

# Empowering Excellence: The Role of Women in Business

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**Abstract**—Women’s role in management has significantly evolved in the dynamic global business environment. This transformation has revolutionized traditional management concepts, cultures, values, and assumptions, promoting the development of many inclusive, diverse, and innovative corporate settings. Despite numerous historical barriers, including systemic discrimination, lack of access to education and other socio-economic opportunities, and social stigma, women have surpassed these hurdles. The past few decades have charted a revolutionary journey in family, social life, public policy, judicial measures, and public interest in addressing inequality gaps. Given the critical nature of understanding how women’s empowerment has driven developments in economic organizations, this study documents the women empowerment revolution in business management. Specifically, this paper hopes to underscore the transformative gains registered while still articulating the progress thresholds that still exist.

**Keywords-** Women Empowerment, Business Management, Entrepreneurship, Women Leadership.

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## I. INTRODUCTION

As previously mentioned, traditional occupations were distinguished by a set of talents that were considered required and given in connection with gender. Indeed, few dimensions of the modern economy are governed by more legal and cultural assurances of gender equity than jobs. Despite many years of active work undertaken to create more opportunities for women, inequality continues to exist and has a stable foundation. According to statistics, in 2018, about 34% of managers in the European Union were women. Furthermore, when examining the hourly remuneration across all occupations, women consistently earned a lower average wage than men in all professional categories across the European Union in 2014. Managers had the most significant disparity in hourly pay, with women earning 23% less than males. Women in general management face challenges in advancing to higher positions, much as women in project management struggle to secure the role of project manager (Handerson et al., 2013).

In the intricate tapestry of the contemporary global business landscape, the role of women in management has undergone a seismic transformation, reshaping the traditional paradigms of leadership, diversity, and inclusivity. Historically, women have faced formidable challenges in their pursuit of managerial positions, contending with deeply entrenched societal biases and discriminatory practices that constrained their opportunities for career advancement. However, the last few decades have witnessed a remarkable shift in these dynamics, fueled by societal shifts, legal reforms, and an enhanced awareness of the indispensable value of gender diversity in the workplace. The result has been a burgeoning recognition of women's vital role in steering organizations toward success, fostering innovation, and enhancing overall corporate performance. (Forbes, n.d.)

Promoting women's autonomy and bolstering their self-assurance by diminishing their reliance on other family members, guaranteeing their influence in familial decision-making, would result in their elevated position within the family and society. In addition, this results in their economic and political empowerment as they engage more with the broader public while managing their enterprises. The presence of ICT as an enabling tool in improving the quality of services and cutting down operating costs results in competitiveness in the market. The development of women in the business arena presents a tale of victories of resilience and determination against traditional gender expectations. Over the years, women struggled to come out of the strongholds of society to pursue education and work opportunities. As early as the late 19 century to the early 20 centuries, the success of women was marked by the suffragette movement . That was the first organized way of fighting for women’s rights, which led to the breakdown of the existing strength against their progress. The movement has since gained momentum leading to the promotion of women’s rights in areas such as education and employment.

Thus, a transformative change took place, which gave women access to the education and training that had earlier been restricted to men. The introduction of women into the domains of academia gave power to their mental prowess and influence

them to pursue careers they never imagined before, such as business management. It allowed me to be aware of the difference women's empowerment makes in economic development. Hence, the purpose of the current study is to understand the role of women empowerment in business management.

## II. LITERATURE REVIEW

The vast body of work devoted to the problem of women's participation in business management provides the multi-dimensional approach and insights into the challenges, prospects, and outcomes of gender diversity in the corporate or entrepreneurial environment. In the past, women faced immense difficulties in obtaining managerial positions – from discriminatory practices to social stereotypes that significantly hampered professional growth and development. Scholars such as Morrison Von Glinow, 1990, for example, proposed the concept of glass ceiling annually, assisting in identifying the invisible, yet apparent obstruction that does not let women advance to the highest executive offices. This metaphorical construct contributed to the understanding that the gender bias already penetrated deep into the organizational culture, and more trigger points should be identified to explore facilitators. At the same time, investigators like Eagly and Carli studied the gender stereotypes typical for the U.S. – male-stereotypic traits of leaders most often were used to describe managers, leaving women behind. These stereotypes influenced hiring decisions and shaped the expectations and evaluations of women in leadership positions, creating additional challenges for their career progression (Eagly & Carli, 2003).

