

## **Challenges for Men and Women Leaders in Large Business Organizations: A Comparative Study**

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### **Abstract:**

As CEOs of major corporations, men and women face various obstacles. Historically, men have occupied the majority of leadership roles, and women frequently encounter challenges such as gender stereotypes, bias, and discrimination. Women also have fewer mentors and role models, which makes it more difficult for women to advance in their careers. Men, on the other hand, may experience difficulties in establishing a work-life balance and developing honest connections with colleagues and employees, particularly in companies that value traditional masculine attributes. Both men and women leaders may struggle to manage diverse teams because varied perspectives and communication methods can cause disputes and necessitate different leadership styles. Furthermore, huge business organizations can have complicated structures and bureaucratic processes that make decision-making delayed and difficult. Effective leaders must be able to overcome these issues while inspiring their people and driving organizational success.

**Keywords:** Gender Issues, Leadership Challenges, Large businesses, Workplace Issues

### **Introduction:**

Businesses are complicated systems that require strong leadership to run properly. However, regardless of gender, being a leader in a huge organization can be difficult. When it comes to navigating the business world, men and women executives face different problems, and knowing these challenges is crucial to creating a fair playing field in the workplace. One of the most fundamental issues that both men and women leaders face is effectively managing people. Large organizations frequently employ diverse teams with a wide range of personalities, backgrounds, and skill sets. Leaders must strike a balance between individual requirements and the larger goals of the organization in order to build a cohesive and effective team. Strong communication skills, emotional intelligence, and the ability to persuade others to work towards a similar objective are required.

Women leaders, on the other hand, frequently confront additional hurdles in this area. According to studies, women are more likely than males to confront bias and discrimination when managing people, resulting in lower work satisfaction and a higher risk of leaving their positions. Depending on their leadership style, women are also more likely to be viewed as extremely aggressive or overly gentle. This double bind can make it difficult for female leaders to be taken seriously and express their leadership without appearing too pushy or polite.

Balancing work and personal life is another key problem for both men and women executives. Long hours and great dedication are often required in large organizations, making it difficult to maintain a healthy work-life balance. Leaders must be able to efficiently manage their time, prioritize activities, and distribute responsibilities to others. Women leaders, on the other hand, frequently confront greater challenges in this area. Women are more likely to take on domestic caregiving chores, making it tougher to reconcile work and family obligations. This might lead to feelings of guilt or exhaustion, which can impair their ability to function well in their professions.

Women executives may encounter gender bias and discrimination in the workplace in addition to these hurdles. Despite recent advancements, women remain underrepresented in many industries' top positions. This lack of diversity may result in a lack of viewpoints and ideas in decision-making, stifling innovation and advancement. Women leaders may also endure more scrutiny and criticism than their male counterparts, making success more difficult. Finally, both men and women executives may struggle to navigate office politics and preserve their reputations at work. Power dynamics, secret motives, and backroom dealings can all occur in large organizations. Leaders must be able to skilfully negotiate these difficulties, forging alliances and garnering trust and respect. Women leaders, on the other hand, may encounter additional obstacles in this area because they are frequently perceived as outsiders in male-dominated businesses. Moreover, in major corporate organizations, men and women leaders face various problems. While many of the same talents and attributes are required for effective leadership regardless of gender, women leaders may encounter additional challenges owing to bias, discrimination, and cultural conventions. Addressing these issues is crucial to fostering a more equal and inclusive workplace in which everyone has a chance to flourish.

### **Literature Review:**

Leadership is critical to organizational success, yet it may be a difficult assignment for both men and women leaders. Based on studies, theories, and research, this literature review tries to highlight the problems that men and women leaders confront in large corporate organizations.

### ***Gender preconceptions:***

Overcoming gender preconceptions is one of the most critical problems for women leaders in large corporate organizations. Women leaders are frequently seen as less capable than their male counterparts, and they confront gender bias and discrimination. According to **Eagly and Carli (2007)**, gender preconceptions might influence women leaders' evaluations, resulting in a glass ceiling that inhibits their advancement in leadership roles. Furthermore, women may suffer bias and discrimination because of their gender, which can lead to fewer prospects for growth (**Heilman & Eagly, 2008**).

