

Promoting Gender Equality for Women's Leadership

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Abstract

Gender roles, relationships, customs, and expectations all play its roles in various levels of leadership and success. Promoting gender equity in the health business is an important aspect of the effort to attain healthy lifestyles and general well-being for all. The Sustainable Development Goals present an idealised global vision for social growth and improvement (SDGs). They also provide direction for international efforts to advance gender equity, with goals such as eliminating gender-based prejudice and resource allocation; recognising and supporting women in leadership roles; addressing the issue of unpaid care; eliminating harmful and unhealthy practises; and strengthening related policies in the field of sex and reproductive health. In reality, efforts to reduce inequality are linked to attempts to improve the health of our communities. Despite the fact that women make up the majority of global health workers, they are underrepresented at the highest levels of public and private sector leadership, policy and governance forums, thought leadership panels, and decision-making institutions. There is still a gender gap in many businesses when it comes to leadership positions. However, the gender gap in global health is especially problematic because it does not reflect current practices and objectives in the field. The cornerstone of this work is secondary data. The purpose of this article is to identify and analyse the barriers that women experience in the workplace, as well as to investigate how these barriers impact women's leadership and performance. It highlights the significance of female leadership and gender equality.

Keywords: women's leadership, Gender Equality, Barriers to Leadership

Introduction

Women's influence is growing dramatically in all areas of business due to globalisation and an unusually large number of girls making up the workforce. The shifting employment landscape for women in a globalised financial system has created several possibilities for women to demonstrate their skills as accomplished leaders. Through their leadership skills, which support organisational growth and strategic success, women are changing the foundational principles of business. Girls' participation and involvement in management roles in business has steadily increased around the world, giving rise to a whole new perspective on women as leaders and an interchange of cutting-edge corporate innovation techniques.

The community and economy gain when we give women more control over leadership and decision-making. Women are still underrepresented in positions of leadership and decision-making at the highest levels. This covers positions in industry, government, and the community. Unconscious bias, bad hiring procedures, and poor company culture are obstacles to women in leadership positions. In industries with a male predominance, women also

Organizational Responsibilities - During and After COVID-19 Crisis!

Case

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This case was written by Shahid Amin Bhat (ITM University Gwalior), Vandana Asthana (ITM University Gwalior) and Jenifer Khan (The University of Kashmir). It is intended to be used as the basis for class discussion rather than to illustrate either effective or ineffective handling of a management situation. The case was compiled from generalised experience.

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Organizational Responsibilities- During and After Covid-19 Crisis!

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Covid-19 crisis has affected almost everyone around the globe. It has given a blow to the global economy. Most of the countries in the year 2020 were under the lockdown to prevent the spread of this pandemic. There was a huge loss in the form of human lives and the economic resources. Nevertheless the world is showing unity which is highly appreciable. In order to defeat this pandemic, not just few sections in the society have responsibilities rather everyone has to contribute in a positive manner. Businesses and organizations have also suffered badly from this pandemic. But it's they who have to play a key role in this hour of crisis.

Responsibilities towards Customers:

Organizations must understand there is an opportunity to earn a best image in such type of crisis and emerge as true brands. They need to identify their unique capabilities to meet society's immediate needs. The organizations will be remembered for a longer period of time that shifted their focus on producing sanitizers, donated masks, and who offered facilities for quarantine etc. There was a need to keep essentials ready and affordable which many businesses have done appreciably. These kind acts in this hour of crisis will not be forgotten by the society. In fact it will build goodwill among the wider public for a long period of time to come. But there were many organizations that tried to earn huge profits and were involved in bad business practices. These acts will also be remembered for a longer period of time.

Organizations need to understand that new buying behaviors are forming that are likely to remain after the crisis is completely over – and this presents vast opportunities. The organizations, who viewed digital commerce as a secondary channel, now need to change their business model with a digital commerce focus. There are companies like Bengaluru-based ride-hailing unicorn Ola that launched Ola Pro, a new service to help people who need a super-sanitised rideshare option for travel during the COVID-19 pandemic.

