



ROLE OF VARIOUS ASPECTS OF SUCCESSFUL WOMEN MANAGERS

Dr. Paras Jain

Director, Silicobyte Katni Degree College, Dikshabhumi Campus, Adharkap ,Katni (M.P)

Dr.Rishu Agarwal

Principal, Silicobyte Katni Degree College, Dikshabhumi Campus, Adharkap , Katni (M.P)

(ABSTRACT) In present age, female managers likely surpass their male counterparts for managerial aspects and women are more apt than men to find stimulating tasks. Female managers may be better than male managers at helping their employees harness the power of positive reinforcement. Their nature is somewhat more adept and purposeful in using their natural talents to engage their teams because they need to exceed expectations to advance in their organization. Present study focuses on evaluation of managerial aspects in male and female managers.

KEYWORDS : Women Managers, Social Conscious, Immigrant Perspective

Introduction:

Women see opportunity in everything and everyone – their neighbors, friends, family, business associates, strategic partners, etc. They have the ability to see opportunity and give their ideas and inspire others to do the same. Women, when given the opportunity to be themselves, are natural leaders. They are not easily distracted, don't get their egos in the way and are reinventing. **Women are networking professionals, they** masters of navigation, follow-up and make sure they sow their seeds of ideas in the most fertile networking ground. Their inherent ability to be creative allows for the discovery of opportunities. Unlike men, women stick together and protect one another.

Women are specialists at cultivating relationships that are purposeful, genuine and meaningful. They focus on growing healthy, long-lasting relationships. They are masters at facilitating connection points between people, resources and relationships. This is why women are such effective and efficient managers. They don't waste time and can quickly identify areas to consolidate, organize and strengthen business outcomes.

Women are natural givers; seek to give to others but also to their communities. Women enjoy living their lives through a cause that serves the advancement and acceleration of societal needs. This is why in the workplace women are great at inspiring and lifting those around them. This is why most women managers are such excellent long-term strategic thinkers. They are less inclined to rally behind a short-term strategy if a more sustainable approach can be executed.

Objective of Study:

- Evaluation of women manager's working with respect to various aspects of management
- Evaluation of men manager's working with respect to various aspects of management

Hypothesis:

There is no significant difference between working of men and women managers with respect to various aspects of management.

Methodology:

Descriptive survey method was applied for present study. 100 men and 100 women managers of 20 organizations were selected randomly as sample. Working pattern of these managers was evaluated using a self prepared test paper. Collected data was tabulated and compared using mean, standard deviation and t value as statistical tool.

Finding and Analysis:

Table- Status of Comparison of Various Managerial Aspects of Men and Women

Managerial Aspects	Gender	Success Scale		t Value	Significant Level
		Mean	Standard Deviation		
Work Culture	Female	56.3	1.31	0.79	0.05
	Male	47.8	1.48		

Transparency	Female	52.1	1.28	0.86	0.05
	Male	41.4	1.08		
Devotion	Female	62.8	1.26	1.03	0.05
	Male	44.3	0.96		
Sincerity	Female	54.3	1.17	0.82	0.05
	Male	49.6	0.84		
Decision Making	Female	46.7	1.16	0.96	0.05
	Male	54.2	0.92		
Solution Minded	Female	42.3	0.79	0.81	0.05
	Male	47.9	1.03		
Planning	Female	38.3	0.94	0.78	0.05
	Male	48.2	0.92		
Co ordination	Female	45.7	0.86	0.94	0.05
	Male	58.1	1.04		

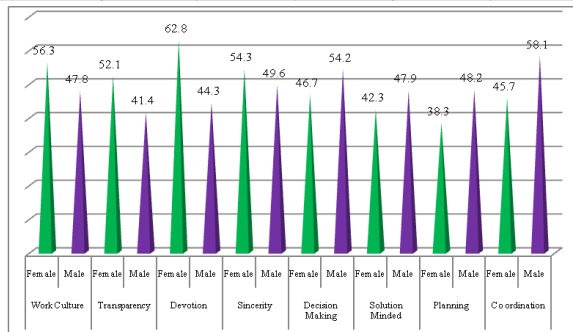


Chart- Status of Comparison of Various Managerial Aspects of Men and Women

Data shows that for work culture of female got 56.3 and male got 47.8 mean value. t value calculated as 0.79 significant at 0.05 level. For work transparency, female managers got 52.1 and male got 41.4 mean value with t value 0.86 showing significant co relation. Female managers found 62.8 and male managers found 44.3 mean value and 1.03 t value for work devotion. For sincerity, female scored 54.3 and male scored 49.6 mean value and 0.82 t value. Decision making male has higher value i.e., 54.2 while female has 46.7 and t value calculated as 0.96. For Positive thinking regarding problem solution, female managers got 42.3 and male managers got 47.9 mean value. t value calculated as 0.81 showing significant co relation. For planning, female managers have 38.3 and male have 48.2 mean value and 0.78 t value. In the matter of co ordination, female managers got 45.7 whereas male managers got 58.1 mean value and 0.94 t value. Hence hypothesis there is no significant difference between working of men and women managers with respect to various aspects of management is rejected.

Conclusion:

Women are socially conscious leaders that serve to cultivate innovation and initiative for both themselves and others. No wonder

the fastest growing sector of small business owners are women. Women are more naturally inclined to represent the immigrant perspective on business leadership. Like the immigrant, they are wired to survive and thrive in fast-changing times like these and can lead fast changing organizations that desire sustainable growth. Best qualities in women managers are that they inspire trust, they can paint a picture of the future and they can lead others through change. The qualities that make a good manager don't vary between men and women. After all, it's the person, not the gender that determines a manager. And although women are only just catching up to men in terms of manager ship roles, their unique experiences and supportive natures make them more than capable of managing the organization.

References:

1. Jacquelyn, S., Study finds women are better managers than men - here's why, <http://www.businessinsider.in>, 2015.
2. Nikki Waller, How Men & Women See the Workplace Differently, <http://graphics.wsj.com>, 2016.
3. Piterman, H., Women in management the leadership challenge, www.dss.gov.au, 2008