### ***Leadership Styles:***

Adapting to varied leadership styles is another issue for men and women leaders in major corporate organizations. Men are frequently identified with a more directive leadership style, whereas women are expected to lead in a collaborative and participatory manner. However, research has demonstrated that both men and women can effectively use any leadership style **Eagly & Johnson (1990)**. It is critical for leaders to recognize their own strengths and shortcomings and to use the best leadership style to achieve organizational goals.

***Challenges for male leaders:***

Despite the fact that males have traditionally occupied positions of power in corporate organizations, they nonetheless confront a variety of problems. The pressure to comply with established gender norms and stereotypes, which may impede their ability to lead successfully, is one of the most significant problems for male leaders (**Ely, Ibarra, & Kolb, 2011**). Furthermore, due to a perceived desire to demonstrate their authority and retain their standing, male leaders may experience difficulties in developing connections and collaborating with others (**Gentry, Weber, & Sadri, 2007**).

***Challenges for female leaders:***

Female leaders have a number of distinct obstacles in large corporate organizations. One of the most significant challenges is the gender prejudice that persists in many organizations, making it difficult for women to be taken seriously as leaders (**Eagly & Carli, 2007**). Women may have additional obstacles in managing work and personal duties, especially if they have children (Catalyst, 2007). Furthermore, female leaders who demonstrate typically masculine leadership attributes, such as assertiveness, may encounter blowback (**Eagly & Carli, 2007**).

***Role Conflict:***

Another problem for female executives in large corporations is role conflict. Women may be expected to perform traditional gender roles such as carer or housewife, which may conflict with their leadership responsibilities (**Eagly & Carli, 2007**). This might result in feelings of shame and tension, which can impair their ability to perform as a leader.

***Work-Life Balance:***

Balancing work and personal life is difficult for both men and women leaders in major corporations. The pressure to meet organizational goals frequently leads to longer working hours, which can lead to burnout and negatively impact personal relationships. Women leaders, in particular, face the added burden of balancing work and family obligations. According to a study conducted by **Kossek, Lewis, and Hammer (2010)**, flexible work arrangements can assist both male and female leaders by allowing them to attain work-life balance while reaching organizational goals.

***Lack of Support:***

Both men and women leaders may experience a lack of support from their peers and superiors. This lack of support can present itself in a variety of ways, such as being excluded from critical meetings or failing to receive the resources and assistance needed to succeed in their work (**Eagly & Carli, 2007**).

***Family Responsibilities:***

Both men and women leaders may confront family-related issues. Women are frequently expected to shoulder a greater proportion of caregiving tasks, which might limit their availability and capacity to focus on their profession (**Heilman & Eagly, 2008**). Men may also experience difficulties with family responsibilities, particularly if they are unable to shoulder a greater amount of caregiving responsibilities due to social expectations (**Eagly & Carli, 2007**).

**Mentorship:**

Another important part of leadership development is mentoring. However, in male-dominated businesses, women executives frequently struggle to locate acceptable mentors. **Ragins and Sundstrom (1989)** discovered that female leaders who had male mentors experienced challenges such as isolation, a lack of support, and discrimination. Large commercial organizations must consequently provide inclusive mentorship opportunities that address the unique problems encountered by women leaders.

