FACTORS AFFECTING WOMEN CAREER SUCCESS

Dr. Osman Sahin

FASE, Tishk International University, Erbil – Kurdistan Region in Iraq

Osman.sahin@tiu.edu.iq

Abstract

The objective of this study was to assess the success of women in leadership and entrepreneurship in developing countries, including the Iraqi Kurdistan region. The study used structured survey questionnaires in order to gain a clearer understanding of the reasons for success and the factors that motivate women to lead / entrepreneurial activity in the area. This survey was a web search and created by Survey Monkey, where respondents allow you to do email research and use social networking links.

Are male and female leadership roles the same? Specify the same number of male and female executives in the company? Do you see that men and women have senior management positions?

This study used multidisciplinary approach that uses question lists for research and data collection. For this reason, the leadership and entrepreneurship of women in the Iraqi Kurdistan region was studied. The sample size could not be determined for this study because there is no official or published information about women in executive/business positions in the Iraqi Kurdistan region. It is assumed that this study was sampling, i.e. the sample size could not be determined initially, so the sample size would increase during the process until sufficient data was collected.

Keywords: women, men, equal, leadership, success factors,

Introduction

Leadership is a common term that can be defined in different ways in different contexts. Francis (2017) defines relationship leadership as five values: attitudes, communication, expectations, expectations and leadership. As Doubell & Struwig (2014) explained that being a business owner must have the following characteristics: trust, performance, vision, focus and vision. Thus, even the definitions of leadership are not the same. But the value has remained the same the role of leadership is important, because leadership skills can increase employees 'performance in practice, they can improve satisfaction with' strong skills and the ability to create satisfaction through appropriate work (Garrett-Howard, 2012). Haslam & Ryan (2008) discussed the challenges facing women in promoting their role as a "mirror on the roof", due to the invisible barriers that many women face as they pass through. The location of their work was chosen but they could not deal with it that way. They are forced into their efforts to reach the top", which means that women are hindered as they try to move forward in their organizations.

This study discusses women's global leadership, with a strong focus on Kurdistan Region of Iraq. According to Adair (1999) women qualify as men in fulfilling academic responsibilities. It is important to trust your job and respect your co-workers. "

The main focus of women's issues in leadership and entrepreneurship in developing countries is through economic diversity and building cultural awareness (Marvin, 2001). And advanced, this study hopes to focus on the final issue that should not be left behind the obvious reason, as we have already known, is that fewer women involved in the leadership and governance of men recognized locally and nationally.

To be successful in this study, we review the past decade of women's work ethic, issues, barriers, and development issues.

Research Problems

Life is often difficult for women living in developing countries where men have some power or "control" over certain things. In this study, we focus on women in the Kurdish region of Iraq, which can be considered a developing region. Women are at different levels of education in school and should be treated the same. Women are at the forefront of postgraduate and vocational courses, but still focusing on seniors, senior executives and careers, and men are dominant in the number of working men and women and senior management in developing and developed countries. The difference is this is not just a problem in developing countries; this is a global problem. Therefore, the purpose of the study is to identify factors influencing female leaders in the Kurdistan region of Iraq.

Research objectives

1. Identify factors affecting women in leadership positions in the Kurdish region.

2. Identify the root causes of women's problems.

3. To assess the positions of women leadership in the Kurdistan Region

In my opinion, the challenges, barriers, and development of wealthy leaders and women in the profession are exactly the same as those with women in Kurdistan. This research is important because it seeks to assess the impact of women's resources in developing countries including the Kurdistan Region.

