

**FEMALE LEADERSHIP AND FIRM SUCCESS BARRIERS: EVIDENCES FROM KATHMANDU
(NEPAL)**

Achal Bhardwaj¹, Suman Bhattacharya²

¹PG Scholar, Lord Buddha Education Foundation, Kathmandu, Nepal

²Assistant Professor, Lord Buddha Education Foundation, Kathmandu, Nepal

ABSTRACT

This study provides an overview of a research study conducted in Nepal focusing on the correlation, between leadership and the success of companies. The main objectives of this study are to assess the representation of women in leadership positions explore how female leadership impacts performance and identify challenges and opportunities for enhancing gender diversity in leadership roles. Through a combination of surveys and interviews with women leaders this project aims to examine the state of women in leadership positions evaluate the effects of leadership on organizational performance and identify obstacles and potential avenues for promoting greater gender diversity, in leadership roles. The things we learned from this study can help us make workplaces more equal for everyone. These matters not only for the companies but also for the people who make the rules and study things. The study took a closer look at why women sometimes don't get the same opportunities as men. It also talked about how having women leaders can help companies perform well. Putting it all together can help things improve and stay that way. In order to advance women's leadership and organizational effectiveness in Kathmandu the research methodology combines qualitative approaches

Keywords: *Female leadership, gender diversity, organizational performance, opportunities, gender inequality*

1. INTRODUCTION

This study aims to explore the dynamics of successful companies' engagement with female leadership in Nepal. It primarily seeks to gauge the current standing of women in leadership, analyze the impact of female leadership on various facets of organizational effectiveness, and identify the challenges and prospects for enhancing gender diversity in leadership roles. (Alshebami and Alzain, 2022). Combining quantitative and qualitative research methods is part of the technique. According to information would be gathered through surveys and interviews with female leaders of Kathmandu the relationship between female leadership and factors that measure a company's success such as its financial performance, innovation and organizational effectiveness will be evaluated statistically (Adikaram and Razik 2022). The goal of the study is to pinpoint the benefits of female leadership for business success such as increased profitability, increased innovation and increased organizational effectiveness. The study will also reveal the difficulties that women face in leadership roles including societal expectations, gender bias and problems with work and family obligations. This study article has important consequences for many parties. The findings can guide organizations in Kathmandu in developing strategies and policies such as targeted hiring and training initiatives to promote gender diversity in leadership positions (Subedi & Shrestha, 2023) Insights into the challenges faced by women in leadership can help policymakers develop strategies to foster a more welcoming workplace. The study will lay the groundwork for additional investigation into female leadership in the context of Kathmandu city and add to the academic literature on the subject.

2. Problem Statement

Despite advancements in measures for gender equality and women's empowerment, there are still a lot fewer women in leadership roles in Kathmandu organizations. Due to the absence of gender diversity in leadership positions, inclusive decision-making is hampered and may result in lost possibilities for organizational success. The lack of female talent in top management positions is a result of traditional gender roles and cultural norms in Nepal, which frequently discourage women from pursuing leadership positions (Upadhaya, 2023). The diversity of viewpoints and experiences required for corporate growth and innovation is hampered by the gender gap in leadership. Women in Kathmandu face challenges to advancement into leadership roles due to a

lack of access to opportunities for professional development and high-quality education. The gender leadership gap is further maintained and organizations' overall success is hindered by the lack of educational and skill-building support. Women's advancement and success in leadership positions are hampered by gender-based discrimination and biases that still exist in Nepali workplaces. These prejudices could show up in judgments about promotions, tasks, and access to resources, creating an unfair playing field for female leaders. Female leaders in Kathmandu are unable to grow in their careers due to a lack of effective mentorship and sponsorship networks designed expressly to help them. Women's access to role models and mentors who can offer helpful advice and chances for progress is hampered by the lack of support systems and networks. Women in leadership roles in Kathmandu are disproportionately affected by issues with work-life balance, such as cultural expectations and parental responsibilities (Subba, 2019). Women find it difficult to combine their personal and professional obligations in the absence of supportive policies and flexible work arrangements, which may impede their performance in leadership positions. Successful female leaders in Kathmandu are not given enough credit or attention, which feeds the myth that leadership is largely a male domain. This underrepresentation deters would-be female leaders, damages their self-esteem, and worsens the problem of women's underrepresentation in leadership roles. In the context of Kathmandu these problem statements illustrate some of the major difficulties and impediments to female leadership and business success (Rijal, 2022) They serve as a foundation for more study and actions targeted at advancing gender diversity, removing systemic and cultural barriers, and creating a welcoming climate for women's leadership in the nation.

