

Assignment . 7

Mujtaba
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Introduction to Management

Why we have too few women leaders?

Following are the questions and their answers written according to the given video.

1. What is the glass ceiling?

In context of women, it means an **invisible barrier** that prevents them from rising above certain level. This actually points to the cultural factors in society that indirectly influence the suppression of women. In the reference video, the speaker mentions some of them and presents their solution.

“Women systematically underestimate their own abilities”, the speaker says while mentioning some of them “Women do not negotiate for themselves in the workforce.”.

2. How are women’s opportunities different than opportunities for men?

In my opinion, there are some opportunities that are applicable for both men and women. But other opportunities are oriented towards either of the genders more than the other gender. Some of the potential examples that I can give is the job of a builder, that can be performed by both men and women but men biologically being superior in strength and power outperform women provided the same level of training.^[REFERENCE 1]

On the other hand, jobs such as those not directly requiring rigorous body strength can be performed seamlessly by both the genders.

In this context, opportunities for men and women are generally same with some exceptions in strength-oriented arena.

3. Organizing and delegating is not related to gender. Do you agree?

Yes I agree, for the act of organizing can be performed by both genders, but I think it can be performed better by women in some contexts, particularly those requiring interpersonal skills, for, in reality, women tend to have more “sympathy” than men. This is biologically true, for men tend to have more masculine hormones that stimulate more aggressive behaviours. Women on contrary, tend to have hormones that stimulate “care” behaviors. Managers in my opinion should be more caring towards their employees.

References

1. [Men v Women \(princeton.edu\)](https://scholar.princeton.edu/sites/default/files/brzycki/files/mb-2002-01.pdf) link:
<https://scholar.princeton.edu/sites/default/files/brzycki/files/mb-2002-01.pdf>