasingly accessible to women thanks to technological advancements and societal awareness. Additionally, advanced education has given girls equality in a culture that is dominated by men and allowed them to stand on their own two feet. Working women's strength is found in their capacity to promote cultural, social, and economic change. Their role in changing established gender norms, breaking down boundaries, and shaping the future is vital.

The family is essential to women's development and achievement. /

Objectives of the study :

Three main goals serve as the foundation for all of the study. The researcher had three distinct goals in mind for the investigation. These goals are these:

1. To find out work – life challenges of all women employee .
2. To find out the salary structure compared to men .
3. To find out the positive and negative impact during they do any kind of work .

Review of literature:

The review should list, explain, summarize, and impartially assess the earlier studies. "The challenges faced by Female Leaders in the workplace: A Quantitative Study of women" is a book that provides an overview of the subject.

India is a traditional country with a wide variety of religions, cultures, and customs, according to the article "Challenges and Problems faced by women workers in India." In India, women's roles are largely domestic and confined to the home. Women can occasionally find work in the nurturing and caring professions as teachers, nurses, and doctors. However, a man with equal qualifications will be given preference, even if there are highly skilled female engineers, managers, or geologists available. This particular study used both primary and secondary data. (Rooh ollah Arab and Azadeh Barati, 2016)

The International Journal of Advanced Research in Management and Social Sciences article "Problems faced by working women in India" claims that gender bias puts women in the workplace at a disadvantage when it comes to compensation. For the same job, there is a historical assumption that women should be paid less than males since they are less competent and efficient. Kamini B. Dashora, Dr. (2013)

The paper "Problem faced by women executives working In public sector banks in Puducherry" claims that women's roles were restricted to domestic matters and household tasks. Indian civilization was dominated by men, and women were subjected to severe forms of exploitation. The goal of the paper is to determine the obstacles that stand in the way of women employees' aspirations for higher positions as well as the issues that women executives in public sector banks experience at work. Moreover, this seeks to ascertain the organizational support for female employees to advance to higher positions. Physicians P. Ashok Kumar and K. Sunder (2012)

According to the paper "An Analytical Study of Challenges and Issues Faced by Working Women: Special Reference to Managers," working women face a number of obstacles in juggling their personal and professional lives. It was difficult for female employees to dedicate enough time to their families, including their husband, parents, kids, homes, and friends. The primary goal of this research is to examine the difficulties and problems that working women encounter. In order to gather information on this subject, the researcher employed secondary data. The study's findings showed that dual role difficulties and problems had a major impact on working women's work-life balance. They also gave rise to many factors that lead to conflict in both the workplace and family life.

According to the article "Women Entrepreneurship in India: Problems and Prospects," educated Indian women must overcome many obstacles to attain equal rights and status because Indian culture is deeply ingrained with traditions, and the sociological framework has historically been dominated by men. Every aspect of her life, including business, has seen her effectively compete against and defeat men. These female leaders are bold, forceful, and risk-takers. Because of their diligence and hard effort, they were able to survive and thrive in this fierce competition. (2011) Meenu Goyal

According to the publication "Difficulties faced by working women in India: An obstacle for women's work participation," India is a historically conservative country. The majority of domestic and household chores in India are performed by women. India's female labor force participation rate is 20 percent, which is less than the 47 percent global average. The study found that the growth rate of FWPR has been 12.50 percent. (Apurva Bongale, Talwar Sabanna).

The article "The challenges faced by working women" discusses the various obstacles that working women encounter in the workplace across all positional levels. Issues, consequences, and corrective actions Working women encounter many obstacles in the workplace at all levels of their positions. Because most employees at the ministerial level are men, women who work at this level typically deal with harsh treatment, long hours, few leaves or holidays, low pay, and low security. The uncertainty that middle-class women suffer is typically tied to the type of output that is expected of them but that they are unable to provide because of their various societal and familial obligations. Women encounter difficulties at the upper levels with regard to assignments, achievements, increased organizational responsibilities, and their flexible work schedules.

According to the article "Working Women face Challenges in Zimbabwe" in the journal My Wage, a survey was carried out to learn more about the views, difficulties, and experiences of working women in Zimbabwe regarding their roles in the workplace, with sexual harassment ranking highest among the issues.

The article "Gender Stereotype and Workplace Biases" claims that prejudices that women are less capable of technical or leadership roles are pervasive across a number of industries (M.E. Heilman, 2012).

The papers evaluated in the article "Antecedents and Consequences of Sexual Harassment in Organization" emphasize how common sexual harassment is and how it negatively affects women's mental health, job satisfaction, and retention rates (Fitzgerald et al., 1997).