3. Objective/Purpose of the study

Examining the link between female leadership and company success in the context of Kathmandu is the study's goal or purpose. The following objectives are the study's goals (Upreti, 2020). Look into the status of women in leadership roles in Kathmandu nowadays. Examine the effects of female leadership on many aspects of organizational performance such as financial performance, innovation and organizational effectiveness. The difficulties and restrictions experienced by women in leadership roles in Kathmandu. The potential and tactics for advancing gender diversity and strengthening women in leadership positions.

4. Research Questions

These research questions offer a framework for examining the connection between female leadership and firm success in Kathmandu and are in line with the study's aims.

1. Is there any significant relationship between early marriage of women and firm success which they are leading?
2. Is there any significant relationship between delegation of authority and decision making for firms' success which they leading?
3. Is there any significant relationship between higher educations of women's and firm's success which they leading?

5. Objectives

- To explore whether there is significant relationship between early marriage and firm's success which they leading.
- To understand whether there is significant relationship between delegation of authority and decision-making authority for firms' success which they leading.
- To explore whether there is significant relationship between higher educations of women's and firm's success which they leading.

6. Research Hypothesis

- H1: There is a significant relationship between early marriage and female leadership for firm success.
- H2: There is significant relationship between female leadership and authority for decision making for firm success.
- H3: There is significant relationship between female leadership and lack of decision-making authority for firm success.

7. Significance of the study

This study encourages social fairness and gender parity by emphasizing the need to address the insufficient representation of women in leadership roles. It emphasizes how important it is to provide women the same chances as their male counterparts in order for them to progress and thrive throughout their professional lives. The study perfectly captures the idea of enabling

women to overcome obstacles, combating institutional prejudices, and guaranteeing a fair playing field where their strengths may flourish without restriction. Economic progress depends on encouraging female leadership (K.C, 2019). The study looks at how female leadership affects business success which can boost workplace creativity, productivity, and competitiveness. In turn this promotes general economic expansion and prosperity. Understanding the link between successful firms and female leadership offers insights into the variables affecting organizational performance. The study investigates how diverse leadership teams, especially those with women in leadership positions might contribute distinctive viewpoints, decision-making styles, and abilities that improve organizational performance and outcomes (Sharma, 2020). The study provides information on the value of gender diversity in leadership roles to stakeholders, corporate leaders and policymakers. It offers useful recommendations for crafting laws, plans, and procedures that encourage women's leadership, dismantle obstacles, and foster settings that are conducive to their growth. This study adds to the body of knowledge on gender diversity and leadership in a particular setting by examining the link between female leadership and company success in Kathmandu. It offers insightful information that organizations and politicians may use to create plans for promoting gender equality, enhancing organizational effectiveness, and promoting sustainable development.

8. Scope of the study

The context of Kathmandu is the study's primary area of interest. Within Kathmandu organizations, it analyzes the dynamics of female leadership and its effects on business success. It's possible that other nations or locations won't be able to directly apply the study's results and recommendations. It includes a range of businesses including both public and private sector organizations that are active in Kathmandu. In order to capture a wide representation of firms inside the nation, it may cover a variety of industries and sectors. The study mainly focuses on the connection between successful firms and female leadership. It could examine a variety of factors that influence a company's success including financial performance, innovation, employee satisfaction and organizational effectiveness. It may also look at elements like workplace culture, gender prejudice and leadership training programs that affect female leadership. To gather and analyze data the study may use quantitative, qualitative or mixed-method approaches. Surveys, questionnaires and the analysis of financial data are examples of

quantitative approaches, whereas focus groups, interviews and case studies are examples of qualitative methods. Depending on the goals of the study and the accessibility of pertinent data a technique will be selected.

9. Limitations

1. **Sample Size:** The sample size may have an impact on the study's findings, limit in their capacity to be generalized. The representativeness of the study may be hampered by a lack of access to a wide variety of organizations or by a dearth of participants.
2. **Data Accessibility:** In Nepal, it may be difficult to find data about female leadership and business performance. The depth of study and the generalizability of the conclusions may be impacted by the lack of easy access to complete and trustworthy data on important factors like as financial performance or employee satisfaction.
3. **Contextual Specificity:** The findings of the research might only apply to the Kathmandu context and not necessarily to other district of Nepal or locations. The association between female leadership and firm success may be influenced by cultural, socioeconomic and institutional factors specific to Kathmandu limiting the generalizability of the results outside of the examined setting.
4. **Causality vs. correlation:** It might be difficult to prove a link between female leadership and business success. It may be challenging to establish the direction of causality or rule out other confounding factors that could affect the observed associations, even though the study may show correlations between these variables.
5. **Time Restrictions:** The study's time range might be too short to allow for a thorough examination of long-term trends or modifications in female leadership and business performance. To properly comprehend the dynamics and effects of female leadership on organizational outcomes, a longer observation time may be necessary.

