

Organization Under Women Leadership

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Abstract

Gender Equality at Workplace has become an invariable part of any organization if it wants to become Successful. Today's era is Women centric Worlds. In each sector , in each industry, in each department we find women are making their own importance and achieving their own heights. It's difficult to find a high-profile industry, high-tech company that isn't prioritizing better gender diversity.

Gender equality at workplace refers to the equal rights, responsibilities and opportunities of women and men in employment (UN 2013). Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Now a days there are various organizations where we find Women Leadership . Research student in this paper is trying to focus on the few organizations whose leadership is under Women. Mostly the facts are based on secondary data.

Keywords: *Gender Equality, Women Empowerment, Leadership*



Introduction

Women in India have attained remarkable success in what was once considered the “male domain”, of the working world. Worldwide the number of women in the workforce has increased over several years

with a corresponding increase in the number of highly educated women equipped with technical know-how. However, discrimination against women in the workplace has impacted their advancement in jobs that acquire higher societal recognition among men. Gender inequality in the workplace is exhibited in various forms, such as occupational segregation, gender-based wage gap and discrimination. Working women have constantly battled against not only horizontal segregation, but also, the

separation of women and men into gender specific jobs.

Advancement of women in management jobs has not kept pace with the correspondence increase in the number of working women. Their presence in senior management level is negligible. Women are graduating and entering management positions, yet there is a bottleneck at middle management levels¹ While entry is easier, progression slows down after the middle level and in most situations, regardless of their technical and

Kavery Kalanithi, Managing Director, Sun TV network

Women leader who is successful in getting the crown of highest paid women in business. Kavery Kalanithi, wife of the media tycoon Kalanithi Maran. This is even after a decline in her pay packet from Rs. 72 crore. As of fiscal year 2014, her total compensated pay package was Rs. 598,900,000. She has also served as the chairman at SpiceJet Limited since 2010 November and as its non-executive director from November 15, 2010 to January 30, 2015.

Kiran Mazumdar Shaw, CMD, Biocon Ltd

One of the top 100 most powerful woman in the world. The CMD of India's largest publicly traded biopharma organisation,

professional qualifications or achievements, women are prevented from climbing up in the corporate ladder to reach the top. In India, research and surveys reveal that men out-number women in terms of attaining top managerial positions.

Though it was tough for Women to achieve the senior position in the Organizational World, they are successful in making their own and unique place. Here are few Women Leaders who have tried to gain success in very short period.

Kiran Mazumdar Shaw. In 2014, she was also awarded the Othmer Gold Medal for outstanding contribution to the progress of science and chemistry. She has been described as the wealthiest self-made woman in India by Forbes magazine.

Urvi A Piramal, Chairperson Ashok Piramal Group

A brief idea about Urvi Piramal.- Widowed at 32, Urvi entered the world of business in 1984. She entered a tumultuous phase in the business, after her husband Ashok Piramal, who was heading the family business. In 2005, after the family business split what Urvi and her sons inherited were a dying textile mill and two engineering companies. The assets, in fact, were with negative networth. However, in seven years flat, she managed to turn the business

around. Today, the business interests have diversified in several sectors and by 2012 - 2013 her annual salary was Rs. 7.3 crore.

Chanda Kochhar, MD and CEO, ICICI Bank.

Chanda Kochhar is featured in Fortune's list of 'Most Powerful Women in Business.' In 2009, she also ranked 20 in Forbes 'World's 100 Most Powerful Women.' Chanda Kochhar is widely recognised for her role in shaping the retail banking sector in India and for her leadership of the ICICI Group, as well as her contributions to various forums in India and globally.

Shobhana Bhartia, Chairperson, HT India

A former member of the Rajya Sabha, Shobhana Bhartia is the Chairperson and Editorial Director of the Hindustan Times Group. When she inherited the business from her father, KK Birla, the media venture wasn't supposed to be a profit-making venture. Today, HT Media is one of the most profitable and successful media businesses in the country

Nita Ambani- Chairperson of Reliance Foundation and director of Reliance Industries.

She leads India's biggest corporate CSR

outlay of over Rs 1,500 crore annually. Reliance Foundation's flagship programme Bharat India Jodo (BIJ) is an attempt at capacity building and rural transformation to help make India a developed nation by the 100th year of Independence. Her 13 schools teach over 15000 children. She launched the Health For All initiative through community outreach programmes around the hospitals for the underprivileged. Reliance Foundation has touched over 4.5 million lives till date.

Priya Nair- Executive Director, Home Care, Hindustan Unilever

Priya Nair heads the home care business of Hindustan Unilever. Her division contributes over 45 per cent of the company's revenues. Nair, who made it to HUL's management committee last year, says that the big game changer for her has been the movement from an operational leadership role to a more strategic part of leadership. She is now engaged in making the business responsive to society.

Deepika Arora -Regional Vice President (Eurasia), Wyndham Hotel Group

In the past five years, she has taken Wyndham from eight hotels and one brand to 24 hotels in 13 cities across four brands, making it India's 12th largest.

Arundhati Bhattacharya-

The first woman chief of the largest state-owned Indian bank, SBI, has packed more work than one would have expected in the two years she has been in the corner office.

Top banker Arundhati Bhattacharya, 59, rarely stumbles over words. That too to clinch a sale. In September 1996, when she moved to the US on a transfer posting, juggling audit functions and settling the family, she had experienced a rare buyer's dilemma. The SBI honcho had to step into a New York street to buy a perambulator for her daughter. But when none of the Big Apple's shopkeepers heard of the word, a determined Bhattacharya gestured a push cart, pulled out a picture of her daughter and waved it in front of a puzzled salesperson who mumbled: "Oh! you mean a stroller?" The deal was struck in a matter of minutes.

"Every posting has challenges in terms of language, culture, food habits and the way of working," grins Bhattacharya, who worked in almost all the regions of the country. In her over four years stint in the US, she got used to right hand driving, turn a water tap to the left and, yes, the proficient ways of the global financial centre in the world's largest economy. "The way they worked is very professional in terms of detailed policies, procedures and

meticulous documentations of everything," says Bhattacharya from her 18th floor corner room at SBI's headquarters in Mumbai's Nariman Point.

(All above data is secondary data-reference is given below)

Conclusion:

After having a glance on above top Women business icons, it becomes pretty clear that Women are not lagging behind. Their contribution had made a lot in Transforming India. Also it is understood that if gender equality in practice sky is limit for India's growth.

All the above top Women Leaders have proved themselves in their respective fields.

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