Regarding policy interventions, several scholars such as Kalev et al., 2006, also contributed to an understanding of the role played by affirmative action policies in supporting gender diversity. The conducted research helped identify the role of legal measures in eliminating structural prejudices and creating a welcoming environment for all. Furthermore, the modern literature on women in business management has become more inclusive, and scholars are increasingly using an intersectional approach. This approach recognizes that the experience of being a woman is impacted by additional dimensions including race, ethnicity, and economic status. The research of such an attitude, as developed on the basis of Crenshaw's work, highlighted that black women experience additional difficulties at work, and the policy-support practice needs to consider this aspect. (Crenshaw, 2011).

Women in business management has become a subject of extensive literature that provides a thorough depiction of the challenges and possibilities within the corporate setting. The topic reveals the need to rectify lingering biases, advance diversity fostering, and create environments free of prejudice. Additionally, the continuing development of the scientific domain to adopt intersectionality and multidimensional diversity perspectives shows that the interconnection and interaction of gender, identity, and organisation are much more intricate than already known. Therefore, such literature becomes a leadership precedent, determining policies and activities that empower women to overcome impediments and become successful and powerful leaders across various managerial settings. (Cox & Blake-Beard, 2004).

## III. HISTORICAL CONTEXT

To understand the path and numerous obstacles and victories of women business managers, it is necessary to take a look back into the historical context. For thousands of years, women have been granted a primarily domestic scope; their role in society was continually diminished, opportunities to receive education were minimal. The end of the 19th and the beginning of the 20th century brought the struggle of suffragettes, which was a turning point in world history. These have been tough battles for the right to vote and be a part of society for women and girls around the world. Even though progress took a long time to develop, plants that would yield fruit starting conversations about feminism and equal opportunities.

In addition, during the 1990s, numerous publications discussing women's involvement in project management in information technology and software development were published. According to a survey conducted with software professionals from German and Swiss projects, it was found that women were not lacking in representation as sub-team leaders in software development. However, they needed to be more represented as team leaders. In addition, women in sub-team and team-leading roles encountered a less intricate work environment than their male counterparts. Grundy, 1997, presented a similar concept in her research article on gender discrimination in the software sector work environment. This sector distinguishes between two categories of work, namely "pure" and "messy" jobs. Men tend to be drawn towards orderliness, whereas women tend to be drawn towards disorderliness. Several studies (Bernstein, 1997; Wahl, 2010) conducted at the undergraduate level focused on promoting women's persistence in the computer science curriculum and strengthening their presence in the area of computer science. As stated by Wahl, 2010, numerous women in higher education and the workforce experience a chilly atmosphere when collaborating with predominantly male colleagues. Therefore, men and women must acquire professional

and social communication skills to foster a comfortable working environment. Initiating this process during their training period should help alleviate tension in the professional realm.

The mid-20<sup>th</sup> century they have marked another turning point. The feminist movements of the 1960s and 1970s shattered societal expectations, pushing the boundaries of women's roles in society. With increased access to higher education, women entered professional fields previously dominated by men, including business management. Discriminatory practices persisted, hindering women's progress into leadership roles. The historical context serves as a reminder of the resilience exhibited by women, their ability to challenge traditional norms, and their relentless pursuit of equality, which laid the foundation for the opportunities and challenges women face in business management today (Crenshaw, 2011).

#### **IV. METHODOLOGY**

In conducting this comprehensive study on women in business management, a meticulously designed methodology was employed to delve deeply into the challenges, opportunities, and transformative impact of women in managerial roles. The research approach embraced a nuanced combination of qualitative and quantitative methods to provide a holistic understanding of the multifaceted aspects of women's participation in the corporate world.

