Managing Change: Women on SubmarinesChapters 11-13

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**Introduction**

Women are integrated in various organization, it was navy that recently lifted the ban on integration of women in submarines and brought female sailors on board to serve submarine force (Williamson, 2010). However, the study will focus on supporting issues and concerns related to their life-work balance, job expectations and career development. It also focus on organizational cultural change and experiences derived from the job that affected their professional and personal lives.

**Discussion**

Women integration into submarines is a result of some legislative changes and services efforts in the past. Many reports states that mixed gender crew complicated submarine life initially, as they required smaller submarines and trident ballistic missiles that resulted in removal of operational equipment (Donnelly, 2007).

The life on submarines is different than naval forces, there is an 18 hour rotation where there is no clear time for sleeping or meals for . The 18 hour duty is divided into six hour watch and the remaining is for training and maintenance of professional duties. Drills are conducted several times a day which distrpts the normal routine. Medical emergencies is a concern for womens health in such a tough routine; also communication with families is through emails and connectivity is not also very constant on ships (Robertson, Curry, Williamson, & Yoho, 2010). The duty is characterized by psychological stress, isolation and readiness towards various circumstances that is why the selection process is also very competitive.

However, a study conducted on the benefits of women integration in submarines suggested that it encourages diversity of thoughs and open better opportunity for the career oriented women. It provide women with intellectual superiority and there is constant improvement in their accomplishments. The submarine force further encourages women to develop mentorship skills and relations with crew members. However, the issues of retentions are vastly prevailing due to work-life balance and family planning (Frittman, McGee, Yuhas, & Salleb-Aoussi, 2013). Resultantly, the submarine environment seems to be unfriendly and un attractive to many participants and their concerns about the treatment of naval authorities.

**References**

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