

Examine the Relationship between Self-Esteem of Women and Lack of Their Appointment to Organization Senior Posts

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Abstract

Research method is ethnographic and description of the type causal and after the event. Research Statistical community is all working women in government agencies of Guilan. Statistical sample is 30 of directors and deputy and generally managers of different levels that appointment conditions have in senior posts of respective organizations. The method of data collection is interviews with predetermined questions, a researcher made questionnaire for affecting factors on self-field and an Eysenck standard questionnaire for determine self-esteem levels of samples. For test of research hypothesis was used Friedman's rank analysis for nonparametric variables. And by Tchouproff was calculated likely not random of ranked. According to data analysis determined that Overall there is glass ceiling or negative beliefs about women that they should try to change them. In their Opinion, self-esteem isn't low in women and barriers aren't for women in the appointment of senior posts in organization. Means women do not refuse to accept responsibility but nothing proposed to them. Research place domain is government agencies and a private company.

Keyword: Self Esteem, Glass Ceiling, Managerial Jobs, Governmental Organization

1. Introduction

Working women often complain of feeling socially isolated. This is particularly true of women in higher-ranking positions. The feeling of social isolation can negatively affect the woman seeking to advance professionally. Recent studies have shown that mentoring by other women may help women obtain the skills needed to succeed (Keating, 2002). The mentoring relationship is valuable at any point in a career. "College-age women, women just entering the workforce and women changing careers are ripe for mentoring. It can boost your self-esteem, make you feel more competent and develop your professional identity (Keating, 2002:28)." Much of the research on gender similarities and differences in leadership roles was initially driven by the paucity of females holding significant roles within corporations, politics, and government. While women have made great strides achieving positional success within business organizations (Fortune, 2007) and government, they are still underrepresented at the higher levels of these organizations.

The investigation concluded in 2003 about the lack of access of women to management positions among employees and managers in several organizations indicated that although the administrators and staff questioned are accepted the effectiveness and capabilities of women in the fields of organizational and managerial positions but only 6 percent of male employees considered that management posts are appropriate for women. 30% of male employees don't like that their superiors be females. Although all the managers questioned believed that women are eligible for high posts tenure high posts of organization. But more than 80 percent of men considered that management is Masculine work and more than 50 percent of men believe that men are more successful than woman in business management and they are more creative. This study and similar studies show that discrimination is due to negative beliefs about women's management that called glass ceiling. But other side of issue Means of women's own beliefs about their capabilities hasn't been studied .this is Question: If to the qualifying women offer accept of senior posts, do they accept or don't?

Do women tend to family obligations more than considerations of work? Hilman(1989) Greenhouse & Bordin (1994) ‘Denmark & Guttentag (1987)’, Korman (1989) ‘Crocker & Luhtanen (1990) ‘Bravo&et al (1998) and Fulton&et al(2003) Examined the issue women self-esteem that main result is following:

- Employed women have higher self-esteem more than housewives.
- Women who have high self-esteem show great desire to continue studying and achieve to aims.
- People who have high self-esteem choose further jobs and careers that they have more ability in it.
- One of the barriers to employment for women in them is lack of self-esteem or lack of accountability for employment.
- Barriers to acceptance of women in middle management level posts include: Organizational barriers , Family barriers, Cultural and social
- There are significant relationship among manager’s attitudes than technical skills, human, perception, loyalty, organization commitment and lack of promotion of women in their employment.

For improve women's career promotion is proposed below changes four: Change in knowledge of men; Change in the attitude of men; Changes in individual behavior of men; changes in group behavior of men. This aspect of the women management issue, this subject is inability and Lack of self-esteem women in accept of the solemn responsibility that in this article we discuss it.

2. Literature review

2.1 Self Esteem

Self-esteem stability refers to the magnitude of short-term fluctuations that people experience in their immediate, contextually based, feelings of self-worth (Rosenberg, 1986; Kernis, Cornell, Sun, Berry, & Harlow, 1993). Unstable self-esteem reflects fragile, vulnerable feelings of immediate self-worth that are influenced by perceived self-relevant events that are either externally provided (e.g., a compliment or insult) or self-generated (e.g., reflecting on one’s appearance). Unstable self-esteem has been linked to a variety of maladaptive affective and behavioral response patterns, including heightened tendencies to experience anger and hostility (Kernis, Grannemann, & Barclay, 1989), depression (Kernis, Grannemann, & Mathis, 1991), and defensiveness (Kernis et al., 1993), in addition to suboptimal selfregulatory styles (Kernis, Brown, & Brody, 2000), low self-concept clarity (Kernis et al., 2000) and low intrinsic motivation (Waschull & Kernis, 1996). Importantly, stability of self-esteem predicts these proclivities independent of self-esteem level.