A large number of American companies like Google, Uber and IBM offered their resources to help India successfully fight the battle against the deadly Coronavirus pandemic. Resources ranged from providing free digital education platform, donating face masks, boosting up ventilator production to converting shipping containers into ICU. Indian companies like Dynamitic,

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INDIAN TELECOMMUNICATION INDUSTRY AN ANALYSIS OF ITS HR SKILL REQUIREMENTS & GROWTH PATTERNS

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Abstract

The telecommunication industry is going through a transformational phase of progress marking the surge of information era. Recent developments in telecommunications technology have proved to be a significant developmental vehicle permitting information exchange. The world has become a global village equipped with the requisite telecommunications systems rapidly moving into post industrial information based sustained growth of economy. The present research paper throws light on the telecommunication industry, statistical configurations with a special focus on the current developments and growth patterns in the industry, telecommunication policy and the role of telecom regulatory authority of India (TRAI). The paper eyes on the telecommunication industry as a socio economic and cultural growth drivers which is defensible and also examines the competencies required for the service intensive sector. Apart from the collection and analyses of the secondary data available reliable sources online and through field visits, focus group discussions and personal interviews, have been conducted likewise to gain an insight into the existing practices of the industry. Investments in this sector would flourish the industry further for more fruitful results.

Key Words: Telecommunications, teledensity, information and communication technology, telecom policy, competencies.

Introduction

The telecom sector's gross revenue fell by 9 percent to Rs. 2.55 lakh crore in 2017, as compared with Rs. 2.79 lakh crore in 2016 according to TRAI press release. The number of telephone subscribers in India increased from 1,151.78 million at the end of December 2016 to 1,190.67 million at the end of December 2017, registering a yearly growth rate of 3.38 percent. The overall teledensity in

OLD AGE HOMES AND TRADITIONAL SUPPORT SYSTEMS*

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Everyone goes through the process of ageing at some point in their lives. The elderly are individuals who have reached the age of retirement in every society. Elderly people are a valuable asset to every country; nevertheless, population ageing is a new phenomenon that has emerged as a result of the rise in the number and proportion of elderly people in society. Even though a rise in the number of elderly people of every country indicates a long life span, it often comes with its own set of problems. Life expectancy has risen significantly over the last century, and the world will soon have more elderly people than children. This social transition is both a source of challenges and an opportunity. The theme of World Health Day 2012, which took place on April 7, was 'Aging and Health.' In an old age home, the association assists and provides a stress-free environment for the residents. Living in an old age home will provide elders with constant companionship and, as a result, peace of mind, which is especially necessary at this time. The living conditions in an old age home would be better because of the constant medical care, protection, cleanliness, and, most importantly, constant companionship. This paper also focuses on traditional support networks as well as moral values and traditions in offering wellness to all elders.

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Introduction

A nursing home, also known as an old people's home or an old age home, is a multi-unit housing facility for the elderly. Each individual or couple in the house usually has their own apartment-style room or suite of rooms. Inside the house, there are additional amenities. Meal preparation areas, meeting areas, recreational events, and any type 2 health or hospice treatment are all examples of this.

Role Of Education In The Field Of Entrepreneurship, Management And Technology

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Abstract

The success in life of an individual is greatly influenced by their education. It has a significant effect on people's chances to maintain their quality of life. Most people agree that education is the cornerstone of a society that leads to economic growth, social prosperity, and political stability. The level of education a person has influences their social and economic standing since it increases their capacity to control their quality of life. It can aid a person in avoiding poverty, fostering harmony, and picking up technological skills. The importance of education in creating the next generation of problem-solvers in the disciplines of entrepreneurship, management, and technology cannot be overstated. A nation's entrepreneurs are a significant resource. Entrepreneurial endeavours have the power to influence how we work and live, in addition to generating employment and bolstering the national economy. The importance of education in the sectors of entrepreneurship, management, and technology has been stressed in the current study. The suggested paper is based on secondary data and has an exploratory and descriptive nature. Entrepreneurs are those who take risks and are daring, imaginative, creative, dynamic, and flexible. They have the ability to spot opportunities, create networks, and are autonomous, self-reliant, and have leadership qualities. Entrepreneurship is regarded as a crucial component of a nation's economic development and progress since it lowers unemployment, boosts output and productivity, fosters innovation and creativity, and generates wealth. To boost an organization's profitability, all unique and creative ideas are translated into products and services during the entrepreneurial process. This inventiveness is innate and can also be developed via instruction. Therefore, education, specifically entrepreneurial education, is a process through which creative talents can be acquired and should start in early infancy. The primary focus of this study is on the contribution that education makes to the growth of entrepreneurship, management & technology. This study is descriptive in nature and discusses entrepreneurial education strategies and role of education in management and technology as well.

