

Effectiveness of Women Employees in the Organization for the Better Corporate Enhancement

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Abstract: Every organization needs well defined women employees in the team. They try to give their best in whatever task they take. May it be any management theories or concepts, they try to excel themselves well & also will try to help the team to develop along with them. The persistence what they show & the commitment which they give are tremendous. This article will give a brief on how women cut the excellence & try to show their productivity in a professional way for the better corporate enhancement.

Keywords: Benefits of Women Employees, Successful Women Employees, Women Leaders.

1. INTRODUCTION

Women employees are becoming pillars for the management. Gone are those days where women were just used for the secretarial job or the clerical job. In the present scenario, things are changing. Women try to occupy the places in all the management levels. May it be in the entry level or middle level or in the senior levels, we find them. Wherever they go, they try to give the best in the portfolio what they choose. The way they strategize or the way they project the work, everything they try to do with cent percent perfection. There are lots of benefits having women employees in the organization, The effectiveness is also equally predominant.

Advantages Which Women Bring At Work Place:

When it comes to accomplishing goals or building solid workplace relationship, the feminine touch and skills like empathy, intuition and optimism of women work towards the benefit of the company. Their emotional intelligence, passion and helpful nature help to create healthy workplace relationship and well-rounded workforce. As such women can bring significant positive changes to the workplace being its part. The various advantages are highlighted below:

Feminine Advantages at Workplace:

1. Flexibility at workplace: Increased number of women at workplace not only has brought several positive changes but it also has made organizations look more closely at the problems of employees. These positive changes enable employers to address unique issues like helping workers balance professional and family life etc. With more and more women coming to workplace, the attitude and mindset of employers have been changed. With the coming of women to workforce, the management has to bring several new programs and changes that benefit both male and females. Facilities like child care, ATM machine at work, work from home, elder care, oil change etc were not offered by the management before women started to enter workforce.

2. Healthy work life balance: When it comes to create and maintain healthy balance between work and life, women outshine men. From taking care of kids and family to giving excellent performance in office, women master the art of balancing job and family pretty well. Whether single or married, women understand the value of participating in non-work related activities. They understand work is not everything, to be productive and happy at workplace some non-work related activities should be introduced or organized. Flexible work schedules, work from home facility etc., make it possible for women to maintain a good work-life balance.

3. Effective communication for collaborative work effort: According to experts, women are great communicators as they respond more effectively to visual, verbal, and emotional factors than men. Women are endowed with strong communication and networking skills using which they can encourage any collaborative or group work efforts. Usually who feels discomfort handling emotions prefer to give directives and share competitive stories with team members. On the contrary, women listen to team members carefully, share ideas, and give advice to encourage team work, while maintaining professionalism.

4. Well rounded work force: When it comes to sensitivity and intuition, women outrun men. Their sensitivity, intuition and emotional intelligence help to create a well-rounded workforce. While men lack in understanding one's unspoken words or emotion, women decode verbal cues and body language easily and this quality makes them a very effective problem solver. Even few decades back, women were perceived as irrational, sensitive and emotional creature who are totally unfit for working outside home. But now women are doing better as team leader than men due to their sensitive nature, which helps them to understand unspoken words or emotions. With this quality women are able to address and resolve any workplace problems or tension before they crop up.

5. Diversity and multidimensional interest at workplace: Women introduce multidimensional and diverse interests at workplace. While for men after work, socialization only means playing pool or smoking cigar with friends. Women prefer to do diverse things from painting, watching sports, playing instruments, cooking to playing pool and smoking cigars they do everything with same enthusiasm. Because of their multidimensional interests, women bring new topic to discuss in office, enabling others to share their views on that. Apart from influencing her employer's approach towards the benefit of employees, women bring several skills to the office that makes interaction between people easier.