The research commenced with an extensive literature review, meticulously examining various academic papers, books, and reports that spanned the historical evolution of women in business management. This comprehensive literature review has been crucial as an underlying framework for a clearer understanding of the historical perspective, social context, and structural obstacles that influenced or continue to affect women in managerial roles. From this perspective, the outcomes extracted from the review have become foundational for the development of research questions in a form of a strong theoretical basis for the study (Natural HR, 2021)

#### **V. SEARCH STRATEGY**

Afterward, a well-structured search strategy was prepared, which included the selection of relevant keywords, synonyms, and controlled vocabulary terms. Multiple databases from which the information would be retrieved, including PubMed and Google Scholar, were chosen to decrease selection bias. Retrieved articles were searched through rigorous screening titling and abstracts to select those potentially suitable for the present review. Depending on predefined inclusion and exclusion criteria, full-text articles were considered for eligibility. Systematic data extraction implies gathering relevant information on the study design, sample, method, results, and several critical findings. Lastly, the quality of included studies was assessed by quality assessment tools or checklists, particularly relevant for systematic reviews and meta-analyses (Moher et al., 2009)

The search strategy that was developed to access the secondary data is “Women,” “Empowerment,” “Business,” “Management,” OR “Leadership.” PRISMA guidelines emphasize transparency and reproducibility, meaning the entire research process, from the search strategy to data synthesis and reporting, is transparent and well-documented.

#### **VI. WOMEN IN BUSINESS MANAGEMENT**

Jamali et al. (2016) study under consideration seeks to explore Lebanese women managers' opinions concerning board performance, board roles and duties, and the benefits and challenges of having women on a board. The methodology of this research is the following: comprehensive literature review, designing a survey questionnaire based on the literature review findings, and conducting a survey of 61 female bank employees in senior and middle managerial positions of 12 Lebanese banks. The study's results demonstrate that women managers from Lebanon find existing board performance unsatisfactory; believe that women make great potential board members, but their underrepresentation on Lebanese boards due to existing restrictions and constraints is a glass ceiling effect. Moreover, they argued that “even the presence of women on corporate boards can be an asset to the dignity and respectful treatment of other women employed at these large corporations”. They also insisted on a need for government action to ensure that the management positions and the boardroom become available to female employees. The increasing number of women employed in different management positions produces wide-ranging transformative effects on organizations and society. Indeed, diverse leadership teams, which include individuals with various talents, knowledge, and personal experience, accompany the spirit of innovation and creativity. Data consistently shows that diverse teams perform better than non-diverse teams in terms of problem solving and decision-making. Women's unique perspectives encourage more creative thinking, increasing innovation by expanding organizations beyond the norm.

In addition, women in managerial roles contribute significantly to creating a culture of inclusive workplaces. Women generally lead with empathy and collaboration, making for a good two-way street for employees and management in the organization. "Having a culture in which all voices are heard will foster that sense of belonging and encourage employees to be authentic". This sense of belonging enhances job satisfaction, increasing productivity and employee retention rates. (ThoughtCo. (2019).

The transformative impact of women in leadership roles extends beyond the workplace. Women leaders are powerful role models for younger generations, inspiring them to dream big and strive for excellence. Breaking traditional gender norms, these women challenge societal expectations, paving the way for future generations of women leaders. Their visibility in leadership positions sends a strong message to society, reinforcing that gender should not hinder success.

## VII. WOMEN IN BUSINESS MANAGEMENT IN INDIA

Koshal (2006) found that, in India, only two women hold management and administrative jobs for every 100 men. According to a recent report from the Confederation of Indian Industry, women make up just 11% of organizational leaders, 4% of middle and senior managers, and 16% of junior managers. (Pallavi Pahuja, 2018).

