GLASS CEILING IMPACT ON WOMEN EMPLOYEES

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ABSTRACT

The term “Glass ceiling” refers to mean “the unseen, but unbreakable barrier that maintains women from rising to the higher rung of the corporate ladder, regardless of their qualifications or achievements”. To be more specific, the connotation is one of the most compelling metaphors for analyzing inequalities among women and men at places of work. This paper targets at specializing in glass ceiling impact or gender diversity difficulty in groups together with cultural biases, gender stereotypes and the approaches that each one corporations need to take to encourage and promote eligible girls in respectful and managerial positions. For the a long time, it's been seen that the presence of women in senior managerial positions is very low in spite of having precise scholastics, plethora of understanding, pleasant and efficiency and this happens handiest due to the obstacles like intellectual blockage or prejudices and glass ceiling phenomenon.

Keywords: Glass Ceiling; Women Employees

INTRODUCTION

The very truth of women being adequately represented inside the work-pressure, however infrequently gift inside the senior managerial positions has been labelled “the glass ceiling”, “a barrier so subtle that it is transparent, yet so sturdy that it prevents women from transferring up within the control hierarchy”( Morrison & Von Glinow, 1990). The “glass ceiling” is one of the maximum compelling metaphors for analyzing inequalities among males and females in the place of business. The term first came into use in 1986, while Wall road journal reporters named Hymowitz and Schellhardt coined the phrase to describe the invisible barrier that blocks women from advancing to senior management positions in corporations. Considering that then, the expression has been used extensively in the famous media, respectable authorities’ reports and exclusive instructional platforms. The term “Glass ceiling” refers to mean “the unseen, but unbreakable barrier that continues girls from growing to the higher rung of the corporate ladder, irrespective of their qualifications or achievements”. The term indicates that although it can now be the case that women are able to get via the front door of managerial hierarchies, in some unspecified time in the future they hit an invisible barrier that blocks any in addition upward movement.

We concurrently utter “1/2 the sky thou art work lady” and have a good time global women’s Day(IWD) no longer most effective for the role of women in society but to attract the attention of gender issues or gender discrimination that's all pervading and constantly affecting our modern society. Standing in this 21st century, ladies are still preventing for their rights in every factors of existence and the women employees too are not the exception.

Society have consciously maintained the culture: “a woman’s place is at home” (Jacob,1999; Moore,1995). Most of the women nonetheless consider that their obligations are most effective restricted to household works and looking after their youngsters. To speak the reality, our society is compelling ladies not to suppose past that. However with the introduction and advancement of
education and converting mind-set of ‘generation-Y’ have forced girls to assume in a different way keeping social values and ethics.

Eagly and Carly (2007) have suggested any other metaphor of the “labyrinth” which indicates that a female accepts many limitations for her profession progression. No matter of these types of obstacles, women are trying to put sturdy foothold in corporate in India however the percentage of girls in senior management role in India is more or less 3%-6% which is still very low.

Only 36 percent of Indian companies have women holding senior management positions as compared to 91 percent of companies in China. India is ranked 28th in terms of the presence of women directors on company boards.

LITERATURE REVIEW

Glass ceiling is a phenomenon rampant in every country. However, the practice finds presence to a much larger extent in developing countries.

A whole lot of research installed the idea of glass ceiling and pointed out those girls skilled a numeral barrier throughout their pronouncement in their career pathway (Phillips & Imhoff, 1997). There are also some hidden boundaries, which sustained to place a forestall a woman to moving up on a better function in agencies (Adair, 1999; Baxter & Wright, 2000; Lyness & Thompson, 2000). Ladies countenance more boundaries and they need unusual methods to thrive than do guys. According to the Federal Glass Ceiling fee there are 3 training of obstacles for women in top level management. The most limitations are Societal barriers painting to be had true amount of erudite women for particular positions. The subsequent class of obstacles is inner Structural boundaries. Those barriers include corporate climates.

Powell and Graves (2003) carried out a take a look at to indicate that proportion of girls within the managerial ranks has multiplied in nearly all countries. However no matter this, maximum of the girls running at managerial stage discover it difficult to make upward progression to the top maximum control positions. They’re confronted with the phenomenon of ‘Glass ceiling’ practices through the businesses to restrict the development of girl managers.

Ladies are projected to be joyful, reliant and nurturing characteristics. Researchers have stated that people who are a successful supervisor behaves like a masculine characteristics (Burton & Parker, 2010; Frey, James, & Eitzen, 1991). Women who perform in a fine, opposed, self-governing mode are visible as acting outside of societal norms (Burton & Parker, 2010). men who speak with their subordinates as difficult leaders of their agencies are regularly visible as being “direct,” but girls who accumulate the same verbal exchange style along with her subordinates are visible as “punitive” (Brittany J. Galloway, 2012).

However, discrimination towards women in the place of business has impacted their development in jobs that accumulate better societal recognition among men. This discrimination acts as an instrument of exploitation which places negative and repressive effects on girl employees.

Prejudices, glass ceiling impact or gender diversity are such barriers which can be unseen and but forged spell plenty on working female so that businesses having goal to retain them, in the end are in useless (Nandy, Bhaskar & Ghosh, 2014). Glass ceiling effect is instigated by using the problems of gender differentiation and gender stereotyping which affect ladies constantly (Nandy, Bhaskar & Ghosh, 2014).

Despite of all these obstacles, women are trying to put strong foothold in corporate in India but the percentage of women in senior management position in India is roughly 3%-6%. which is still very low.