Literature Review

Hackett & Betz (1981) referred to the factors that contribute to the growth and success of women. The study focused on values needed for a successful culture and a culture to help support the community, increase employment levels and engage in career development. Morillo (2017) identifies the "barriers" that women use in historical research. Cabrera & Mauricio (2017) reviewed the existing books and became accustomed to repeating the material to get their desired results. The results show that women are entering the engineering field, but there is not much time for women to work and study. At first glance, on the other hand, friends will become a support system. It is important to remember that 73% of respondents do not have a credible question about this, unlike other important people. Still (2006) stated that American involvement can do more for women in terms of education and career. Morillo (2017) paid attention to the inspection and meaning of women's events and understanding the meaning of seeing them. The summary is as follows:

- Early influences; destined to succeed

- Work ethic

- Academically driven

- Confidence

- Overcoming obstacles

- Early leadership roles

- Opportunities

- Professional growth (willingness to learn)

Barriers to this study include "dual risk" barriers, including gender, race, age, and social status. Kettle (1996) conducted a study to identify important factors influencing the business activities of women in southern Malaysia. They used this method to collect search data. Twenty-nine women emailed and responded to the survey. The results of this study showed that "family support, social coexistence and internal goals are positive and make a significant contribution to the success of women in business today." The only barrier to this study was the finding that it was

difficult for women to start their own businesses. The American University Women's Association (2016) states that "women are more likely than men to be considered leaders" The American University Women's Association (2016) considers changes in women's leadership from different perspectives.

- Pump problem; those who teach qualified and experienced women as leaders continue to play the role of male leaders.
- Sexual current sexual discrimination; Wealth is still defined in terms of sexuality as "women's needs" and "men's needs" in relation to male leadership.
- Conservation and "women's choice"; Family comparison is a challenge for women in setting up care. It also affects the need for additional and different births and childcare benefits and obligations.
- Shortage of staff and consultants;
- Preconceptions and misconceptions; Includes assumptions about store leadership and discrimination.

The Women's University Association has prepared a number of suggestions and responses (2016):

The role of leadership in leadership roles to reduce discrimination against women, high school leadership training,

- Logical evaluation of the organization,
- Gender Equality and Employee Objectives;
- Improving Practices Programs;
- Patterns.
- The American University Women's Association (2016) discusses how to close leadership gaps and answers are divided into three categories.
- People:
- Become a Leadership Student;

- Requesting proof-based leadership training;
- Information More info,
- Ask sponsors or so,
- Find and edit your tastes,
- Understand Ideas Ideas,
- Leadership Leadership goals;
- Work Possible Work Plan (Family Level Activity)
- Leadership Finding workers who promote women's leadership;
- Identify volunteer opportunities, including developing leadership leadership skills.
- For employees:
- Providing flex flexible schedules;
- Look at the product, not the time,
- Evidence-based differential training;
- Enthusiastic promotion of support programs;
- Plan the best in both worlds.
- For policy makers:
- Rape rape scene,
- Fair enforcement of re-wage laws;
- Salary is clearly a salary increase;
- Establishment of Holiday Vacation Regulations,
- Amend the law to protect pregnant women,
- Supporting educational programs for job-seeking women

Hurst, Leberman & Edwards (2016) conducted a study on women's issues and achievements in Malaysia and focused on ten successful women. In this study, they found that fatigues are factors that affecting women. In particular, "These are things like the pursuit of insecurity and the pursuit of independence and the issues of divorce and life. These women work hard and achieve their goals." Still (2006) pointed out that women support systems were close people such as family, parents, husbands and close friends. Other factors such as "skill, creativity and inner motivation help attract their users". The

biggest problem is these women companies have financial problems, especially at the very beginning of their company formation (Phipps, 2020).

Their response has been to specialize in marketing opportunities, leading to participatory participation, economic empowerment, education and experience Hackett, & Betz (1981).

Methods of the Research

This study is a case study on Kurdistan Region in Iraq. Research is classified as exploratory research, the purpose of which is to obtain relevant information in an area in which the researcher could not obtain prior knowledge in order to build a deeper hypothesis. Haslam & Ryan (2008) stated that research is especially useful when researchers are not clear about the problems they face during research. It is clear that research on the status of women leaders and entrepreneurs in Kurdistan Region in Iraq is not enough.

This study is a quantitative research and survey questionnaires used to learn more about women in leadership and entrepreneurial roles.

The sample size for this study cannot be determined as there is no official or published update on women in leadership / entrepreneurial roles in Kurdistan in Iraq. This study is believed to use a cumulative sampling approach, and Brinia (2012) explained when the sample size cannot be determined at the start of the cumulative sampling approach, so the sample size increases as the sample progresses.

