

# Benefits of women empowerment in the workplace

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## **GENERATION PERSPECTIVES**

A new generation of employees with new prospects are entering they are known in many places at work, but most people recognize them lac or Generation Y. There are many kinds of already Employment; managers may need to deal with the generation giving existing distinction between the employees, the general Y member probably working closely with common X members, possible discoveries of current research General X and General Y are different with their mutual trust. Use of 290 staff information in a large Silicon Valley technology the current generation of potential research and gender testing companies Differences of faith related to three tasks, namely, employment, group work, and career development. The results showed that General Y joined the workplace Compared to general generators; men are more involved in the workplace and also involved Compare more content in women's discussion than women the results are discussed.

## GENERATION X

When these job factors are missing, increasingly Gen X women walk. It's being referred to as the top out revolution and this revolution has serious implications. Because of the looming labour shortage. About million Baby Boomers will be retiring in the next fifteen years but million women Gen X are in the pipeline to take their place. Even if organizations retain all their talented X, labour shortages will occur. Without the well-educated women of this generation, a crisis of epidemic proportions awaits. This looming crisis constitutes more than a mere labour shortage; it's a loss of the female perspective in leadership roles. The companies with the most women on their senior management teams out-performed the businesses with the least women. Total Return to Stakeholders most of percent higher in those companies with a significant number of women in senior management. The number of women on the senior-management teams in the best-performing Companies significant part. However, our research suggests of professional women from the workplace isn't really about motherhood. It's about work or the lack of meaning and balance therein. Timing one's quitting to coincide with a baby is like timing a breakup to coincide with graduation. It's just a whole lot easier than breaking up in the middle of the senior year. Ambitious boomer women aimed for a management spot, to get to the boards of fortune to make it to the top and sit in the CEO seat. There's a new goal for this generation of women it's to redefine the meaning of work and, they're doing it one resignation at a time. While some of these women are leaving to be stay at home moms, many others are leaving in search of more X friendly employers. Others are becoming entrepreneurs. By a margin of two to one,

this generation would rather own their own company than be a senior executive in a large firm. One fifth of all small business owners in the United States are Gen X, and the Gen X start-up rate is three times that of older age groups. Entrepreneurship is especially attractive to Gen X moms who may want to parent their children on a full-time basis while also earning an income.

## **GENERATION Y**

Gen Y women plan on remaining in the workforce after having children. Gen Y women love seeing other women at the top of their fields and would love to see a female president, but they don't necessarily want to be the one leading it themselves. In the Lifetime Television Women's Pulse Poll, individuality, flexibility and, therefore, entrepreneurship was a common ultimate career goal. Although I didn't do extensive research on the career goals of Boomers or Gen X women, I imagine their career goals were much different. Perhaps they were even much simpler in that the majority felt they had to pick between climbing the corporate ladder being a family woman. Gen Y women have the perspective that they can have it all. A great career, a family and personal satisfaction. We believe that we can create our own version of the. The few statistics I've presented here along with the many others I've been reading about make my mind run wild with questions and excitement about how women are changing the game. We are re-creating the idyllic successful career woman. Although she may wear power suits. She isn't afraid to leave work early to attend to her child's school play, and she most likely has an entrepreneurial venture in her pocket, even if she's working full-time for someone else. A generation who has lived through

Enron, September 11, a terrible real estate market and the tanking economy, isn't about to leave their fate in the hands of someone else.

