

The Study Of Challenges Faced By Women Leaders In Academic Proceedings At Administrative Positions In Educational Institutes

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ABSTRACT

Gender Equality is the subject of human rights and required for equality, development and peace. Equality between women and men is necessary for long term sustainable progress because the role of women is as important as the role of men. The women are performing their role in different capacities. In Pakistan women are also working in diverse level even on the leadership positions. The basic objective of current study was to explore the challenges faced by women leaders in academic proceedings at administrative positions in educational institution from School to University level specifically in district Shaheed Benazir Abad (SBA). Study was descriptive by purpose and quantitative by method. The Population of current study were all women leaders working at administrative positions in the educational institutions of Shaheed Benazir Abad. While eighty percent women leaders of educational institutions of different levels of District Shaheed Benazir Abad were selected as sample of this study by simple random sampling technique. Questionnaire with five point Likert scale was used as a tool. The tool was developed on the basis of nature and level of educational institutions with the help of literature review & discussion with senior women leaders. Data was analysed in frequency and percentage. Findings of current study revealed some diverse type of challenges faced by women leaders in academic proceeding at administrative positions.

Key words: Challenges, Women Leaders, Academic proceedings, Administrative positions Educational institutes.

1. INTRODUCTION

Gorchani, (2017) mentioned in his study “leadership is the name of to overcome hard situations and bad experiences” it is all about to train different natured people on the same way and connect them in every stage of work to achieve the goals and have trust upon that particular leader by the followers. Same as the educational leadership is also an art to handle the unpleasant experiences on the work place and also to connect all workers or employees having different nature and perceptions to each other in the same direction regarding the achievement of the aims and objectives. Pakistan come out in the world’s map in 1947, after struggling very hard. In that all harden situations

Pakistani women performed a big role in that battle. It is a pure fact that in Pakistan it is a trend that although women leaders are free to claim their rights but always faced numerous challenges in their administrative positions especially in educational institutions. Yet women in the Pakistan are now not only have existence at the top management positions of formal administration and also participated in the top leadership in all sectors especially in educational administration. The famous saying of (Eleanor Roosevelt) that “A woman is like a tea bag - you can't tell how strong she is until you put her in hot water” (Webpage, 2016) But it is also a bitter truth that to some extent challenges are acceptable but when these challenges effect on the women leaders work and create hurdles in achieving desired goals than there is the need such challenges need to be highlighted for taking some actions by all stockholders to overcome them. The main aim of this research study was to highlight those challenges that women leaders face in achieving the desired goals in administering the academic proceedings in their educational institution of SBA. There is no any previous study in the SBA about to identify these challenges regarding women leaders in educational institutions of SBA. This study can be helpful for policy makers to overcome these challenges and to give any solutions to these challenges. And also this study may be useful to aware the Government of Sindh to take some effective measures to give security or any other solutions for these challenges.

2. RESEARCH OBJECTIVES

- I. To analysis the Challenges faced by Women Leaders in Academic Proceedings at administrative positions in Educational Institutes.
- II. To highlight which type of challenges faced by Women Leaders in Academic Proceedings at administrative positions in Educational Institutes.
- III. To find out the effect of these challenges on women leaders during academic proceedings in educational institutions.

3. RESEARCH QUESTIONS

- I. What are the Challenges faced by Women Leaders in Academic Proceedings at administrative positions in Educational Institutes?
- II. Which type of challenges faced by Women Leaders in Academic Proceedings at administrative positions in Educational Institutes?
- III. How these challenges affect on women leaders performance during academic proceedings in educational institutions.

REVIEW OF RELATED LITERATURE

Educational Leadership

Education is back bone of any nation simultaneously educational leadership is very essential for quality education. According to (Bolam, 1999) Educational leadership is essential for policy making and proper forum for organizational transformation. Educational leadership is complicated process as well. The literature about educational

leadership is in greater quantity. According to Bush, (2003) there is huge quantity of written material about leadership and about its exercises. Educational leadership is connected with educational administration and achievements about education.

