



THE ROLE OF FEMALES IN LEADERSHIP AND THEIR IMPACTS ON WORKPLACES

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Abstract

The aim of this article is to examine women leadership in the workplace under the growing discussion about female power and the beneficial features of women in leadership. The previous period in business was the masculine period where men held the majority of leadership and work positions; with women's greater education and new positions and skills in numerous fields of employment, the debate over women's leadership has risen as a key aspect in helping to alleviate many of the difficulties connected with male leadership traits. The benefits of women's important participation in business will be emphasized both practically and financially in this study. It will emphasize the qualities of women that are advantageous to the needs of today's ever-changing, innovative, and flexible business world. In this context, the study found that female leadership still faces a number of obstacles, including women's stereotypes at work.

Keywords: female leadership, female power, gender stereotype, gender discrimination.

Introduction

Women now work in a variety of fields and at all levels of management, but they still have a long way to go before they can share all of life's duties and contributions with men, as well as participate in their community's advancement. Every decade, new sites for women to advance and occupy are created. The old, dangerous, and outmoded perception of women implies that they are subordinate to males; nevertheless, a new image of women is emerging, formed by the fact that women may take any opportunity to be effective leaders. So, what exactly does this mean? The explanation is simply that there is a new world that is fundamentally founded on gender's social, economic, and managerial role rather than sex as a biological concept that differentiates between men and women.

There is no distinction made between males and females in this system. This function can evolve in response to the conditions. In this sector, women can obtain new responsibilities in a balanced relationship between their conventional roles at home





and new positions in specialized, certificate-based, and managerial employment, based on seniority and experience, and, more crucially, new leadership roles for women. Women's advancement in their roles and success as leaders has been exceptional, not because of men's empathy for them as mothers and daughters, nor because of awareness of the need to reduce forms of sexual discrimination against women; rather, it is due to the more important core of the issue, which is that women are underrepresented in leadership positions. The impact of new feminine qualities has resulted in the development of a new leadership model or strategy that may handle the numerous issues that have arisen and have been exacerbated by the old leadership style that is still used in enterprises today. Instead of the typical masculine authoritarian style, feminine leadership is centered on the good attributes of women and their utilization of cooperation and engagement with their workforce. Some authors (e.g., Book, 2000; Helgesen, 1995; Wilson, 2004) have claimed that women may be superior leaders to men. These and other authors argue that demand for abilities that favor women leaders over men is growing in the modern workplace, citing shifts in businesses that have moved away from conventional "command-and-control" leadership models and toward models that emphasize collaboration and teamwork. Research showing that organizations with more female executives have higher financial success (i.e., Catalyst, 2004; Dezso & Ross, 2012) has raised interest in women's leadership potential. "Women's leadership styles are distinct from men's," writes Steven Appelbaum in Emerald Insight, "but men may learn from and adjust women's styles and utilize them effectively as well." He goes on to add that women's styles are "more effective within the framework of today's world's team-based". Women's leadership styles are a new aspect that is projected to be a driving force in management during the next few years. Women in leadership positions may provide organizations with the benefit they require to succeed.

Women's Position in Leadership

Women make up half of the population in each country, but according to Jared Keleher in Expert Market, women appear to hold 30 to 40% of executive roles globally. Additionally, women continue to be limited in executive and senior management positions. According to the Global Education Monitoring Report, in the sphere of education (2018). "The feminization of the teaching workforce is a prevalent phenomenon in most countries, but less attention is given to the persistent imbalance in men's favor in education management and related positions of authority." Women in educational leadership positions serve as role models for female students, which can assist them stay in school. This unbalanced status in educational





leadership has impact on future female participation in senior management in all fields. Indeed, this condition was formerly acceptable in the past. But with the growth of women in education and other specialties, as well as the increasing presence of women in the workplace, it is not an acceptable situation any longer.