## **WOMEN'S LEADERS PROS AND CONS IN THE WORK PLACE**

Inequality of manhood between male and female leadership in an action environment is one of the most controversial issues that attracts the attention of the HR fraternity across industries. Some people still hold in a traditional perspective that male leaders are born and women behave like subordinates, who only support their effective functioning and they do not accept men's authority in any case. Now as you read this, you might be surprised at whose school I thought I'm wondering. However, the times have changed in technology progression and exchange of information high quality nowadays, the general aspect of the bridge and a different perspective towards the bridging gender gap. Men and women share the same starting point for pursuing a career, including career path to reach the success of a company's pinnacles. Although we may partially agree that men are different from women with their actions, leadership, and of course physical characteristics. However, both of them have equal rights to the spread of education, their opinion expressed, thinking and concepts, higher scaling for achieving the dream and succeeding in their rights. Homesteads of men are not always better than women and sex should not be an empty predecessor factor in order to work efficiently and contribute. In addition to gender discrimination separation, there are many other operational indicators which are essentially going on during the progress of this technology, where Asia is significantly less than men compared to women in the boardroom. As an HR

Manager, you do not support male or female leaders and cannot support gender-impaired views. However, it is valuable to assess a woman's leadership competitiveness and discrimination and understand PROS MY OPINION ABOUT WOMEN AT WORK Today our nation celebrates national women's day with the theme women changing the global economy. This theme resonates with the current trend of higher enrolment of women in tertiary education.

Education has unlocked our women's potential and created a talent pool of gifted and educated individuals brimming with confidence and belief that they can be game changers. To be potent game changers, these women must be leaders, innovators and entrepreneurs in the business, scientific and technological fields. Unfortunately, these are fields where there is gross under-representation of women. As a new generation we have to support women to do work. Women are generally skilled for managing the multitasking and family stage, including children. A female boss can manage the situation at home with the same dedication as priority and work as the problem. Female bows are generally considered to be more friendly, sympathetic and well-communicated. They can develop effective employee relationships with colleagues, subordinates and even top management. A female leader does not matter, if you are sitting at the other end of the table, a female or a male worker, female officials with good tidings and sympathy, good listeners and effective communication establishments to solve the personal concerns of the employee. Women leaders recognize and acknowledge the efforts of their star actors. They target smart workers and reward them accordingly. Your boss does not need to insert your way to

make up, listen or feel for your contributions CONS There is talk about how women's behaviour at work is affected by hormonal changes. In fact, both men and women have the same hormonal challenges that sometimes affect their decision-making skills and attitudes towards co-workers and subordinates in the workplace. Both can be exhausted, burned, frustrated and stressed. However, yes we agree to allow women to reflect hormone problems in their mood and behaviour at work. Women can overcome big barriers to starting their career and may fall down to keep other competitive women at the top position in the job. Over time, female authorities put forward the tendency to envy and deceive

## **CONCLUSION**

Executive Search Agency a recent survey of the RACs of the UK Life Sciences Industry, and almost two-thirds respondents think that " women come with sympathy and leadership insight" that women contribute separately from their male colleagues in the boardroom. There are so many benefits women at work. Most of them are below: When it comes to accomplishing goals or building solid workplace relationship the feminine touch and skills like empathy intuition and optimism of women work towards the benefit of the company. Journalists and authors of different trade books increasingly assert women advantages in leadership when compared to men. As such women can bring significant positive changes to the workplace being its part. 1. Flexibility at workplace: Increased number of women at workplace not only has brought several positive changes but it also has made organizations look more closely at the problems of employees.

## **STRONG ETHICS:**

Be it morality, transparency or following ethics at workplace women prefer to do every job with fairness. They believe in fair playing following ethical codes. While most of the men focus on running the business well, women acknowledge the rights and contribution of others in pursuit of fairness. Deal with tough situation with a smile on face: Women are calm and tolerant than men, making them to be composed when dealing with a tough situation or radical changes. Modern work environment is full of tension and complexities. Women, who tend to have quiet and less aggressive nature, can handle this tensions and complexities better than men. Using these qualities they understand any concern better than men and formulate a solution quickly. Women are mentally powerful than man so handling any tough situation is comparatively easy for them. They can tackle problems efficiently without giving tensions to her colleagues or team members. When confronted with an adverse situation, women look for the opportunity within. They are optimistic and face adverse situation with their full power. Though women nowadays are great at work, there are few disadvantages of women in the workplace. But the main thing is that the advantages that women bring in the workplace is higher is much mightier than its few disadvantages.