

Gender, Hierarchy, and Leadership: An Introduction

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Although women's status has improved remarkably in the 20th century in many societies, women continue to lack access to power and leadership compared with men. This issue reviews research and theory concerning women's leadership. The articles included in the issue provide evidence of bias in the evaluation of women, discuss effects of gender stereotypes on women's influence and leadership behaviors, and evaluate strategies for change. This introductory article provides a brief summary of changes in women's status and power in employment and education and the absence of change at the upper echelons of power in organizations. Also included is an outline of the contributions of the other articles in the issue.

It is an exciting period for scholars who study how gender affects leadership: The presence of greater numbers of women in positions of power has produced new opportunities to observe female leaders along with male leaders. There has been an increase in the numbers of women in positions of public leadership, including highly visible positions. Of course, focusing on women who occupy such leadership positions should not cause us to forget that women have always exercised leadership, particularly in families and throughout communities. However, until recently, women were extremely rare in major positions of public leadership. Now women are in a small minority in such roles, but present. Political leadership illustrates this trend: In history only 42 women have ever served as presidents or prime ministers, and 25 of those have come to office in the 1990s (Adler, 1999). Almost all of the women who have attained top positions in corporations around the world have done so in the 1990s.

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Journal Of Social Issues Gender Hierarchy And Leadership Volume 57

Dr Paul Griffiths



Journal Of Social Issues Gender Hierarchy And Leadership Volume 57:

Journal of Personality ,2002 **Applied Social Psychology** Linda Steg,Abraham P. Buunk,Talib Rothengatter,2008-09-11 Applied social psychology combines the science of social psychology with the practical application of solving social problems that exist in the real world This exciting textbook provides a thorough explanation of how social psychologists can contribute to the understanding and management of different social problems A highly prestigious team of contributors from across Europe and the United States illustrate how social psychological theories research methods and intervention techniques can be successfully applied to social problems encountered in the fields of physical and mental health integration and immigration issues gender issues organizational issues economic behaviour political behaviour environmental behaviour and education Each field studied features an overview of important problems the role of human behaviour in these problems the factors influencing relevant behaviour and effective ways to change this behaviour This is an essential volume for all undergraduate and graduate students studying applied social psychology **Affirmative Action is Dead** Faye J. Crosby,2004-01-01 This book answers this important question It examines explanations put forth by social scientists finding various degrees of truth in most of them Some situate the problem in the policy itself suggesting that affirmative action functions as a governmentally sanctioned form of reverse racism or sexism or that it is ineffective or socially disruptive Such explanations may sound plausible but they are incorrect Other explanations locate the problem in the people who react to the policy citing studies that document the links between ignorance prejudice and opposition to affirmative action Yet even well informed egalitarian people sometimes oppose affirmative action *Leadership* Tony Manning,Bob Robertson,2023-11-25 Over recent decades the notion of leadership has become increasingly significant in organisational and management literature *Leadership A Critical Review and Guide* provides both a map of the leadership territory and a guide through it The book presents an overview of the main strands of the theoretical and empirical evidence associated with the study of leadership highlights the different ways in which leadership is envisaged and explores current developments in the thinking and practice of leadership In so doing it discusses and reviews some of the most important contributions to this field of study *Leadership A Critical Review and Guide* is designed for students of leadership those working in leadership positions and for human resource professionals and management academics *16th European Conference on Management, Leadership and Governance* Dr Paul Griffiths,2020-10-26 These proceedings represent the work of contributors to the 16th European Conference on Management Leadership and Governance ECMLG 2020 hosted by ACI and EM Normandie Business School Oxford UK UK on 26 27th October 2020 The Conference Chair Dr Paul Griffiths EM Normandie Business School Metis Lab Oxford UK *Business Challenges in the Changing Economic Landscape - Vol. 2* Mehmet Huseyin Bilgin,Hakan Danis,Ender Demir,Ugur Can,2015-11-03 This book is the second of the two volumes featuring selected articles from the 14th Eurasia Business and Economics conference held in Barcelona Spain in October 2014 Peer reviewed articles in this second volume

present latest research findings and breakthroughs in the areas of General Management Human Resource Management Marketing SMEs and Entrepreneurship The contributors are both distinguished and young scholars from different parts of the World *New Perspectives on Human-Animal Interactions* Sarah Knight, Harold Herzog, Rick H. Hoyle, 2009-09-01

