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Women are better managers than men

**Introduction**

The enactment of gender equality laws in the United States has contributed attention towards the position of women in management. Women are termed as “the weaker sex” and “fair sex”. It is important to note that both the terms are connotation of physical strength and attire that has no relationship with management capabilities and knowledge. Women have played a major role in economic growth in the last few years. There has been a long debate regarding the role of women in management. It is assertive that personality plays a major role in determining the relationships and working styles. (Rawat, et, al. 2019, pp. 458). Taking into account the equality in ability and aptitude it is globally acknowledged that there are certain personality differences between men and women. However, another aspect of personality traits asserts that women have a higher level of authority and empathy, one of the basic attribute in management. It is inferred that women scored low in terms of assertiveness and social confidence. It is assumed that the authority of females would be different from the traditional approach of “being authoritative”. (Appelbaum, et, al. 2013, pp. 110-118). Research has highlighted that female managers are more likely to employ leadership by example as compared to their male counterparts. Research on the management styles highlight that women have found a way that can strike the balance between the aspects of management and personality traits. An overall analysis reveals that women are better managers than man.

**Discussion**

There are several stereotypes that are associated with female managers such as less self-confidence, less analytical approach, poor leadership skills and less consistency in work as compared to men. It is significant to note that time has played a major role to disregard these stereotypes. In order to infer the stance that women are better managers than men, it is necessary to incorporate research data. According to Gallup report that was based on four decades of research, an analysis was made of 27 million employees and their responses were collected. Evaluation stressed that females outperformed their male counterparts in terms of employee engagement, 41% of female managers are engaged at work as compared to the calculated ratio of 35% in men. (Larrieta‐Rubín de Celis, et, al. 2015, pp. 91-110). It is important to note that employment engagement refers to “working attributes” such as commitment and enthusiasm. There are certain aspects that assert that women are more towards positive reaction and positive feedback. Women pay keen attention to the encouragement of employees in terms of evaluation, development, and recognition of efforts.

Better communication skills

Listening is one of the crucial skills of mangemning employees. It is inferred that women are better listeners than men. Women are more towards elaborated discussion as compared to men, taking into account that most of men believe in actions only. Men fail in hearing diverse suggestions and empathizing a problem from different perspectives. In contrast, women believe in planned actions, they prefer detailed discussions that are crucial to establishing loyalty and accountability. According to Gallup report, it is recorded that female managers are 1.29 times more likely to have interactive and active communication with positive feedback in the last six months as compared to men who don't care about feedback and communication. (Larrieta‐Rubín de Celis, et, al. 2015, pp. 91-110). Better communication is not only confirmed to the realms of hearing what others are saying, in fact, it refers to the active involvement in tracking strengths and weaknesses. One of the cultural stereotypes that, “women are emotional" is more prevalent taking into account that as soon as a female manager will observe something she won't stay back without addressing it. Where people think it is a negative connotation, researchers have proved that it is one of the major reasons that companies with females managers achieve their goals at greater speed as compared to men. (Adhikari, et, al. 2019).

High ratio of engagement

Employee recognition and retention are one of the major attributes of management. In accordance with the Gallup report, it has been highlighted that women have better potential to build strong and working teams. Women are more passionate in terms of building long term loyalty and boosting productivity within organizations. Report highlights that females are 1.17 times more likely to appreciate the work and efforts of employees as compared to male managers who have less approach towards employee appraisal. (Larrieta‐Rubín de Celis, et, al. 2015, pp. 91-110).

Personal Growth and development

It is significant to note that women managers hold better competency to appreciate good work and encourage employees as compared to their male counterparts. According to a research that was published in Harward Business Review, it his asserted that women outperform men in hiring, taking into account the score, i.e. 12 out 16 of management competencies. 1.26% of the employees working with female managers believe that they are more encouraged regarding development as compared to those who worked for male managers. (Larrieta‐Rubín de Celis, et, al. 2015, pp. 91-110). Other parameters of personal growth and development highlight that women are excellent at career counseling, on-the-job-training and giving quick feedback to employees. Women try to make employees feel valued and a major asset.

Regenerating self-improvement

Women are more hardworking, resilient and tenacious to setbacks. They aim at putting extra efforts in regenerating self-improvement in employees, women are eager to improve the efficiency of employees by enhancing their existing skills. In accordance with a survey report published in the 2018, women earned a score of 85 in terms of encouraging self-improvement as compared to men with a score of 63.7. (Simpson, et, al. 2015). It is affirmative that men are anxious and quick deciders, they can cope up with employees’ flaws and outspoken habits discourage employees, leading to a greater ratio of resignation in employees working with male managers.

Technological adaptation

Research has highlighted that women have better analytical abilities along with an enhanced capacity to coordinate processes. In a simplified form, women have a greater potential to comply with the strategies of company. Although women are associated with “traditions”, still it is important to note that women give more chances. (Chamorro-Premuzic & Tomas. 2019). In terms of management, women can rely on every instinct that can help company to achieve its long term goals. They are more welcoming to changes and adaptation to technologies. In contrast, men are lethargic in trusting the adaptation of technologies.

