FACTORS INFLUENCING WOMEN LEADERSHIP IN DIFFERENT LEVELS AND FUNCTIONS OF MANAGEMENT (WITH REFERENCE TO PUBLIC AND PRIVATE SECTORS IN ANDHRA PRADESH)

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ABSTRACT

This study is based on the one specific major objective to study different levels and functions of management influencing Leadership skills of the Women Managers. The main purpose of the study is to find out the performance perspectives of leadership skills among women managers working in public and private sectors in India. Descriptive study was used for the present study as it aimed to know the present situation and behaviour of the women managers who are working in different sectors/organizations in the study area. The sample consisted of 450 female managers between 20 to 50 and above years of age in different organizations (including private and public sectors) from different parts of Andhra Pradesh ranging from banks to IT, pharmaceutical companies to call centers. The primary data were analysed using SPSS software and applied statistical tools like percentages, Mean, Standard Deviation and F-tests were carried out for testing the results. The study results revealed that the biggest challenge faced by women managers today is managing their dual role of organizational managers and housewives. Women experience tremendous stress caused by either work over load or under load. Women's over load comes from the pressure to work harder to prove them. While Indian men do not mind having women as subordinates, they do not like them as bosses. Dissatisfaction from subordinates is a source of stress for women managers, which they see as a challenge to be confronted.

KEYWORDS: Functions, Levels, Leadership, Women managers, Women leadership.