Week 3

Your Name (First M. Last)

Date

Annotated Bibliography

**Jonsen, K., Maznevski, M. L., & Schneider, S. C. (2010). Gender differences in leadership–believing is seeing: implications for managing diversity. *Equality, Diversity and Inclusion: An International Journal*, *29*(6), 549–572.**

The main purpose of the researchers in this research work is to make inferences about the one critical research question that whether the aspect of gender impacts the approach of leadership in an organizational setting. It is crucial to figure out how the sphere of gender differences impact the actual functioning of leadership. The aim of the researchers through this form of research is to connect the approach of gender differences in leadership with the crucial paradigm of the difference of cultures. It is worthy to mention that the researchers of this research work connect the aspects of gender and cultural differences with the domain of proper management of the organizational diversity (Jonsen, Maznevski, & Schneider, 2010). Design or the methodology recognized as the important elements of the research work and this prospect is effectively considered by the researchers in this form of research work. The qualitative technique of research methodology is used by the researchers to evaluate the required perspective and make inferences about the main research question of the study. All the related research evidences are critically evaluated to explain the existing relationship between gender and leadership. This form of review aims to identify the foundation that impacts the entire structure of leadership and how it is influenced by gender.

 The findings of the research article are another crucial part of the overall research work that provides necessary direction to use this useful information for further research work in this particular paradigm. The results of the article indicate that it is important for organizations to consider the phenomenon of gender difference. It is observed that the aspect of gender plays a critical role in the form of leadership positions at all levels of management. When it comes to the elements of quality, credibility, and reliability of this research work is then it is vital to mention that it is an effective source of information that provides detailed perspective about the crucial role of gender and how it has the tendency to influence the phenomenon of leadership. A through the form of research approach is adopted by the researchers that enhance the reliability level of this research source.

**Elias, E. (2018). Lessons learned from women in leadership positions. *Work*, (Preprint), 1–7.**

Eileen Elias critically addresses the influence of women in leadership positions in the detailed research work. The main objective of this research study is to highlight the specific issues relevant to the main facet of women working in different leadership positions. Undoubtedly, it is vital to explore how the practice of women as leaders is different from the men working for the leadership positions in the organizations. The method of the review of the literature is considered by the researcher to identify the prevailing trend and the concerns relevant to the main idea of women playing their role as leaders in different forms of organizations (Elias, 2018). Both the methods of review of the existing literature and conducting interviews are applied by the researcher to attain better responses related to the main point of concern of this research study. The technique of qualitative research work is used in this research article to identify the concerns relevant to the idea of working women for the job position of leader.

 The findings of this article are important as they help to determine the actual role and scope of women when it comes to the idea of career development in the form of their position as leaders in the organizations. The results also provide pivotal information about the dominating role of men that hinder the opportunities of leadership positions for young women.

Critique of Journal Article

Introduction

 Today, leadership is identified as the one dynamic feature of the entire form of organizational management. It is worthy to explain that there are many different forms of considerations associated with the entire and comprehensive domain of leadership. Gender is one critical factor relevant to the main idea of organizational leadership. Some research studies focused on determining the impact of gender on the leadership position. It is significant to critically explore how men and women influence the whole paradigm of creating a barrier when it comes to the idea of career advancement towards the leadership positions within the organizations. This form of evaluation ultimately helps to determine the effectiveness of the role of women working in organizations as leaders. Here the particular focus is to critically analyze the specific journal article relevant to the issue of the role of men and women especially women of color in the whole spectrum of creating barriers in career advancements towards positions of leadership with the organization.

Discussion

 It is imperative to adopt the approach of the critical review of the existing research work to make better inferences about the anticipated role of men, women and specifically women of color as the hindering element that limits their prospect of career advancement to the leadership role in the organization. This form of evaluation further helps to recognize the actual positioning of the existing perspective of leadership in an organization. The reality of the organization can only explore with the help of deep understanding of the actual conditions and the performance of women as the leaders. The specific research article, “Racial Microaggression Experiences and Coping Strategies of Black Women in Corporate Leadership,” is one comprehensive example of the research work to deeply understand the practical form of leadership in organizations. This form of assessment further assists to make inferences about the research question of the role of men, women and specifically color women in the entire scenario of career advancement of leadership position.