10. Definition of key terms

1. **Female Leadership:** This term describes the involvement and representation of women in positions of leadership inside organizations. It entails having women in managerial, executive or decision-making roles who use their power and influence to lead and steer the business toward its objectives.

2. **Firm success:** When an organization achieves favorable results and performance metrics, it is said to have achieved firm success. Financial achievement, profitability, market share, growth, innovation, customer happiness, employee engagement, and other pertinent indicators of corporate performance can be included.
3. **Gender diversity:** Men and women must both be present in the workforce and in leadership roles for there to be gender equality (Mahat,2018). In order to foster a variety of perspectives, abilities, and experiences that can contribute to organizational success, it is important to have a diverse gender composition.
4. **Organizational performance:** The achievement of goals by an organization's total effectiveness, efficiency and performance. It covers a range of elements, including profitability, operational effectiveness, productivity, employee and customer happiness, innovation, and market competitiveness.
5. **Gender bias:** The unjust or unequal treatment of people based on their gender is referred to as gender bias. Stereotypes, preconceptions, discrimination, and differences in opportunities, resources, and incentives between men and women are just a few of the ways that gender bias can take many different forms.

11. REVIEW OF LITERATURE

The assessment of the literature gives a thorough grasp of the knowledge gaps and unresolved research questions related female leadership and business performance. This chapter builds a theoretical framework by analyzing numerous theories, empirical research, and concepts. It also emphasizes the significance of evaluating the link between female leadership and company success, particularly in the context of Kathmandu city (Maheshwari, 2023). The study article intends to contribute to this topic by carrying out an empirical examination and offering insightful analysis and suggestions for businesses and policymakers. Female leadership refers to the participation and role of women in leadership roles inside organizations. It highlights the value of gender diversity in leadership teams and acknowledges the distinctive perspectives, abilities, and experiences that women contribute to leadership roles investigate the effects of gender stereotypes on management jobs. They draw attention to the pervasiveness of old-fashioned gender stereotypes that link men to community qualities like caring and compassion and women to agentic qualities like assertiveness and competitiveness. These prejudices have the

potential to affect how people view and anticipate women in leadership roles. In order to create fair and inclusive workplaces where women may thrive and contribute to the success of the organization, strategies for encouraging gender diversity and inclusion in organizations are essential. Regarding their capacity for leadership, stereotypes and prejudices against women are common. Barriers to women's advancement may be created by outdated gender stereotypes and biases that cause them to be seen as less capable or unsuited for leadership positions. According to organizations might not have the necessary procedures and policies to empower women in leadership positions. Inadequate maternity leave provisions, rigid work schedules, and scant assistance for childcare or eldercare duties are a few examples of this. In the workplace, women may experience unconscious bias and discrimination, which may appear as unfair treatment, exclusion from significant networks, and constrained possibilities for professional development. Fear of reinforcing unfavorable assumptions about women's capacity for leadership can add to pressure and anxiety, thereby affecting their self-confidence and performance.

12. METHODOLOGY

This study implemented a descriptive and co-relational design. According to research that employed descriptive strategy to learn about women's status and correlation design to examine relationships the majority of people who reside close to the Kathmandu metropolitan city and work on various kinds of companies and firms. This study uses a hybrid methodology. The history of the research area the data collection techniques and the choice of the informants are given priority. Informal interviews will be used to create a structured questionnaire that will be used to qualitatively examine the study. The survey will be conducted in the field, allowing for the observation and analysis of opinions held by female leaders in actual workplaces. A number of banks and businesses will be contacted by the researcher, who will ask them for the names, addresses, and phone numbers of some of the female employees. Random calls will be placed to each female employee on the list to ask for their consent to participate in the study. Only those who had previously indicated a willingness to cooperate with the researchers were approached in person. A lot of these accomplishments will be placed into perspective by analyzing the social and economic empowerment of women leaders. Last but not least, it emphasizes how moral principles were upheld in my particular role as a fieldworker.