6. Strong team spirit and feeling of togetherness: Women value relationships and analyze problem better. If these mind-blowing characteristics of them are brought into workplace it can result in great team building or group effort that will work for the benefit of the organization. Women use their relationship building and communication skill to manage a team efficiently. She can make every employee of her team feel that their effort and contribution have been valued. No man will lend an ear to listen to others personal problems while women have the patience to hear out and understand your emotions. The compassion she shows with her staff helps to boost their levels of productivity. Women don't usually have command-and-control approach like men, allowing the employees feel good and an important part of team. Woman can also use this skill to get information and understand others point of view.

7. Deal with tough situation with a smile on face: Women are calm and tolerant than men, making them to be composed when dealing with a tough situation or radical changes. Modern work environment is full of tension and complexities. Women, who tend to have quiet and less aggressive nature, can handle these tensions and complexities better than men. Using these qualities they understand any concern better than men and formulate a solution quickly. Women are mentally powerful than man so handling any tough situation is comparatively easy for them. They can tackle problems efficiently without giving tensions to her colleagues or team members. When confronted with an adverse situation, women look for the opportunity within. They are optimistic and face adverse situation with their full power.

8. Motivate others to excel: Women are givers. When it comes to encouraging other team members around them or allow others to flourish as a more efficient employee, women are the best. Women are great to inspire and motivate employees at workplace. They understand others emotion better and can appeal their unique needs more effectively, enabling them to perform better. They behave in a generous and friendly way at workplace to ensure everyone is okay. They try to build an open and friendly environment for the people at workplace so that everyone gives their maximum effort towards the benefit of the company.

9. Stronger ethics: Be it morality, transparency or following ethics at workplace, women prefer to do every job with fairness. They believe in fair playing following ethical codes. While most of the men focus on running the business well, women acknowledge the rights and contribution of others in pursuit of fairness. If more women are involved in workforce the chances of unethical business will reduce considerably. Using these traits woman can have a well-rounded view of a problem which helps them to take appropriate decisions.

10. More profit for company: Women are great communicators, negotiators and analyzers. When it comes to tactfully communicate and to bring more business, no one can beat women. They get into details of any matter, analyze it and come with an idea promptly. As such they become instrumental in bringing in more profits for the company by making sensible and profitable decisions and deals. Unlike men they also allow employees to share their perspective or point of view before taking any decision. Improved communication with employees and others also increases the loyalty factor in business relationships.

11. Superb management: Women are born with a mind-blowing managing skill. From handling board meetings, teaching kids, taking care of family to cooking they can do every task with much aplomb. They know how much time and skill to allocate where. With their collaborative style of management, compassion and intuitiveness they can easily inspire employees to give their best. While most of the men believe in 'cross-the-bridge-when-it-comes' theory, women prefer to do everything with a to-do list.

12. Positivity and optimism: Women are full of optimism and positivity. For them the glass is always half-full rather than half-empty. Women can sense opportunity everywhere. They are focused, strategic and keep their eye on the prize. They are blessed with the power of sensing any sign of danger before it invades. Women effortlessly manage crisis and always try to learn something from it.

What Attributes Make Women Better Leaders?

1. Team spirit and team centered goals: Women value relationship and try to understand the need of the employees. When these characteristics of women are brought into workplace environment, it contributes towards the benefit of the organization. They are interactive and have tremendous relationship building power which makes them more likable to all. Using her unique traits in workplace, she can motivate her staffs to put their benefit collaboratively to achieve something good for the company.

2. Great management skills: Women are endowed with great management skill by birth. From cooking, taking care of family to motivating a team to achieve something big they can manage everything efficiently. Their emphatic and collaborative style of management inspires employees to increase their level of productivity.

3. Patience: Women are patient and have the power to handle any adverse situation logically and efficiently. From listening to the problems of her employees to tackling rough situation with ease, women can manage everything being patient and calm.

4. Great analyzing skill: Studies show that women are better in decoding non-verbal cues and subtle emotional messages than men are. Due to this skill women are able to notice unspoken emotions of confusion, stress and frustration in employees. They can easily identify the problem, boost up the morale and can lead them to better productivity. As women are better in understanding the emotion or problems of others, employees feel comfortable to communicate their problem to them, making them a great manager or team leader. Women focus on employee satisfaction, and help them to flourish. Women are practical, professional and great problem solvers.

