

Gender Equality and Leadership

Transforming the Organizational Culture

Editors: Mubashir Majid Baba, PhD

Assistant Professor, Department of Management Studies, Islamic University of Science & Technology, Jammu and Kashmir, India

Chitra Krishnan, PhD

Associate Professor of Human Resource Management & Behavioural Science, Symbiosis Centre for Management Studies, Noida (Constituent of Symbiosis International) (Deemed University), India

Neelni Giri Goswami, PhD

Assistant Professor, University School of Business, Chandigarh, India

This new volume, **Gender Equality and Leadership:**

Transforming the Organizational Culture, explores the intricate relationship between gender dynamics and effective leadership in various contexts. Drawing on research and real-world examples, the book offers insights into how fostering gender equality can enhance leadership effectiveness, promote inclusive organizational cultures, and drive positive societal change.

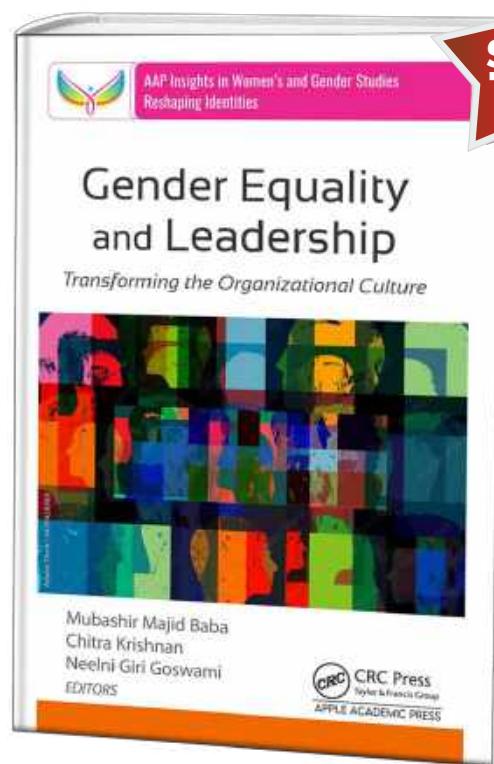
This book stands out from others on the subject due to its nuanced examination of the intersection between gender equality and leadership. It goes beyond theoretical discussions, offering practical strategies and case studies that illustrate how gender-inclusive leadership positively impacts organizations and communities. Additionally, it emphasizes the importance of not only empowering women leaders but also dismantling systemic barriers that perpetuate gender disparities.

This book chapters discuss the historical development of gender norms as well as current approaches that have successfully removed obstacles. They shed light on the tales of trailblazing people who defied expectations and broke glass ceilings, demonstrating that leadership is open to people of all genders. Chapters explore gender inequality in educational and workplace leadership, workplace gender equality in Eastern and Western regions, the importance of big data analytics in promoting diversity and gender equality, gender equality and female entrepreneurship, gender diversity in the labor force and economic growth, and more.

This book is a mosaic of voices, experiences, and viewpoints bound by a single goal: creating a society where gender no longer determines the prospects, rights, or influence. The writers of this collection, who come from different backgrounds and areas, thoroughly examine the struggles and victories encountered on the path to gender equality in leadership. Their observations explore the subtleties of prejudice, discrimination, and unconscious biases that continue to exist in our institutions and workplaces. They pave the path for a more inclusive and fair future via thorough research, personal accounts, and creative solutions.

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FROM THE FOREWORD . . .

“Shed[s] light on the challenges that organizations face through the lens of gender equality and leadership. The chapters within this book employ various theoretical, philosophical, qualitative, quantitative, and mixed approaches, providing international or national dimensions. They delve into the intellectual understanding of gender equality and leadership, offering valuable insights for researchers, practitioners, and leaders alike.”

—From the Foreword by Fatma Nasser Al-Harthy, Deputy Assistant Vice Chancellor for Electronic Systems and Students Services, University of Technology and Applied Sciences, Ibra, Oman

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ABOUT THE EDITORS

Mubashir Majid Baba, PhD, is Assistant Professor in the Department of Management Studies at Islamic University of Science & Technology (State University), India. He previously worked as Assistant Professor at NIT Srinagar; University of Kashmir; and Cluster University of Srinagar, India. Dr. Baba has four books to his credit with Taylor & Francis (CRC Press) and Studium Press (USA) and has also published papers in national and international journals. He has presented papers at many conferences and has attended many workshops, seminars, and conferences throughout India. He is associated with the Indian Institute of Management, Lucknow, as Project Fellow. Dr. Baba was selected for the prestigious Stipendium Hungaricum Scholarship 2015 by Tempus Public Foundation and University Grants Commission (UGC) for his PhD program at the University of Kaposvar (doctoral school for Management and Organization Science), Hungary. He is a columnist for various newspapers, mostly focusing on education. He has delivered invited lectures at various institutions of higher learning and has received best research paper awards at several conferences. His areas of interest include organizational behavior, human resource management, leadership, emotional intelligence, research methodology, and marketing.

Chitra Krishnan, PhD, is an Associate Professor of Human Resource Management & Behavioural Science at Symbiosis Centre for Management Studies, Noida, India. She is a teaching professional with over 16 years of national and international experience. She possesses excellence in teaching and research. Before her academic career, she worked in industry in various positions of responsibility. She has been actively involved in rigorous academic pursuits in the field of higher professional education to enhance skill sets that promote holistic development of learners. She has a number of publications in acclaimed journals at the national and international levels and has also participated in many national and international conferences. She is passionate toward writing and has five books to her credit with international publishers. She has been a panel member of the review committees for conferences and journals of repute. Her area of interest includes human resource management, organizational behavior, talent management, diversity management, employee satisfaction and knowledge management, artificial intelligence, and emotional intelligence.

Neelni Giri Goswami, PhD, is an Assistant Professor at the University School of Business, Chandigarh, India. She has versatile work experience in teaching and administrative roles in academics. Her areas of interest are women's studies, Indian ethos, and human resources. She has published ten research papers in various national and international journals, including ABDC-listed journals, Scopus indexed, Web of Sciences, and peer-reviewed journals. She has presented her research work at various national and international conferences in India and abroad. She has also been convener at an international conference in collaboration with the Indian Council of Social Science Research (ICSSR) and Indian Society for Training & Development (ISTD). Dr. Goswami holds the degrees of MCom, MPhil, MBA, UGC-NET JRF, and PhD. Her thesis topic is "Work-Life Balance among Women in India, with Special Reference to Agra and National Capital Region (NCR)."