In the article "FEMALE CAREER PROGRESSION AND MATERNITY LEAVE," the relationship between maternity leave and women's career advancement at work is investigated. (2013) Angela Wright.

In the piece titled "Gender's Role in Workplace Stress," Higher rates of anxiety and depression among working women are a result of gender-specific stresses such as harassment and work-life conflict. Women reported higher levels of stress than men, according to the study (Kristina Gyllensten, 2015).

According to the research presented in the article "The double burden: A study on women's dual roles in the workplace and household responsibilities in Kerala," even though some women receive help from their spouses, the unequal distribution of household chores exacerbates work-family tensions. In 2024, Shamsi Sukumaran and Ranjith S.C.

Because of the responsibilities of caregiving, many women value flexibility above job advancement, which has an impact on their long-term career trajectories, according to the paper "A journey into women's managerial career development through the social cognitive career lens." Using the social cognitive career theory as a framework, this article gives a computational literature review that examines important topics in the scholarly discussion of women's career growth in management. (Laura C., Sara Bonesso, 2024).

According to the article “Gender wage gap: Extend, Trends and Explanation,” literature reviews consistently show that women are paid less for comparable roles than men. This disparity is ascribed to discrimination, occupational segregation, and the devaluation of “feminine” positions (Blau & Kahn, 2017).

According to the essay “The History of Women’s Work and Wages and How It Has Created Success for Us All,” This Brookings Institution article explores how historical barriers that have prevented women from achieving their full potential, such as discrimination and a lack of mentorship, have been overcome to lead to greater success in society. In 2020, Janet L. Yellen

Research Methodology:

The primary objective of the researcher was to examine the what kind of actual problems are faced by women in the workplace. The study employed quantitative methods.

The researcher has used primary and secondary source of data collection .

Primary Source – Primary source of data has been collected using a well-structured questionnaire from respondents from the field . It is a fresh data.

Secondary Source – Secondary sources of data are taken from the articles, books, journals , internet etc . .

Findings:

Key findings from the study “The Challenges Faced by Female Leaders in the Workplace: A Quantitative Study of Women” include the following:

- A. Study found that, of the 30 respondents, 83.3% of women work in the private sector, while just 16.7% are employed by the government. Stronger laws, regulations, and disciplinary measures are often found in the private sector as opposed to the government sector. Internal policies and codes of conduct are typically developed by private companies to regulate employee behaviour and maintain a positive work environment.
- B. Notably, only a small percentage of female employees hold manager roles, with the majority of respondents—50% of the respondents—working as assistants. It is the result of some internal politics and low self-esteem.
- C. Research indicates that many women express high levels of job satisfaction despite accepting lower pay, sometimes due to societal norms that present men as more powerful and suited for key tasks. Women may place greater importance on job happiness than higher pay due to traditional perceptions of gender roles in the workplace.
- D. Since the majority of responders are single, they are able to work freely and effectively. There are 27% married, 17% widowed, and 6% divorced. A growing number of households now forbid their daughter-in-law from working outdoors.
- E. Study of 30 respondents found that 20 of them struggle with work-life balance and lack of opportunities, 26.7% with gender wage disparity, and 6.7% with harassment. Because working for a corporation is difficult.
- F. It has been noted that 27 of the 30 respondents are content with their working hours. They said the company offers appropriate breaks. Due to the night shift, only three respondents expressed dissatisfaction.
- G. The researcher looked for evidence of a gender-based influence on professional advancement. Half of the 30 responders agree with this assertion. I believe that a person’s physical appearance can affect their employment prospects.

Suggestion:

1. Organizations strive to support women’s creativity to help develop their leadership qualities, recognizing that they manage both household and professional responsibilities equally.
2. Family members and friends always encourage them to take risks, which helps them discover their abilities and strengths.
3. Training is a major consistent which stops the women to change their occupation. Organizations offer various developmental training programs to support the growth and advancement of female employees .
4. Organizations should avoid assigning night shifts to female employees . If women are required to work during night hours, employers must implement strict security and safety measures to ensure their well-being .
5. Women are strong and capable individuals who do not need to rely on men for their sense of worth. Marriage is not the only path to fulfillment; women should feel empowered to pursue new opportunities, work diligently, and disregard societal criticisms.

Conclusion:

“ You are the creator of your thoughts”

Women had a hard time surviving in the past since they were compelled to rely on their family or men. The “so-called society” required them to give up their enjoyment. Time, however, brings about change. Women speak out against unfair discrimination today. According to my research’s general findings, women are now self-sufficient. They make an effort to equally distribute their duties between the home and the office. They are currently facing difficulties as a result of this, though. Even though society and some people may oppose this transformation, we cannot control them or silence their opinions; that much is clear .

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