Keywords: Education, Entrepreneurship Education, Entrepreneurship Process, Relation of Technology and Education.

Introduction

Nowadays, entrepreneurship is seen as a force for the advancement of both societies and organisations. As a result, the best universities

and colleges in the world have entrepreneurship and education as part of their curricula to help students improve their entrepreneurial talents. For both individuals and organisations, entrepreneurship has several advantages. As a

encounter structural and cultural barriers. In several fields, including science, technology, engineering, medicine, construction, and finance, they are underrepresented. Boys and girls begin to believe that only men can be leaders when they don't see women in positions of authority. Consequently, girls are less likely to pursue leadership positions. Women are frequently shown as young, svelte, and subservient. Men are frequently portrayed as being strong, emotionless, and muscular. Stereotypes include negative connotations about things like sexual orientation, race, and beauty. Girls and women are more frequently shown as the victims of violence or in sexually explicit scenarios.

These prejudices are detrimental. It makes us less sensitive to violence toward women. They present women as inanimate objects, devoid of leadership potential and decision-making authority. The success of female leaders in the early phases of their management careers is essential to creating gender diversity at all levels of a company. The global community is depriving itself of a significant resource in achieving ambitious goals without the full and equal engagement of all essential stakeholders working to achieve global priorities. It is crucial to understand that while the benefits of gender equality are numerous, the negative health effects of gender imbalanced global health leadership are as yet mostly unknown.

Need and Importance

We have an overwhelming evidence of women moving into leadership positions, which is beneficial for businesses, the vast majority of organisations claim that this is not a formal corporate objective. In reality, among the 2,300 firms assessed globally, just 18% of senior leadership roles are held by women. In other words, men hold about 82% of the most important positions in today's corporations. A formal business priority for 79% of the organisations questioned is not to promote women. According to the respondents, closing this gap might take more than 50 years. Women executives still make up a small portion of the business sector. A majority of us don't think it is unusual when more males hold top roles in business, nonprofits, government, health care, education, and religion than women.

Female employees and middle management roles have levelled the playing field during the past three decades. In the United States, women hold 57% of all full-time jobs and 52% of all management and professional roles, such as doctors and lawyers. In the United States, women acquire more master's and doctorate degrees than men, and they account for 60% of all bachelor's degrees. According to Fortune 500 corporations, only 19 per cent of the company's board seats and 15 per cent of its senior officer positions are held by women. The remaining 480 enterprises are run by 20 female CEOs, or 4% of the 500 companies. It's evident that women have a long way to go from this perspective. The significance of these stats and the impact they have on leadership should be examined. When it comes to gender inequality, what is at the root of this disparity?

Review of Literature:

According to a 2016 study by Javadi et al., gender equity issues in health management exist everywhere. In most nations, women make up more than 75% of the health workforce, particularly in allied fitness activities and lesser prestige fitness occupations. The percentage of female medical examiners, however, decreases as one moves up the organisational hierarchy and pay scale, with disproportionately more men occupying managerial and executive roles. For instance, just 25% of top posts are held by women in the United States, despite the fact that women make up over 70% of the student body in educational medicine. Only 27% of fitness ministers worldwide and only 24% of administrators at international health facilities across 50 US clinical faculties are female.

The Sustainable Development Goals present an idealised global vision for social growth and improvement (SDGs). To attain these objectives, it is vital to promote healthy living and wellbeing for all people, particularly those who are poor or vulnerable. However, inequitable settings may stymie progress. Furthermore, the SDGs provide a framework for global efforts to improve gender equity by addressing issues such as ending gender-based discrimination and resource allocation; supporting women in leadership positions; addressing unpaid care; preventing harmful and bad practises; improving sexual and reproductive health; and strengthening policy. Discrimination in sports and physical exercise is inextricably tied to community-building activities.

Importantly, according to Dutta (2020), female leaders bring something rather distinctive to the table. In terms of achieving women's suffrage, independent India has every right to be proud. Since women had been able to cast ballots since 1950, they might have wanted to take part in the first well-known election in 1951–1952. This is in stark contrast to the experience of Western Europe's and the US's so-called "mature democracies." Before women in the US were given the right to vote in 1920, it required several years of battle. The majority of European countries also implemented universal suffrage during the postwar era. Growing numbers of women got the chance to demonstrate that they were capable substitutes in sports that were formerly the exclusive domain of men because the