Animals are important in human psychological and cultural life and our relationships with other species are psychological and morally complicated This special issue presents a series of original research articles concerning attitudes towards animals the ethics of their treatment the effects of companion animals on human health and psychological well being and the role that culture plays in our interactions with other species The articles illustrate the scope of the new field of human animal relationships the variety of research approaches and the implications of research findings for social policy **The**

Psychology of Women at Work Michele A. Paludi, 2008-06-30 According to the U S Department of Labor women made up 46.4 percent of the civilian labor force in 2005 and that percentage is expected to reach 47 percent by 2014 Professional and health related occupations are the fastest growing roles for women with computer related environmental and educational fields also drawing increasingly on the female workforce The bottom line at a macro level is that more and more women are driving the country's economic development But with that phenomenon come questions challenges and concerns on many diverse levels Debates rage on psychological topics such as the effect the increasing number of women at work has on marriage and divorce family and children women's identities and stress levels and overall their physical and mental health Psychologist Michele A Paludi and her team of experts from across fields examine all aspects of women at work the pros and cons how it is changing American society its women their relationships partners and children The factors that fuel women achievers are also discussed by female scholars and experts in the field who illustrate points with vignettes and their own career development stories Issues in the workplace affecting women's wellbeing are also discussed including sexual harassment and related laws pregnancy related work policy and regulations challenges for women bosses and career moms the glass ceiling racism women's relationships with male coworkers and issues that rise when a woman is the breadwinner This unique and timely set will appeal to those who are interested in psychology women's studies education law business and public policy Women as Transformational Leaders Michele A. Paludi, Breana E. Coates, 2011-09-22 This compilation of

scholarly reviews and personal reflections on women and leadership styles focuses on multicultural and organizational issues empowering information that female leaders can use to break through the glass ceiling Secretary of State Hillary Clinton and Supreme Court Justice Sonia Sotomayor are just two of the most visible examples among the hundreds of thousands of women nationwide today in leadership positions Female leaders at the grassroots to global levels are everywhere lending credence to the idea that the glass ceiling for women may finally be thinning This two volume work provides an exhaustive examination of the scholarly research on women leaders and the leadership philosophies that have enabled their success Volume one of *Women as Transformational Leaders From Grassroots to Global Interests* presents an overview of stereotypes

attributions and stigma about women leaders that focuses on social and psychological reasons for discrimination against women leaders The second volume addresses cultural and organizational issues including global leadership to eliminate violence against women and international insights on women and transformational leadership The subject of transformational leadership is viewed within several disciplines including women's studies religion the public sector and private sector documenting how far women have advanced and how their leadership style typically differs from that of men

Gender Psychology (Book) GE Federation of Psychologists, Mitigating the detrimental effects of gender stereotypes requires a multifaceted approach that involves education advocacy and policy changes Educational initiatives aimed at promoting critical thinking and awareness of gender issues can empower individuals to challenge and resist normative stereotypes from an early age Incorporating inclusive curricula that present diverse representations of gender can foster critical engagement with societal norms and expectations By exposing students to varied narratives surrounding gender educators can nurture both empathy and resilience among individuals as they navigate societal pressures Furthermore advocacy efforts targeting policy changes at institutional and systemic levels are crucial for dismantling rigid gender norms This encompasses the promotion of diverse leadership within organizations equitable pay practices and representation in media and public spheres

Conclusion Understanding the origins and impacts of gender stereotypes is imperative for fostering a society that values equity and inclusivity By critically examining historical contexts theoretical frameworks and socio cultural constructs we can better appreciate the complexities surrounding gender stereotypes and their substantial effects on individual lives and broader societal structures Addressing these stereotypes through education advocacy and intersectional approaches enhances efforts to create a more equitable environment fostering positive psychological well being for all individuals irrespective of gender As society progresses it remains essential to challenge and dismantle rigid stereotypes that limit personal expression and perpetuate discrimination The endeavor to cultivate a more inclusive understanding of gender will ultimately contribute to broader psychological health and societal advancement