The questionnaire in this study is classified as a search questionnaire, which is "usually conducted at the beginning of the study to collect basic information. Accordingly, the questionnaire aims to provide a clear understanding of the success factors and influence of women in leadership / entrepreneurial roles in the region. The questionnaire is a web survey developed by the monkey researchers that contains review collectors and allows you to conduct surveys via email and social media links. One of the advantages of web-based questionnaires is that they provide many of the functions of non-paper questionnaires, such as a power-on-question polling that requires the respondent to answer a question before taking the questionnaire. The questionnaire is designed to understand the success factors and barriers for women in leadership positions in Kurdistan. The following questions were open-ended with the aim of allowing respondents to formulate their own answers, rather than being limited to choosing one of the four previously defined answers:

A. What factors influenced your entry into a leadership / entrepreneurial / senior management position?

B. As a woman, is it difficult for you to make a career / become an entrepreneur? (Please explain and explain the reasons)

Q. Please write about your support system. The one who supported you all the way, if not for them, you would not be where you are now.

49 women in the survey answered 9 questions. There are more successful women in Kurdistan and beyond, but it was difficult for all of them to reach them. The purpose of this guide is to identify the multitude of successful, smart, highly skilled women who made great sacrifices to get to this place. There was always a dream.

Some of the questions in the survey allow women to explore their experiences, while the rest of the questions are presented in the form of diagrams. Figure 1 depicts the result of the first question of the questionnaire, "How old are you?"

As can be seen in Figure 1, most of the respondents in the questionnaire are between the ages of 25-34.
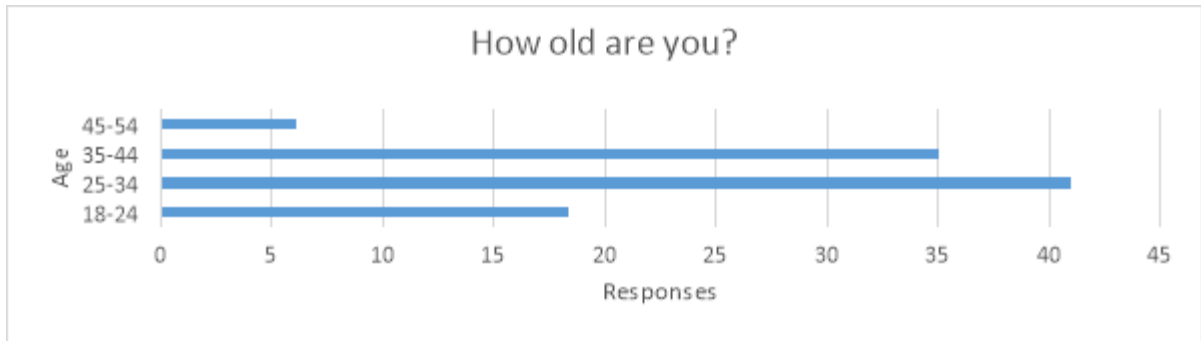
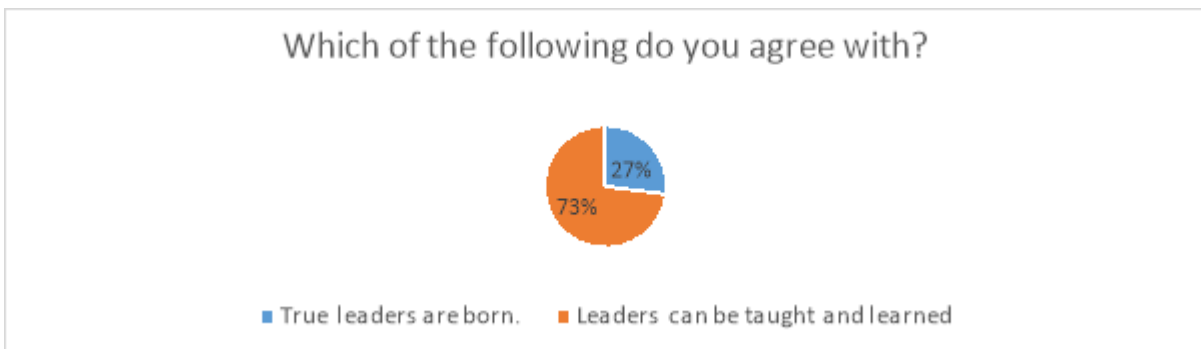**The result of the second question: "Which of the following do you agree with?" is depicted in Figure 1.**

