

A Classic Dilemma

Indians are famous for their never-give-up attitude and creative problem-solving ability. Indian companies have the guts to implement strong policies and can produce the best of talent. Two more such dynamic Indians, Keshvi and Nisha recently graduated from a prestigious business school and being from humble family background, they aimed to go climb their career ladder and worked hard for it. The hard work paid off and they got placed in one of the top companies that came for selection to their college campus. Both of them were active in participating in their college events and being the toppers of their batch, both of them were readily recruited by one of the top companies from the campus and received attractive salary packages. Nisha started working as an assistant researcher whereas Keshvi was selected as an Assistant Regional Manager at a reputed IT company named Tejas Technology Services.

As there were less than 15% female working staff in the company, it seemed a bit uncomfortable to office staff to accept female managers in organization but the situation was formally normal initially. After their impressive performances for a year, both of them were assigned a project to lead where their senior authorities wanted to expand and implement automation in their regional branch. So, as a part of their responsibilities, Keshvi was supposed to decide on implementing the best software for the office premises and Nisha was asked to lead the R & D team for the future applications and opportunities of automation.

Considering the hard work they had put in, they were hopeful of being promoted. Before they entered the meeting with their respective department's senior management to explain their findings, Mr. Bharat Kukreja, Keshvi's head, asked her to hand over her file to her new teammate, Sanjay, who was a part of the new recruitments made two months ago, and he further presented Keshvi's decision and market analysis. After the meeting, Keshvi conveyed the incident to Nisha and Nisha was not surprised to know that as she was familiar with such instances and asked Keshvi to give it some more time and effort and told her that even she had faced many swaggering remarks but that was a part and parcel of their job and she should learn to live with them. In order to make her feel better she offered her to go out for a cup of coffee and speak their heart out, in no time they were quite open with each other and then Nisha broke out the news of her pregnancy to Keshvi. Keshvi was delighted to hear the news and assured her of being there for her whenever she needed her as she was in her initial months of pregnancy. Nisha also told her about an opportunity coming her way wherein she is asked to lead her teams for the next step of the company's expansion. Now both of them started their work with renewed energy.

Leading an all-male team was never an issue for Nisha, but she always had to struggle hard to make her point, though no one was vehemently defiant with her but there were traces of waylay.

Being the primary caregiver in the house Keshvi did feel the heat of the multiple roles she had to play, but being high spirited, she was able to manage well. She was able to reach home on time and give time to her children when she was working with her previous company and they were also promoting her but that meant she had to take the transfer and move to another city and she did not find it feasible to disturb her children's academic routine so she had to deny the offer and since then things did not work in her favor with that company and hence she had to settle with this company at comparatively lower salary and perks.

After some days later Nisha and Keshvi met again and Keshvi talked to her about her ordeal wherein it had become a practice with her boss to give the credit of her work to one of her colleagues who was less experienced to her and that he had been promoted to a senior researcher, which Keshvi was sure to deserve it better than he did. Keshvi claimed that she has received an offer letter from Amores Technology Ltd which had a good reputation for respect towards gender equality but with so much on her plate already and being a single mother, this decision was difficult for her. But this time she found Nisha was not speaking much and was not her usual positive self, on inquiring Nisha told Keshvi that she had been laid off on the grounds of right sizing in the organization and she had one month to find another job. She was an erudite employee but her present state concerned her about her career and her future.

Q.1 How would you deal with this situation being Keshvi and Nisha.

Q.2 State your opinions on Women Leadership.

Developed by PGDM Students:

***Karnika Singh
Devarshi Jani
Dhiraj Manglani
Harsh Mittal***