The focus on women's leadership can be attributed to a number of factors, which are as follows: First, there is the so-called "women's economy," which demonstrates that women have significant power at work and in the marketplace, and this is based on facts rather than stereotypes. It is more beneficial for a corporation to have more women in higher management positions. According to research, "gender diverse companies outperform their competition". "There is strong evidence that gender diversity at the executive level boosts a company's performance," according to Yoni Blumberg of CNBC (2018). According to Clare Shipman and Katie Kay's book "Women's Economy," this women's economy relies on two pillars: the first is that the majority of women require new employment rules; and the second is that women have become hot stuff at work today because of their professionalism and feminine characteristics. It is clear that if more females are hired in management, there will be more diversity in staff recruitment, selection, and development, which will inevitably result in more innovative problem-solving and decision-making, which will contribute to higher organizational success. Secondly, in the field of science, women have become scientists and Nobel Laureates in a variety of fields (there are twenty women Nobel laureates in science), and in other fields, they have been selected to compete against hundreds of their male colleagues due to their superiority in the project. For instance, only one woman, Marie Curie, has received the Nobel Prize in Physics and Chemistry twice, in 1903 and 1911, respectively. Thirdly, Women's participation in all sectors, public and private organizations, and specialized professions, as well as at all organizational levels, including higher organizational levels, has increased as a result of the advancement of education in general and higher education for women in particular. The rise in the number of women at workplaces can bring possible advantages to diversity and creativity in organizations, which guarantee success in competitive work environments today. The shift to a knowledge society and economy in which all characteristics are based on mental ability rather than muscle strength, collective action, cooperation, and partnership rather than individual action or competition, and the concentration of communication and information at the top, has necessitated the development of new leadership characteristics, which refer to feminine leadership style [Ranft 2000]. Women managers with specific distinct feminine talents and attributes appear to be better prepared to deal with future issues than many traditional males [Sharma 2019]. "In a society where talent is spread





equally among men and women, an economy that does not fully tap into the leadership skills supplied by women is unavoidably inefficient,” says Chicago Booth Professor Marianne Bertrand. Furthermore, Allen (2018) quotes “when women do not get leadership roles, talent is left on the table, and the economy suffers” [Allen 2018].

Challenges that Females Confront

In spite of all the qualifications and abilities, as well as the desire for equal chances, including leadership prospects, women's leadership continues to confront challenges and problems, which are exacerbated by long-standing negative stereotypes about women and their capabilities. According to research, a “good” manager is still viewed as largely masculine [Robbins& Coulter 2018]. Negative stereotypes persist, posing serious challenges for women leaders as new demands for women in leadership emerge. The following issues are presented:

In many areas, the stereotype of women at work continues to be serious problems to women. If we look at the stereotype of women in what is known as "social sex division" in society, we get used to view as "women at home, men at work." This image has been common in language and education, as well as other fields such as politics and law [Gipson et al. 2017]. Women's responsibilities are changing in all areas as a result of economic development programs and widespread community modernization efforts. Workplace stereotypes, on the other hand, continue to have an impact, as evidenced by the following:

Women still make up a small percentage of the workforce in higher-skilled fields. This indicates that in many communities, there are sectors where the presence of women is strongly felt, such as in literature and the humanities, as opposed to a symbolic presence of women in scientific fields, such as medicine and engineering. The stereotype may be seen even in scientific professions such as medicine, where women are more likely to work in obstetrics, which is a common medical speciality, and less likely to work in surgery, which is a common specialty for male doctors.

In businesses, there is still a lack of large-scale female participation in positions such as Chief Executive Officer (CEO), President, General Manager, and others. Although time is working to remedy the imbalance in the occupancy of these venues, the stereotype of men inhabiting these sites is rooted in the thinking and culture of repeated selections in favor of men. The stereotype still exists in education system. Women is still an ideal image of the presence of females in the position of teachers while men holds higher position such as dean head of department in the sphere of education.





Conclusion

What is the best way to cope with stereotypes? The answer is that equal rights must be considered as an objective basis for correcting this picture, but they must also take into account certain specificities in the social-administrative function of women, namely, that women are neither required nor appropriate in all situations where a man exists. The concept of female or male-dominated jobs should be abandoned in favor of placing the right individual in the right position based on their talents and abilities, regardless of gender. Organizations must look at the capabilities that both men and women bring to the workplace, as well as the barriers they confront in fully contributing to organizational activities [Robbins& Coulter 2018]. More crucially, it is the realization that women can accomplish whatever males can do when businesses gradually incorporate this into their rules, policies, and processes; also, society's laws, practices, values, and culture must be inclusive. Women can contribute a lot of skill to the leadership pool, and it would be incredibly useless and inefficient to disregard their added value simply because they are women. It is critical to learn from both the male and female perspectives on leadership.

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