A Study on Role of Women In Top Position And It's Impact on Companies In Tamilnadu

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I. INTRODUCTION

Having women in top positions helps to bring diverse perspectives, decision making, and innovation. The qualities and characteristics that male leaders are different from female leaders in certain aspects. Women and men mostly have different styles of leadership. Gradually women are showing their leadership presence in Education, engineering, health, entrepreneurship, and so on.

Women play a crucial role in the top positions within an organization like chief finance officer, Chief executive officer, chief information officer, HR director, team leader, and so on. Nowadays women are gradually breaking the glass ceiling which is kept by society as a barrier. Some studies say that gender diversity has a positive impact on a company's decision-making.Only 5% of women were able to reach the top positions.In 2021, 26% of Chief Executive Officers and Managing Directors were women as compared to 15% in 2019. Even the responsibility of women gets increased, the men are paid higher than the women by 15%. This paper is based on primary and secondary information. This study aims to show the impact and challenges that women face in top positions.

STATEMENT OF PROBLEM

Facing challenges at work is common and some of these drawbacks include difficulties in maintaining a proper work-life balance. The stress that comes with job demands can make it too tough to work and to balance their personal life. Furthermore, issues like sexual harassment can create uncomfortable situations for the workers. Even in the workplace, there is inequality and gender dominance which makes the other gender uncomfortable. Some individuals may even decide to leave the job during the maternity period. They provide limited career opportunities to women than men in the private sector. It is important to address these problems are there in a workplace where we have to feel safe and comfortable.

OBJECTIVES OF THE STUDY

- To examine the contribution of women in leadership roles.
- To investigate the challenges that women face in reaching top positions.
- To assess the impact that female leaders have on organizational outcomes.

II. REVIEWS OF LITERATURE:

1. **Patchabhujamgarao and M. Vijaya bhaskarreddy (2023)** a study found that women prioritize interpersonal dynamics as a concern in the workplace, while men focus on task completion. In the United States, women comprise 46 percent of the workforce but hold only 23 percent of leadership roles. Despite improved education, women's potential is still constrained by factors like gender discrimination, hard work, local regulations, and family obligations, discussed in this article along with their unique roles and developmental challenges across various fields.

2. **B.K.P.Pranathi&Dr.RemyaLathabhavan (2021)** this paper examines women's roles in different sectors, discusses obstacles to their development, and explores gender differences in capabilities compared to men. A supportive society and environment can aid women in balancing work and life, providing more opportunities for them to achieve higher goals. Technology, higher education, and strong family support empower women to demonstrate their equality with men.

3. **Shreya Kulkarni (2020)**the research looks into the difficulties that women in India encounter in reaching top management roles and handling leadership and management responsibilities overall. Based on the study, having leaders from different generations is beneficial for both the leader and the followers. This group has been here the longest and can offer the most guidance on how to collaborate with each generation. Many CEOs are from the baby boomer generation. They can help you recognize any issues in your leadership and provide strategies to overcome those challenges.

4. **Muhammed Zeeshan Farooq and Abdul Basit Mujahid(2020)** investigated the role of women in top management positions within public universities in Pakistan. The research delved into the impact of cultural and personal factors on the career advancement of female faculty members, exploring how these elements influenced both career progression and gender dynamics within the academic context.

5. **AkanshaThakre and Kalyani Pusadkar (2020)** this paper focus on the role, contributions, and challenges that women encounter in business within our current society.Diversity, including gender, culture, age, and race, sparks creativity and innovation. Collaboration with diverse thinkers, such as women who excel in vital soft skills, generates innovative ideas and contributes to the success of organizations.

III. RESEARCH METHODOLOGY

Research Methodology is the process of organized pursuit of knowledge. It involves a methodical and scientific approach to gathering important information about a particular topic, combining elements of both art and investigation. The research methodology serves as the guide for this exploration, outlining the plan. In the upcoming sections, we'll briefly cover research design, sampling methods, and designs.

AREA OF THE STUDY:

The research is dedicated to investigating the impact of women in top positions in Tamil Nadu, with a focus on utilizing primary data for analysis.

NATURE OF STUDY:

Collecting crucial information for the research entails gathering both primary and secondary data sources.

Primary Data:

Relevant information was obtained by collecting data through questionnaire from women in top position at Tamil Nadu.