Based on interpersonal approaches, self-esteem should be associated with the expectation that positive responses will be forthcoming from others. One might hypothesize that high self-esteem individuals have a globally positive view of interpersonal relations and walk through the world perceiving other people as consistently accepting, while low self-esteem individuals perceive others as consistently rejecting. However, such a gross difference in outlook seems unlikely. To maintain reasonably adequate social relations, each of us must attend to ‘if-then’ contingencies of interpersonal feedback, whereby some behaviors (e.g., friendliness, generosity) tend to lead to positive responses from others but other behaviors (e.g., hostility, abusiveness) tend to lead to negative responses. Against this backdrop, however, individual differences in feelings of self-worth might arise from fairly small differences in if-then expectancies about the kinds or range of behaviors that lead to social acceptance and rejection. In a recent set of studies (Baldwin & Sinclair, 1996), a reaction-time paradigm revealed that low self-esteem individuals were more likely than high self-esteem individuals to associate failure with interpersonal rejection, indicating that their self-esteem insecurity might have derived in part from the expectation that acceptance was tenuous, and ultimately conditional on successful performances.

2.2 GLASS CEILING

The phenomenon, known as the —glass ceiling, has been described as a barrier of prejudice and discrimination that excludes women from higher level leadership positions (Morrison, White, & Van Velsor, 1987). The idea is that systemic impact is created via formal systems (such as performance evaluations, promotions, training, etc.) and informal systems (such as who talks with whom, who gets to attend which events, etc.) such that it impedes the advancement of women to higher levels. That this organizational result exists has been widely verified (Eagly & Karau, 2002; Fletcher, 2004; Heilman, et al., 2004; Lyons & McArthur, 2007). These studies showed that there may actually be different styles of leadership employed by men and women, which could account for the disparity in promotion to higher level leadership positions. At the same time, it should be noted that there is also ample evidence to suggest that men and women do not use different leadership styles (Grant, 1988; Mandell & Pherwani, 2003).

The existence of glass ceiling can be explained by three factors, work and family conflict, network access and family support. (Lan&Leuna , 2001).This glass ceiling may account for reasons why most women who seem to have similar qualification as the colleague men, same number of years experiences are never seem in management as their male counterparts.

3. Research hypotheses

A - The main hypothesis

There are significant relationship between self-esteem and lack of women appointed to organizational senior posts.

B - Sub hypothesis

1- There are significant relationship between the women pay more attention to internal motivation and lack of women appointed to organizational senior posts.

2- There are significant relationship between accept and understand the competencies and capabilities women from managers and lack of women appointed to organizational senior posts.

3- There are significant relationship between the women rule -oriented and lack of women appointed to organizational senior posts.

4- There are significant relationships between role of social, political, cultural Trends and lack of women appointed to organizational senior posts.

5- There are significant relationship between women's responsibility and lack of women appointed to organizational senior posts.

6- There are significant relationship between Having ability and experience of working women and lack of women appointed to organizational senior posts.

4. Research Methodology

Research method is Ethnographic and description of the type causal and after the event. Research Statistical community is all working women in government agencies of Guilan. Statistical sample is 30 of directors and deputy and generally managers of different levels that appointment conditions have in senior posts of respective organizations. The method of data collection is interviews with predetermined questions, a researcher made questionnaire for affecting factors on self-field and an Eysenck standard questionnaire for determine self-esteem levels of samples. For test of research hypothesis was used Friedman's rank analysis for nonparametric variables. And by Tchouproff was calculated likely not random of ranked.

5 .Data Analysis

Level of education, marital status and number of respondents and the degree of their self-esteem, was determined whatever higher the education level causes higher self-esteem. Married people have higher self-esteem And although their number is between 1 and 2 children, However believe that lower children increase self-esteem.