Figure 2 shows the result of the third question: "How can you classify your work current position?"
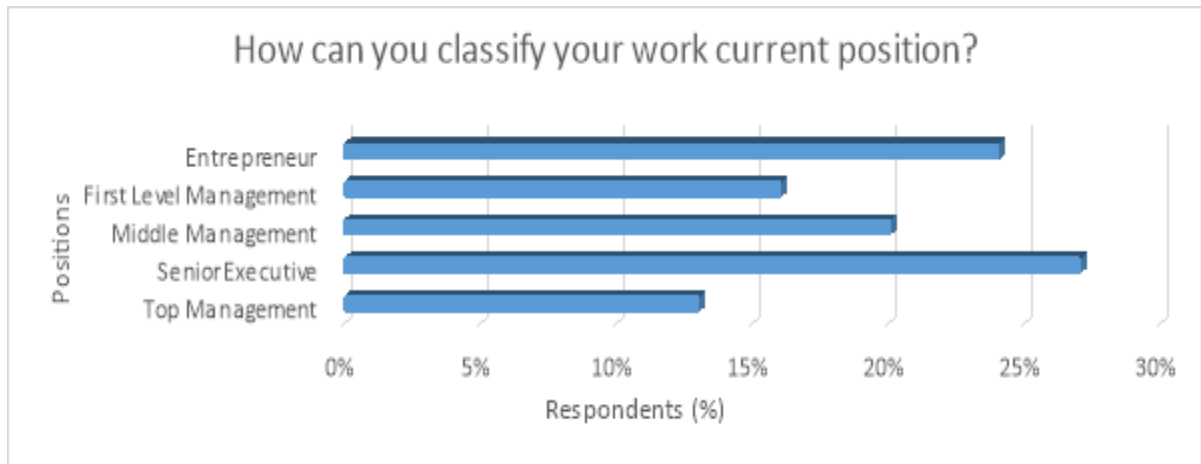

Figure 3 shows the result of the fourth question: "What were the barriers that you faced while trying to pursue your career / build your own business?"

What were the barriers that you faced while trying to pursue your career / build your own business?

■ Social   ■ Cultural   ■ Financial

Other answers reported below;

Man A: "I can manage and motivate a team to grow well."

Man B: "Build a better future for my country and make my society better."

Man C: "Inspire, be creative, remember, inspire others."

Adam D: "As a woman living in Kurdistan, I have always wanted this. Yes, that was what impressed me in becoming a leader."

Human E: "I really wanted to do something new, I wanted to make a candle in our Kurdish culture."

Male F: "There is no difference between men and women ... I need income."

Man G: "Should the choices I make in the organization I work for motivating you?"

Male X: "Talented woman is a talented woman."

Figure 4 shows the end of the sixth question in the questionnaire: "Do you feel free in your current management situation (entrepreneur/manager/management?)?"

In your current leadership role (entrepreneur /leadership/management role), do you feel independent?
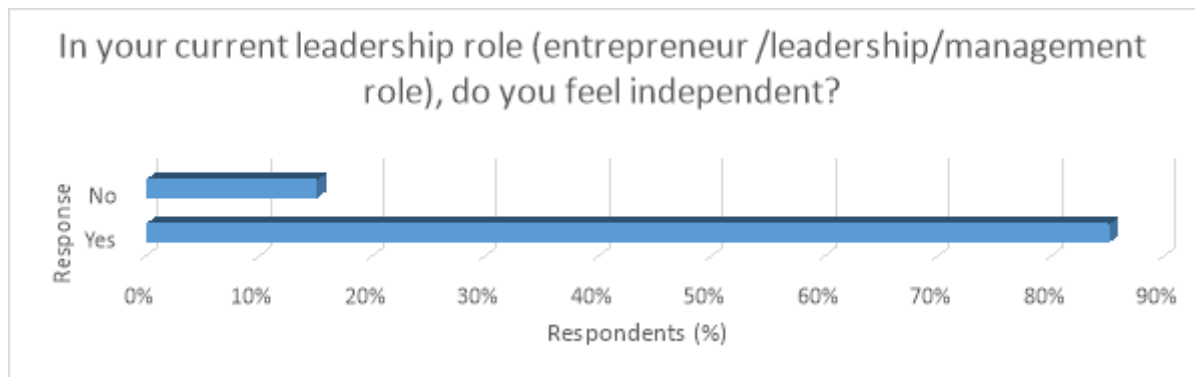
The seventh question in the questionnaire asks, "How difficult is it for a woman to pursue her career / become an entrepreneur? (Specify, specify reason) ".

