



Women in Educational Management and Leadership in India

Prof. Jaladi.Ravi , Department of Commerce and management Studies,
Andhra University, Visakhapatnam

CH. Sujatha , Research Scholar , Department of Commerce and management Studies,
Andhra University, Visakhapatnam

Abstract : Women education Management and Leadership in India is the main issue or mater of work is to make to male and female leadership and management style. Investigate in order to be clear about male and female leadership starting from definition. It is obvious that leadership is a male dominated one, and female have some advantages and disadvantages, also prejudice and differ style of leadership. It is very interesting to know and analyze leadership and management, which can bring some ideas and data transformation of some information to the thesis. One of the major things is to collect, analyze answers and identify leadership of male and female. Therefore, female and male in leadership is one of the actual and continues study, which take interest of many people. To make research about men and women in leadership, how they use styles of leaders, what they do in order to be effective and how they work with their followers of different gender.

Key Words: *Leadership, Management, Education.*

Introduction

Women in educational management in India is Introduction to known that females want to reach top management and have some barriers and traits toward it. At the same time, there is common knowledge that men have leaders' positions in politics and education sphere. However, my research is mostly about what the main differences in a leadership and management of female and male.

Though, as female one, it is very interesting for me to make research about gender leadership, it means about men and women, what the differences or similarities, how they as leaders deal with leadership, how they develop themselves in order to have followers whom lead willingly. How men and women are getting characteristics to be competent, progressive, well-informed, purposeful and professional in a dynamic

environment or simply saying in a daily changed world. What male and female do and what kind of features they are obtaining being qualified as leaders.

Management is about coping with complexity. Its practices and procedures are largely responses to one of the most significant developments of the twentieth century: the emergence of large organizations. Without good management, complex enterprises tend to become chaotic in ways that threaten their very existence. Good management brings a degree of order and consistency to key dimensions like the quality and profitability of products.

Leadership, by contrast, is about coping with change. Part of the reason it has *become so important in recent years is that the business world has become more* competitive and more volatile. Faster technological change, greater international competition, the



deregulation of markets, overcapacity in capital-intensive industries, an unstable oil cartel, raiders with junk bonds, and the changing demographics of the workforce are among the many factors that have contributed to this shift. The net result is that doing what was done yesterday, or doing it 5% better, is no longer a formula for success. Major changes are more and more necessary to survive and compete effectively in this new environment. More change always demands more leadership.

Natural born leaders

'If your actions inspire others to dream more, learn more, do more and become more, you are a leader'. In addition, author stated that people not naturally born to lead. It proves his statement that people are natural born leaders, but they are getting skills and knowledge about leadership. With time people obtain skills to lead others. Therefore, leader is a person who gains followers at will. Leader provides followers by direction and support, also influencing them by using own skills. Because of that, author proposes that some people are natural born leaders, they demonstrate specific skills in spontaneous, consistent manner and others follow willingly. Leading is a process of interaction between the leader and follower. If no followers and no one follow, there is no a leader and leadership.

The right definition, which Blank Warren, (2001) conclude, is that 'The natural born leader label is an attribution made to those who master the skill set related to gaining willing followers. No one is born with these skills.' So, it means that leaders master their skills and only exceptional one can be described as natural born leader. Indisputably, some people are born with features of

leaders, which help them to master skills of leadership more effectively. Such people have an inherent ability and perform and express themselves naturally in their area or sphere. However, that kind of individuals needs to have opportunity, support, encouragement, and training from people surrounded them. Therefore, everyone has a natural born capabilities and talents to lead, because it is normal for people to respond to nurture. It means that people have innate ability to learn and grow. It proves that all people can improve their native, creative, intellectual capability by learning and excising the skills of best leaders.

According to the self-awareness the leader have to use this skill that helps to be clear and manage his time, attention and actions. The fundamental of leadership growth is self-awareness that is internal one and each person can know and understand it fully by analyzing inner world. Leaders with self-awareness may listen and learn and to try new things. So, self-awareness is an important characteristic which give to leader possibility for proper use of time, focus of attention and performance of action. Self-awareness plays a big role for leaders and helps for continues process of getting skills and work under self-perfection. The leaders' quality characterize by self-reliant, principled, genuine, courageous, resolute, moral, stable, and trustworthy features. In addition, passion is one of the main characteristic which motivates leaders to lead. These qualities put together the image of leaders. Leaders work under self-development, get feedback and connect up their left-brain dominance (logical, rational) and right-brain dominance (intuitive, creative). Master leaders maximize their brainpower with whole brain thinking. 'A capacity to build rapport' is one of a big



reason that some people gain as attribution of natural born leader, BlankWarren, (2001). Respect creates the interpersonal bond and sense of unity that is basic in a leader wants to gain willing followers. The best leaders build respect to reacquire the allegiance necessary for success, to create customer connections and partnership, and to fulfill the needs of the relation sphere. To get know people, display good manners, and to be pleasant are technical and emotional skills of rapport. Another one is an ability to clarify expectations, which is important thing for leaders

Leadership and management

'True leaders have an uncanny way of enrolling people in their vision through their optimism – sometimes unwarranted optimism', Bennis, W., and Nanus, B. According to this, there is a big difference between management and leadership and both are important without doubt. As we know one of the prevalent expression is that managers are people who do things right and leaders is people who do the right thing. In other words, to manage - is to accomplish something, to have charge of/or responsibility to conduct. The definition of management - is the act of getting people together to accomplish desired goals. Management includes planning, organizing, resourcing, leading or directing, and controlling an organization (a group of one or more people) or effort for the purpose of accomplishing a goal. Resourcing contains the deployment and manipulation of human resources, financial resources, technological resources, and natural resources. Management can also refer to the person or people who perform the act of management.

