



**ORIGINAL RESEARCH PAPER**

**Human Resources**

**EMPOWERMENT OF WOMEN EMPLOYEES IN ORGANIZATIONAL CULTURE**

**KEY WORDS:** Women empowerment, Sustainable development, Gender inequalities, Cultural barriers, Stereotype challenges.

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**ABSTRACT**

Women's empowerment is crucial for sustainable development and social progress. Investing in women's education, health, economic participation, and leadership unlocks significant potential for inclusive prosperity. This project aims to empower women within organizational cultures to drive broader societal change. Initiatives targeting education, skill development, leadership, and inclusive policies have shown tangible improvements. Yet, persistent gender inequalities, cultural barriers, and discrimination pose challenges. The study assesses existing initiatives' effectiveness, identifies workplace barriers, and evaluates strategies for inclusive cultures. By advocating gender equality, challenging stereotypes, and dismantling barriers, the project aims to advance women's participation and leadership. Findings will inform scaling successful efforts and fostering stakeholder commitment for a world where every woman thrives and contributes fully.

**INTRODUCTION**

Women's empowerment is a critical focus in development and economics, enabling women to control resources, assets, and income while improving well-being and managing risks. It encompasses literacy, education, training, and strategic life choices denied to them before. Empowerment extends beyond gender roles, stressing distinctions between biology and societal expectations. In the global business landscape, empowering women is pivotal for reshaping organizational culture, fostering diversity, and dismantling systemic barriers. Acknowledging women's unique contributions is now integral to achieving sustainable growth, innovation, and competitiveness. Implementation of empowerment programs benefits nations, businesses, and communities by enhancing human resources for development and addressing fundamental human rights concerns.

**Statement of the Problem**

Persistent systemic barriers, including subtle biases, limited career advancement opportunities, unequal access to leadership roles, and disparities in compensation and recognition, continue to hinder the full potential of women employees within organizational cultures. The absence of tailored strategies and policies to address these challenges perpetuates inequality, undervalues women's contributions, and limits organizational effectiveness and inclusivity. There is an urgent need for research and action to develop and implement effective empowerment strategies that promote gender equity, inclusivity, and advancement opportunities within workplaces, fostering a more equitable and supportive environment for all employees.

**Objectives**

1. To identify the barriers or challenges that women employees may face within the current organization.
2. To examine the representation of women in leadership roles within the organizations.
3. To evaluate the communication strategies within the organization to ensure they are inclusive and promote diversity.

**Scope**

Ensure equal opportunities for hiring, promotions, and career growth. Establish transparent processes to eliminate gender bias in career advancement. Implement training programs to enhance the skills and leadership capabilities of women employees. Foster an environment that encourages continuous learning and development. Promote and support women in leadership roles. Develop leadership training programs emphasizing diversity and inclusivity. Establish measurable metrics to track progress in gender equality and

empowerment. Regularly monitor and evaluate the impact of initiatives to identify areas for improvement.

**Limitation of the study**

Collect feedback from women employees about their experiences, challenges, and suggestions for improvement. Limited time for data collection may impact the depth of the study. A more extended study period might be needed to capture changes in perceptions over time. Treating women as a homogeneous group may oversimplify the analysis, as experiences and challenges may vary based on factors such as age, ethnicity, or job role.

**Review of Literature**

JO-YUN QUEENIE LI, YEUNJAE LEE, ENZHU DONG (2023), "Organizational Listening and Empowered Women in the Workplace" This chapter aims to explain the importance of organizational listening efforts, characterized by symmetrical and participative communication, in empowering women to voice their workplace discrimination concerns and address injustice issues to cultivate an organizational culture of inclusivity and equality. Findings highlighted the importance of organizational listening regarding diversity, inclusion, and gender equality in the workplace in empowering female employees to address the problems proactively.

ARUNACHALAM MS (2018): "A Study on Empowering Women at the Workplace in Services Sector". Research was undertaken in an Information Technology Services setting in order to analyse the perception levels of women employees so as to establish the prevailing scenario of empowerment and their consequent impact on job satisfaction, intrinsic motivation and ability to perform. Descriptive design was applied for data collection and analysis while causal research was applied to comprehend the simultaneous relationships between the variables under study. The findings of the current research, albeit with certain limitations, throws holistic insights into the prevailing scenario which would be of immense value to IT organisations. Strategies for alleviation of observed lacunae have been spelt out. This research will stimulate future work in a dynamic service scape. All variables in the research were found to have a positive impact on the dependent variable.

