

Women in Top Management: Role of Personality Traits

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Abstract: Gender inequality continues to plague corporate boards with one of the reasons being the inherent personality traits of women created by the gender-specific socialisation they undergo in their lives. These traits are a product of social demands and affect the development of opinions regarding gender roles and skills. This study focused on the Indian insurance sector is an effort to review the role of these traits in impacting women's careers. While reinforcing the role of these traits it also provides a gendered perspective of how men and women view this role. It calls for the breaking down of the gender stereotypes that hinder women's professional progress for which policymakers, practitioners and leaders need to collaborate.

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