

Die Unterrepräsentanz Weiblicher Führungskräfte - Susanne Lischmann

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Unter Führungskräften werden hier all diejenigen Personen verstanden, die Personalverantwortung tragen und einen höheren Rang in der Organisationshierarchie einnehmen. Der Begriff Organisation umfasst dabei Wirtschaftsunternehmen, öffentliche Verwaltungen sowie wissenschaftliche Einrichtungen. In Deutschland und den anderen westlichen Industrienationen sind Frauen nach wie vor gering in den Führungsebenen von Organisationen vertreten. 1 Laut einer aktuellen Umfrage in deutschen Unternehmen von Bischoff belief sich der Anteil von weiblichen Führungskräften über alle Führungsebenen und Unternehmensgrößen hinweg wie auch schon im Jahr 1997 auf 13%. 2 Der Ein- und Aufstieg für Frauen in die Führungsebenen scheint in mittelständischen Unternehmen leichter zu sein als in Großunternehmen. So wurde 1997 der Anteil von weiblichen Führungskräften im Mittelmanagement von mittelständischen Unternehmen auf über 20% geschätzt, während er in Großunternehmen unter 10% lag. Außerdem nimmt der Anteil der Frauen mit aufsteigender Hierarchieebene ab, so dass folglich die wenigsten Frauen den Aufstieg in das Topmanagement schaffen. 3 Ein ähnliches Bild zeichnet sich in der Wissenschaft ab. So betrug bspw. der Anteil von Universitätsprofessorinnen für das Fach Personal in Deutschland, Österreich und der Schweiz im Jahr 1991 knapp 5% und im Jahr 2000 knapp 10%. Author: Lischmann, Susanne Publisher: GRIN Verlag Illustration: N Language: GER Title: Die Unterrepräsentanz weiblicher Führungskräfte Pages: 00016 (Encrypted PDF) On Sale: 2004-01-01 SKU-13/ISBN: 9783638330251 Category: Business & Economics : Management - General

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