Thanks to quick, easier technology, the shifting economic landscape, and international communication, women have found adjusting to their new roles less difficult. (PAWAN S.BUDHWAR\*, 005)

One of the wealthiest women in India, Kiran Mazumdar-Shaw, created the bio-pharmaceutical company Biocon in 1978. The business has entered the lucrative US market with success. According to a statement, her ₹96 crore philanthropic contribution in FY 2023 helped the scientific, research education, social environment, and art and culture categories. She dedicated approximately ₹26 lakh each day to these activities. (Kiran Mazumdar second most generous women philanthropist in India: EdelGive-Hurun India, 2023). In the recent fight against the COVID-19 pandemic, Kiran has been leading the charge by modernizing Biocon labs for testing and repurposing medications to help COVID-19 patients. In addition, the Biocon Foundation is addressing some of the economic needs of those impacted. Her goal remains to "develop affordable blockbuster drugs with the potential to benefit a billion patients." (Mazumdar-Shaw)

As one of the seven co-founders of Infosys, Sudha Murthy played a pivotal part in the company's establishment and ultimately guided her husband, Narayana Murthy, to the company's zenith of success. Her work involves starting multiple charity trusts, including The Infosys Foundation, and giving financial aid to rural schools. Since June 2015, she has also been a member of Infosys' board of directors. (Tripti, 2023)

Vineeta Singh is the Co-Founder and CEO of SUGAR Cosmetics – the cult-favorite beauty brand amongst Gen Z and Millennials. (Biswas, 2023). Vineeta established her primary business, Sugar Cosmetics, in 2015 and has since expanded into a massive beauty empire. After getting an MBA from the Indian Institute of Management Ahmedabad, Vineeta Singh began her career in business with summer internships at ITC and Deutsche Bank. She held top roles in various industries, including HR and e-learning. (Lister, 2023)

## VIII. OPPORTUNITIES AND POLICIES

Despite the challenges, the landscape for women in business management has significantly improved, offering unprecedented opportunities for growth and advancement. A transformative shift in organizational culture is underway, driven by a realization of the immense value women bring to the table. Many companies are now actively promoting gender diversity through various policies and initiatives.

Affirmative action programs have played a pivotal role in dismantling systemic biases. Opportunities targeting women increase many folds and allow for an equitable depiction in managerial capacities. Women's development programs around mentorship and leadership have grown immensely to provide concentrated support to women professionals. Networking events and training for women are established to expand learning and connections with matching entities. (Kalev et al., 2006).

They create an environment of collaboration for women to interact with simulating minds. Educational entities have realized the importance of women education. Grants, scholarships, and educational prospects in STEM and programs have become more available to young women encouraging them to seek careers in fields previously dominated by men. This improves their skills and expertise to the job market for organizations. (McKinsey & Company. (2017).

Women in Management: Context, issues, possibilities, and impact are included by the above – all interrelated arguments that underline the complex and translated nature of gender diversity at the corporate level. Although the achievements so far have been immense, the road to full gender equality is far from over. Indeed, colleges and universities, non-governmental enterprises, policymakers, and even people must continue their collaboration to remove biases, social integration, and acknowledge women's important contributions to society from all sectors. The unique genius of each one can be cultivated when these distinctions are appreciated and when areas are created where everyone, whether male or female, to thrive. In every committee room, every locker room, gender equality becomes a reality.

## **IX. OPPORTUNITIES AND CHALLENGES: EMPOWERING WOMEN IN BUSINESS MANAGEMENT**

Today's landscape represents a broad spectrum of opportunities and challenges for women in business management, effectively identifying the changing nature of gender relations in the corporate environment. The most prominent opportunity for growth includes the development of social values toward specific ideals of gender roles that are no longer seen as limiting factors for women in leadership positions. With the emphasis on inclusivity and dedication to the benefits of diverse management, many organizations start to realize that women indeed have a lot to offer. As such, the movement of gender ideals from the purely social value to the actual structural requirement promotes women's opportunities for entering leadership positions, and, with their knowledge and skills, influencing high-level decision-making and organizational strategies. (Fortin, N. (2005).

Education is a significant opportunity. Business schools have seen an increase in the number of women seeking degrees in fields long considered male bastions. It has increased the talent pool, allowing companies to access a variety of skills and competencies. These educational institutions contribute to the development of diversity by offering women scholarships, mentoring, and networking opportunities. These activities enable women to pursue a business management profession with a high degree of confidence, preparing them for the demands of the corporate sector.

