

## ROLE AND STATUS OF WOMEN LEADER IN INDIA

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### ABSTRACT

*In this world, Leaders are one of the most valuable resources. A strong leader is like a catalyst for the necessary change in firms from time to time. Notable, effort and money for deduction of leadership has been dedicated, yet there is very little consent that is actually what leads to lead. However, all that knows is that excellent leadership always produces a big difference for an organization. It produces an overall effect, resulting in the better organization for the whole organization. The leadership has been developed with time, with the major changes in today's corporate idea process. there are large changes in society and cultural structure. The beginning of the 20th and 21st century was witnessed in the leadership activities of women in leadership activities in the worldwide, and therefore, a new approach for women's role in employment and leadership came. It is no big deal today, if a woman is an engineer, politician, businessman woman, an astronaut or a fighter pilot, all male dominated bastions at a time, which women felt were beyond their capability for a profession is, let alone be a leader in these fields. The current study considered all important aspects and especially women leads to the leadership normally. Thus, a functionally defined female leader is the centrifugal point of this study. The purpose of this study is to analyze, describe and explain the factors of women leaders and the leadership towards their success. Utmost care has been taken that success should not be glorified. The purpose and the intention is very clear not to assume a gender biased approach or a feminist orientation in the West.*

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**Keywords:** Women, Leadership, Operational, Success, Influence, Environment, Activities, Precursor.

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### Introduction

There are many women who have been successful and have been accepted as effective leaders and has not been informed about their personality, leadership style and harmony yet, due to which they got success at organizational and family levels in Asian context. The current study calculates the design details for research in this field, in the background of problem statement and review of different studies. Most women's workplace success may be affected by the family environment and the opposite can also be true. Although success affects further success, failure is considered to be more redemption. Environmental, people, relationships, roles, style, organizational and family nuances and peer group can fully put overall effects on the performance of a female leader. The design is the background of all possible effects in the design, which can lead to a leader successful. In addition to display leaderships, structures, roles, regulations and effectiveness, Pro-activity is the technology of upgrading, the quality of the human resources and the ability. This work is an endogenous setting. In the case of female leaders, the exhibition setting is close to the family peripheral in Indian context. The role of women in the family, wife, mother, daughter, and other social relations affect his personality. Apart from this, a woman leader is considered to be an unit with three inseparable components as a person, intelligence; Emotion and desire A woman's psychological aspects are displayed in terms of values, culture, morale, lifestyle etc. The important aspect of personality is evaluation and evaluation of the feeling, resolution and lifestyle.

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**Women Leadership: Need of the Time**

As more and more women are working in the business and industry, it is paved the way to play the leadership for them because it is said that the profile of a female leader has visualization for all the ways on management and leadership, whether it is at home or any professional organization in It is often said that there is no such thing as "leadership gene". Leadership is a skill and takes time to develop like all other skills. There is also a need to have a lot of experience to become a "true leader" and to perform true leadership in organizational settings. Life is a self-renewal process in which the leaders include intellectual, emotional and unstable capabilities regardless of gender. Women of the new age are controlling all negative and pre-typical perceptions and are prohibited themselves worthy of leadership. They are making new ways to get success with the sky as the sole limit of their extensive steps in the lead field. Is the dream or really changed in reality? This question often meets when women are becoming the high achievements leader. This is a well-known fact that despite the high level of education, intelligence and commitment, many obstacles come in the path of their achievements. Women often have to work hard to change small milestones on the big front in the big front. This is what is nowadays most described the situation of leaders. With the increasing number of women in the education and women involved in the workforce, the number of women leaders is increasingly increasing late.

At the level of leadership, their proportion has improved, although in the same periods of basic location, environmental and culture, in different stages. In the number of employees, despite this dynamic increase, there is still an important difference between the possibility of becoming leaders of men and women. Low-rates of women at an leading positions are an international phenomenon and it has been seen that despite being abundant talent, women usually fail to reach the top or lower in middle management levels. The women of the current millennium gradually started to control and control this situation in search of opportunities, status and recognition to use their talent. As more women step forward with great hope and enthusiasm and make deeper strides, the spotlight has turned on the field with renewed interest and resurgence. This has also been initiated that the attitude of compassionate, cooperation, nurturing and sharing and care of humanitarians helps greatly become a successful leader. Apart from this, this leaders highlights the need to separate ego and personal agenda to achieve the trust and trust of people who lead the leadership of the people who lead the leadership and trust in addition to demonstrate a strong value system and work ethics. It is important to take care that 2007 was declared "year of the same opportunities for all" 1 by the European Union and other places. For this fact that there is no harm to the special and unique women's approach, competencies, skills and strength properties and the role of women's leadership. Emerging roles of women on technical progress and family and work front have contributed a lot in the 21st century business environment. This changing role of women has brought huge changes in both their personal and professional life.