OBJECTIVE OF THE STUDY

1. To comprehend the idea of ‘Glass ceiling’ as honed in various structures in associations.
2. To look at the purposes behind Gender discrimination in light of the guideline of 'discriminatory constraint'.
3. To look at how this sexual orientation segregation affects the female workforce.
4. To recommend approaches to break this unreasonable impediment so that a superior and helpful climate could be made for the welfare of women administrators.

**Barriers**

Boundaries might be substantial or intangible, real or as envisioned by the beneficiary (Maskell Pretz and Hopkins, 1997). Biases, discriminatory limitation impact or sexual orientation differing qualities are such hindrances which are inconspicuous but thrown spell a considerable measure on working lady so associations having expectation to hold them, at last are futile. Biased based impediment impact is incited by the issues of sexual orientation separation and sex stereotyping which influence ladies constantly. There are a few obstructions e.g. mental obstructions, societal-related boundaries, hierarchical hindrances against which ladies are as yet battling to fortify their vicinity in the more elevated amount of administration of associations.

**Psychological barriers**

Psychological barriers From the very childhood days, women are bound to abide by some so called social rules which are deep enrooted in their mind and they cannot even ignore the influence of those rules in their matured age. It has been found in psychological studies that certain personality traits like emotional, social, soft heartedness, warmth found in women which are not suitable for managerial roles. They are also risk averse. Whereas, in this era of globalization and increased competition, organizations demand aggressiveness, competitiveness and risk taking ability to develop and sustain.

**Societal-Related Barriers**

It has been seen that male members are the main bread earners of their families and women, either married or not, do their domestic or household works including elder care and if married, neonatal and child care. As women have long been considered as household or domestic workers so ‘education for women’ got the least or no priority in the society. Now, the mentality of the society has changed with the change of time and economy of the country. In this era of globalization, no country can progress having the ‘half human resources’. In spite of changing situation, women employees still have to face problems as they have to play dual roles like an employee of an organization and household worker. Besides, women have to relocate with the relocation of their husbands due to job switch and thus women have to sacrifice their prospection jobs to honour this kind of social norm.

**Organizational Barriers**

Having the stereotyped and preconceived notion, male workers can't acknowledge ladies for their upward versatility in the association and attempt to make hindrances in any structure. Ladies are rejected from casual authoritative system and get no assistance from their associates in choice making process. Subsequently by limiting ladies from vital choice making process male partners attempt to harass deliberately and makes a boundary for advancement. So ladies are less mainstream in vital leader part. Because of male forced weight ladies are additionally focused for the duration of the day and by implication it influences their exhibitions and after that it is anything but difficult to discover reason to limit them from advancement. This sort of thing now and then causes losing of eagerness and it likewise influences their own lives. It has been seen that a lady, in her prime time in association or at the crest of her profession, abruptly limits to drop her vocation to meet social commitments and obligations and never consider returning back because of the unwelcoming circumstance of the association.
It's Impact

- Things that may lead to this loss of morale and motivation could include jokes about women's gender that imply inferiority, offensive jokes of a suggestive or sexual nature and jokes implying that an employee's work is sub-par due to her gender.
- Stereotypical views related to women cause supervisors to engage in the illegal practice of passing a person over for promotion due to gender.
- For example, a fire chief may repeatedly pass over a female fire fighter for promotion, due to resentment stemming from women applying to the force or due to a belief that men inherently perform better in these positions.
- Those discriminated against may feel such strong resentment and loss of self-worth that they resort to destruction as a way to get back at the discriminatory employer or co-workers.

Recommendations to Break the Glass Ceiling

- Women may be clustered in staff jobs or in highly technical jobs with limited advancement opportunities based on preconceptions about their roles and abilities.
- Instead, Joan Lloyd, Human resource veteran, suggests that managers cultivate talent and offer cross-training opportunities for women to move into nontraditional sectors, such as from human resources and marketing to sales and manufacturing.
- Delivers fair, honest feedback, particularly if there is a behavioral issue hindering an employee's path to advancement (some employers make the mistake of going softer on women) Actively encourages senior managers to identify and develop high-performing women and hold both groups accountable. Some female employees may be reluctant to trumpet their successes and advocate for advancement for fear of being perceived as overly aggressive or "not a team player.” A well-placed senior mentor can provide crucial job feedback, help female employees navigate the organizational landscape, and champion their interests to senior management.
- To ease tensions and be fair to everyone involved, employers should provide flexible scheduling to all employees, says Lloyd.
- Preparing projects, for example, mentorship, vocation direction, and administration improvement ought to be actualized to address the issues of stereotyping of ladies and prizes ought to be attached to fruitful execution in the organizations.
- A sexual orientation delicate methodology ought to be embraced to comprehend the necessities and issues identified with female administrators and an appropriate improvement street ought to be given to them.

CONCLUSION

This scenario should be changed and only the modernization of thought process of the management of organizations can change it with the help of positive societal changes. Some initiatives have been taken for women like women bank, women police station which are directed fully by the women. Our society should carry on this noble Endeavour by encouraging women in every step of their lives keeping a thing in mind that where women are the creators of new life then they can easily maintain lifelines of the organization.

On the other hand, society, government and private organizations should take collective efforts to diminish the practice of gender diversity and gender stereotyping for the amelioration of society, organizations and women.
The list is exhaustive. It is extremely unfair to treat this rich and diversified ‘human resource’ merely on the basis of gender. The mental framework of organizations employing female workers has to be changed.

REFERENCES