



PROMINENCE OF LEADERSHIP SKILLS IN WOMEN EXECUTIVES TOWARDS BEST ACCOMPLISHMENT

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ABSTRACT

The status of Indian women in the present day, Indian context seen to be improving. It is by means of Social Mobility scale and Measures they move higher. They are in top positions as a result of their perseverance tasks.

KEYWORDS: *Indian women , Social Mobility scale , international development policies.*

INTRODUCTION

They compete with the other gender in all walks of the life. Their Social Mobility due to education becomes the deciding factor for the development of our nation.

EMPOWERMENT

Empowerment is a word widely used, but not often defined. Long before the word became popular; women were speaking about gaining control over their lives, and participating in the decisions that affect them in the home and in the community, in government and in international development policies. The word 'empowerment' captures this sense of fast control of participating in decision making. More recently the word has entered the vocabulary of development agencies, including various international organizations.

WOMEN EMPOWERMENT

Women Empowerment defined that women have to develop in every field of life. It refers to mounting the spiritual, political, social or economic strength of their spirit. It should develop the Confidence and other specialized skills which they have within themselves.

LEADERSHIP

Leadership implies a sense of control and a hierarchical power structure which carries a range of emotive notions such as responsibility, authority and power. Leadership effectiveness is dependent upon a match between leadership style and the situation. It is more effective, productive, innovative, and satisfying to followers as both parties work towards the good of organization propelled by shared visions and values as well as mutual trust and respect.

LEADERSHIP SKILLS

Leadership skills have various dimensions such as Decision Making, Problem Solving, Planning Skills, Strong Facilitator and Delegation of responsibility.



WOMEN AS LEADERS

Leadership in education also indicates that woman leaders are involved in the leadership of the school, some with and without a formal leadership position. These positions include Principals, Assistant Principals, and Class Teachers. The population of women is higher in the education line so it gives women a higher change to become a leader. This type of leadership suggests that every person in any position can demonstrate leadership in some way. Woman introduced their style of leadership from their family upbringing. Most countries definitely will go through an industrial process and rapid urbanization and the effect of this process has changed the traditional characteristics of women. Previously, woman was dependent entirely on her husband, but this is not suitable at times. Now-a-days, most women are highly educated and so women performing in the field of leadership may not be posed with any problem. It is often described in terms of how charismatic leaders can inspire others to admire or emulate them.

NEED AND SIGNIFICANCE OF THE STUDY

- ☞ The world proclaims human beings especially women with more special qualities and potentials. Each woman has unique individual criteria of her own. Becoming self-aware of their abilities, many achieve success in life. The study concentrated on those who have succeeded in life, due to their fervent endeavor.
- ☞ In ancient period, men and women had their success equally, but later the situation has changed during medieval time. Now, in the modern era, this situation totally gets transformed and women seem to excel in all walks of life on par with men.
- ☞ The mandate for this study was to examine the participation of women academics and administrators in the management of education system and other executive positions both in Puducherry and Tamil Nadu.
- ☞ There is an implication and suggestion that how women, through their active involvement, can make a distinctive contribution to enhance the quality and relevance for their status and other executive positions in our country.
- ☞ Generally the society misconsidere women to be the weaker sex to perform certain difficult tasks but this underlying social stigma has less value nowadays. On the contrary, women perform much equally or sometimes more to their opposite sex in every field.
- ☞ The investigator has conducted this research to find out the successful women and the struggles undergone by them to achieve the present status. Acquiring the present position by climbing up the ladder is what meant by success. This research will help the future generation by conveying the strength of women in educational and other fields.

OBJECTIVES OF THE STUDY

- ❖ To find out the leadership skills in the different categories of women, in general.
- ❖ To compare the leadership skills of women executives in the category-A (educationists) and category-B (other entrepreneurs).

HYPOTHESES

1. There is no significant difference in leadership skills between women educationists and other entrepreneurs.

METHOD & SAMPLE

Normative Survey Method was followed to collect data and to analyze them statistically. It constituted Women Executives from Puducherry region and from two selected districts of Tamil Nadu both from Educational sector and other sectors. 201 women executives were selected at random comprising of the following target groups comprised

- ☞ Headmistress/Principals of the Academic Institutions,

- ☞ Higher Grade Educational Officials (CEO/DEO)
- ☞ LIC Branch Managers
- ☞ Nationalized Bank Managers
- ☞ Private Employees and
- ☞ Self-Employed from both the sectors.

RESEARCH TOOL

- Leadership Skills in Women Scale constructed and validated by the researcher.