Today, more and more women are getting jobs, because they organize organizations by appointing top positions. The world of business today reflects the revolution of the work, partnership, power and influence of the employed women. With the passage of time new challenges are seen with added responsibility for women leaders and that is why it is of utmost importance to deal with these topical dilemmas as and when they arise. As a female researcher, demanding the obvious timing on this formidable and challenging subject, many questions have been raised in terms of viable solutions during research investigation and to find out that important issues of female leadership is not addressed to that limit and magnitude That is necessary. More specifically, the leadership of the leadership of the success in the corporate world requires the opening of "succession of success", especially in the IT area, where the number of women is increasing, but ironically that the very little female employee in the IT area has reached. Live on top and become the excellent leader, although they display the ability of excellent performance in leadership roles. Female leadership is a delicate balances work, but women are able to create a serviced, affiliate and transformational work environment with leadership style, which are not only effective but encourages and helps to flourish individuals and organizations.

**Objective of the Study**

There is an abundance of research published about female leadership and their leadership styles, but this study specifically focused on personal qualities or characteristics and EQ and VQ competencies of female leaders, in addition to family influence on the effectiveness and female leader's success. The study includes demographic analysis and EQ and VQ assessment of women leaders from some of the top firms in the IT sector in the city of Bangalore.

### Literature Review

**Asmita Bhattacharyya; Bhola Nath Ghosh (2012)** This research work is on the emergence of information technology (IT) area in the 90's, which opened a wide doors of employment opportunities for many women in the organized sector in India. Apart from this, the IT area provided women an environmentally job environment, in theory, at least gender discrimination and bias have not been present or saw for women working in all other areas of Indian economy. This letter tries to analyze the issues and obstacles of the obstacles in front of women's employees in India's IT area. The question arises and is resonates – "In India, are women in the IT area really free or still bound by patriarchal shackles." This topic requires rigorous research and this is what gives adequate scope for more studies and research on this subject.

**Hani El-Chaarani (2013)** An attempt to investigate the foundations of a family business and economic development in Lebanon is the essence of this study. The research study examines all the dimensions and specificity of Emotional Intelligence (EI) of a family member as a team leader in a family run organization. Many regressions was applied to examine the effect of EI on job performance and employee satisfaction and to find out whether a relationship or link exists between EI and employee turnover. The results show a significant and positive effect of a leader's EI on employees' job performance and job satisfaction. The conclusion shows that the implication of the family member as a team leader in enhancing the positive relationship between EI and employee job performance and satisfaction.

**Siddharth Singh (2010)** in his article refers to Bengaluru as the "poster boy" of IT in India as the city accounts for a quarter of the annual IT turnover in India. Many people say Bangalore Silicon Valley of India, but to maintain this degree, IT sector has to face many challenges, first and the highest rate of leaving jobs in the most important IT area which is very high, the cost estimates for the giving and the giving is wrong. Outsourcing receiver many foreign customers are now looking for outsourcing for other destinations like Romania and Bulgaria. This may cause the concern, although not immediately but in the long run.

**Ushasri T S (2013)** Women's involvement, participation and contribution in leadership roles in the Indian IT sector continue to grow. A welcome change is that the approach to women is gradually changing and the leading of more women at the C-Suite level is getting involved. However, many research reports emphasize the benefits earned due to women's participation in the leadership teams for the creation of a successful organization. Many Indian women are not able to reach the posts of senior leadership for various reasons. One of the major hurdles can be gender stereotypes as women always seem to struggle with the expectations attached to it Common gender concepts. Furthermore, it is not so easy for most women to maintain a balance between "being nice" and "being assertive" in an organizational setting.

### Significance of the Study

There are many studies on leadership. The range of studies is among the basic principles and testimony of these principles in real life. Many sources of leaders are mainly related to characteristics, types, formats and expressions. Many theories move towards the expression of leadership with the format of transaction. While these applications apply in real life, such studies are especially organized on the leaders provided by men. There is no study on women's leaders. In different areas, they coordinate their activities in both home and workplace. The situation demands a dual or overall leadership that makes the house as much as the workplace. In Indian circumstances, the women leaders (not employee) consider the workplace equal to its living space.

### Hypothesis for Study

**H<sub>0</sub>1 Null Hypothesis:** Women Leader does not have impact on success of the organisation.

**H<sub>0</sub>1 Alternative Hypothesis:** Women Leader have impact on success of the organisation.

### Research Methodology

The research method can be a way, through which we will find answers or solve the research problem. In other words, Research method is known as science to study how scientifically repeated research. The trends are analyzed using statistical techniques. A sample of 100 women working in different areas with leadership work profile for primary level survey is selected randomly. Other areas were established to identify issues and opinions related to opinion about the effects of women's leadership and women's performances. The primary level data collected through respondents and their performance analysis.

