

The leadership progression or regression through gender

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Abstract— There may be some improvement in the gender gap when it comes to education and labor force participation, but women are still grossly underrepresented in positions of leadership. Some women may not rise to leadership roles due to bias, family responsibilities, risk aversion, or a lack of confidence in their abilities, according to research. This research investigates the hypothesis that women may avoid leadership roles if they are afraid of getting negative feedback from subordinates or if they are afraid that making management choices will lead to inequity in the workplace. Additionally, we investigate whether there is a difference in the communication, motivation, evaluation, and penalization methods shown by male and female leaders, as well as if these types are equally successful. Finally, in a setting where management actions improve the performance of certain workers, we compare the responses of followers to male and female leaders. In order to answer our study questions, we run an innovative game in the lab that mimics corporate decision-making, task-allocation, promotion, and demotion processes. When looking for ways to maximize leadership effectiveness, gender is one factor that has to be considered. The professional, political, cultural, and personal circumstances of the twenty-first century warrant serious and critical debate and examination of the issue of gender and leadership. Leaders, whether male and female, have always been and always will be. To find out how each leader can be as successful as they can be, gender is an important factor to consider.

KEYWORDS- Leadership, Progression, Regression, gender

INTRODUCTION:

Throughout human history, leadership has played an integral role. From the earliest days of banding together to fend off predators and other dangerous creatures to the formation of families and other social groups to fulfill affiliative needs, leadership has been an integral part of human group dynamics. Many religious scriptures, such as the Bible, the Bhagavad Gita, the Koran, and Homer's Iliad, discuss leaders and leadership. Leaders and leadership have been the subject of several essays and conversations throughout the

last few centuries. However, the field of leadership studies has only been around for around 80 years, when Kurt Lewin and his colleagues in the field of social psychology started to examine group dynamics and distinguished between authoritarian, democratic, and laissez-faire leadership styles [1].

Throughout history, males have dominated conversations about leadership and leadership styles, while women have received comparatively little attention. The last half-century of social, cultural, and political change has shown without a

reasonable doubt that men and women are capable of, and expected to be capable of, leading effectively.

Biological sex and oversimplified assumptions about what makes a good male leader or female leader should not be the limiting factors in maximizing the performance of both men and women in leadership roles. Think about if and how gender matters in leadership roles. A person's gender is a unique trait that influences their self-perception, the way others perceive them, and their behavior in different contexts. Therefore, gender is an important factor to think about while thinking about successful leadership.

Leadership positions and the quality of services provided by businesses are heavily influenced by gender. Gender encompasses a wide variety of social characteristics associated with men and women, including values, roles, and relationships.

Research shows that people's views on gender differ among societies and may change over time. People learn social norms and expectations from their communities, including how to interact with coworkers and members of the opposite sex. Individuals' actions and strategies for dealing with problems and leadership duties are shaped by gender norms, social roles, and interactions.

It is important to assess the relationship between gender and leadership choices in order to ensure that the company runs smoothly. A leader is someone who can put their practical abilities to use by coordinating the efforts of others to achieve a shared goal. Inspiring, leading, and communicating with subordinates to

correctly accomplish the work at hand is the essence of leadership. The onus is on organizations to devise win-win leadership techniques.

Leaders' capacity to inspire their employees via advancements and other means determines the organization's success. In essence, in order to make educated judgments on promotions and layoffs, management bodies of various firms routinely assess the performance of subordinates.

To find the right person to fill an open post, the promotion process uses a number of analyses. Therefore, men and women alike work to develop the qualities that are necessary to be regarded for positions of leadership. There has to be more equity and balance in leadership roles, and studies demonstrate that honesty, intellect, and decisiveness are key.

Among the topics this article hopes to cover are the theoretical framework around gender and leadership, gender variations in decision-making and time management, and the obstacles that prevent women from achieving their full leadership potential.

A Gender Theory Perspective on Leadership

Leadership styles vary between men and women owing to inherent biological differences, according to a number of recent studies. There is a pervasive cultural and societal bias that portrays women as frail and struggling with an inferiority mentality. Consequently, women in positions of political or organizational power have been stereotyped as being inferior to males. Attitude drivers, gender roles, decision-making, and time

management are some of the aspects that may be analyzed to explain the phenomena correctly. Theoretical frameworks that address the elements that contribute to gender implications on leadership are also presented. Motives Based on Attitudes Both private companies and public agencies exhibit distinctly feminine ideals. Both the dominant and submissive styles of leadership are challenged by these characteristics.

Traditional notions of masculinity in leadership, however, are associated with women's skills. The origin of gender differences in consensual interactions may be traced back to feminine principles. Management challenges including communication, control, and agreements arise from the many facets. Achieving success in leadership requires a harmony between feminine principles. The table below shows some of the elements that contribute to the gender gap in leadership.