Secondary Data:

Exploring magazines, newspapers, articles, and papers allowed for the collection of pertinent data related to Women in top level position.

SAMPLING STRATERGY:

Use stratified random sampling to guarantee a representative sample. Stratify according to demographics and usage patterns, encompassing the women in top position.

SAMPLING SIZE:

The primary data comprised response gathered from 120 consumers through the use of a questionnaire method.

TOOLS FOR ANALYSIS:

This study is based on both primary and secondary data. The tools which is used for this research are,

- Percentage analysis
- Analysis of variance (ANOVA)

LIMITATIONS OF THE STUDY:

- The main data source for this study came from self-administered questionnaires.
- A total of 120 respondents contributed their input to this research
- The study is mainly forced on women in top position in Tamil Nadu

IV. DATA ANALYSIS AND INTERPETATION

Table :1.1 Age

Particular	Noof Respondent	Percentage (%)
20 – 30	51	42.50%
30 – 40	42	35%
40 – 50	27	22.50%
above 50	NIL	NIL
GRAND TOTAL	120	100%

INTERPRETATION: In simple percentage analysis the above table shows the age in which the age group 20-30 was 42.50%, the age group 30-40 was 35%, age group 40-50 was 22.50%.

Table :1.2 Position in the company

Particular	No of Respondent	Percentage (%)
CHARTERED ACCOUNTANT	3	3%
CHIEF MANAGER	1	1%
ASSISTANT MANAGER	7	6%

CHIEF MARKETING MANAGER	2	2%
FINANCE MANAGER	2	2%
SENIOR EXECUTIVE MANAGER	2	2%
MANAGER	21	18%
SALES MANAGER	3	3%
TEAM MANAGER	2	2%
MARKETING MANAGER	2	2%
SENIOR ACCOUNTANT	4	3%
ASSISTANT TECH LEADER	2	2%
BOARD OF DIRECTOR	1	1%
BUSINESS ANALYST	2	2%
CHIEF FINANCE OFFICER	2	2%
CHIEF ACCOUNTANT	1	1%
CHIEF DIRECTOR	1	1%
CHIEF MARKETING OFFICER	2	2%
CUSTOMER SERVICE REP	2	2%
EXECUTIVE OFFICER	3	3%
EXECUTIVE ASSISTANT	2	2%
HRM	7	6%
JUNIOR ASSOCIATE	3	3%
MANAGING DIRECTOR	4	3%
PERSONAL ASSISTANT	1	1%
SENIOR CONSULTANT	4	3%
SENIOR PROCESS ASSISTANT	2	2%
SOFTWARE ENGINEER	1	1%
SENIOR EXECUTIVE	2	2%
SUPERVISOR	3	3%
TEAM LEADER	26	22%
GRAND TOTAL	120	100%

INTERPRETATION: In simple percentage analysisthe above table represents the women's position in the company. Out of 120 respondents 3% are related to chartered accountant, 1% are related to chief manager, 6% are related to assistant manager, 2% are related to chief marketing manager, 2% are related to finance manager, 2% are related to senior executive manager, 18% are related to manager, 3% are related to sales manager, 2% are related to team manager, 2% were choose marketing manager, 3% were choose senior accountant, 2% were choose assistant tech leader, 1% are related to board of director, 2% are related to business analyst, 2% were choose chief finance officer, 1% were choose chief accountant, 1% are related to chief director, 2% are related to chief marketing officer, 2% were choose customer service representative, 3% were choose executive officer, 2% are related to executive assistant, 6% are related to human resource management, 3% were choose junior associate, 3% were choose managing director, 1% are related to personal assistant, 3% are related to senior consultant, 2% were choose senior process assistant, 1% were choose software engineer, 2% are related to senior executive, 3% are related to supervisor and 22% were choose team leader.

Table :1.3 Working in current organization

Particulars	No of Respondent	Percentage(%)
1 - 2 years	28	23.30%
3 - 4 years	41	34.20%
5 or above 5 years	51	42.50%
Grand Total	120	100.00%

INTERPRETATION: :In simple percentage analysisthe above table shows the work experience of those who are working in the organization. Experience of 1-2 years was 23.30%, 3-4 years were 34.20%, and 5 or above 5 years were 42.50%.

