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IMPACT OF GENDER ON TEAM MANAGEMENT

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ABSTRACT

Gender equality is increasingly viewed as a baseline feature of well managed organizations in the world including in India. Diversity in the workplace and on leadership teams is a critical success factor making better decisions and developing more innovative business solutions. Researches shows that groups with diverse perspectives and flexibility in thinking almost always outperform homogeneous groups in the business environment and lead to higher levels of creativity, innovation and organizational agility. This paper aims to explore impact of genders on the team management through primary data and finds that the gender equality facilitates a better business understanding of how to appeal to both genders as customers and what products and services women and men need and want through effective team management .

Key words: Gender equality, Team management, Diversity , Business understanding

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INTRODUCTION

Earlier, in our culture the priority of women is to take care of her family and children so that they were assigned to temporary jobs or the jobs having low responsibility they were not the able to handle high pressure work or job. But now the time has changed women are treated equally as men, they were also given the same opportunity and responsibility as men because organisation is supporting and also families and culture are changing because of education and awareness, now they were not treated inferior than men and there are some women whose main priority is her work rather than family. Today on the Global stage the organisation are promoting women for work, as many of the companies are female dominating companies and because of this **Gender diversity** came into picture, it means how men and women are represented in workplace setting , as it is believed by the organisations that men and women have different viewpoints and perception , which will enables them to better problem solving because only contradiction will lead to an effective conclusion and different viewpoint will lead to better market insights. To support and increase the percentage of women in the organisation, they introduced many HR polices which will help them to work effectively and efficiently for example **flexi working hours**, work from home, better childcare facility because of this they will able to manage the work and family both, usually woman take all the responsibility of home that is why they will not be able to concentrate on their work, even Indian laws like **Maternity leaves** which allows women to take six week of leave before due date and six week after due date so that in total of three month leave. Even many companies increase their leave but it depend form organisation to organisation, these laws help women to work even after pregnancy and now organisation also giving crèche and childcare facility so that women don't have to worry about their children. India has increased its effort towards gender diversity, because having this diversity in management will make same sense and also according to new companies law and SEBI, Company have to have at least one woman on board and representation of women in boardrooms.

Team Management

Team is a small group of people who came together for common goal or purpose, who all are having the complimentary skills and hold and share the responsibilities and accountable for the outcome Most of the work in the organization is being done in teams. Effectiveness of the individuals as well of the total organization, very much depend upon the effectiveness of the various team functioning in the organization. Team effectiveness of them, and there is congruence between individual goal and that of the team goal.**In order to become an effective member of team** there are some characteristics which is required to become the effective team member of any team such as-Communication, no blaming: Supportive, active listener and commitment of involvement Individual will not able to handle large amount of work alone so they need a team who is able to work on that, because an effective team work will able to add value to the organization, the benefit of the team work is that it will benefit the organization more rather individual .It is one of the power enhancer for the leaders in the organizations as it gives authority and relieves them to attend to many routine matters, and by increasing the effectiveness of the team organization will able to get better outcome. These factors mainly have five enhancers out of which professionalism is the one and other two enhancers are discussed.

LITRATURE REVIEW

Bukhari(2013) according to him gender inequality is prevalent in Pakistani society .it is because of the poverty which forces them to set the priorities and because of these priorities differences has been observed between man and women in case of education, employment, health and participation in life. These differences are just because of poverty and lack of education and these differences is narrow in wealthy societies. similarly **Dollar and Gatti(1999)** , in their studies found that the position and status of women in developing countries in relative to the developed countries is poor. In the same way **Kunber(2002)**in his paper had argued that there is relation between the gender discrimination and education and other variable but it will not necessarily effect the economic growth.. **Mikkola and Miles(2007)** show the relation between gender inequality and development in term of culture, values and beliefs, laws, rules and practices political decision etc. they also suggested that gender inequality is rather a consequences than cause for the development of the country. **Shafiq(2014)** and also

Bhasker and Ghosh(2014) had discussed the glass ceiling effect of the women in the organization because of the stereotyping, cultural biases. Organizations have to promote and encourage the role of the women in the organization and encourage them and give them platform to enhances their capability and explore their skill and efficiency but still in the organization women are facing this inequality and barrier and not able to work with their full potential.