5.1 The main hypothesis

Calculated numeric value of test criteria based on ranked table:

$$\chi^2 = \left[\frac{12}{(7)(5)(5+1)} \right] \times [(30)^2 + (29)^2 + (16)^2 + (19)^2 + (11)^2] - [3(7)(5+1)]$$

$$\chi^2 = \left[\left(\frac{12}{210} \right) \times (2369) \right] - (126) = 9.37$$

Because numerical value of test function is not critical area .Therefore, hypothesis H0 is not rejected.it means that there aren't significant relationships between self-esteem and lack of women appointed to organizational senior posts and both of them are independent.

Chouproff coefficient

This coefficient indicates that there is strong relationship between two variables of investigated. This ranking is not random and with repeated sampling of same population is likely to repeat it greatly.

$$\rho = \sqrt{\frac{\chi^2}{n \cdot \sqrt{df}}} = \sqrt{\frac{9.37}{7 \cdot \sqrt{4}}} = 0.818$$

5.2 Sub hypotheses

First sub hypothesis

H₀: There aren't significant relationship between the women pay more attention to internal motivation and lack of women appointed to organizational senior posts.

H₁: There are significant relationship between the women pay more attention to internal motivation and lack of women appointed to organizational senior posts.

$$\chi^2 = \left[\frac{12}{(7)(5)(5+1)} \right] \times [(29)^2 + (26)^2 + (19)^2 + (18)^2 + (13)^2] - [3(7)(5+1)]$$

Because numerical value of test functions is not critical area. Therefore, hypothesis H₀ is not rejected.it means that there aren't significant relationships between the women pay more attention to internal motivation and lack of women appointed to organizational senior posts and both of them are independent and both of them are independent.

Chouproff coefficient

$$\rho = \sqrt{\frac{\chi^2}{n\sqrt{df}}} = \sqrt{\frac{9.3}{7\sqrt{4}}} = 0.815$$

Second sub hypothesis

H₀: There aren't significant relationships between accept and understand the competencies and capabilities women from managers and lack of women appointed to organizational senior posts.

H₁: There are significant relationships between accept and understand the competencies and capabilities women from managers and lack of women appointed to organizational senior posts.

$$\chi^2 = \left[\frac{12}{(5)(5)(5+1)} \right] \times [(22.5)^2 + (20.5)^2 + (17)^2 + (10)^2 + (5)^2] - [3(5)(5+1)]$$

$$\chi^2 = \left[\left(\frac{12}{150} \right) \times (1340.5) \right] - (90) = 17.24$$

Because numerical value of test function is critical area .Therefore, hypothesis H₀ is rejected.it means that there are significant relationships between accept and understand the competencies and capabilities women from managers and lack of women appointed to organizational senior posts and both of them aren't independent.

Third sub hypothesis

H₀: There aren't significant relationships between the Women rule -oriented and lack of women appointed to organizational senior posts.

H₁: There are significant relationships between the Women rule -oriented and lack of women appointed to organizational senior posts

$$\chi^2 = \left[\frac{12}{(6)(5)(5+1)} \right] \times [(24.5)^2 + (22.5)^2 + (18)^2 + (15)^2 + (10)^2] - [3(6)(5+1)]$$

$$\chi^2 = \left[\left(\frac{12}{180} \right) \times (1755.5) \right] - (108) = 9.0333$$

Because numerical value of test functions is not critical area. Therefore, hypothesis H₀ is not rejected.it means that there aren't significant relationships between the Women rule -oriented and lack of women appointed to organizational senior posts and both of them are independent and both of them are independent.

Chouproff coefficient

$$\rho = \sqrt{\frac{\chi^2}{n\sqrt{df}}} = \sqrt{\frac{9.0333}{6\sqrt{4}}} = 0.8676$$

Forth sub hypothesis

H₀: There aren't significant relationships between role of social, political, cultural Trends and lack of women appointed to organizational senior posts.

H₁: There are significant relationships between role of social, political, cultural Trends and lack of women appointed to organizational senior posts.

$$\chi^2 = \left[\frac{12}{(6)(5)(5+1)} \right] \times [(21)^2 + (25)^2 + (10)^2 + (16)^2 + (18)^2] - [3(6)(5+1)]$$

$$\chi^2 = \left[\left(\frac{12}{180} \right) \times (1746) \right] - (108) = 8.39$$

Because numerical value of test functions is not critical area.

