

Women in Organizations

Executive Summary

Women are increasingly perceived as valuable assets to the workplace environment, to the competitiveness of businesses, and to economies as a whole. They are taking on roles that were traditionally reserved for men, and the dual-earners' household model is becoming an accepted societal norm, allowing for housework, childcare and other familial duties to be shared amongst partners. In the general public conscience, women deserve equal opportunities in the workplace and beyond, but observations of the practical world show that there is still a long way to go in achieving equal opportunities with regards to career development, compensation and accommodation for women. Research was conducted on various aspects of corporations, namely Strategy, Politics, External Influences, Size, and Culture, with the overarching goal of discovering what has been done to positively affect women's involvement in their workplaces, and what experts suggest for further improvement.

Successful companies do not operate without a vision to direct the business and strategies to keep employees on track. Strategies, programs, and related goals can likewise be developed in such a way that the full participation of women is encouraged, facilitated, and tracked periodically for progress. After all, women should be considered an essential part of any company's competitive strategy as they comprise of at least half of the human marketplace. Mentorship, and flexible hours are amongst the many simple and effective solutions available to companies willing to invest in their female employees. Furthermore, the structure of a company may result in different types of barriers to the advancement of women within their careers.

Government policies and programs should also be put in place which help companies provide a working environment that is conducive to the participation of women in any type of work they desire, whether it be in the form of affordable child care, equitable hiring and compensation standards, or even limitations on working hours. Such practices encourage women themselves to be maximally active and ambitious in their careers. The initiatives of various organizations dedicated to the cause should also be taken seriously; many companies have already understood the value in committing to making changes and have published innovative methods others can use to effectively reach out to women.

From a more personal perspective, managers should be on the lookout for differences in the behavior and psychologies of men and women, because they have been shown to affect the way co-workers perceive the achievement, conflict, and even self-confidence of others. Women themselves should also be mindful of any stereotypes and misperceptions about their own gender, and use appropriate strategies to counter such ideas while still striving to reach their potentials.

Ultimately, the progression of women in their own careers is currently not entirely in their hands. They can be propelled or hindered professionally by the people around them, such as their coworkers and managers, or by conditions such as company policies and weak governmental regulations. It is to the benefit of both businesses and employees to take action against any type of discrimination against women, and to facilitate their development to its full potential.