Research Methodology :

- Research is based on both Primary and Secondary Data . **SAMPLE SIZE:** 150 responses , 75 from male employees and 75 from female employees **Likert Scale** has been used and the questionnaire taken is on 5 point .Cronbach alpha values indicates the internal consistency of the variables and how closely related to each other as s group . it should be more than .5 if it is not than the data is not reliable . The Interco relation is used to analyze that is the sub variable of the team effectiveness that is cohesiveness , confrontation , collaboration , task clarity , autonomy , support and accountability are how much related to each other in order to define the team effectiveness in the organization For over all reliability it is found out that the value of cronbach alpha is more than .5 and it is .889 which means that all sets are closely related to each other that is team functioning and team empowerment .

Group Statistics

| | GENDE R | N | Mean | Std. Deviation | Std. Error Mean |
|------------|------------|----|--------|-------------------|--------------------|
| CO.T | Male | 75 | 2.2567 | .45205 | .05220 |
| | Female | 75 | 2.4900 | .59763 | .06901 |
| CON.T | Male | 75 | 2.1133 | .64107 | .07402 |
| | Female | 75 | 1.9267 | .67003 | .07737 |
| COL.T | Male | 75 | 1.5300 | .44449 | .05132 |
| | Female | 75 | 1.6267 | .51230 | .05916 |
| TC.T | Male | 75 | 1.6733 | .74771 | .08634 |
| | Female | 75 | 1.7800 | .86110 | .09943 |
| AUTO. T | Male | 75 | 2.3067 | .44184 | .05102 |
| | Female | 75 | 2.2400 | .64389 | .07435 |

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| | | | | | |
|-------|--------|----|--------|--------|--------|
| SUP.T | Male | 75 | 2.0600 | .63650 | .07350 |
| | Female | 75 | 1.8133 | .65900 | .07609 |
| ACC.T | Male | 75 | 1.7100 | .76565 | .08841 |
| | Female | 75 | 1.8700 | .91474 | .10563 |

Group Statistics

| | GENDER | N | Mean | Std. Deviation | Std. Error Mean |
|----------|--------|----|---------|----------------|-----------------|
| TEAM.FUN | Male | 75 | 12.2720 | 2.33335 | .26943 |
| | Female | 75 | 12.5701 | 3.11692 | .35991 |
| TEAM.EMP | Male | 75 | 12.0900 | 3.27367 | .37801 |
| | Female | 75 | 12.0172 | 4.15897 | .48024 |

Independent Samples Test

| | | Levene's Test for Equality of Variances | | t-test for Equality of Means | | | | | | |
|-------|-----------------------------|---|------|------------------------------|---------|-----------------|-----------------|-----------------------|---|--------|
| | | F | Sig. | t | df | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of the Difference | |
| | | | | | | | | | Lower | Upper |
| CO.T | Equal variances assumed | 6.363 | .013 | -2.697 | 148 | .008 | -.23333 | .08653 | -.40432 | .06235 |
| | Equal variances not assumed | | | -2.697 | 137.794 | .008 | -.23333 | .08653 | -.40442 | .06224 |
| CON.T | Equal variances assumed | 2.481 | .117 | 1.743 | 148 | .083 | .18667 | .10708 | -.02493 | .39826 |
| | Equal variances not assumed | | | 1.743 | 147.712 | .083 | .18667 | .10708 | -.02493 | .39827 |
| COL.T | Equal variances assumed | 4.381 | .038 | 1.234 | 148 | .219 | -.09667 | .07832 | -.25143 | .05810 |
| | Equal variances not assumed | | | 1.234 | 145.113 | .219 | -.09667 | .07832 | -.25146 | .05812 |

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| | | | | | | | | | | |
|--------|-----------------------------|--------|------|-------|---------|------|---------|--------|--------|--------|
| TC.T | Equal variances assumed | 1.222 | .271 | -.810 | 148 | .419 | -.10667 | .13168 | - | .15356 |
| | Equal variances not assumed | | | -.810 | 145.145 | .419 | -.10667 | .13168 | - | .15360 |
| AUTO.T | Equal variances assumed | 19.827 | .000 | .739 | 148 | .461 | .06667 | .09017 | - | .24486 |
| | Equal variances not assumed | | | .739 | 131.043 | .461 | .06667 | .09017 | - | .24505 |
| SUP.T | Equal variances assumed | .227 | .634 | 2.332 | 148 | .021 | .24667 | .10579 | .03761 | .45573 |
| | Equal variances not assumed | | | 2.332 | 147.822 | .021 | .24667 | .10579 | .03760 | .45573 |
| ACC.T | Equal variances assumed | 6.322 | .013 | - | 148 | .247 | -.16000 | .13774 | - | .11220 |
| | Equal variances not assumed | | | 1.162 | | | | | .43220 | |
| | | | | | 143.550 | .247 | -.16000 | .13774 | - | .11227 |
| | | | | 1.162 | | | | | .43227 | |

INTERCORELATION: Correlation is analyzed to find the relation and the dependence of the sub variables and the objective on each other or how much they are related to each other in order to get some conclusion we go for correlation process.