13. Research Philosophy

This research used a descriptive survey design. This research design is the organization of conditions for data collection and analysis in a way that tries to balance relevance to the research purpose with economy in technique. It is the methodological way in which people or other units are compared and evaluated and serves as the foundation for drawing conclusions from the data.

14. Research Approach

The inductive and deductive processes of reasoning guide the research process. In order to better understand how women leaders, impact corporate success, positivist and inductive approaches were used in the research. The gathering of information for this study is the first stage of the inductive method. It collects information from several banks, businesses, and firms, studies trends, and develops theories. In addition to giving the data collecting meaning, the technique establishes the relationships necessary to formulate a hypothesis. Starting with a close observation the process then progresses to the idea's production.

15. Research strategy

The study will use independent and dependent variables to examine how female leadership impacts firm success. For the purpose of study, primary data will be acquired from a variety of sources. Secondary data are examined based on empirical knowledge from diverse literatures. Qualitative data analysis will be done for the issue's analysis. The impact of female leadership on business success will be examined in this study at various small-scale companies or firms. A standard random sample design is being employed to get the data. For this study, 50 women with advanced professional leadership roles at the higher level, ranging in age from 20 to 45, were included. To look into any potential disparities in the experiences of women in the workplace based on their generation, women of various ages were recruited. All of the women had to be well-known and recognized as leaders in their fields, even though the exact level of positions does not immediately translate between various industries (for instance, leadership structures and qualifications in research differ from those in financial services).

16. Data Sources

The data will be compiled using both primary and secondary sources. Data will be gathered using a variety of methods, including field surveys, interviews and self-administrative questionnaires. Online interviews are conducted by the researcher to collect data. Data obtained

from primary sources are distinct. When analyzing the data from the study the researcher usually consults primary sources. Secondary sources for the study's data used by the researcher included a range of scholarly journals, periodicals, and websites. Data collection will be done through fifty women of small-scale firms and sectors in Kathmandu. Real-time data analysis is performed.

17. Data Collection Method

To gather enough data and provide a decent level of result dependability, primary sources of evidence will be utilized. The examination of primary data gathered through questionnaires and interviews will serve as the foundation for the acquisition of data and evidence. Using all of these sources, it was possible to gather accurate data and create a comprehensive image of the research problem. The interview questionnaire served as the interview guide, helping the interviewees organize their answers. The questionnaire was used to conduct semi-structured interviews. Open ended questions were included in the survey. This method was chosen due to the flexibility of the questions, ease with which the interviewer might investigate further, ability to examine the depth of the correspondent knowledge, and ability to better understand what the respondent truly believes. The respondents were given the surveys through casual introductions of themselves.



Figure 2: Method of Research

18. Data Analysis

The interviews were coded by a single coder, who also transcribed the interview notes in Microsoft Word. All of the interviews produced valuable information. In the coding process, specific codes or phrases that define groups of data, were found and then grouped into larger families and themes. To categories the data, particular codes were given to the quotes. While each interview was being transcribed, the coding procedure was carried out constantly using a word processor and Microsoft Excel. By detecting recurring themes that developed during the coding process, thematic content analysis was used to analyse the data. For further discussion in this article, the most important themes were chosen. The themes picked for this article contained a lot of data connected to the particular codes. This study makes use of data, including personally identifiable data. To protect each participant's confidentiality, those interviews were de-identified. After this study is over, the interview recordings will be deleted. Data obtained from participants who were humans had to be approved before being used.

19. Qualitative Data Analysis

The information gathered through a series of qualitative interviews is examined in this study. This study adopts an applied research methodology by adding to the body of knowledge already available regarding women in leadership. It improves understanding of the difficulties women currently face and starts to pinpoint potential areas for developing solutions. The interviews were analyzed using thematic content analysis, which helped to clarify recurring themes from the experiences of the women. Beginning in June 2023 and ending in July 2023, this study was conducted in the Kathmandu district. The participants choose the sites for the interviews, which took place there. Phone interviews were used for seven of the interviews.

20. DATA AND ANALYSIS

Findings

The aim of this research was to explore the experiences of women in leadership positions across different companies. The main research question guiding this study was: How do women describe their journeys of achieving, transitioning to and assuming executive leadership roles while contributing to the success of their organizations? This chapter presents the findings of the study, starting with individual profiles of each participant, followed by an overview of the key

themes that emerged from the collected data. The data is categorized into two main sections for analysis.