**Result and Analysis**

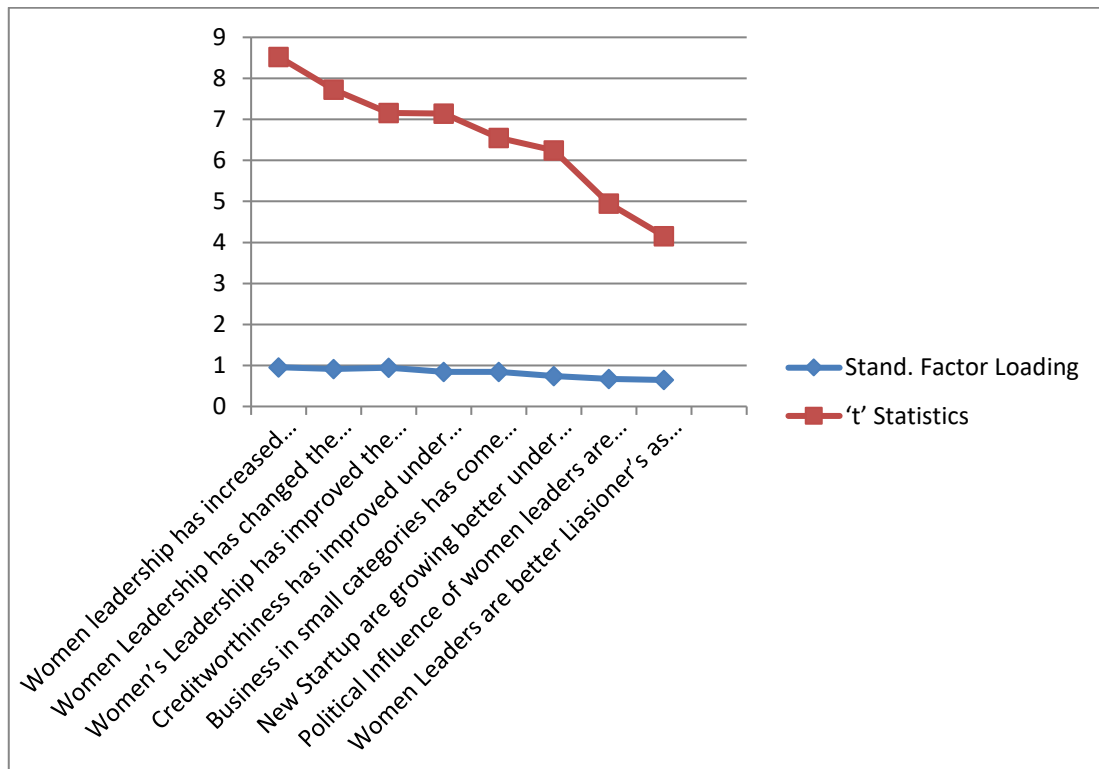
**Table 1: Reliability and Validity of Variables in Organisation Success and Women Leadership**

S. No	Variables in Job Satisfaction	Stand. Factor Loading	't' Statistics	Composite Reliability	Average Variance Extracted
1	Women leadership has increased Satisfaction among employees	0.9562	8.5262*	0.8545	64.41
2	Women Leadership has changed the mindset of employees for Leader	0.9145	7.7255*		
3	Women's Leadership has improved the Image of the Entity in Market	0.9414	7.1542*		
4	Creditworthiness has improved under the leadership of Women	0.8415	7.1451*		
5	Business in small categories has come out with great success in leadership of women	0.8417	6.5452*		
6	New Startup are growing better under the leadership of women's	0.7415	6.2451*		
7	Political Influence of women leaders are better than Male Politicians	0.6705	4.9471*		
8	Women Leaders are better Liasioner's as compare to Male	0.6455	4.1533*		

Cronbach alpha: 0.8722

\*Significant at five per cent level.

The standardized factor loading of the variables in organisation success and women leadership is varying from 0.6455 to 0.9562 which indicates the content validity of the construct. The standardized factor loading of the variables in organisation success and women leadership are significant at five per cent level which reveals its convergent validity. The included nine variables in Job Satisfaction explain it to the extent of 64.41 per cent since its cronbach alpha is 0.6441.



## Conclusion

We are currently in the midst of a great revolution when it comes to women in leadership roles. Most women know the importance of listening to the collaboration, and to change changes, except for making excellent relationships and making the right decision. Research has shown that women come with a special brand of leadership which is transformed into a better financial performance, strong organizational development and long-term stability of business. Keeping pace with the change in the level of leadership hierarchy, women leaders in the IT paved the way of economic empowerment and development. Most women leaders think about long-term results, shortcomings and benefits of decisions taken in the organization. They are usually polite and efforts to take fairness, except for taking responsibility and demonstration. They work as a role model by assimilating the values for all their followers and translate them into tasks. The woman leader "walk the talk", due to which the level of faith, respect and choice of monsters among their followers increases many times. With this, Indian women have changed the tide in the IT area and have changed the way of leading organizations. As in the study, demographics and psychology of women leaders are also the essential elements of EQ and VQ evaluation. This is my firm belief and confidence that a suitable fusion of EQ and VQ will enable the leaders to join the people and join the deep relationships in their organizations. The increase in the business of the right decision in the business is the major importance in the business and therefore leaders should lead their will. Capable of the leader of EQ and VQ can not only set themselves as well as good and human behavior as well as the good leadership.

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