

Role of Women in Top Management Position and the Impact on Knowledge Management in IT Sector

Dr. M. Dhanabhakym¹ and A. Ajitha²

Professor, Department of Commerce, Bharathiar University, Coimbatore, India¹

Research Scholar, Department of Commerce, Bharathiar University, Coimbatore, India²

dhanabhakym@buc.edu.in¹ and ajithaappuni2016@gmail.com²

Abstract: Women have been perceived as emotionally, physically, and especially intellectually weaker than men for decades. Gender bias and cultural attitudes have a bigger role in this than facts. Now that businesses understand the value of soft skills and the essential role they play in the workplace, putting women in positions of leadership is the sensible and ethical thing to do in knowledge management. In this paper especially focus the top level women employees in the IT sector with 130 sample respondents. Researcher tries to measure the perception of women employees regarding knowledge management practices and organization performance in IT companies. ANOVA is used as a technique for data analysis. The major finding of the study revealed that the women employees have good perception towards knowledge management in the industry and also towards its different dimensions like knowledge acquisition, knowledge creation and community practices.

Keywords: Knowledge Management, Women Employment, Gender bias, Culture attitudes

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