From the table we analyze all the data and hypothesis will be developed that is

Ho: there is no relationship between the variables

Ha: there is a relationship between the variables

If it is less than 0.05 then we will reject null hypothesis otherwise accept the null hypothesis.

- The Interco relation is used to analyze that is the sub variable of the team effectiveness that is cohesiveness , confrontation , collaboration , task clarity ,

autonomy , support and accountability are how much related to each other in order to define the team effectiveness in the organization

- From the table we have analyzed that there is strong correlation between the **cohesiveness** and confrontation because the signification .00 which certainly less than .05 which signifies that we have to reject null hypothesis which means there is no relation between cohesiveness and confrontation and accept alternative hypothesis which signifies that there is relation between two variables and similarly cohesiveness is compared with collaboration , task clarity , autonomy , support and accountability for all of them the significance value is less than .05 therefore for all of them we reject null hypothesis and accept alternative hypothesis and it shows that there is relation between cohesiveness collaboration , autonomy . task clarity , support and accountability .
- Another data from the table we have analyzed that there is strong correlation between **confrontation** and collaboration , task clarity , support , accountability as for all of them the significance value is less than .05 which signifies that there is we have to reject null hypothesis and accept alternative hypothesis which means there is relation between confrontation and collaboration , task clarity , autonomy , support and accountability.
- From the table we have analyzed that there is strong relation between **collaboration** and task clarity , autonomy , support and accountability as the values of significance for all of them is less than .05 which means we have to reject null hypothesis and accept alternative hypothesis which means there is relation between collaboration and task clarity , autonomy , support and accountability.
- From the table we found out that there is strong relation between **task clarity** and autonomy , support and accountability as the values of significance for all of them is less than .05 which means we have to reject null hypothesis and accept alternative hypothesis which means there is relation between task clarity and autonomy , support and accountability.

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- From the table we have analyzed that there is strong relation between **autonomy** and support , accountability as the values of significance for all of them is less than .05 which means we have to reject null hypothesis and accept alternative hypothesis which means there is relation between autonomy and support , accountability.
- From the table we have analyzed that there is strong relation between support and accountability as the values of significance for all of them is less than .05 which means we have to reject null hypothesis and accept alternative hypothesis which means there is relation between support and accountability.

Correlations

| | | CO.T | CON.T | COL.T | TC.T | AUTO.T | SUP.T | ACC.T |
|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| CO.T | Pearson Correlation | 1 | .311** | .642** | .662** | .446** | .463** | .634** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |
| CON.T | Pearson Correlation | .311** | 1 | .363** | .459** | .340** | .505** | .386** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |
| COL.T | Pearson Correlation | .642** | .363** | 1 | .783** | .517** | .661** | .769** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |
| TC.T | Pearson Correlation | .662** | .459** | .783** | 1 | .474** | .651** | .855** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |
| AUTO.T | Pearson Correlation | .446** | .340** | .517** | .474** | 1 | .222** | .424** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .006 | .000 |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |
| SUP.T | Pearson Correlation | .463** | .505** | .661** | .651** | .222** | 1 | .711** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .006 | | .000 |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |
| ACC.T | Pearson Correlation | .634** | .386** | .769** | .855** | .424** | .711** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 150 | 150 | 150 | 150 | 150 | 150 | 150 |

** . Correlation is significant at the 0.01 level (2-tailed).

CONCLUSION

In this research we have analysed that how male and female are differ from each other in the approaches to make his and her team effective. They have been analysed on seven parameter of an effective team which are cohesion , confrontation , collaboration , task clarity , support , autonomy and accountability , from the data which we have collected we found that in a team cohesion which means tendency to work as a group is found to be more in female rather than male but in term of autonomy , confrontation and support female are behind male means females are not able to confront their team member when some intense situation or conflict arises in the group and female are not clear that how they are going to execute and manage their work rather than male and it is also found that female less supportive their subordinates rather than male as they are more supportive . But females are more collaborative , have clarity about the task and more accountable than male in the organisation which shows that females have full knowledge about their individual task in the group or team they how what they need to do , they also know how to work with other members of the team so that the objective of team will be achieved and take and accept the responsibility of the work within the team .Therefore overall male are high on team empowerment but female are more on the team functioning rather than males in the organisation .

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