

***Study of barriers to women's progress and relationship
between social factors with their promotion to a
management position in the organization***

N. Ezami¹

Abstract

The purpose of this study was to investigate the barriers of women's progress into management positions and relationship between social factors with promotion in the organizations. This study is practical descriptive. The research population comprises organization staff in the field of Youth and Sports to 216 people. The sample was selected using Morgan's table in a relatively stratified random sampling to be 136 individuals. And questionnaire women's barriers to progress (mogimi, 1390) have been used and its validity was approved and the reliability was obtained through Cronbach's alpha to be 0.658. The results indicate that gender, sexism, leader support, family support, and the existence of a glass ceiling has an impact on the progress of women into positions of management. But the effect of the conflict between work and family was not observed in the progress of women into positions of management. The results indicate that there is a positive significant relationship between gender and gender discrimination and women's promotion to the position of management in organizations. In addition, there is also a positive significant relationship between the elimination of conflict

¹. M.A. Faculty of Humanities and Educational Sciences, Islamic Azad University, Tabriz branch, Iran n_ezamiii@gmail.com

between work and family and also family support and women's promotion to management positions in organizations.

Key words: women, management, progress, social factors.

Introduction

Women have always been in positions where they have had to do repetitive tasks and fill low-level positions. Most of them have worked in staff positions as assistant managers of line and rarely held the responsibilities of line managers (Afghahi, 2008). However, women make up about half of organizations' human resources and especially in Iran, due to the greater desire of women to continue their education and employment in government organizations, the possibility of women's presence and activity in organizations is increasing. Superficial perceptions and prejudices about women's emotional and behavioral characteristics, makes women unable to rise above certain levels in the organizational hierarchy. Therefore, considering the characteristics of Iranian society, in this study, effective barriers to the advancement of women to managerial positions are examined and the relationship between social factors and the promotion of women to management in organizations is investigated.

Research Tools

This study was applied in terms of purpose and descriptive and correlational in terms of implementation. The statistical population of this study was 216 employees of organizations in the field of sports and youth. Statistical sample was selected by using Morgan table through relative stratified random sampling of 136 people. Questionnaire of Moghimi on barriers to development of women



(2011) was used as a research tool, which its validity was confirmed by 5 experts and its reliability was calculated to be 0.66 by Cronbach's alpha.

Data Analysis

The results showed that the factors of gender, gender discrimination, managerial support, family support, work relationships, the presence of a glass ceiling in the development of women have an impact on the position of management; but the effect of conflict between work and family on women's development was not observed. The results also showed that there is a positive and significant relationship between eliminating gender stereotypes, gender discrimination and between resolving the conflict between work and family and family support with the promotion of women to management.

Conclusion

In line with the results obtained from the study of the relationship between social factors and the promotion of women to management in organizations, it is suggested that organizations must trust women in delegating difficult tasks and respect their decisions. There should be no discrimination between men and women in any of the cases, such as salaries and bonuses, participation in decision-making, and opportunities for education. Allocate more time and opportunity for women to be part of the family. In other words, their working time should be reduced, without reducing their salaries and bonuses. Give women the opportunity to be promoted and support them in this regard. In other words, meritocracy should be promoted in the organization,

and this should be done when a woman is deemed worthy of promotion.

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