Table :1.4 Balance their professional and personal life

particulars	Noof Respondent	Percentage (%)
Time management	87	72.50%
Empowerment	33	27.50%
Flexible work arrangement	54	45%
Supportive workplace culture	36	30%
Grand Total	120	175.00%

INTERPRETATION: The above table represents how the women balance their personal and professional lives. Time management was 72.50%, Empowerment was 27.50%, Flexible work arrangement was 45% and Supportive workplace culture was 30%.

Table :1.5 Women leader will increase the performance of an organization

Particulars	Noof Respondent	Percentage (%)
Lower	4	3.30%
Average	32	26.70%
Higher	84	70%
Grand total	120	100.00%

INTERPRETATION: In simple percentage analysisthe above table shows how the women leader will increase the performance of an organization by 3.30% lower, 26.70% average, and 70% higher.

Table :1.6   Any gender bias is seen then why?

Particulars	Noof Respondent	Percentage (%)
Appearance	7	7.60%
Educational and Workplace Environment	77	83.70%
Financial status	8	8.70%
Grand total	120	100.00%

INTERPRETATION:In simple percentage analysisthe above table represents the reason why the gender bias is seen in the organization. The reasons are Appearance was 7.60%, Educational and workplace were 83.70%, Financial status was 8.70%.

Table :1.7 impact do the women in top positionsbring in an organization

Particulars	Noof Respondent	Percentage (%)
Improved financial performance	13	10.80%
Enhanced innovation	13	10.80%
Better employee engagement	15	12.50%
All the above	79	65.80%
Grand total	120	100.00%

INTERPRETATION: In simple percentage analysisthe above table shows the impact brought to a company by women leaders. The impacts are Improved financial performance at 10.80%, Enhanced innovation was 10.80%, Better employee engagement was 12.50%, and All the above were 65.80%.

Table :1.8 challenges do women leaders in top positions face

Particulars	Noof Respondent	Percentage (%)
Rising stress	46	38.30%
Inequal pay	35	29.20%
Dominance and Inequality	45	37.50%
Limited career opportunities	66	55%
Grand total	120	100.00%

INTERPRETATION: In simple percentage analysis the above table represents the challenges faced by women in top positions. 38.30% are related to Rising stress, 29.20% are related toEqual pay, 37.50% are related to Dominance and Inequality and 55% are related to limited career opportunities.

Table :1.9 If you are in a top position, do you support women employees to reach the top position?

Particulars	Noof Respondent	Percentage (%)
Yes	112	93.30%
No	2	1.70%
Maybe	6	5%
Grand total	120	100.00%

INTERPRETATION:In simple percentage analysisthe above table shows the opinion of the women in the top positions whether they support women employees to reach the top position in an organization. 93.30% chose Yes, 1.70% chose No, 5% chose Maybe.

Table :1.10 If yes, how do you support women employees to reach the top position?

Particulars	Noof Respondent	Percentage (%)
Providing opportunities	104	87.40%
Motivation	84	70.60%
Training Program	23	19.30%
Grand total	120	100.00%

INTERPRETATION:In simple percentage analysisthe above table represents the supportive ways for women employees to reach top positions in an organization. Providing Opportunities was 87.40%, Motivation was 70.60% and Training programs were 19.30%.

Table :1.11 The ways that the women will approach the companies for re-joining after maternity leave

Particulars	Noof Respondent	Percentage (%)
Gradual Return	17	14.20%
Support System	66	55%
Flexible Work Arrangement	37	30.80%
Grand total	120	100%

INTERPRETATION:In simple percentage analysisthe above table shows the ways for re-joining after maternity leave. 14.20% are related to Gradual return, 55% are related to Support systems and 30.80% are related to Flexible Work Arrangements.

Table :1.12 Reasons for an unequal pay for women employers compared to men

Particulars	Noof Respondent	Percentage (%)
Lack of pay transparency	13	10.80%
Promotion and Advancement Barriers	53	44.20%
Family and Care-giving	28	23.30%
Gender Bias	26	21.70%
Grand Total	120	100.00%

INTERPRETATION: In simple percentage analysisthe above table represents the reasons for unequal pay for women employers compared to men. Lack of pay transparency was 10.80%, Promotion and Advancement Barriers were 44.20%, Family and Care-giving were 23.30% and Gender Bias were 21.70%.

Table :1.13 face any inequality in your workplace

Particulars	Noof Respondent	Percentage (%)
Agree	20	16.70%
Neutral	83	69.20%
Disagree	17	14.20%
Grand Total	120	100.00%

INTERPETATION: In simple percentage analysisthe above table shows the inequality faced by women in the workplace. 16.70% chose Agree, 69.20% chose Neutral and 14.20% chose Disagree.