Thematic analysis.

The subsequent phase of the study involved employing thematic analysis, chosen for its adaptability and ease of use. This approach facilitated a systematic analysis, and connection of qualitative data to relevant theories. Open coding was initially utilized to identify potential themes, followed by a thorough assessment of these themes to ensure their alignment with the research question and framework. The primary coding method used was inductive, allowing the data to guide the coding process. However, the researcher cognizant of themes from existing concepts in prior studies, the conceptual framework, and the interview questions that might naturally emerge during the analysis.

This research study considered 50 participants from different organization as a leader based on current or previous job position and experiences. To learn more about the distribution of the sample considered for the study demographic information are collected for purposive sampling and ease into semi-structured interview session. Table illustrate the demographic of the participants.

21. Summary of core theme

Theme 1: Leadership Styles of Women Leaders

Respondent 1: From my observation, women leaders often exhibit a transformational leadership style. They inspire and motivate their team members by setting clear goals and providing individualized support. This style fosters a collaborative and empowering work environment.

In terms of leadership styles of women leaders, I agree with respondent 1's point of view. It is clear that women in leadership roles often demonstrate transformational leadership styles. This method involves motivating teams by setting precise objectives and providing personalized support. This approach fosters a collaborative and empowering workplace environment, where team members are encouraged to excel and make meaningful contributions. This leadership style not only increases motivation but also develops better team interactions, resulting in increased productivity and a more positive organizational ethos. In short, the transformational leadership style embodies the ethos of effective female leadership.

Theme 2: Leadership Effectiveness and Performance after marriage

Respondent 1: After getting married, I found that my leadership effectiveness improved significantly. My spouse's support and encouragement helped boost my confidence and I became better at managing stress and leading my team.

Regarding Leadership Effectiveness and Performance after marriage, I agree with Respondent 1. After marriage, my leadership effectiveness also improved. My spouse's constant support boosted my confidence, leading to better stress management and decision-making. This positively impacted my team leadership. Marital partnership became a source of strength, promoting personal growth that translated to better professional leadership, overall elevating my performance.

Theme 3: The Impact of Delegation of Authority and Decision-Making on Firm Success

Respondent 1: I believe effective delegation of authority is essential for firm success. When leaders empower their team members and distribute responsibilities, it fosters a culture of accountability and innovation, leading to improved overall performance.

Within the context of The Impact of Delegation of Authority and Decision-Making on Firm Success, I concur with Respondent 1's viewpoint. Effective delegation of authority is indeed a cornerstone of firm success. By empowering team members and entrusting them with responsibilities, a culture of accountability and innovation flourishes. This dynamic not only enhances individual growth but also collectively contributes to elevated performance levels. Through delegation, leaders unlock their team's potential, drive proactive problem-solving, and pave the path for sustained success in the ever-evolving business landscape.

Theme 4: Impact on Organizational Culture

Respondent 1: There is a significant relationship between women's higher education and firm success. Women leaders with advanced degrees tend to bring a diverse skill set, critical thinking abilities, and innovative perspectives, contributing to better decision-making and overall organizational performance.

Within the scope of Impact on Organizational Culture, I concur with Respondent 1's perspective. A notable correlation exists between women's higher education and firm success. Women leaders

equipped with advanced degrees often introduce a multifaceted skill set, adept critical thinking, and inventive viewpoints. These attributes synergistically enhance decision-making and cultivate an enriched organizational performance. The marriage of advanced education and leadership role augments the organizational culture, fostering a dynamic and progressive environment conducive to sustained growth and achievement.

Theme 5: Educational Background of Women Leader

Respondent 1: Some women leaders in my network have pursued specialized certifications or executive education programs to enhance their leadership skills and stay relevant in their industries.

In the context of Educational Background of Women Leaders, I share Respondent 1's observation. Within my network, I've witnessed certain women leaders opt for targeted certifications or executive education endeavors. These deliberate choices serve to augment their leadership competencies and ensure their continued pertinence within their respective industries. By actively pursuing specialized education, these leaders demonstrate a commitment to ongoing growth and evolution, thereby solidifying their qualifications and contributing to their capacity for effective leadership within their organizational realms.

22. CONCLUSIONS & SUGGESTIONS

This qualitative study aimed to tackle the barriers and biases affecting the gender gap in leadership roles, particularly in private organizations. The research delved into the challenges and prejudices women confront while striving for leadership positions in these sectors. By examining the real-life experiences of women who successfully reached executive leadership, the study aimed to uncover effective strategies while acknowledging hurdles they faced.