**Methodology used in this study**

**Research Design:** This Research was aimed at analyzing the empowerment of women employees in organizational culture. Questionnaire method Collected from women leaders in the organization.

**Sample Size:** The sample size is 113 respondents.

**Data Collection:** Data are facts may be derived from several source. Data is of two types Primary and Secondary.

**Primary data**

The primary data for the presents study is collects through questionnaire method. A well-structured and closed ended questionnaire used.

**Secondary data**

Secondary data relating to this study empowerment of women employees in organizational culture were obtained from relevant studies from newspaper, books, journals and internet sources.

**Table: Simple Percentage Analysis**

| Factors   | Options                          | No. of Respondents | Percentage |
|---|----------------------------------|--------------------|------------|
| Marital Status                                  | Married                          | 27                 | 24%        |
|   | Unmarried                        | 86                 | 76%        |
| Job Position                                    | Manager                          | 13                 | 11%        |
|   | Supervisor                       | 17                 | 15%        |
|   | Team Leader                      | 28                 | 25%        |
|   | Individual Contributor           | 26                 | 23%        |
|   | Others                           | 29                 | 26%        |
| Barriers in career advancement                  | Yes                              | 100                | 88%        |
|   | No                               | 13                 | 12%        |
| Barriers from attaining leadership roles        | Lack of mentorship               | 25                 | 24%        |
|   | Gender Bias in Promotions        | 23                 | 22%        |
|   | Work-life balance challenges     | 46                 | 43%        |
|   | Limited networking opportunities | 12                 | 11%        |
| Work environment challenges                     | Yes                              | 99                 | 88%        |
|   | No                               | 14                 | 12%        |
| Mentorship programs supporting women leadership | Formal mentorship programs       | 24                 | 21%        |
|   | Leadership training workshops    | 49                 | 43%        |
|   | Networking Events                | 28                 | 25%        |
|   | No specific programs             | 11                 | 10%        |
|   | Others                           | 1                  | 1%         |

**Source:** Primary Data

**Interpretation**

This study shows that 24% of respondents are married. 76% of respondents are unmarried. 11% of respondents are Managers. 15% of respondents are Supervisor. 25% of respondents are Team Leader. 23% of respondents are Individual Contributor. 26% of respondents are Others. 88% of respondents are faced barriers in career advancement. 12% of respondents are not faced barriers in career advancement. 24% of respondents are chosen lack of mentorship. 22% of respondents are chosen gender bias in promotions. 43% of respondents are chosen work-life balance challenges. 11% of respondents are chosen limited networking opportunities. 88% of respondents are faced work environment challenges. 12% of respondents are not faced work environment challenges. 21% of respondents are chosen formal mentorship programs. 43% of respondents are chosen leadership training workshops. 25% of respondents are chosen networking events. 10% of respondents are chosen no specific programs. 1% of respondents are chosen others.

**Findings**

Majority 76% of the respondents were Unmarried.

Majority 26% of the respondents were Others.

Majority 88% of the respondents were faced barriers in career advancement.

Majority 43% of the respondents were Work-life balance challenges.

Majority 88% of the respondents were faced work environment challenges.

Majority 43% of the respondents were leadership training workshops.

**Suggestions**

Offer leadership development and advocacy training programs to empower women to become active participants in decision-making processes at the community, national, and international levels.

Provide legal education and support services to ensure that women are aware of their rights and have access to justice. Advocate for gender-sensitive laws and policies that promote equality and protect women from discrimination and violence.

Facilitate networking opportunities and mentorship programs to connect women with peers, role models, and resources that can support their personal and professional growth.

Implement monitoring and evaluation mechanisms to assess the impact of women empowerment projects, track progress towards goals, and identify areas for improvement and scalability.

**CONCLUSIONS**

Women empowerment is both a moral imperative and a strategic necessity for sustainable development and social progress. Investing in women's education, health, economic participation, and leadership unlocks significant potential, fostering inclusivity and prosperity. Tangible improvements in women's lives are evident: increased education access, economic opportunities, improved health, and greater involvement in decision-making. Challenges persist, including gender inequalities, cultural barriers, and discrimination. Continued advocacy, challenging stereotypes, and removing barriers are essential. Scaling up women empowerment efforts, especially for marginalized communities, requires commitment from governments, civil society, the private sector, and communities themselves. Together, prioritizing women's empowerment creates a more just, equitable, and sustainable world.

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