DATA ANALYSIS

Table 1: Overall Leadership Skills among Women Educationists and other Entrepreneurs

Leadership Skills	N	Mean	SD
	201	300.61	28.510

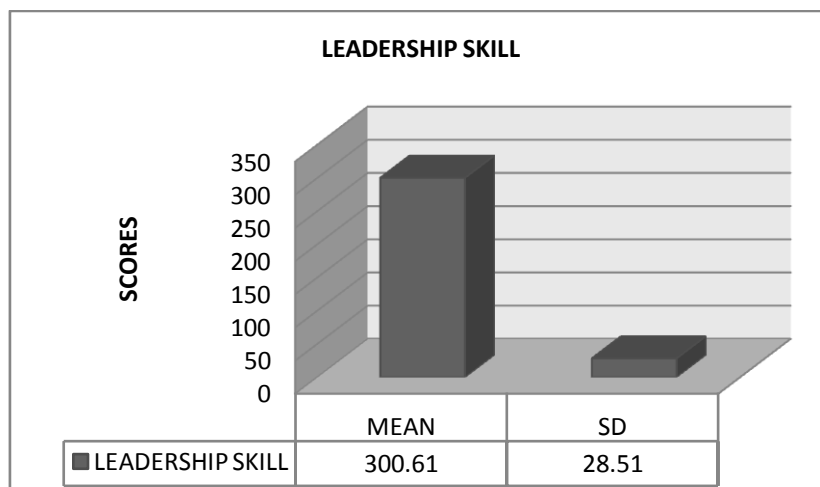
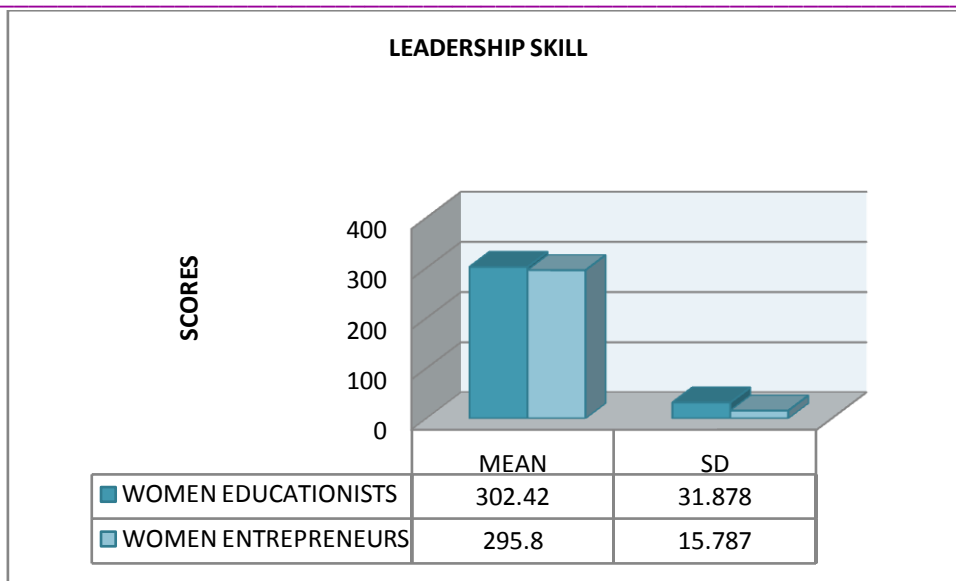


Table 2: t-value of Leadership Skills between Women Educationists and other Entrepreneurs

Leadership Skills	Group	N	Mean	SD	t-value	Result
	Women Educationists	201	302.42	31.878	1.868	Not Significant
	Women Entrepreneurs		295.80	15.787		

Table-2 shows that the calculated t-value 1.868 is less than the table value (1.96) at 0.05 level of significance. Hence the hypothesis-1 is accepted. Thus there is no significant difference between women educationists and other entrepreneurs with respect to leadership skills.



FINDING

- The women educationists and women entrepreneurs are having good leadership skills.

EDUCATIONAL IMPLICATIONS

The result obtained from the present study helps the researcher to device at some educational implications for the younger generation who form the vulnerable sector of the society.

- ❖ The present curriculum needs to be modified according to the current environment of women, so that they top all the fields in which they enter.
- ❖ Co-curricular Activities such as NSS, NCC, Scouts and Guides, Seminars, Conference, Symposium, Workshops can be extended to the women’s to develop Leadership Qualities in them.
- ❖ Compulsory Vocational programmes should be organized to develop all the skills among the women students
- ❖ The schools can set up Youth Parliament for the women students to develop all qualities and nurture skills in them.

CONCLUSION

The Indian women are no longer treated as home makers alone. Women have placed their foot and thrived in almost all ventures. They are also enjoying the impact of globalization and making an influence not only on domestic but also on international sphere. Women are doing a wonderful job striking a balance between their house and career. In managing these spheres of work women have developed various qualities like leadership, managerial, decision making, sense of humor, trendsetting, and so no.

Studies on women leadership skills done in India reveal that women possess all dimensions of leadership skills that are essential for the leadership character. Turner et al. (2013) were of the view that higher education is needed for the leadership skill.

Women educationists and the other entrepreneurs still may involve themselves in nation Building. Process flourish but entering into risky yet challenging activities. If this attitude continues women will in the years to come.

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