Many respondents answered "yes" and the responses were similar to the rest, some of which were as follows:

Person A: "Yes, because we live in a particular society, it is difficult for women to find and / or create jobs."

Person B: "Yes, because society, culture and intellect prevent women from doing what they want."

Person C: "Yes, for cultural reasons and for gender injustice"

Mandy: "Yeah. In the business world, it's always hard to be a woman."

Man E: "Yes, because women do not want to perform better than most men."

Person A: "Yes, for cultural and economic reasons. But I have to go through everything. "

Man G: "It's not difficult because you are a woman, but you are trying to do something new in a closed and confined society because you are young."

Mann H: "It's sad because there are a lot of people who need to work with you, and not everyone is open to it."

One respondent:

"Yes, I do, especially in Kurdistan. I was one of the first women to open a business in January 2012. I opened my own shop/clothing store and it was very difficult to tell people that I was being rude. Tell me why it works like this? Do you have a degree? Why did you move to Erbil? I want people to text me on social media that you are stealing from us and calling me for no reason ... My other problem is to slowly open my own shop. Majidi Mole and I invested a lot of money in it, but unfortunately, I was abused by many men because they knew I was a Western Kurdish woman and they thought they could pass me by. So I had to replace the source. My other main problem in the more residential area is that customers do not believe my items are genuine, I supply everything from the USA and I do not blame them as we have no quality control in Kurdistan. But I do not blame it. Vendors are often dishonest with their customers. "

For clarity, Figure 5 shows the results of the seventh question in the questionnaire.

