HR Professionals Hit Glass Ceiling

Dr.Gandham Sri Rama Krishna
Associate Professor,
Department of Management Studies,
Sri Y.N.College, Narsapur-534275.

Smt. G. Madhuri
Assistant Professor,
Department of Management Studies,
Sri Y.N.College, Narsapur-534275.

Dr.N.G.S. Prasad
Professor & HOD,
Department of Management Studies,
Swarandhra Institute of Engineering
and Technology, Seetharamapuram.

Abstract:

A glass ceiling inequality represents a gender or racial difference that is not explained by other job relevant characteristics of the employee. Glass ceilings are the artificial barriers that deny women and minorities the opportunity to advance within their careers."Glass ceiling" is a metaphor for the hard-to-see informal barriers that keep women from getting promotions, pay raises and further opportunities. A glass ceiling represents inequality. The glass ceiling metaphor has often been used to describe invisible barriers through which women can see elite positions but cannot reach them. Glass ceiling is an unfair system or set of attitudes that prevents women and certain race from getting the most powerful professions. The phrase glass ceiling refers to an invisible barrier that prevents someone from achieving further success. A gender difference that is greater at higher levels of an outcome than at lower levels of an outcome. A glass ceiling is a term used to describe the scene, yet unreachable barrier that keeps minorities and women from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements.

Key Words:

Career, Racial Difference, Gender Difference, Gender Inequality, Harassment, High-Profile, Network, Perception.

Introduction:

The term 'Glass Ceiling', has come to embody more than gender equality among women and men. Today the term embraces the quest of all minorities and their journey towards equality in the workplace.

The purpose of this article is to bring attention to the subject of diversity, gender equality and the glass ceiling. The article will discuss the glass ceiling and how its broadened meaning is relevant in today's workplace. The barriers faced by minorities as they journey towards executive leadership, and how to overcome these barriers to truly shatter the glass ceiling. An invisible upper limit in corporations and other organizations, above which it is difficult for women to rise in the ranks. "Glass ceiling" is a metaphor for the hard-to-see informal barriers that keep women from getting promotions, pay raises and further opportunities.The U.S. Department of Labor's, definition of glass ceiling is "those artificial barriers based on attitudinal or organizational bias that prevents qualified individuals from advancing upward in their organization into management-level positions."According to Morrison and her colleagues, the glass ceiling "is not simply a barrier for an individual, based on the person's inability to handle a higher-level job.

Rather, the glass ceiling applies to women as a group who are kept from advancing higher because they are women.A glass ceiling inequality represents a gender or racial difference that is not explained by other job relevant characteristics of the employee. Women have worked alongside men in increasing numbers since the feminist movement of the 1960s and 1970s and today account for more than 40 percent of the workforce worldwide. Since the term "glass ceiling" was first coined in 1984, women have made great progress in terms of leadership equality with men in the workplace. Despite this, women are still under-represented in the upper echelons of organizations. Some studies have shown that companies with more gender parity in top management roles do better financially. The popular notion of glass ceiling effects implies that gender disadvantages are stronger at the top of the hierarchy than at lower levels and that these disadvantages become worse later in a person's career.

The glass ceiling metaphor has often been used to describe invisible barriers (glass) through which women can see elite positions but cannot reach them (ceiling). Glass Ceiling is an unfair system or set of attitudes that prevents women and certain race from getting the most powerful professions. These barriers prevent large numbers of women and securing the most powerful prestigious and highest-grossing jobs in the workforce. Moreover, this effect may make women feel they are not worthy to fill high-ranking positions or as if their bosses do not take them serious or see them as potential candidates for advancement. An unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities. An upper limit to professional advancement, especially as imposed upon women, that is not readily openly acknowledged. The invisible barrier known as the glass ceiling. Glass ceilings are the artificial barriers that deny women and minorities the opportunity to advance within their careers. It is a higher management and executive level in a company to which the females, African Americans, Latinos, etc., can't rise. Glass ceiling cases are primarily proven by statistics. If all women cannot rise above the position of supervisor, then all women are being discriminated against in promotion and hiring.