**Objectives of the study:**

To find the challenges for men and women leaders in large business organizations

**Research Methodology:**

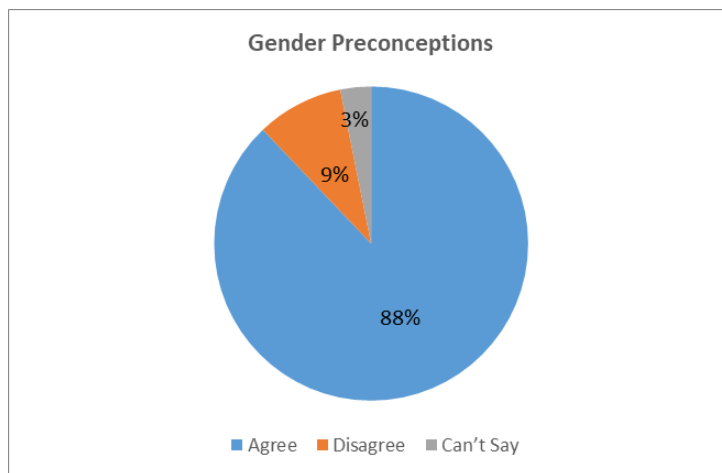
This study nature is empirical. 190 respondents were approached to give their view on the challenges for men and women leaders in large business organizations. The data was analysed through frequency distribution and data was presented with the help of pie charts.

**Data Analysis and Interpretation:**

**Table 1 Gender Preconceptions**

Particulars	Agree	Disagree	Can't Say	Total
Respondents	167	17	6	190
% age	88.0	9.0	3.0	100

Table 1 represents the statement **gender preconceptions** and 88.0% respondents admit with this statement.

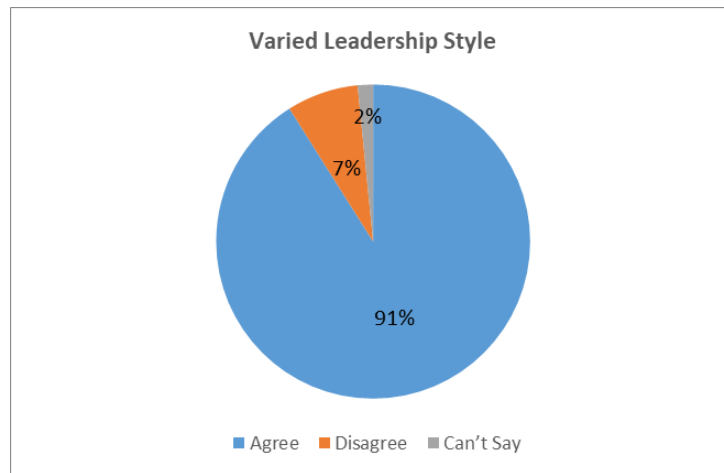


**Figure 1 Gender Preconceptions**

**Table 2 Varied Leadership Style**

Particulars	Agree	Disagree	Can't Say	Total
Respondents	173	14	3	190
% age	91.0	7.0	2.0	100

Table 2 represents the statement **varied leadership style** and 91.0% respondents admit with this statement.

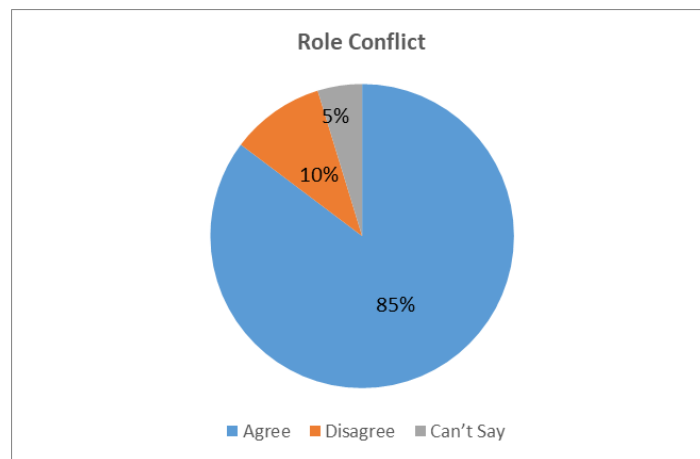


**Figure 2 Varied Leadership Style**

**Table 3 Role Conflict**

Particulars	Agree	Disagree	Can't Say	Total
Respondents	162	19	9	190
% age	85.0	10.0	5.0	100

Table 3 represents the statement **role conflict** and 85.0% respondents admit with this statement.