Men	Women
Transactional	Transformational
Autocratic	Participative
Business-oriented	People-oriented

Modern ideology essentially depicts male leadership as distinct from female leadership. Prominent mediator skills, particularly in dispute settlement, strong communication abilities, and exceptional interpersonal skills are among the attributes that some academics claim put women ahead of males in leadership roles. Women, according to new studies, are more sympathetic than males when it comes to caring about other people and building relationships based on mutual support. Also, when it comes to things like subordinate relationship development and

maintenance, women clearly outperform males.

Traditional gender roles

Leadership efficacy is impacted by gender, according to some prior research. Male, female, and androgynous are the three categories into which gender is now classified. Males are stereotypically seen as more prominent in leadership roles than women. When given the chance and the resources, men and women alike may demonstrate strong leadership qualities, disproving the preconceptions. Women have more obstacles than males when trying to go into highly regarded leadership positions (Appelbaum, Audet, & Miller, 2013). The idea of gender role essentially aids in defining women's roles in government and gives direction on where either gender should concentrate to maximize efficiency.

Making a Call

An important factor in a leader's efficacy is his or her ability to make decisions. There are a number of ways in which men and women make decisions, according to research on gender in leadership.

Differences include the kind of judgments made, the responsibilities at hand, and the process of establishing rapport with coworkers. According to research, in order to keep things running smoothly, women put a premium on building and sustaining great relationships with both junior and senior staff. When it comes to work, males are more concerned with getting things done than they are with building connections.

In reality, a female leader has a discussion about a topic before letting an underling

decide. In most cases, males will seem level-headed and contemplative before deciding on a certain action to do. Ethical considerations and moral obligations play a significant role in decision-making. While women approach ethics with sensitivity, empathy, and compassion, male leaders approach assignments based on personal rights, justice, and fairness.

Efficiently Utilizing Time

Among a leader's most important duties is the skill of time management. Efficient use of time leads to better results and better use of resources. In addition, systematically achieving personal or organizational objectives is made easier by immediately completing given duties. Stress, anxiety, and a lack of efficiency in the workplace may be avoided by completing tasks before the due date.

Leaders, whether male or female, have strong abilities in planning, organizing, and administration, which are essential for driving a company forward. Since everything must adhere to a strict timetable, effective time management is a key component of leadership. Therefore, being able to keep track of time guarantees job happiness and outstanding achievements with less workplace uncertainty.

Challenges Facing Women in Leadership

Positions American women's contributions to political and organizational leadership are unparalleled. Women may and do make significant developmental choices that impact national and worldwide advancement, as shown by the accomplishments of female leaders in

recent years (Pew Research Center 2015). Female executives are underrepresented in both government and industry, despite their many admirable traits. Attitude, self-confidence, and the nature of the job are all factors that contribute to the dearth of female executives.

Attitude

When it comes to leadership, women tend to be subservient, which may be a sign of their inherent incapacity. A person's attitude shapes their view of providing guidance and solutions to difficult problems.

The gender role hypothesis posits that early exposure to stereotypically feminine roles shapes how girls and young women think and act as adults. According to Appelbaum, Audet, & Miller (2013), one's mindset might cause one to believe that certain people are more deserving of leadership roles than others. Some jobs are inefficient and provide incompetent outcomes because women have a poor perception of leadership. Furthermore, as attitude is strongly related to motivation, a lack of morale shown by female executives in an organization leads to a boring environment and a slow pace of work for those under them.

Self-confidence

Characters characterized by self-confidence and belief in one's abilities are necessary for effective leadership. According to the Pew Research Center (2015), women often internalize a sense of inferiority, which has a detrimental impact on their self-esteem. In short, a bad leadership image results from a lack of

self-assurance, which in turn indicates an inadequacy for such a position.

The relative deprivation hypothesis states that, in contrast to males, women are content with relatively little accomplishments. For example, a female coworker might be happy to accept a lesser salary while maintaining the same position as a male colleague. A lack of self-confidence and an inadequate system for rewarding outstanding leadership abilities are characteristics of women who are characterized by their tendency to accept less than males. Notably, a person's leadership forecasting skills may be enhanced by using the composure and leader emergence regression model to fill an open job.

The Business Setting

Indirectly related to women's self-confidence and attitude is the workplace. Women in leadership positions may face challenges in the workplace due to factors such as unhealthy competition, unpredictable demands, and unrealistic expectations. The fight for more gender parity in leadership positions is hampered by the prevalence of culture of denial and self-dominance in such settings. Since companies have adapted to reward and safeguard male contributions, the existing quo that sees women as inept is unlikely to shift. When it comes to leadership, social and developmental changes are slowed down by women's social status, according to research on gender stereotypes.

Conclusion

In managing a company's operations, gender disparities in leadership are crucial. Even when women and men do equivalent

tasks when given specific tasks, society views males as superior leaders. When it comes down to it, men and women are equally capable of leading teams to success and implementing change inside an organization. There is no way to utilize the current gender gap as a measure of an individual's leadership potential or their capacity to achieve organizational goals. Stereotypes about women's leadership abilities and lack of self-confidence are to blame for the disproportionate number of males in positions of power. People need to stop seeing women as second-class citizens and start treating men and women with the respect they deserve if we ever want to see gender parity in leadership positions.

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