This is an open-ended question that allows respondents to enroll in any type of training, and 22 unlimited women say it is difficult to continue their careers, with eight saying no.
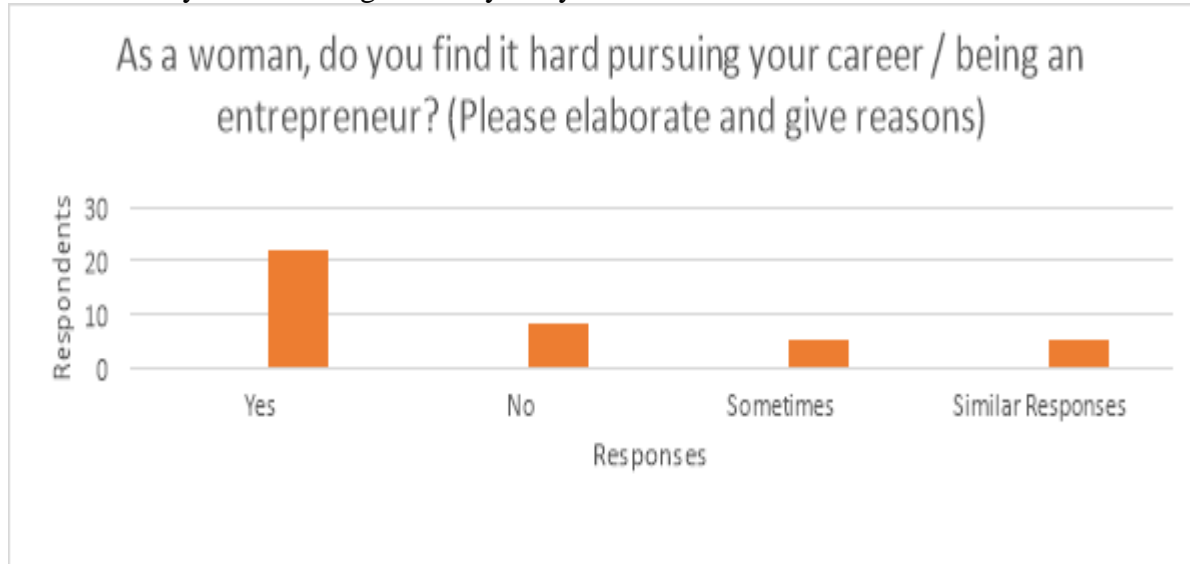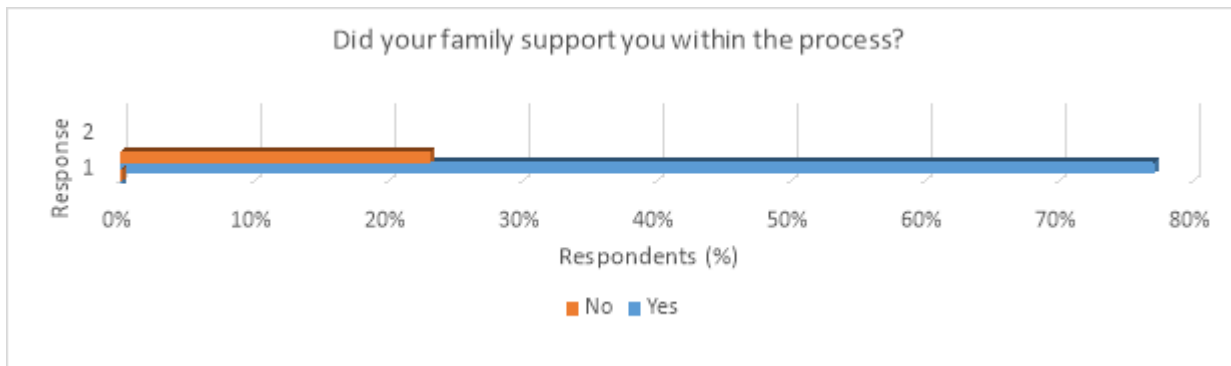

Figure 6 shows the result of the eighth question: "Did your family support you within the process?"

The ninth questionnaire in the questionnaire invites you to write about your support system. Who supported you on this path, and if they did not exist, you would not be where you are now? "

Most respondents said "family and friends", some said "brothers and sisters", some said no one supported them. Here are some answers:

One man said, "My mother is my greatest encouragement," and he made me work at the age of 17 because it would help me write a resume.

"The first role that helped me was not my family. But be yourself Self-confidence is a weapon against those who oppose me. "If I hadn't been stubborn, no one would have been able to force me to achieve my goals in parallel."

Shai Xi said: "My family is very supportive of me, they know that I am interested in fashion, I work hard and will be independent, they are with me every step of the way. I'm not going anywhere because my aunt lends me, and trust in me is a key factor in my work. "

Man D: `` Family, best friends, colleagues, people in one direction, helping me and supporting what I like and need, I would say I would be somewhere without them. But not where I am now because they are trying to achieve it. What do you want to achieve and much more?
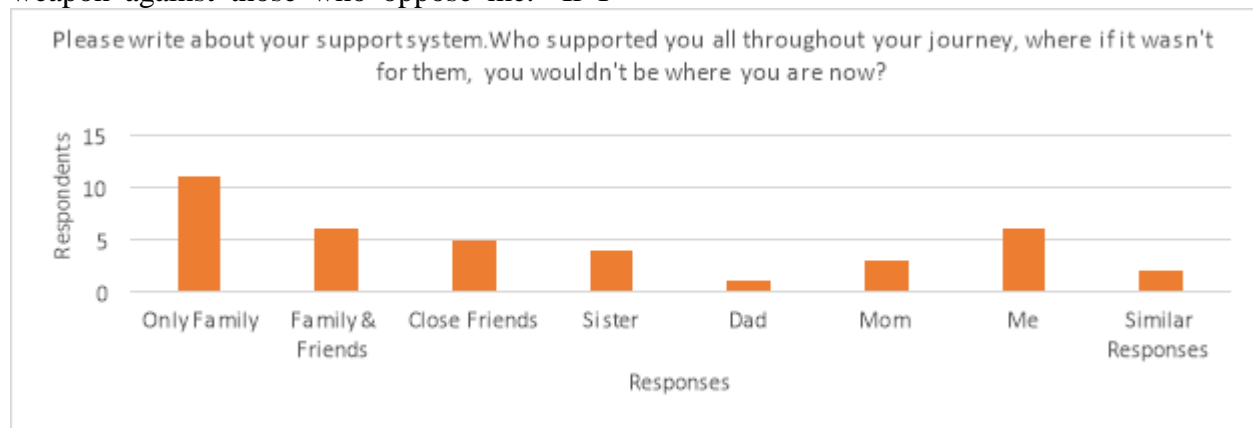