Therefore, any glass ceiling case is a potential class action case. A glass ceiling is a term used to describe "the seen, yet unreachable barrier that keeps minorities and women from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements." Initially, and sometimes still today, the metaphor was applied by feminists in reference to barriers in the careers of high achieving women. In the US the concept is sometimes extended to refer to obstacles hindering the advancement of minority men, as well as women. Invisible but real barrier through which the next stage or level of advancement can be seen, but cannot be reached by a section of qualified and deserving employees. Such barriers exist due to implicit prejudice on the basis of age, ethnicity, political or religious affiliation, and sex. Although generally illegal, such practices prevalent in most countries. Governments, organizations, and individuals around the world have tried to encourage an increase in the number of women who reach the upper echelons of power. Many nations in the world have made progress in this regard. Countries (Denmark, Finland, Iceland, Norway, and Sweden) have done more than any other region in the world to address female corporate participation. Denmark receiving 72nd place in terms of the gender pay gap among senior managers and

officials as generous leave encourages women to take long breaks early in their careers while men continue to gain experience. This lack of experience is hurting women's salaries at the upper end of the pay scale despite every effort to close the gap. The pieces of the glass ceiling that remain in the Nordic countries can be removed using the same tools Human Resources organizations are already encouraging companies to use. Powerful women must mentor other women to encourage and prepare them for the realities of corporate life.

A glass ceiling inequality represents:
•A gender inequality in the chances of advancement into higher levels, not merely the proportions of each gender or race currently at those higher levels.
•A gender or racial equality that increasing over the course of a career.
•A gender difference that is not explained by other job-relevant characteristics of the employee.
•A gender difference that is greater at higher levels of an outcome than at lower levels of an outcome.

Nugent said that companies where women have made big strides toward getting into upper-level management have visible buy-in from senior executives, talent management programs that recruit and promote high-value female candidates and employees, strong mentor programs and "robust" succession planning. The motivation to bring more women into executive positions isn't altruistic — it's about the bottom line. The phrase glass ceiling refers to an invisible barrier that prevents someone from achieving further success. It is most often used in the context of someone's age, gender, or ethnicity keeping them from advancing to a certain point in a business or when he or she cannot or will not be promoted to a higher level of position. Glass ceilings are most often observed in the workplace and are usually a barrier to achieving power and success equal to that of a more dominant population. An example would be a woman who has better skills, talent, and education than her male peers, but is obviously being passed over for promotions. The glass ceiling metaphor in the business world is a reference to an employee's rise up the ranks of an organization. In theory, nothing prevents a woman from being promoted. However, in practice there are unseen barriers. Workers can see that the higher they are in the company, the more promotions, pay raises, and opportunities they should have. Instead of being able to achieve the same success as peers, those who encounter glass ceilings are stopped by invisible obstacles that prevent them from rising further.

Glass ceiling is a glass wall or a glass floor - there is still a barrier blocking senior women leaders in organizations. High-powered executive and professional women are increasingly opting out of, being bypassed, or otherwise disappearing from the highly professional workforce. While this exists, true diversity in organizations will not happen.Kiran Mazumdar-Shaw CMD, BIOCON opined in International women's day is not only about celebrating the role of women in society, but about drawing attention to gender issues that continue to affect our modern society as well. Hillary Clinton says it will take another stab at cracking what she calls "the highest and hardest glass ceiling" on Sunday when she starts a long-awaited second run for the White House as the prohibitive Democratic front runner. Clinton's campaign for the November 2016 election will emphasize her plans to address economic inequality and will tout the historic nature of her bid to become the first woman US president.

Matt Bosrock, Deputy CEO of HSBC Bank of Canada and Sue Paish say that there is still a societal expectation that women should be taking care of their families at home while simultaneously pursuing their careers, an expectation not shared for men. A major part of the problem lies in leadership stereotypes. It is still a predominant view that good male leaders are 'tough and shrewd',-desirable traits to many. Women's leadership traits are viewed as nurturing and caring, viewed by many as 'weak and soft'.Diversity programs aimed at closing the management gender gap won't work, though, if they're viewed as remedial, said Temin, founder of New York-based Temin and Co. Some industries have better track records of promoting women into top positions than others. Professional services firms, including accounting and financial services companies, are also advancing more women into management roles.India stands No.1 in women empowerment. The democratic country people elect the women leaders as their President of India, Prime Minister, Lock Sabha Speaker, Chief Minister. Women in business and management have more choices than ever before and are able to clearly define their goals for accomplishing success. India has a number of noted women entrepreneurs who have made a mark on the national and international scene and made a name for themselves. Amaraj Aga- Chairperson of Thermax Power Ltd., Sulayaja Motwani- MD of Kinetic Engineering, Kiran Mazumdar Shaw- Chairperson of Biocon, Hema Ravichandar – Senior Vice-President, Infosys Technolgies, Sangita Singh- Vice-President, Wipro Technologies,