The Oxford Handbook of Workplace Discrimination Adrienne Colella, Eden King, 2018 The Oxford Handbook of Workplace Discrimination synthesizes decades of evidence and inspires a brand new era of science practice collaboration in understanding and reducing discrimination at work

The Routledge International Handbook of Human Significance and Mattering Arie W. Kruglanski, Isaac Prilleltensky, Amiram Raviv, 2025-02-11 This innovative book addresses the need for significance and mattering as a universal human motivation It examines the impact of significance and mattering considering how they manifest across our lifespan and in different parts of our lives Written by a team of eminent authors with expertise in diverse psychological fields the book explores how significance and mattering extend to almost all social domains including families schools colleges groups workplaces communities and nations The book is divided into four main parts which consider the impact of significance and mattering across the life span across life domains across societies and cultures and in mental health The chapters outline

how significance and mattering power race and gender politics shape attitudes toward immigration drive violent extremism and underlie mental health issues such as loneliness and narcissism The book considers the quest for significance as a fundamental motive in our personal interactions and in how society operates as a whole Providing a truly comprehensive coverage of a ubiquitous psychological dynamic that affects all aspects of our lives this book will be highly relevant for researchers academics practitioners and students in psychology social sciences education social work and therapeutic professions In addition the book should appeal to organizational political and community leaders and the general public interested in human behavior and social problems

Leadership and Power Daan Van Knippenberg, Michael A Hogg, 2004-02-17 Leadership and associated power issues lie at the core of group life in a variety of contexts Even the most informal of groups typically have some form of leadership in their organization and the understanding of leadership and power from a psychological standpoint can inform a greater understanding of group dynamics both inside and outside of the workplace Leadership and Power is a synthesis of contributions from eminent social psychologists and organizational scientists that addresses these issues from a fresh perspective In recent years these themes have been re examined through the lens of social categorization approaches that highlight people's social identity and social roles as group members as well as the processes that influence perceptions of and expectations about people and groups The book is wide ranging chapters cover such diverse issues as interpersonal versus group oriented styles of leadership leadership of totalist groups political leadership and gender and leadership It represents a state of the art overview of this burgeoning field that will be important to a host of disciplines Elements of cross referencing to highlight thematic links as well as effective chapter conclusions will make the text appealing to advanced students taking courses in social and organizational psychology management and organization studies not just scholars interested in these themes

Diversity, Affect and Embodiment in Organizing Marianna Fotaki, Alison Pullen, 2018-12-06 Bringing together research from critical diversity studies and organization theory this edited collection challenges unspoken norms and patterns of discrimination in organizational bodies The authors problematize the management of diversity by focusing on the differentiations between racialized aged gendered and sexed bodies By taking a fresh approach and placing the body at the forefront of power relations this thought provoking book seeks to challenge the homogenizing and oppressive dimensions of organizational governance structure and culture that deny bodily difference An insightful read for scholars of HRM diversity management and organization Diversity Affect and Embodiment in Organizing encourages an active approach to tackling discrimination and recognizes the diversity of embodied lives

Relating Difficulty D. Charles Kirkpatrick, Steven Duck, Megan K. Foley, 2013-09-13 Relating Difficulty offers insight into the nature of difficulty in relationships across a broad range of human experience Whether dealing with in laws or ex spouses long distance relationships or power and status in the workplace difficulty is an all too common feature of daily life Relating Difficulty brings the academic understanding of relational processes to the everyday problems people face

at home and at work These essays represent a groundbreaking collection of the multidisciplinary conceptual and empirical work that currently exists on the topic Along with issues such as chronic illness and money problems contributors investigate contexts of relational difficulty ranging from everyday gossip the workplace and shyness to more dangerous sexual hookups and partner abuse Drawing on evidence presented in the volume editors D Charles Kirkpatrick Steve Duck and Megan K Foley explain how relational problems do not emerge solely from individuals or even from the relationship itself Instead they arise from triangles of connection and negotiation between relational partners contexts and outsiders The volume challenges the simple notion that relating difficulty is just about problems with difficult people and offers some genuinely novel insights into a familiar everyday experience This exceptional volume is essential reading for practitioners researchers and students of relationships across a wide range of disciplines as well as anyone wanting greater understanding of relational functioning in everyday life and at work *Leadership at the Crossroads* Joanne B. Ciulla, Donelson R. Forsyth, Michael A.