The participants in the study shared instances that played a role in shaping their leadership journey. They explored how personal experiences contributed to their leadership philosophy, which applies to leaders of any gender. The impact of external support on personal and professional growth was a significant aspect participant highlighted. Many participants emphasized that the desire to make a positive impact on the community motivated their leadership path, regardless of the obstacles they encountered.

The study's findings unveiled the existence of barriers and biases against female leaders in executive and director roles. There was also evidence of a preference for male leadership at the executive level. This discrepancy might stem from the high number of capable male and female candidates vying for these leadership roles.

As per (Tabassum & Nayak, 2021), women in leadership roles can face mistreatment or criticism due to negative stereotypes linked to being a woman. These challenges can impact their confidence, job attitudes, and motivation, potentially hindering their success in the field (Begeny & Ryan, 2020). The authors noted that relationships can boost a sense of belonging and help individuals protect their self-identity. Just like any personal relationship, professional connections thrive on transparency, honesty, and mutual respect. Developing such relationships could contribute to a more inclusive and diverse workforce.

Many women leaders confront barriers and biases emotionally and logically (Barr, 2023). This might inadvertently reinforce stereotypes about male leadership. Despite women having more educational qualifications than men, they still lack representation in leadership positions across public and commercial sector. Prejudice, discrimination, and false assumptions about their qualifications hinder equal opportunities for women in the workplace. Women are outnumbered 5 to 1 in senior leadership roles (Guynn & Fraser, 2023).

The integral role of women in Nepali society and their progress in leadership positions. Despite advancements, challenges persist in business, politics, and other sectors. Barriers impact women's opportunities, hampering their contributions to development. The lack of mentorship, systemic biases, and limited access to education and resources contribute to their underrepresentation in leadership roles (Tharu, 2023). Traditional gender roles, political and business limitations, and lack of opportunities further constrain women's leadership prospects.

Research has consistently shown that women remain underrepresented in managerial roles and are less likely than men to reach top positions in their respective fields. Despite women often outperforming men in education and workplace, this doesn't always translate to them being considered for leadership positions.

Women possess distinct abilities in managing risk and dealing with setbacks, making them strong candidates for leadership positions alongside their education and professional qualifications. The evident gender disparity in leadership roles prompted this study, which aimed

to uncover the reasons behind women's underrepresentation in leadership roles. The study focused on a group of 50 women from different parts of the Kathmandu Valley.

Employing a phenomenological research approach, the study delved into the real experiences of these 50 women who had been overlooked for leadership roles in their workplaces. The main focus was on understanding the factors contributing to the underrepresentation of equally qualified women in leadership positions compared to their male counterparts. This research utilized qualitative methods, which allowed the participants to openly share their experiences and thoughts. This approach not only explored what participants believed, but also delved into why they held those beliefs.

Data collection involved questionnaires, interviews, and field notes. The survey system was used for questionnaire responses, while in-depth interviews were conducted phone call. The interview questions were designed to elicit insights from the 50 women across the Kathmandu Valley about the perceived and experienced factors contributing to the underrepresentation of women in leadership roles. The questions aimed to uncover the challenges these women faced while competing with men in their professional settings. Participants were selected using a purposive sampling method.

Recruitment of participants took place through social media platforms, where potential participants expressed their interest. Informed consent forms were then sent via Google form, ensuring that participants were well-informed about the study's purpose before agreeing to take part. Once the informed consent forms were returned, the participants received a questionnaire and, upon completing it, were scheduled for individual interviews. A signed informed consent form indicated the participant's willingness to join the study.

The sample comprised women aged 20 to 50 from diverse ethnic, socioeconomic, and religious backgrounds. Participants were selected purposefully based on their identification as leaders from their current or past job roles. With participants' permission, interviews were recorded, transcribed, and analyzed using Excel software.

For a proactive approach, organizations should establish comprehensive support systems for women leaders, encompassing mentorship and sponsorship programs to overcome challenges. Implementing flexible work arrangements can ensure a better work-life balance, while customized leadership training programs can equip women with essential skills and bolster their confidence. Encouraging inclusive decision-making forums that value diverse viewpoints can

lead to innovative solutions. Addressing deep-rooted gender biases requires long-term cultural shifts, challenging traditional norms. Moreover, ongoing research can further explore the relationship between female leadership and organizational success, enhancing our understanding of these dynamics and guiding future strategies.

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