

Aspiring women managers in India: An overview

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ABSTRACT

Management is an age old skill, which was historically an attribute of the upper strata of society, involved in administration and rule. Initially, this skill was not recognized as something to be taught or to be trained. Instead, it was attributed to the in born qualities of a person. In India, the skill of management gained prominence in twentieth century during Indian industrial revolution. As, the rapid growth in trade, commerce and production, requires a huge management potential. Their arose a great demand of skilled managers to fulfill the need of young and fast growing economy. Women, the major half of Indian society could identify the potential of management skill and shared a keen interest in this area. In the context of traditional mindset of gender biased Indian society, it becomes interesting to study the participation of Indian women in the management faculty of higher education, It can be safely concluded that, over the considered period of study, all categories of women have shown increasing interest in the management stream. When we observe category wise trend, we see that general category trend time in figure one lies clearly above the other two categories; which means that there is a great scope for improvement in the conditions and facilities for scheduled caste and scheduled tribe women to improve their Enrolment percentage in higher management studies. Increasing trend of women enrolment percentage in higher management studies in all social categories respectively and in totality is the positive sign towards increased social, personal and professional awareness as well as appreciation by Indian women of their career prospects via higher management education.

INTRODUCTION

Management is an age old skill, which was historically an attribute of the upper strata of society, involved in administration and rule. Initially, this skill was not recognized as something to be taught or to be trained. Instead, it was attributed to the in born qualities of a person.

In the later, phases of 18th century, during renaissance and industrial revolution, the skill of management gained prominence in trade, commerce and industrial production. Thus

arose a huge demand of good managers, to manage and to boost the economy of imperial nations. During this era, the need for good managers, led to the recognition of management as a skill or combination of art and science, which could be imparted by way of training and a good syllabi.

In India, the skill of management gained prominence in twentieth century during Indian industrial revolution. As, the rapid growth in trade, commerce and production, requires a huge management potential. Their arose a great demand of skilled managers to fulfill the need of young and fast growing economy. Slowly commerce and management became two aspects of a coin; by which we may deduce that management became advanced study of commerce and commercial activities.

Women, the major half of Indian society could identify the potential of management skill and shared a keen interest in this area.

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Indira nooyi, Chanda kochar, and many others such leading managers gave inspiration for others to follow the untreated path.

In the context of traditional, mindset of gender biased Indian society, it becomes interesting to study the participation of Indian women in the management faculty of higher education. Due to far reaching impact of participation of women in management studies, the curiosity to know which category of women shows the keenest interest? Or which categories lie behind? Becomes of utmost importance.

METHODOLOGY

This paper attempts to find out the trend of women Enrolment in higher management studies in India- total and category wise (i.e.- schedule caste, schedule tribe and general category). In this study sample is the women enrolled in 1st year of post graduation in management studies in all the universities of India.

The study is based on secondary data provided by the ministry of human recourse

Table I: Category wise women enrolment percentage in management education in India

YEARS	SC	ST	GENERAL	TOTAL
1990-91	13.31	8.45	19.63	18.92
1991-92	13.94	8.63	19.92	19.29
1992-93	16.56	13.89	22.89	22.18
1993-94	16.56	13.89	22.89	22.18
1994-95	20.49	21.01	23.55	23.26
1995-96	20.49	21.01	23.55	23.26
1996-97	19.84	21.51	23.73	23.41
1997-98	22.07	21.99	28.23	27.59
1998-99	22.8	20.81	29.29	28.62
1999-2000	23.31	23.26	28.25	27.73
2000-01	23.86	27.61	39.00	37.71
2001-02	23.16	24.7	34.93	33.50
2002-03	23.19	24.75	34.99	33.55
2003-04	26.22	26.79	34.95	33.88
2004-05	31.37	36.98	34.24	34.06

and development for the period of 1990-91 to 2004-05. In the process of analysis numerical data were sorted and presented in charts and table forms and then descriptively analyzed.

ANALYSIS

By analyzing the all India enrolment data of 1st year post graduate students in management, we are able to visualize the extent the women participation or gender ratio in different social categories as well as complete Indian scenario of women's participation in management education. The data considered for this study is from session 1990-91 to 2004-05.

Referring to table 1 we observe that the enrolment percentage of scheduled caste

women in higher management studies is steadily increasing except a minor fluctuation in session 1996-97. During the considered period of study the percentage growth of enrolment is 18 percent and highest enrolment percentage is in session 2004-05 i.e.- 31.37 percent.

The rising trend in schedule caste women enrolment percentage in higher management studies may be due to special support programs run by central and state government for enhancement of women participation in higher management studies. Government support programmes and increasing awareness of society towards girls education may be the cause of this increasing trend.

Considering schedule tribe category enrolment data of women participation in

higher management studies in India from table: 1, we see that there is a rapid growth in women enrolment from session 1990-91 to 2004-05. Year of highest growth are 1994-95 and 2004-05. There was a minor hiccup in growth during 1998-99. The total growth in percentage enrolment during the considered period is 28.5 percent and highest enrolment was observed in session 2004-05 i.e. 36.98 percent.

Surprisingly this category of women show the highest inclination amongst all categories towards management studies in percentage growth and enrolment percent in the last year of the considered duration. This trend may be attributed to the independent nature and innovative instinct of free thinking scheduled tribe women. Furthermore their nomadic lifestyle may have helped them to adapt in different geographical and environmental conditions, making them an idea managers for the trade and commerce.