Women Leadership

Women are half of the population of human being but unfortunately they have not been given importance in all spheres as well as in leadership.

According to (Harris, 2005) no doubt women can compete and understand that how they can take part in leadership and how they can express their views. Nevertheless in different cultures and areas there are many problems for women as a leader.

According to (Sharpe, 2000) so many issues were discussed in different newspapers and magazines which favored women's qualities as leader. Majority of the journalists were of the opinion that women's were achieving positions in the management.

Leadership Challenges Faced by Women Leaders

Leaders are always facing challenges but women leaders face more challenges. According to (Eagly, 2001) Pakistani women are facing many problems in educational institutes at administrative positions. Unfortunately the discontinuity of democracy in Pakistan has brought so many difficulties and challenges for women leaders. Eagly, (2001) it seems that in Pakistan especially in Sindh province there are so many challenges for women leaders specifically in educational institutes which they are facing all the time during their job, just like gender disparity, political pressure, family issues, cultural disparities, religious problems and other challenges. No proper acceptance has been given to women leaders for their qualities. Pakistan comes second to last in terms of gender equality worldwide (Simkins T. , 2005).

According to (Kilby, 2011) there are so many challenges which are faced by women leaders in academic proceedings in educational institutes such as shortage of teachers in educational institutes therefore women leaders take classes, insecurity problem in educational institutes which causes challenges in academic proceedings, challenges to implement time table in educational institutes, supply basic needs for students such as drinking water, toilets and canteens etc., monthly tests and preparation of results, to maintain punctuality and discipline in educational institutes are common challenges in academic proceedings.

RESEARCH DESIGN

The study was about the challenges faced by women leaders in educational institutes of SBA. The study was quantitative by method and based on questioner tool on five point Likert scale. According to (Simkins T. S., 2003) the questioner tool is that by which different persons are examined through same type of questions. The questioner tool was designed and finalized under the guidance of research supervisor furthermore it was modified in the light of opinion of different women leaders from school level to university level administration during pilot study.

3.2 POPULATION, SAMPLE AND SAMPLING

The population of the study was seventy two women leaders who were working at the administrative positions in Shaheed Benazir Abad region in public sector education institutes where from school level there were fifty seven women leaders from college level there were nine women leaders and from university level there were six women leaders of the educational institutes of Shaheed Benazir Abad Region (Webpage, pums.ump.edu.pl/; , 2107; Webpage, sbbusba@edu.pk, 2017). From set population eighty percent of women leaders from each level were selected through simple random samplings. Sixty women leaders were selected through simple random sampling as sample of this research study. In this sixty women leaders forty nine women leaders were randomly selected from school level, seven from college level and four from university level. The sample size appropriately matches with the table of (Krejcie, 1970)

The specification of population and sample is as under

Table 3.1 Population and sample size of women leaders of educational institutes of Shaheed Benazir Abad Region

	No: of women leaders from school level administration	No: of women leaders from college level administration	No: of women leaders from university level administration	Total No: of women leaders
Population	57	9	6	72
Sample 80%	49	7	4	60

DATA ANALYS

SECTION ONE

School level administration.

How have women leaders grip over the academic proceedings?

Items	Strongly agree	Agree	Undecided	Disagree	Strongly disagree
Taking Classes	N=0 0%	N=37 75.51%	N=3 6.12%	N=8 16.32%	N=1 2.04%
Satisfactory security system	N=3		N=2	N=10	N=1

	6.12%	N=33 67.34%	4.08%	20.41%	2.04%
Implementation of time table	N=7 14.28%	N=26 53.06%	N=1 2.04%	N=12 24.49%	N=3 6.12%
Supply of the basic needs for students and teachers	N=3 6.12%	N=32 65.30%	N=0 0%	N=12 24.49%	N=2 4.08%
Monthly tests and results	N=0 0%	N=33 67.34%	N=0 0%	N=16 32.65%	N=0 0%
Maintaining punctuality and discipline.	N=1 2.04%	N=30 61.22%	N=3 6.12%	N=13 26.53%	N=2 4.08%
TOATAL	N=14 4.76%	N=191 64.97%	N=9 3.06%	N=71 24.15%	N=9 3.06%

ITEM WISE ANALYSIS

Taking classes

From the above data 75.51% participants were agreed, zero % participants strongly agreed, 6.12% participants remained undecided 16.32% participants disagreed and 2.04% participants disagreed with above statement.