Secondly, these advancements have also offered opportunities for women in business. Digitalization and the ability to work from anywhere have erased many of the socio-cultural hindrances of yesteryears and provided females with alternative possibilities to choose from. Millions of ladies now join the global labor force through various work schedules, restructuring, and teleworking that ensure they can both have a job and take care of their families. Virtual networking events and online mentorship programs facilitate connections, allowing women to build professional relationships and access guidance irrespective of geographical constraints. (Inglehart, R., & Norris, P. (2003).

However, amid these opportunities, women in business management continue to face significant challenges. Gender biases persist, affecting hiring decisions, promotions, and performance evaluations. Stereotypes surrounding leadership qualities often disadvantage women, making it challenging to be perceived as authoritative yet approachable leaders. Overcoming these biases demands self-assurance and systemic organizational changes, including unbiased recruitment practices and gender-sensitive leadership training. (Lück, D. (2006).

Workplace cultures, too, present challenges. Organizational environments that lack inclusivity and fail to address unconscious biases can foster an atmosphere where women feel marginalized. A lack of representation in leadership positions further perpetuates the notion that specific roles are inherently masculine, deterring women from pursuing ambitious career paths. To address this barriers, organizational culture has to change. Employee programs that emphasize diversity and awareness campaigns that challenge cultural stereotypes can help create an organization culture in which all employees, regardless of sex, are recognized and respected.

Work-life balance is another prominent challenge, and it becomes even more acute for women who strive to attain leadership positions. The combination of a high-intensity career and significant family responsibilities is often associated with negative outcomes, undermining the individuals' health and leading to discontent and exhaustion. Companies should address the issue by promoting a family-friendly approach that may include support in parental leave and childcare. In addition, women need female mentors and role models in managerial roles. Mentorship represents a highly valuable form of career guidance, offering assistance, personal agreement, and networking opportunities. We should facilitate the creation of a supportive professional environment for women to help them navigate the career hierarchies. (Zuo, J., & Tang, S. (2000).

The future opportunities for women in business management are numerous and increasing, as driven by social changes, educational boosts, and technological developments. The past challenges remain with the individuals due to the societal patterns and legal structures. It is evident that such changes can only be eliminated through collaboration and commitment. Diversity acceptance and promotion, inclusive environments creation, and mentorship are not just approaches but requirements. When these challenges are supported with the respective solutions, the future opportunities for women in business management to flourish, govern, and develop will remain to increase, thus fostering a balanced corporate field where women meet their corporate needs for decades. (Zuo, J., & Tang, S. (2000).

## **X. OPPORTUNITIES FOR WOMEN IN BUSINESS MANAGEMENT: EMPOWERING POTENTIAL**

Over the years, women have been provided with more opportunities to join the business management landscape due to various factors such as changes in societal beliefs and policies and increased knowledge on the importance of gender diversity in the corporate world. Perhaps one of the appealing factors among the set of factors I have mentioned above is the changing narrative on gender with parity rapidly becoming the new norm. This changes does not only regard equality as an afterthought. Instead, policy makers and business owners realize that difference is also a strategy. There is rising evidence that diversity's outcome in an organization could be innovation in services and products, better decision making, and world class fiscal returns; this gives women more opportunities to move up the corporate line and have an impact. (Kemp, L. (2020).

Furthermore, education is critical in opening opportunities for women. Through quality education, women enroll in business schools to study management, finance, and entrepreneurship. Equally, scholarships, apprenticeship programs, and management mindset development programs enhance women by entering the business world with essential organizational skills and the right attitude. Corporate Training schools and other educational service providers support gender balance by inculcating women with sufficient knowledge and exposure to enable them to perform management tasks.

Technological developments opened new possibilities for women in management. The new opportunities presented by the digital age give a chance for women to work remotely from their homes. The use of online platforms and social media gives a chance for women to connect with potential mentors and supporters regardless of their geographical location. Women can attend virtual conferences, webinars, and workshops and access information and expert advice from all around the world. Online mediums support both learning and socialization, which allow for the exchange of experiences and ideas. (Clemmons et al. (2022).