Genovese, George R. Goethals, Lori Cox Han, Crystal L. Hoyt, 2008-10-30 What is leadership Not only has that question been debated since the beginning of human culture and society but it s a moving target based on the definer and the epoch The definition can be thought provoking and profound A leader is best when people barely know he exists not so good when people obey and acclaim him worse when they despise him Lao Tzu 6th century BC Or the profundity may lie shrouded in the prosaic A leader is one who has followers Peter Drucker 20th century However you define the concept today s challenges for leaders of all stripes are monumental and the need for effective leadership is huge More than anything this set travels farther and digs deeper than most leadership books It takes us from mere explanations of leadership to an understanding of it as part of the human condition Reading it should be at the top of the to do list for any leader in any era In *Leadership at the Crossroads* contributors from a wide variety of fields including management economics political science philosophy sociology history literature and psychology explore the many facets of leadership The set comprises Volume 1 Leadership and Psychology Volume 2 Leadership and Politics Volume 3 Leadership and the Humanities Collectively this set showcases traditional and emerging approaches to leadership in both theory and practice and raises new questions brought on by society s new challenges It also suggests solutions for developing and promoting leadership in the corporate world politics and diplomacy religion education non profits and the arts Whether identifying qualities that will serve a U S president well or the characteristics of the essential can do supervisor in today s corporation *Leadership at the Crossroads* supplies insights and intelligence that will help leaders make the most of the challenges and opportunities lying before them **What the**

#MeToo Movement Highlights and Hides about Workplace Sexual Harassment Anne O'Leary-Kelly, Shannon Rawski, 2025-04-29 What the MeToo Movement Highlights and Hides about Workplace Sexual Harassment seeks to examine both the spotlights Part I and the shadows Part II of the MeToo movement setting a research agenda to examine both more carefully in management research Sexual harassment SH is not a new phenomenon in organizations it has been the topic of

scholarly inquiry since the 1970s and has existed as a form of dysfunctional organizational behavior and abuse of power for much longer. Even so, the MeToo movement thrust this organizational issue into the spotlight, raising new awareness and concern about an age-old problem including digital forms of SH bystander behavior and organizational and societal ideas around masculinity and gender-based violence. At the same time, MeToo kept other aspects of SH in the dark. Shadows addressed include the more mundane and common forms of low-severity micro SH, how to help targets heal from trauma, the complex intersectional experiences of women of color, the experiences of male targets, and those in low socioeconomic status jobs and the implications of MeToo on legal theory. Insights from MeToo highlight the power of social movements to frame the public's understanding of the issue of SH and to spark counter-movements that challenge that frame. This volume will be of interest to researchers, scholars, students, practitioners, and policymakers.

Gender in Organizations Ronald J. Burke, Debra A. Major, 2014-01-31
Talented women continue to have difficulty advancing their careers in organizations worldwide. Organizations and their cultures were created by men for men and reflect the wider patriarchal society. As a consequence, some women are disadvantaged and face discrimination.

Women and Empowerment Dr. D. P. Singh, Dr. Manjit Singh, 2005
Social Structure and Emotion Jody Clay-Warner, Dawn T. Robinson, 2011-04-28
As a reference that contains original and innovative research on the sociology of emotion, this book will not only appeal to sociologists but also to scholars of psychology, psychiatry, anthropology, history, social work, and business management. With contributions from experts in the field, this text examines the role and influence of emotion in everyday social circumstances. It poses clear questions and presents the contemporary theoretical developments and empirical research linking social structure and emotion. Comparable books are narrowly focused and less comprehensive; the breadth and depth of this new work is unmatched. Explores the roles played by emotion in social arrangements, i.e., the power of emotions in psychology, finance, economics, etc. Poses clear questions and presents the newest theoretical developments and empirical research linking social structure and emotion. Contributions from experts in the field.

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