Preethi Reddy-MD of Apollo Hospitals Group, Shahnaz Hussain –CMD of Shahnaz Hussain Group of Herbal Beauty Products, Ekta Kapoor-Creative Director of Balaji Telefilms are few to name from among a big list of successful and powerful Indian women entrepreneurs. These women entrepreneurs have attributed their success in their enterprise to hard work, dedication, determination, and self-confidence. Indian women leaders are breaking the glass ceiling effectively and efficiently.

Measures to Overcome Glass Ceiling

•Women wanting to become senior leaders need to know how to integrate into a leadership team. Women aspiring to senior leadership positions need to demonstrate their value and abilities to the organization, and not have a sense of entitlement.
•Start with the introduction to communication skills and learn to use as many of these tools as possible.
•To concentrate on areas of your performance that you can improve.
•Set objectives to align your competencies with top management. Once you know your target, set goals to get there. You're responsible for determining your own career direction.
•Be proactive and go after what you want, because it probably won't be handed to you.
•Every woman should attend leadership development programs for women were a top way to encourage female advancement.
•Every woman should also build relationships (network) with other people in your organization.
•A woman having a mentor is a powerful way to break through the glass ceiling. The barriers that woman face have likely been there for a long time. Past practices, biases and stereotypes, and old ideas are often long established at the top of many organizations. A mentor can also be a great source of ideas for women's professional development and growth.
•Every woman should build reputation. Ultimately, the way to get ahead is to get noticed. Woman wants people to see her competence, leadership abilities, communication skills, technical knowledge, and any other competencies that are typical of people at the top. Develop skills and network with people so that her name becomes associated with top management potential. To do this, her need to build a reputation as the kind of person who fits the description of top management.

•Visibility is very important. Seek high-profile projects. Speak up and contribute in meetings.

•Stereotyping is cognitive shortcut people are often unaware impacts their perceptions of others. People need to understand their blind spots so they don't repeat behaviours that reinforce negative biases.

•There are many women's organizations demanding equality in the workplace, that these groups are actually doing more of a disservice than they are breaking the glass. Demanding something of someone never solves problems; it just Band-Aids the issue. If the problem were actually solved, we wouldn't be having this conversation, 67 years after Indian independence the equal rights and equal protection Acts was signed into law.

Conclusion :

There is a need for change for women in the workplace, but as with anything, change starts with us. We must believe we can have it all, accept our choices and then form strong alliances with each other. Demanding men treat women in a way that we don't even treat ourselves is counterproductive and, in the end, will ensure the glass ceiling always exists.We place too much weight on the existence of the glass ceiling. Perception is reality, and because we waste a lot of energy believing and put up with the idea that there is this metaphoric barrier in our way, it's killing our confidence. Everyone faces obstacles in their careers – even men. If you really want to get ahead you must tune out that noise and just go for it. When we pay attention to this so-called glass ceiling, we give it validation and, in turn, invalidate ourselves. Just because there is an obstacle in your way doesn't mean you have to accept it. We make choices and then complain about them. The women who complain about inequality in the workplace are often the same women who want flexible work schedules or other benefits so that they can have it all.

Traditionally, the glass ceiling was a concept applied to women and some minorities. It was very hard, if not impossible, for them to reach upper management positions. No matter how qualified or experienced, they simply were not given opportunities to further advance their careers. Today, there are many women and minorities in powerful positions. However, the glass ceiling is still very real. And it's not always limited to gender or race. The glass ceiling is extremely variable. The glass ceiling as a concept seems obsolete faced with the tangled reality of women in the workplace in the wake of feminism.

Still difficult for women to break the glass ceiling. There's nothing wrong with talking about barriers for growth for women in the workplace, but much of the conversation today paints the proverbial glass ceiling as if it's something women have no control over. Women do have control, and in some ways, are to blame for the glass ceiling's continued existence.

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