Figure 7 is the graph that corresponds to the last question of the questionnaire.

Conclusions

This study aims to identify the factors of success and challenges faced by women leaders in Kurdistan. In this study, it is evident that the majority of respondents were between the ages of 25 and 34; this means that women have recently taken on leadership and

business roles. The results of this study show that the majority of respondents are entrepreneurs or senior executives, and the rest are at middle, high, and primary levels. According to the respondents, 73 percent feel as though they can learn leadership and entrepreneurial skills, whereas 27% feel as though they were born to be leaders. 85 percent women are feeling currently independent, and 15 percent are not feeling independent. Challenges faced by women in leadership and entrepreneurial positions: cultural barriers (38%), financial problems (35%) and social problems (27%). The women's assistance system only applies to families, and 77% of women receive assistance from their families.

Haslam & Ryan (2008) showed that peers support women in leadership positions. Therefore, in this study, the most supportive factors for leadership and entrepreneurship were family and friends. The study (2008) also noted that women are starting to work in engineering. This is similar to the answer in Kurdistan.

References

1. Adair, C. K. (1999). Cracking the glass ceiling: Factors influencing women's attainment of senior executive positions. Universal-Publishers.

2. Brinia, V. (2012). Men vs. women; educational leadership in primary schools in Greece: an empirical study. International Journal of Educational Management.

3. Cabrera, E. M., & Mauricio, D. (2017). Factors affecting the success of women's entrepreneurship: a review of literature. International Journal of Gender and Entrepreneurship.

4. Doubell, M., & Struwig, M. (2014). Perceptions of factors influencing the career success of professional and business women in South Africa. South African Journal of Economic and Management Sciences, 17(5), 531-543.

5. Francis, V. (2017). What influences professional women's career advancement in construction? Construction Management and Economics, 35(5), 254-275.

6. Garrett-Howard, C. E. (2012). Factors influencing advancement of women senior leaders in aerospace companies (Doctoral dissertation, Walden University).

7. Hackett, G., & Betz, N. E. (1981). A self-efficacy approach to the career development of women. Journal of vocational behavior, 18(3), 326-339.

8. Haslam, S. A., & Ryan, M. K. (2008). The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations. The Leadership Quarterly, 19(5), 530-546.

9. Hurst, J., Leberman, S., & Edwards, M. (2016). Women managing women. Gender in Management: An International Journal.

10. Kettle, J. (1996). Good practices, bad attitudes: An examination of the factors influencing women's academic careers. Breaking boundaries: Women in higher education, 52-66.

11. Morillo, M. N. (2017, May 15). A Narrative Study on the Leadership Development of Female Superintendents in New Jersey. Retrieved March 5, 2019, from Seton Hall University Dissertations and Theses (ETDs).

12. Mavin, S. (2001). Women's career in theory and practice: time for change?. Women in management review.

13. Phipps, S. T., & Prieto, L. C. (2020). Leaning in: A Historical Perspective on Influencing Women's Leadership. Journal of Business Ethics, 1-15.

14. Still, L. V. (2006). Where are the women in leadership in Australia?. Women in Management Review.

15. The American Association of University Women. (2016). Barriers and Bias: The Status of Women in Leadership. The American Association of University Women. Washington: The American Association of University Women.