

SUMMARY

Subject matter of the dissertation: business career women in contemporary organizations (for example, LLC "KROVAN – KMV)

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Customer organisation: LLC "KROVAN – CMS»

Topicality of the research: for a long time, scientists have developed criteria for activities inherent to the leaders, but the place and role of women in the power systems were not studied. As part of our coursework we conducted an analysis of various materials and identified several characteristics to form the social-psychological portrait of a woman leader. Similarly, it was found that according to gender studies, man seeks to authorities for "personal use", while women-achieve "souchastvujushhej power", based on the principles of power-sharing and the use of power for the common good.

Development of market relations in Russia not only radically affected the economic processes, but also helped to mitigate the conservative installations on many spheres of life. To date, society tended to democratic orientation principles of management. Here already in the first ranks of paramount importance information technology gets services with its model of business relations that completely meets the female features of doing business. A number of studies demonstrating that non-traditional female style of leadership is consistent with contemporary conditions and can increase the vitality of the Organization in the unstable conditions of external Wednesday.

Objective: is to develop recommendations to improve the system of women's leadership in modern organizations, as well as identifying features of building business career women in modern organizations and develop a career plan.

Tasks:

1. define "business career" and reveal his features;
2. identify factors of career success of women;
3. identify the career prospects of women;
4. undertake an analysis of governance in LLC-KROVAN CMS;
5. define career problems in women-KROVAN CMS, LLC;
6. to undertake activities to improve the career development of women in LLC-KROVAN CMS»

Theoretical and practical significance of the research: Is to develop recommendations to improve the system of women's leadership. The practical value of the work lies in the fact that its results can be used to apply them in practical activities of modern organizations

Results of the research: Currently 19% Middle Management LLC-KROVAN KMV-women in positions below directors. For the most part it's chief accountants and marketing managers.

In order to support the promotion of women, it is important to review the existing policy at the company, as with any training and development programmes need to make sure that women enjoy a decent place. Otherwise, if you do not pay special attention to these processes, the men in these projects would prove more. On a number of objective reasons, women are more engaged, or, as often happens,

will demonstrate a more responsible approach. Thus, there may be excess, which would not be consistent with the company's strategy.

Recommendations: based on the above, for the formation and development of the system of effective career development of women in the organizations we have developed the following recommendations:

1. As soon as possible to get rid of the so-called "glass ceiling", because it creates barriers based on prejudice, do not allow qualified women staff career development and to hold leadership positions in their organizations. To do this, senior management should make adjustments in the existing corporate policies and organizational culture. Each organization must responsibly approach the question of eradicating career gender discrimination.

2. The same way any company should submit to all leaders of similar requirements. Since today there is this trend that, to get the same post that facilitate and man, woman must demonstrate a much higher compared with it competence, to remove the influence of bias against it.

3. Should conduct trainings and other events that will help you create the right impression about a woman-manager and eliminate stereotypes.

4. For the necessary changes in consciousness rooted stereotypes of men and women in their roles in society should actively work with the media, through them enhance a positive image of women.

5. Popularization of the philosophy of women's leadership and best practices to promote women to leadership positions.

Women's development (leadership) capacity through programmes aimed at growth and professional development (mentoring, coaching, information exchange,

role modelling), the exchange of best practices, conducting research on the topic of women's leadership.