Subtle Determination

According to an example incorporated by Wentling in his research on "women and management", it is quoted that a women denied promotion despite extraordinary skills because his manager thought she will leave the job because of her marriages, however this assumption was disregarded when she continued job after her marriage for a time span of fifteen years. (Tabassum, et al. 2019). In accordance with the Wall Street Journal, it is asserted that women are gaining a foothold in business executive and business owners. (Tabassum, et al. 2019). Although gender difference is playing its role, still about 11 million private companies are managed by women. It is a suitable example of women determination, taking into account that the data has been verified by the Center for Women Business Research. This stake refers to 47.7% of the figure. These firms are generating revenue of $2.5 trillion in terms of annual sales and they have employed about 19 million people. (Appelbaum, et, al. 2013, pp. 110-118).

Leadership skills

Management is all about adequate leadership skills. It is significant to note that women have better leadership skills as compared to men. However, it is an undeniable fact that men and women adopt different leadership skills. Women leadership is all about negotiation and coordination but, male leadership is all about authoritative and enforced conduct. Usually, men use threats and aggressive commands to achieve their desired goals. According to the research from Grant Thorton International, it is asserted that the stance of goal achievement and implication of long terms goals has been increased from the year 2002 to 2019. (Adhikari, et, al. 2019).

More Inclination

Business shifts play a major role in management. An exegetical analysis highlights that women are more towards inclination. Being managers, women are more towards accepting any change or adjusting with change. Inclination refers to the frequency with which certain professional attributes are enforced. In the case of men, aggression and disappointment are one of the leading stances that usually incorporate flaws in business management by men. It is important to note that inclination is one of the personality traits that are highly associated with females because men lack emotional and temperamental inclination. (Rawat, et, al. 2019, pp. 458).

Transparency

According to research by Harvard University, it has been brought into insight that women are more like “head of game” in management. In accordance with the Gallup report, it would not be wrong to say that women try to cultivate an open office environment as compared to male managers. (Tabassum, et al. 2019). Employees especially, millennial are more curious towards changes and innovation to the open environment, considering that it is a great tool for them to incorporate their abilities with a positive attitude. Millennials are interested in their tasks such as product modification, addressing client concerns, why a new deck has been placed and why there is an increased load as compared to previous schedules. An analysis of open office environment allow employees specially Millennials to secure a multi-million dollar asset and work hard to save the future market. (Chamorro-Premuzic & Tomas, 2019).

Strong Business Ethics

Code of conduct plays a major role in determining the stance of management. It is significant to note that “women consider and acknowledge the rights of others in terms of fairness pursuit”. Researchers have associated “non-arbitrary fashion" in women managers. It is asserted that females are mindful of ethical choices and decisions, taking into account that there is greater stress on the abiding of rules in companies that are managed by women as compared to those which are managed by men. The reason that researchers have given for strong business ethics in women managers is that women are highly flexible in terms of business environment; they quickly adjust with the limits that are pushed to them. In the case of male managers, they do a number of wrong things when pushed to limits and try to act askew of the ethical standards. (Adhikari, et, al. 2019).

More patience

A study conducted by My Hermes infers that women have more patience as compared to men and it is one of the factors that make women better managers. Women don’t reach an immediate conclusion, and then don’t take action too soon. In accordance with business ethics, it is highlighted that success is not achieved overnight, it takes time. Men try to achieve results at a greater acceleration; they are quicker in making decisions and assume results that usually result in loss and mishaps. Although patience is used interchangeably with “lethargic attitude” and “lack of critical thinking”, still it is important to note that none of the entity in this world is a code of perfection. Side by side, women's patience can save a company from major devastations in the same way as men's ability to quick decision making can gain long term loss. (Appelbaum, et, al. 2013, pp. 110-118).

Passion Activators

It is a common assumption that women have better command on language skills and they can “play with words”. According to Jay Fote, the author of “Fire Up! Your Employees and Smoke Your Competition”, it is quoted that women are “more astute about knowing how to activate passion”. (Rawat, et, al. 2019, pp. 458). It is also a common observation that women have the linguistic skills to molds active and passive moods. The author inferred that women can watch 43 muscles in your face and observe the change in your emotions. (Tabassum, et al. 2019). In accordance with managerial roles, it is significant to note that passion is one of the keys to loyalty, it not only motivates the employees, but it will also make employees more concerned about their tasks and services.

**Conclusion**

In accordance with the theoretical framework and research, it can be asserted that “women are better managers than men”. Although several stereotypes are associated with females and their approach towards business, still women have all the characteristics that can make them better managers as compared to their male counterparts. It is evident that there are certain personality flaws that are innate but research has proven that those social flaws have also contributed to making women successful managers. There is no evidence that can assert the inferiority of women in terms of roles as compared to men.

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