 It is one central idea to critically evaluate the main purpose of the research article when it comes to the perspective of the critical analysis of the research work. The main aim of the considered research work is to explore the specific events of microaggressions in the workplace setting and how it influences the role of black women as the corporate leaders. This form of aim further helps to determine the actual organizational position related to the identification of the role of women as the leader (Holder, Jackson, & Ponterotto, 2015). This sort of attention ultimately helps to determine the actual organizational reality and how it is addressed by the black women working for the position of leadership in the corporate organizational domain. Inclusive and step by step research paradigm is adopted by the researchers to identify the actual form of the leadership position for the women and how it is affected by different forms of microaggressions perspectives.

 The method of qualitative research is adopted by the researchers to attain the necessary information about the perceptions and the experiences of the black women who are working as leaders in different corporate organizations of the country. It is one effective form of methodology that allows researchers to deeply overview the actual organizational situation for the women who are working for leadership positions. This form of research consideration helps to attain useful information about the actual events in the workplace experienced by black women leaders. Thorough understanding of the research work reveals that researchers conducted semi-structured interviews from 10 black women who are working at different senior-level leadership positions in various corporate organizations. This form of distribution of the sample for the study provides useful and diverse information about the actual working position for the black women as the leaders. The responses delivered by the women consider as the sample for the research work helps to identify and evaluate the stereotype trends prevails in the working paradigm specifically for the women of color.

 Different forms of corporate organizations are considered by the researchers to attain the diverse form of responses relevant to the main idea of working conditions for black women. The approach of criterion-based sampling was considered by the researchers to assess the actual working experiences of black women as corporate leaders. This form of consideration helps to determine the actual position of the women in organizations considering the factor of gender biasedness. This form of evaluation also helps to make proper inferences about the impact of the events and experiences of gender biasedness on the performance level of black women as corporate leaders. The main strength of the results of this research work is that it helps to determine the actual positioning of white males and black women in corporate organizations under the perspective of leadership. The results indicate the gender differences referred as the main barrier that hinders the approach of career advancement for the women as the leaders working in the organizations.

 It is viable to mention that the certain research technique in the form of iterative phenomenological procedure was used by the researchers to consider the adequate facet of the analysis of the data. This form of consideration helps to establish the actual idea of data review and critical analysis of the responses shared by each respondent. It is one core strength of this research work as it allows researchers to figure out the importance of the responses critically and comprehensively. Results and the discussion are the two critical parts of this research work as they further help to make inferences about the actual form of consideration. The results of this research study comprised on the responses of 176 nonrepetitive and nonoverlapping statements that provide useful information about the views of black women concerning to the actual issue of the gender and racial biasedness in a workplace setting. Specific elements of stereotyping regarding racial microaggression explored through the statements shared by the black women working in different corporate organizations at different levels of leadership positions. The results of this research study help to identify the working problems for the black women through the different existing forms of microaggression experiences. This form of knowledge also helps to determine the factors that restrict the approach of career development for the women referring to the idea of organizational leadership.

Conclusion

 To conclude the discussion about the critical analysis of the research work, it is important to mention that the main focus of this form of critique is to evaluate the existing organizational position for the women. This sort of analysis further helps to explore the role of men and women as the restricted entity concerning the aspect of career advancement for the leadership position. Detailed analysis of this research work makes it easy to explore specific and significant strengths and weaknesses of the article. The main strength of this research work is that it effectively focused the responses of the most relevant sample established in the form of black women who are working for different corporate organizations at the high level of leadership position. The main weakness of this research article is that it only considered the purposive criterion to determine the concern of the related entity that might not represent the concerns of the entire group in an appropriate manner.

References

Elias, E. (2018). Lessons learned from women in leadership positions. *Work*, (Preprint), 1–7.

Holder, A., Jackson, M. A., & Ponterotto, J. G. (2015). Racial microaggression experiences and coping strategies of Black women in corporate leadership. *Qualitative Psychology*, *2*(2), 164.

Jonsen, K., Maznevski, M. L., & Schneider, S. C. (2010). Gender differences in leadership–believing is seeing: implications for managing diversity. *Equality, Diversity and Inclusion: An International Journal*, *29*(6), 549–572.