As for leading, is to influence, guide in direction, course, action, opinion. The leadership - is the process of influencing

people while operating to meet organizational requirements and improving the organization through change. Leadership - as change agents who guide their followers onto new heights, while along the way, they develop and grow their followers. Leaders two driving goals should be make the organization a success. Anyone can become a leader that has the willingness and drive to achieve that goal. Traits can be changed or reduced by focusing upon the more desirable traits. But the better leaders concentrate on and grow their desirable traits so that they over-power their weaker traits.

Male and female's style in leadership

'Finding roles for women isn't the problem. Finding one for men is.' Margaret the leadership styles of women and men are differs. What are the differences or similarities, what women and men do and how they deal with this? Mostly there is basic information about leadership styles of women and men on the example of autocratic and democratic styles of both men and women. The behavior of women and men in leadership style related to leadership roles. It is different for men and women and the fact that women face more barriers to become leaders, especially for leader roles that are male-dominated. This issue is usually discussed in terms of leadership styles, than behavior.

Therefore, leadership styles of women and men are different, probably because women more cooperative and collaborative, but less hierarchical, than men. However, men and women have different social roles, for instance in the family and employment place. The main differences of men from women, that male are assertive, controlling, and confident tendency, for example: they



characterized as 'aggressive, ambitions, dominant, independent, self-confident and competitive'. On the contrary, women are 'affectionate, kind, helpful, sympathetic, nurturant, interpersonally sensitive and gentle', Alice H. Eagly, Linda L.Carli, (2003). Having different characteristics male and female try to adopt each other's style of leadership in order to be competent in leader roles.

Management Education:

"Management education deals with the management of human, capital and material resources to get maximum output with minimum investment and achieve the goals / objectives set in any organization or enterprise".

Management Education Movement in India

In 1957, the management course was started by Andhra University, followed by Jammuna Lal Bajaj of management studies Bombay and faculty of management studies New Delhi. IIM Ahemadabad was established in 1961, as an autonomous institution by Govt. of India, Gujrat and Indian industry, in collaboration with Harward University. Since early nineties, the business in India has taken a new dimension. It has necessarily given an impetus to the Indian industries and management institutions in India. With about 1500 management institutes in the country, one lakh students are passing out every year, out of which 4500 are getting prime jobs, besides others. Demand and supply ratio is thus 1:66.

Conclusion:

It is about leaders, leadership style and management, differences of male and female in leadership. Many people are natural born leaders. They gain skills of

leaders and learn leadership, both male and female. As for women, they are combining autocratic and democratic style of leadership. However, men and women have different social roles, for instance in the family and employment place. As for men, they are holding autocratic style of leadership, but it depends from sphere and location. Therefore, women's and men's leadership style interrelated with their roles. For example, women but mostly they are making career and busy with job. The priority men are giving to their job occupation Anyway, men and women have different characteristics and try to adopt each other's style of leadership in order to be competent as leaders. Also, if male and female leaders are keeping skills of natural born leaders, such as 'self-awareness, building rapport, clarify expectations', develop others as leaders, 'develop leadership influence skills', to influence others follow willingly, create a motivating environment, so they are competent, desired, and essential as leaders in many spheres: business, politics, education, sport, and so forth. In addition, interpersonal skills and professional competence are important. Male and female could use these skills, and all above mentioned too, achieve results and reach their goals, it is very important for men and women.

References :

- Alice H. Eagly, Linda L.Carli, The Leadership Quarterly 14 (2003) 807-834. The female Leadership advantage: An evaluation of the evidence, Article.
- Bennis, W., and Nanus, B., Harper Business, New Your, (2004). Leaders: Strategies for Taking Charge.



- Blank Warren, Saranac Lake, NY, USA: AMACOM, (2001). 108 Skills of Natural Born Leaders. [adership/Women-Leadership.html.Women Leadership.](#)
- Judith G. Oakley, Journal of Business Ethics, (2000), Gender-based Barriers to Senior Management Positions: Understanding the Scarcity of Female CEOs. http://www.albatrus.org/men_natural_leaders.htm, Men – natural leaders, by Alan Barron. <http://www.evancarmichael.com/Le>
- <http://www.leadershiparticles.net>, Women In Business Network, Growth Rate Of Women In Business, by Jim Brown.
- <http://www.sclmcoach.com>, 2002, Women’s Style of Leadership, by Alicia M. Rodrigues.
- <http://www.nwlink.com>, quotes