Satisfactory security system

From the above data 67.34% participants were agreed, 6.12% participants strongly agreed, 4.08% participants remained undecided, 20.41% participants disagreed and 2.04 % participants strongly disagreed with the statement.

Implementation of time table

From the above data 53.06% participants were agreed, 6.12% participants strongly agreed, 2.08% participants remained undecided, 20.41% participants disagreed and 2.04% participants strongly disagreed with the statement

Supply of the basic needs for students

From the above data 65.30 % participants were agreed, 6.12% participants strongly agreed, 0 % participants remained undecided, 24.49 % participants disagreed and 4.08 % participants disagreed for the statement.

Monthly tests and results

From the above data 67.54% participants were agreed, 0.0% participants strongly agreed, 0.0% participants remained undecided, 32.55% participants disagreed and 0.0 % participants disagreed for the statement.

Maintaining punctuality and discipline

From the above data 61.22% participants were agreed, 2.04% participants strongly agreed, 6.12% participants remained undecided, 26.53% participants disagreed and 2.08 % participants strongly disagreed with the statement.

SECTION TWO

College level administration

How women leaders have grip over the academic proceedings?

Items	Strongly agree	Agree	Undecided	Disagree	Strongly disagree
Taking Classes	N=3 42.86%	N=2 28.57%	N=0 0%	N=2 28.57%	N=0 0%
Satisfactory security system	N=0 0%	N=4 57.14%	N=0 0%	N=2 28.57%	N=1 14.28%
Implementation of time table	N=0 0%	N=7 100%	N=0 0%	N=0 0%	N=0 0%
Supply the basic needs for students	N=0 0%	N=7 100%	N=0 0%	N=0 0%	N=0 0%
Monthly tests and results	N=1 14.28%	N=4 57.14%	N=0 0%	N=2 28.57%	N=0 0%

Maintaining punctuality and discipline.	N=6 85.71%	N=1 14.29%	N=0 0%	N=0 0%	N=0 0%
TOATAL	N=10 23.81%	N=25 59.52%	N=0 0%	N=6 14.29%	N=1 2.38%

ITEM-WISE ANALYSIS

Taking classes

From the above data 28.57% participants agreed, 42.86% participants strongly agreed, 0% participants remained undecided 28.57% participants disagreed and 0% participants disagreed for the statement.

Satisfactory security system

From the above data 57.14% participants agreed, 0% participants strongly agreed, 0% participants remained undecided, 28.57 % participants disagreed and 14.28% participants strongly disagreed with the statement.

Implementation of time table

From the above data 100% participants agreed, 0% participants strongly agreed, 0% participants remained undecided, 0% participants disagreed and 0% participants strongly disagreed with the statement.

Supply of the basic needs for students

From the above data 100% participants agreed, 0% participants strongly agreed, 0% participants remained undecided, 0% participants disagreed and 0 % participants disagreed for the statement.

Monthly tests and results

From the above data 57.14% participants agreed, 14.28% participants strongly agreed, 0% participants remained undecided, 58.57 % participants disagreed and 0 % participants disagreed for the statement.

Maintaining punctuality and discipline

From the above data 14.29% participants agreed, 85.71% participants strongly agreed, 0% participants remained undecided, 0% participants disagreed and 0% participants strongly disagreed with the statement.

SECTION THREE

University Level Administration.

How do the women leaders have grip over the academic proceedings?