Table :1.14 Manage your stress level in an organization

Particulars	Noof Respondent	Percentage (%)
Involving in fun activities	40	33.30%
Job Vacation	22	18.30%
Outing with Friends and Families	58	48.30%
Grand Total	120	100.00%

INTERPRETATION: In simple percentage analysisthe above table represents how women in top positions can manage their stress levels in an organization. 33.30% are related to Involving in fun activities, 18.30% are related to Job vacation and 48.30% are related to Outing with friends and families.

Table :1.15 LIKERT SCALE:

Particulars	Noof Respondent	Percentage (%)
WOMEN SAFETY:		
Low	5	4.17%
Moderate	39	63.33%
High	76	32.50%
Grand Total	120	100.00%
STRESS LEVEL:		
Low	9	7.50%
Moderate	81	25.00%
High	30	67.50%
Grand Total	120	100.00%

INTERPRETATION: In simple percentage analysisthe above table shows their personal opinion towards women's safety and stress levels in their organization. 4.17% chose low, 63.33% chose moderate and32.50% chose high for women's safety. 7.50% chose low, 25.00% chose moderate and 67.50% chose high for stress level in their workplace.

2.CHI SQUARE:

Table: 2.1
Chi Square for the relationship between gender bias seen in the organization and age

ACTUAL DATE:

Gender bias	20 - 30	30 - 40	40 - 50	Grand Total
NO	21	13	13	47
YES	30	29	14	73
Grand Total	51	42	27	120

EXPECTED DATA:

Row labels	20 - 30	30 - 40	40 - 50	Grand total
No	19.975	16.45	10.58	47
Yes	31.025	25.55	16.43	73
Grand total	51	42	27	120

p value = 0.334542165

INTERPRETATION: The above actual and expected data of chi-square analysis shows how age influencesbias seen in the organization represent a p-value above 0.05. This indicates that there is no significant relationship between age and gender bias seen in the organization.

V. FINDINGS

- The age group of 20-30 contributes the most to the project, accounting for 42.50% of respondents.

- The majority of women 72.50% prioritize effective time management to balance their personal and professional lives. Meanwhile, 27.50% place importance on empowerment, indicating a desire for personal growth and autonomy. Furthermore, 45% of women prefer flexible work arrangements, while 30% value a supportive workplace culture, emphasizing the importance of a positive and nurturing environment in achieving work-life balance.

- The women in top positions manage their stress levels through various activities. Specifically, 33.30% prefer to be involved in fun activities, 18.30% opt for taking job vacations, and the majority, 48.30%, find relief by spending time on outings with friends and family. This underscores the importance of a balanced approach to stress management for female leaders in organizations.

- The women in top positions encounter various challenges.These challenges include rising stress affecting 38.30% of women, unequal pay impacting 29.20%, dominance and inequality affecting 37.50%, and limited career opportunities affecting a significant 55% of women in such positions.

- women leaders contribute positively to companies in various aspects. Specifically, 10.80% of the impact is attributed to improved financial performance, another 10.80% to enhanced innovation, and 12.50% to better employee engagement. Notably, a significant 65.80% of the impact is attributed to all of the mentioned factors combined.

VI. SUGGESTION

women can succeed in any profession in today's world. Positive societal attitudes and supportive environments can facilitate a work-life balance for women and provide greater opportunities for them to reach their life goals. With advancements in technology, increased access to higher education, and strong family support, women can demonstrate their equality to men. They deserve equal incentives, encouragement, and support to achieve better gender equality.

VII. CONCLUSION

The study underscores the importance of fostering an inclusive and supportive work environment that addresses the diverse needs and aspirations of women in top positions. Recognizing the positive impact of women leaders on financial performance, innovation, and employee engagement, organizations in Tamil Nadu stand to gain significantly by promoting diversity and empowering women in leadership roles.As the business landscape continues to evolve, embracing the valuable contributions of women becomes not just a matter of equality but a strategic imperative for sustainable success. Regardless of age, marital status, or position, employees are encouraged to participate in skill development practices, highlighting the equal opportunity for individual skill advancement within organizations. women employees are often engaged in diverse tasks across various positions, distinct from those typically undertaken by men.

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