Therefore, hypothesis H0 is not rejected. it means that there aren't significant relationships between role of social, political, cultural Trends and lack of women appointed to organizational senior posts and both of them are independent and both of them are independent.

Chouproff coefficient

$$\rho = \sqrt{\frac{x^2}{n\sqrt{df}}} = \sqrt{\frac{8.39}{6\sqrt{4}}} = 0.836$$

Fifth sub hypothesis

H₀: There aren't significant relationships between Women's responsibility and lack of women appointed to organizational senior posts.

H₁: There are significant relationships between Women's responsibility and lack of women appointed to organizational senior posts.

$$\chi^2 = \left[\frac{12}{(5)(5)(5+1)} \right] \times [(22)^2 + (17)^2 + (15)^2 + (13)^2 + (8)^2] - [3(5)(5+1)]$$

$$\chi^2 = \left[\left(\frac{12}{150} \right) \times (1231) \right] - (90) = 8.48$$

Because numerical value of test functions is not critical area. Therefore, hypothesis H0 is not rejected. it means that there aren't significant relationships between Women's responsibility and lack of women appointed to organizational senior posts and both of them are independent and both of them are independent.

Chouproff coefficient

$$\rho = \sqrt{\frac{\chi^2}{n\sqrt{df}}} = \sqrt{\frac{8.48}{5\sqrt{4}}} = 0.92$$

Sixth sub hypothesis

H₀: There aren't significant relationships between Having ability and experience of working women and lack of women appointed to organizational senior posts.

H₁: There are significant relationship between Having ability and experience of working women and lack of women appointed to organizational senior posts.

$$\chi^2 = \left[\frac{12}{(5)(5)(5+1)} \right] \times [(17.5)^2 + (20.5)^2 + (10)^2 + (15)^2 + (12)^2] - [3(5)(5+1)]$$

$$\chi^2 = \left[\left(\frac{12}{150} \right) \times (1195.5) \right] - (90) = 5.64$$

Because numerical value of test functions is not critical area. Therefore, hypothesis H0 is not rejected. it means that there aren't significant relationships between Having ability and experience of working women and lack of women appointed to organizational senior posts and both of them are independent and both of them are independent.

Chouproff coefficient

$$\rho = \sqrt{\frac{\chi^2}{n\sqrt{df}}} = \sqrt{\frac{5.64}{5\sqrt{4}}} = 0.750$$

- Ensuring 100% responsibility degree of Women no appointment to the post of senior management was not approved. None of the subjects did not accept that women are not responsible and for this reason in organization's top posts are not appointed. 90% of subjects perceived the relationship between competence and capabilities of women by top managers

6. Conclusions and Suggestions

Self-esteem is an important psychological variables that be discussed in topic of self and along with extensive research. Nowadays self role is not discussed only in social psychology science but special status accounts in personality psychology, growth and adaptation to their. Research has shown that low self-esteem cause depression, anxiety, guilt and many of mental distress and the high self-esteem has an important role in personal life, social relations, creativity, and ultimately, academic success and career growth and human development. More active in social and economic activities who have higher self-esteem and more successes are achieved. According to research conducted and the results of this study, the following suggestions are offered:

Offered to women:

- 1) Identify the barriers that women face in the path of progress.
- 2) Identify women career strategies that have been successful in to eliminate the barriers.
- 3) Complete and accurate identification of factors and present conditions in organization that will prevent from advancement of women.
- 4) Create public awareness of the specific behaviors that cause or prevent the progression of Minorities or women in particular in managerial positions.
- 6) For cultural change, a perfect example should be created.
- 7) To work beyond the expectations of men.
- 8) Go to the hard tasks.
- 9) Having truthful and capable consultants.
- 11) Ability to move from place to place.
- 12) To obtain higher education.

Offered to managers:

- 1 - Development and efforts to training for increase self-esteem, both male and female employees.
- 2 - Setting and effort to the empowerment strategies. Strategies include: Trying to follow new procedures, recognizing our limitations, Provision career success, achieve to sincerity and honesty.
- 3 - The giving of posts based on merit democracy.
- 4 - In assignment is used of contingency management.
- 5 - Considered to the justice department in the division of labor is desirable.
- 6- Management's commitment in providing basic and essential policies for improve and expanding employment opportunities for minorities and women.
- 7 - Providing programs for efforts towards keep qualified staff.

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