

Women/Men/Management



This book looks at the real and perceived differences between women and men in organizations. Unlike most books on organizations, it attempts to integrate the theories of feminism and organizational behavior. In so doing it demonstrates why the issues of sex and gender are central to understanding organizational behavior. It finds that despite advances made in recent years, women and men still work in sex-segregated occupations. Women workers on the average earn lower pay than men and have fewer opportunities to acquire power and status. Men workers, on the other hand, receive less support than women in their efforts to balance work and family conflicts. Efforts to help women to adapt to a work environment dominated by masculine values have proved less than successful because they fail to address the broader issues. Organizations that hope to maximize their use of all employees must bring about cultural change through a broad, top down approach.

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