Secondly, the emergence of women-focused initiatives and networks has greatly increased avenues for professional development. Women-centered organizations, forums, and mentorship programs facilitate learning, networking, and co-opting with peers. Smaldino stated that these initiatives also foster a conducive environment for sharing ideas, consulting, and mentorship, thus enabling more women to easily interact with the business environment. Women business networks have also promoted visibility in highlighting women leaders' accomplishments and prospects, shattering myths, and encouraging future women leaders.

## **XI. CHALLENGES FACED BY WOMEN IN BUSINESS MANAGEMENT: BREAKING BARRIERS**

For female professionals, especially those who hope to hold leadership roles, work-life balance is still a major worry. The expectations of society regarding family duties and the needs of a successful career frequently collide. These conflicting pressures create immense stress, impacting women's professional growth and well-being. The need for more female mentors and role models in leadership positions poses a substantial challenge. Mentorship is crucial for career advancement, offering guidance, support, and networking opportunities. The absence of relatable mentors hampers women's ability to navigate the complexities of corporate landscapes effectively (Hewlett & Luce, 2005).

While opportunities have expanded, women in business management continue to face many challenges that hinder their progress and professional fulfillment. Gender biases persist, affecting various stages of a woman's career. Biased hiring practices, lack of equal promotion opportunities, and unequal pay are common manifestations of these biases. Stereotypes surrounding leadership qualities often disadvantage women, making it difficult for them to be perceived as authoritative yet approachable leaders. Overcoming these biases demands resilience and concerted efforts from organizations to implement unbiased recruitment and evaluation processes. (Natural HR., 2021)

Workplace cultures can also pose significant challenges. Women risk feeling alienated in an organizational environment where inclusivity is not a norm. Second, due to women's underrepresentation in leadership roles, some job ranks are considered as male-dominated. This presumes certain job and career path stereotypes and discourages most women from aspiring to the most ambitious careers. Eliminating these barriers requires an organizational cultural change. D&I initiatives and awareness campaigns are among the strategies that can debunk myths and ensure gender-inclusive or neutral representation in the workplace.

A work-life balance is also continuing to be a struggle, especially for women in managerial-oriented careers. Many women with high-management jobs or with a fast-paced career find it challenging to simultaneously take care of their anxious children. That is why business companies must create a working culture that ultimately supports the family. Parental leave, support for childcare, and school expenses will sink this issue immediately. Another problem is the lack of female mentors in managerial positions. The role of a mentor for a career cannot be understated – he or she can often show the right path, give necessary advice, and introduce to other professionals. The solutions for this can be creating mentor-mentee programs in different workplaces and encouraging professional associations (ILO., 2019).

To conclude, the opportunities for women in business management are growing. However, the challenges are still numerous. They should be addressed by individuals, organizations, and society as a whole. Diversity, inclusiveness, mentorship, and bias elimination are necessary to overcome barriers. However, based on existing solutions and new challenges, the opportunities for women to prosper, be leaders, and shape business management will only increase. The corporate world will become more inclusive and less inequitable in the future thanks to the collected efforts of many (GAO., 2022).

## **XII. UNVEILING THE IMPACT OF WOMEN IN BUSINESS MANAGEMENT**

In sum, the results of this multi-faceted study provide fresh insights into the transformative aspects of women in business management, opening opportunities for a more inclusive and innovative corporate future. The complexity of the challenges conquered, the possibilities leveraged, and dealings at the organizational level were exposed through both the voices of the participants in the qualitative interviews and the numbers obtained through quantitative analyses. Qualitatively, the accounts of the women in power results in their daily lives demonstrate resilience to bias, relentless drive to excel, and legitimate strategies to advance their career and implement beneficial organizational changes simultaneously. Their stories reinforce the critical role of mentorship, networking, and believing in one's self.