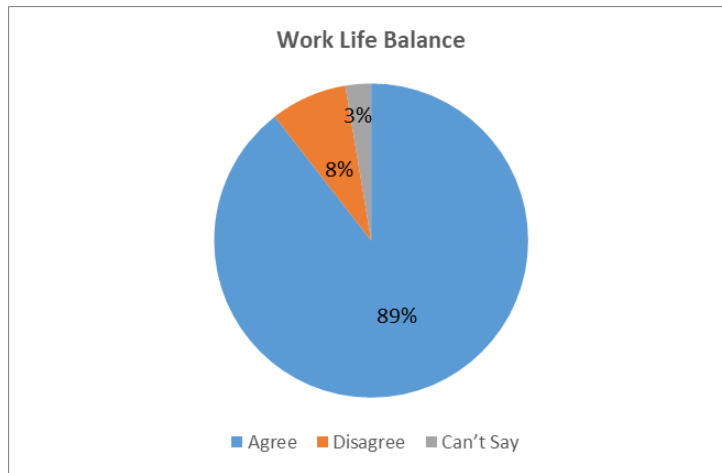


**Figure 3 Role Conflict**

**Table 4 Work Life Balance**

Particulars	Agree	Disagree	Can't Say	Total
Respondents	170	15	5	190
% age	89.0	8.0	3.0	100

Table 4 represents the statement **work life balance** and 89.0% respondents admit with this statement.

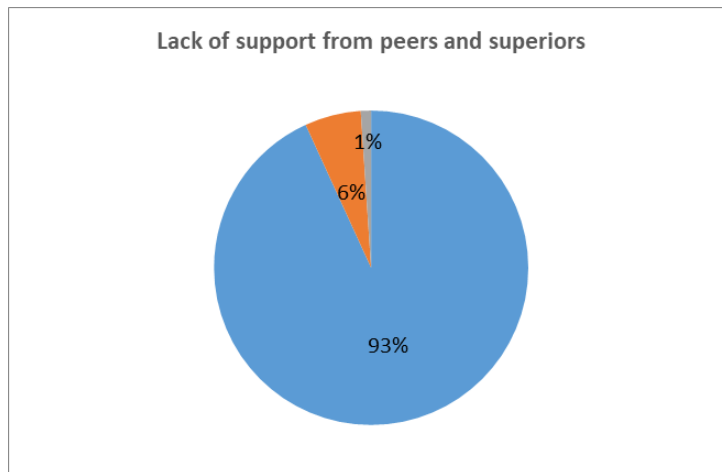


**Figure 4 Work Life Balance**

**Table 5 Lack of support from peers and superiors**

Particulars	Agree	Disagree	Can't Say	Total
Respondents	177	11	2	190
% age	93.0	6.0	1.0	100

Table 5 represents the statement **lack of support from peers and superiors** and 93.0% respondents admit with this statement. Considering all the responses of the statements, it was found that to a good percentage, the respondents have agreed that above mentioned statements are challenges for men and women leaders in large business organizations.



**Figure 5 Lack of support from peers and superiors**

**Conclusion:**

In conclusion, men and women executives in huge corporate organizations have distinct difficulties that may obstruct their professional achievement and advancement. Inequality in salary, fewer possibilities for growth, and a lack of representation at the top levels of leadership are all consequences of the gender bias and discrimination that women leaders frequently experience. Additionally, stereotypes that portray women as less capable or assertive than men are common, which can make it challenging for them to win the respect and confidence of their co-workers. On the other side, men in positions of leadership may feel pressure to uphold stereotypically male

standards, which may limit their capacity for emotional intelligence, empathy, and vulnerability. Because of this, it may be difficult for male leaders to establish trusting connections with their subordinates and peers, which may ultimately reduce their effectiveness as managers. Both male and female leaders must be aware of how gender prejudice and stereotypes affect their leadership philosophies in order to successfully address these issues. By implementing policies and programs that encourage the progress of women and other underrepresented groups, organizations can also contribute to the cause of gender equality and inclusivity. Men and women leaders may create more fair and prosperous corporate environments by collaborating to address these issues.

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