Items of the tool	Strongly agree	Agree	Undecided	Disagree	Strongly disagree
Taking Classes	N=0 0%	N=4 100%	N=0 0%	N=0 0%	N=0 0%
Satisfactory security system	N=0 0%	N=3 75%	N=0 0%	N=1 25%	N=0 0%
Implementation of time table	N=0 0%	N=4 100%	N=0 0%	N=0 0%	N=0 0%
Supply the basic needs for students	N=0 0%	N=3 75%	N=1 25%	N=0 0%	N=0 0%
Monthly tests and results	N=0 0%	N=1 25%	N=3 75%	N=0 0%	N=0 0%
Maintaining punctuality and discipline.	N=0 0%	N=4 100%	N=0 0%	N=0 0%	N=0 0%
TOATAL	N=0 0%	N=19 79.16%	N=4 16.67%	N=1 4.16%	N=0 0%

Item-wise Analysis

Taking classes

From the above data 100% participants agreed, 0% participants strongly agreed, 0% participants remained undecided 0% participants disagreed and 0% participants disagreed for the statement.

Satisfactory security system

From the above data 75% participants agreed 0% participants strongly agreed, 0% participants remained undecided, 25% participants disagreed and 0% participants strongly disagreed with the statement.

Implementation of time table

From the above data 100% participants agreed, 0% participants strongly agreed, 0% participants remained undecided, 0% participants disagreed and 0 % participants strongly disagreed with the statement.

Supply of the basic needs for students

.From the above data 75% participants agreed, 0% participants strongly agreed, 25% participants remained undecided, 0% participants disagreed and 0 % participants disagreed for the statement.

Monthly tests and results

From the above data 25% participants agreed, 0% participants strongly agreed, 0% participants remained undecided, 75 % participants disagreed and 0 % participants disagreed for the statement.

Maintaining punctuality and discipline

From the above data 100% participants agreed,0% participants strongly agreed, 0% participants remained undecided, 0% participants disagreed and 0 % participants strongly disagreed with the statement.

SECTION 4 COMPARISON OF THREE LEVELS OF RESULTS

Level	Agreement	Undecidedness	Disagreement
School level	N=205 69.73%	N=09 3.06%	N=80 27.21%
College level	N=35 83.33%	N=0 0%	N= 7 16.67%
University level	N=19 79.36%	N= 0 16.67%	N= 01 4.16
Consolidation of results	N= 259 71.94%	N= 13 3.61%	N= 88 24.44%

The comparative scores of responses of all three levels are utmost resembling on agreement side. The school level agreement shows N=205, 69.73%, college level shows N= 35, 83.33% and university level shows N= 19, 79.36%. While as on disagreement side the data shows that school level disagreement shows N=80, 27.21%, college level shows N= 7, 16.67% and university level shows N= 01, 4.16%. The consolidation of the results show that N= 259, 71.94%, are on the agreement side, N= 13, 3.61% showing undecidedness and N= 88, 24.44% are on the disagreement side.

FINDINGS

Majority of the women leaders from school level, college level and university level administration were agreed that they were taking classes in their institutions due to shortage of teachers.

The majority of women leaders from school level college level land university level administration were thinking that they can provide security system in their institutes.

The women leaders from all the three levels of administration were disagreed that they were not able to implement time table in their institutes.

Most of the women leaders from all the three levels of administration were agreed that they can provide basic needs such as drinking water, wash rooms and canteen in their institutes.

The women leaders from school level and college level administration were agreed while women leaders from university level administration remained undecided that they can strictly follow routine of monthly tests and their results.

Majority of women leaders from school level administration were agreed that they were not serious to maintain punctuality and discipline in their institutions while women leaders from college level and university level administration were disagreed to that one.

CONCLUSION

Most of the women leaders were taking classes in their institutes in SBA because of shortage of teachers. The women leaders from all administrative levels were found capable that they can provide a security system in their educational institutes in SBA. The women leaders were of the opinion that they could implement the time table in their institutes. It was observed that most of the women leaders in SBA were able to keep the basic needs of students working, like drinking water, washrooms and canteen in their institutes. Data also revealed that majority of the women leaders followed the routine of monthly tests and maintaining test results.

RECOMMENDATIONS

The government should take notice of these challenges which women leaders face in educational institutes. Education policy makers should also be considerate about these challenges when they make the educational policies. Women leaders should also be professionally trained. Security must be provided in all educational institutes where women leaders are performing their duties.

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