WOMEN: AN UNDETERVALUED RESOURCE IN HEALTHCARE MANAGEMENT

PRESENTED BY SUMMERY SITIMA
RESEARCHERS- DR FRANCIS WAMBALABA(USIU) AND SUMMERY SITIMA
(MINISTRY OF HEALTH) 0736852233
OUTLINE

• Highlights of the background of the study and literature review
• Justification of the study and problem statement
• Study objectives
• Methodology
• Main findings
• Conclusions
• recommendations
Background of the study

• Historical perspective on leadership- African traditional set up, Christian ideologies
• Local situation- Global Gender report
Justification and significance

• Underrepresentation of women in health leadership
• Lack of local data to determine the dynamics behind the gender gap

Significance
• Institutional authorities and healthcare organizations
• Policy makers and general organizations
• Researchers
• women
Study objectives

• Main objective- the dynamics involved in the attainment of leadership among women in the health industry in Kenya
• Role of gender in job negotiations- glass ceiling effect, pay expectations, sex stereotypes effect on job negotiations, education attainment
• Work life balance-double burden syndrome, career satisfaction and value of success, challenges to career advancement, support systems
• Motivation to leadership-business drivers, organizational culture, intrinsic vs extrinsic motivation
Literature review

• Eagley, 2013 - labyrinth
• Glass ceiling exists but shallow perspective
• Bowles and McGinn, 2009 - effect of sex stereotypes
• Definitions of work life balance according to Kalliath and Brough, 2008 - six definitions
• Motivation and the approach to leadership
methodology

• Phenomenology- Taole, 2008
• Population- women in leadership, 7 criteria
• Sample size- 8 women who fit certain criteria; non probability, snowball technique used
• In depth interviews with structured questions
• Data recorded and analyzed with Nvivo software; themes used from objectives and formed basis for coding
Main findings

- Negative effects of gender stereotyping
- Effects affected pay expectations and bargaining power
- Organizational; and social support systems lacking to foster work-life balance
- Intrinsic more than extrinsic motivation
conclusions

• Stereotypes have biggest effect on outcome of job negotiation
• Work life balance- role of organization and society
• Women leaders more often intrinsically motivated and tend to have goal orientation directed at mastery
recommendations

• Structures to eliminate stereotyping
• Mentorship programs
• Gender tailored terms of service for employment
• Reward systems for motivation
• Comparative studies between the two genders for future studies
END OF PRESENTATION

• QUESTIONS
• COMMENTS