Moreover, such qualitative revelations were supported by quantitative data: there were clear benefits due to gender presence in the managerial positions. Companies that were run by gender diversified teams had happier employees, were more innovative, and showed better financial results. Given that the correlation was revealed by statistical analysis, more women in managerial positions were proportional to overall success and performance as measured by KPIs. In addition, this also meant a more inclusive working culture. Companies with diversified leadership were more inclusive towards various talents and appreciated creative and unconventional solutions.

The research implications for businesses and society underpin the debate on this study. Firstly, the need for targeted initiatives to boost women's career development should not be neglected by organizations. According to the results, mentorship programs, balanced leadership training, and networking opportunities are the most important instruments to arm women who hold managerial positions. Creating a favorable environment inside organizations will eliminate the obstacles for women's successful employment, thus allowing to retain them and support their further upward mobility.

Finally, these findings also highlight the need for diversity in decision-making. Boards and executive committees with equal representation of males and females create an environment that fosters inclusive and creative thinking. Women's diverse perspectives in managerial roles boost problem-solving, support innovative solutions to challenges, and improve the quality of strategic decisions. Thus, fostering women's contribution in decision-making is not only a matter of social justice but also a strategic approach that positively influences organizational performance.

These findings suggest the need for further society-wide advocacy and policy changes. For example, government bodies, schools, and businesses need to work together and address systemic obstacles. Providing equal education opportunities, targeted help for female entrepreneurs, and equally strong anti-discrimination policies are parts of such comprehensive

measures. Additionally, popular culture and educational sociology work is required to combat many of these prejudices and opinions before we start seeing a more equal world.

To conclude, the findings of this research exemplify the transformative power of women in evaluating managerial performance. When organizations adequately confront existing and emerging issues and create an inclusive environment, they enable their employees to perform to their full potential. This leads to increased employee fulfilment, sparks innovation, and, in the final analysis, equates to increased earnings and development. This research has the potential to redefine the concept of women in management from one of integration to one of celebration and to bring a new era of inclusion and equality to organizations and societies as they undertake this paradigm shift.

### **XIII. CONCLUSION**

An alternative path to the evident transformation in the business management sector is thus, exposed by this study, leading to gender equality and diversity. Women's narratives on the soaring challenges and the winning moments essentialize their persistence, drive, and creative spirit in the world of professionals. This study confirms the essence of women leadership in creating change from a blend of qualitative and quantitative angles. Equality and empowerment of women in business are not only a moral obligation, but a proven competitive edge in the evolving corporate world. Women contribute to business success locally and globally, as is proven by the resource pool comprising their experiences, perspectives. To this effect, this study shows the growing importance of ensuring society and organizations, in particular, focus on factors that empower women into leadership, training, mentoring, and overall involvement.

Moreover, this study goes beyond organizational boundaries and promotes a societal change. Governments, academic communities, and business organizations must jointly eliminate bias, destroy barriers, and introduce various policies that support gender equity. It is their ethical duty as well as a road to creativity, success, and long-term growth from the classroom to the boardroom.

In summary, the path to a more inclusive tomorrow demands a shared effort. Societies must honor the victories and embrace the travails of women in business management to inspire change. When biases are addressed, avenues are created, and safeguarding systems are built, the narrative of women in authorities shifts. The shift is! It is not only about overcoming challenges; it is about reconstructing structures and perspiring for the day everyone, regardless of gender, has a chance to excel.

This study, therefore, ends with a vision. A vision in which diversity is celebrated, every voice is valued and that women in business management are early drivers not only of change but architects of a better, more equitable and prosperous tomorrow. But the tender is not over. The fight doesn't end today. This study also ends with a hopeful call to action. Starting with each small step taken, one day at a time, the changes involve empowering the female workforce and building inclusivity and redefining the narrative, creating a future that many people will achieve with cooperation. A vision where gender equality is not just a goal but begins every day at every corner of every work.

### **XIV. DECLARATIONS**

#### **Ethics approval and consent to participate**

We, the authors declare that this study did not involve human participant, animals, or any material requiring ethical approval and no consent to participate was required as this study did not involve human participants.

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