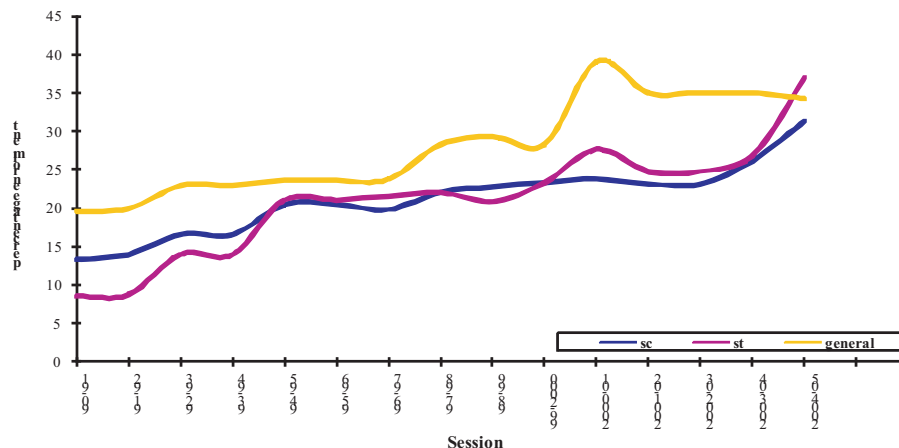
By observing table 1 it can be seen that the enrolment percentage of general category women in higher management education in India is gradually increasing for the session 1990-91 to 1998-99. There after there is a wide fluctuation for the next two session; after which the percentage enrolment remains more or less constant. The total growth of enrolment percentage in the considered period is 15 percent. While highest enrolment percentage is in 2000-2001 i.e. 39 percent.

Enrolment percentage of general category women has the increasing trend during the first half of the considered duration, while it becomes constant after fluctuation in the second half, this trend may be due to women getting attracted towards the managerial nature of the job which was more acceptable to our traditional Indian society as compared to engineering profession. Banks, marketing offices, commercial activity, and share market play a major role in attracting women towards this profession.

Enrolment percentage of women in higher management studies in India is visible in table 1. It shows that there is a gradual increase in enrolment percentage for session 1990-91 to 1998-99 then after a fluctuation in 1999-2000 and 2000-01 there again is a gradual increasing trend. The total growth of women enrolment percentage in higher management studies in India is 15 percent and highest enrolment percentage is in session 2000-2001.

Increasing trend of women participation in higher management studies in India shows that the attraction of women towards this skill is great and the increased commercial activities and revival of Indian economy seem to be playing a major role in attracting women towards this high wages and attractive social positioning of management professional gives a further impetus to women for joining this stream.

Fig. 1: Category wise women enrolment percentage in higher management studies in India (1990-91 to 2004-05)

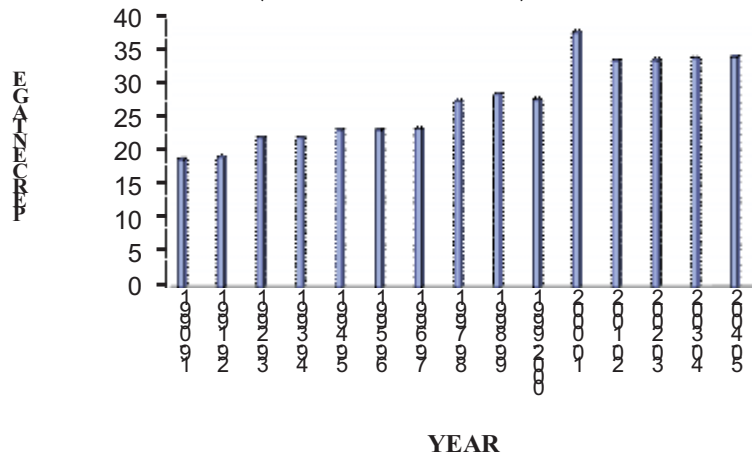


Source: Selected educational statistics, 1990-2005, MHRD New Delhi, India

Fig 1 shows that women's participation in general category has been highest in higher management studies in India except in the last session 2004-05 where scheduled tribe women have surpassed the general category women. The flattest curve is of general category women

while the steepest curve is of scheduled tribe women, this shows that the growth in scheduled tribe women is highest while the growth of general category women participation is minimum.

Fig. II: Women Enrolment percentage in Higher management studies in India (1990-91 to 2004-05)



Source: Selected educational statistics, 1990-2005, MHRD New Delhi, India

Fig 2 shows the percentage enrolment of women in higher management studies in India. In this the trend of graph shows a gradual increase except in the session- 2000-01. This deviation of high enrolment percentage in 2000-2001. May be due to sharp boost in Indian economy in the beginning of the century.

This was a period when Indian women were actively engaging themselves in professional streams and social notions of women participating in economic activities was changing.

CONCLUSION

It can be safely concluded that, over the considered period of study, all categories of women have shown increasing interest in the management stream. When we observe category wise trend, we see that general category trend time in figure one lies clearly above the other two categories; which means that there is a great scope for improvement in the conditions and facilities for scheduled caste

and scheduled tribe women to improve their enrolment percentage in higher management studies.

Increasing trend of women enrolment percentage in higher management studies in all social categories respectively and in totality is the positive sign towards increased social, personal and professional awareness as well as appreciation by Indian women of their career prospects via higher management education?

While most of the social categories displayed multifold appreciation in enrolment percentage in higher management studies, still the final years enrolment data were far below the gender ratio of Indian population. This indicates that Indian enrolment is still not a smooth ride for professional women managers, and society at large needs to change its male centric preferences regarding the higher management education.

So there is a need to rejoice the multifold increase in women enrolment in higher management studies in the considered period. This sense of achievement must be enjoyed with a pill of caution because the women

enrolment percentages are still lagging behind the ideal or targeted goal.

It can be safely concluded that there is a need to examine the state wise, region wise, category wise enrolment data microscopically, to arrive at a better and more specific picture at national level. This microscopic examination will certainly be a great help in shedding new light to improve women participation in higher management education.

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