Why there is Need for More Women Leaders at Workplace?

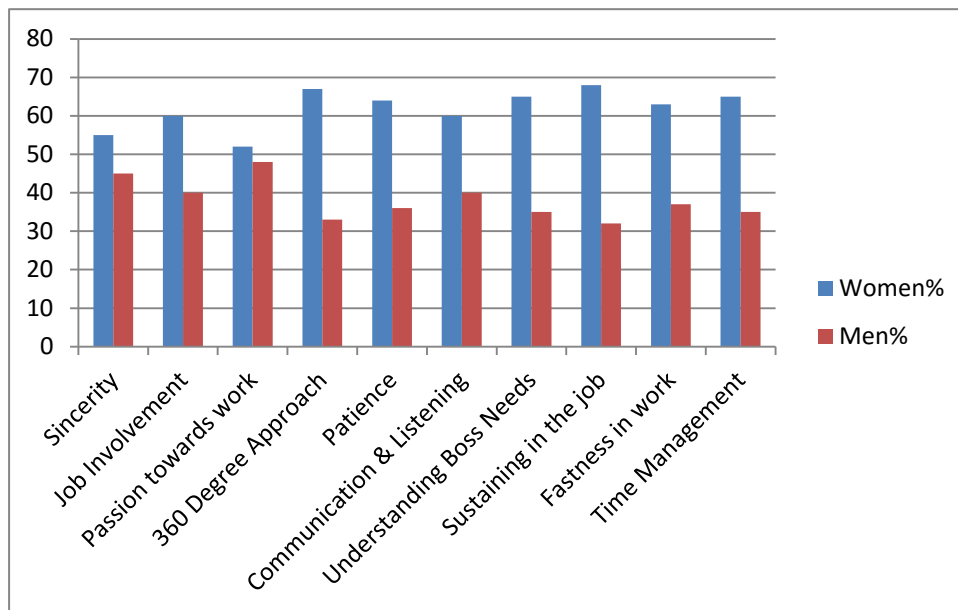
Few decades back the term 'leadership' was viewed as a masculine behavior. People have a preset conception that men can make effective leaders, while women lack this quality as they are overly emotional and sensitive. But recent researches show that fairer sex makes better leaders and employees. They are blessed with such skills that help them to perform their job and run a business more efficiently than males. Being intuitive, understanding, persuasive and working collaboratively women can handle a team better than guys.

While men are very authoritative, women use a more participative leadership style to manage a team. They share information, welcome others point of views and build strong relational skills which make them seem concerned to their team players. Women are great communicator, motivator and know how to generate a feeling of togetherness in a team. Women are givers; they enjoy inspiring others to excel in their jobs. This quality makes women brilliant long-term strategic thinkers. In today's global market scenario where communication and collaboration are highly valued to achieve success, women have a considerable advantage in the workplace. Women are inclusive, compassionate and believe in collaborative work force. Due to their emphatic nature they can decode others emotions and build strong work relationships with employees. Blessed with gifts like patience, intuition and optimism women can win everyone's heart and influence others to give their best to achieve something big.

The Difference between Male Employee & Female Employee:

There is always a difference between a male team lead & a female team lead. Female team leads are more empathetic & are more supportive to the team members. The team members sustainability is also equally good compared to the male team leads. The following criteria which are mentioned here are

Attributes	Women%	Men%
Sincerity	55	45
Job Involvement	60	40
Passion towards work	52	48
360 Degree Approach	67	33
Patience	64	36
Communication & Listening	60	40
Understanding Boss Needs	65	35
Sustaining in the job	68	32
Fastness in work	63	37
Time Management	65	35



Secrets of How Successful Women Lead:

Hadary and Henderson offer these success strategies for leaders who wish to maximize their strengths with solid business acumen to become a high-potential leader.

1. Own Your Destiny--and Judge Yourself Only by Your Own Metrics:

One fascinating fact illuminated by this recent research is that women who achieve most are also women who define success in their own terms and integrate achieving high financial goals with creating a business that reflects their passions. Their businesses provide socially responsible products and services, offer opportunities for employees to thrive, make a positive difference in the community, and simultaneously create personal wealth for the owner.

Successful entrepreneurs establish high goals and when they achieve their goals, they move the bar even higher.

"Women should think of their businesses as a \$1 million business from Day One," says Henderson. "This drives how they structure the business, the decisions they make, and the way they present themselves and the business."

2. Lead Like a Woman:

Highly successful women are likely to build on their leadership strengths of collaboration, inclusion, and consultation. The result within a company is a culture where everyone's ideas and insights are heard and considered in making decisions and where people feel valued and, therefore, are committed to achieving organizational goals.

There's something else that seems to be specific to women's leadership styles: Women think more holistically. That means, when women view a situation, they have a tendency go beyond the specific facts and the numbers to take into account personnel and organization considerations. As a result, they identify opportunities, risks, and gaps that others often miss, strengthening their competitive edge.

3. Numbers Tell Stories. Become a Translator of These:

Never undermine your credibility as a businesswoman by opening a discussion with a statement about your lack of business acumen. Learn about finance and speak about it in its own language. The women business owners and leaders with the largest, fastest-growing organizations produce more financial reports more frequently than those with slower growing businesses. They identify the key metrics that give them the insights they need and embrace financial knowledge as a major part of their strategic decision-making.

4. Build Exceptional Teams:

Hire the best from the very beginning and avoid the common mistake of hiring executives from a large company. You need leaders who can work effectively in a fast-moving, entrepreneurial organization. These are people who have the ability to commit to a bigger cause and possess values congruent with yours, curiosity and critical thinking skills, common sense, people and relationship skills, risk taking skills, and respect, admiration, and tolerance for the entrepreneur. Hiring to these characteristics will result in a team that can identify and implement solutions to the evolving challenges of the entrepreneurial business.

5. Nurture Your Greatest Asset: You:

Avoid becoming so caught up in your work you cannot see the world around you. Focus on integrating all aspects of your life and treat your time and energy as scarce resources--as scarce and valuable as any item in your budget. Establish priorities based on your values and goals and use them to make decisions about accepting requests for your time.

The most successful leaders are life-long learners. Set aside time to attend conferences and seminars, read, participate in networks that provide industry knowledge, and meet with experts. Don't forget to complement your professional networks with personal networks of friends, like-minded women, and colleagues who will share experiences and knowledge, support you in the tough times, and celebrate with you over successes.

6. Celebrate the Journey:

Recognize that success is not a one-time shot. It is about composing a life over time. Take the time to enjoy the journey and celebrate the successes along the way.

Stay open to serendipity--the joys and opportunities that appear unexpectedly in life--whether at work or in your personal life. Beware of missing or dismissing these opportunities because you are so focused on your day-to-day plan. Be open to saying: "Yes, let's try it and see where it leads."

Suggestions:

Women are extremely talented & strategic. They are supposed to vitalize it and make it big. This survey had given an opportunity to come out with few suggestions which every women employee/team lead can take it into consideration

- Not to be very emotional as that becomes the weakness tool for others to explore it
- Every women employees should demand self-respect from everyone
- Have a clear work life balance strategy & implement it
- Making family understand the value of yours at home & also at office that they are aware of it
- They should see the people who have been successful in the organization. They have to take that as an inspiration
- If things are given very easily, people may not value it. Branding is very important for the growth, personally & professionally which many women employees fail to do. they come & work
- Open up the mind when things go out of control instead of keeping it inside.

2. CONCLUSION

This study had given a diverse opportunity to understand how women professionals excel in the professional world. Though women are talented, very few are in a position are coming to the senior level. Many try to compromise for the sake of family or they may not be interested. But if every woman try to explore herself, not only the corporate sector, but the entire women community will be dominating the world in the intellectual talent. Since what women do, many men cannot afford to practice. Even if they practice, the consistency will not be there. Thus women are gifted to have the consistency & the growth is also consistent for them.

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