

Determinants of Women's Leadership Position: *A Case of Women Entrepreneurs*

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ABSTRACT

Despite the fact that many women hold leadership positions, there has been limited research on the factors influencing leadership positions among female entrepreneurs. Thus, the purpose of this study is to delve into the numerous factors, namely, gender stereotypes, career growth, and economic constraints that affect leadership positions across family support, among women entrepreneurs residing in Ward 4 of Kathmandu Metropolitan City. The study is guided by a quantitative research approach that involves descriptive, causal, and relational design. The described data were gathered from 102 respondents using a structured questionnaire. The data were analysed using IBM SPSS version 20 with various tools, such as the mean, median, standard deviation, variance, independent sample t-test, correlation, and regression. According to the study, there is a positive relationship between gender stereotypes, career growth, economic constraints, and leadership positions among women entrepreneurs, implying that women who are treated equally by society, who are self-determined, and who are focused on achieving higher goals are more likely to achieve a leadership position. Similarly, family support made a significant difference for women who aspire to be leaders. The study revealed that gender stereotypes, career growth, and economic constraints all had a significant and positive impact on women entrepreneurs' leadership positions.

Keywords: Gender stereotypes, career growth, economic constraints, leadership position

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1. Background of the problem

Leadership involves teaching, being a guide, and helping others in any possible way (Au-Yong-Oliveira, Goncalves, Martins, & Branco, 2018). The study of leadership, as per today's knowledge, is based on the paradigms that have been formulated, the theories that have been developed, the methodologies that have been established, and the benchmarks for the practice of leadership that have been put into use. Many of them were developed when organizations were substantially different from contemporary firms. Much of what we currently know about leadership has been learned in the context of hierarchical bureaucratic structures (Klenke, 2017). As far as leadership is concerned, both men and women are expected to participate. However, studies have shown that women are underrepresented in leadership positions. Although women make up half of the adult population and often contribute much more than an individual's share to society, inside and outside the house, women are frequently excluded from positions of power. This situation has affected women in many ways and resulted from a violation of fundamental rights (Thornton, 2012). In most patriarchal societies, females are regarded as inferior to the species. Because of this, women are denied access to both honoured and utilitarian roles that are open only to males. Such roles as the administration and disposal of property and leadership roles in societal affairs, including religion and governance, exclusively belong to males (Hora, 2014).

In recent decades, the participation of women in working life has increased (Rindfleisch and Sheridan, 2003; Fagan

et al., 2012). As of 2020, 35% of top management positions are held by women, although women make up more than half of the workforce in the United States as of 2021. As of 2022, women hold 8.8% of leadership positions at Fortune 500 companies (Ariella, 2022). In the context of Nepal, there are currently 500,000 self-employed women entrepreneurs in different occupations and services across the country, providing 500,000 jobs. Women owned 29 percent of the 922,356 establishments in the country (Subedi, 2021). Thus, women tend to occupy less visible positions of corporate leadership through supportive roles, particularly in developing countries (Subrahmanyam, 2018). Early studies on women's participation in leadership positions among women entrepreneurs have not been encouraged. Aju and Adeosun (2020) conducted a survey on African-based culture and family traditions that handle constraints such as the patriarchal societal system, household responsibilities, and homemaker roles. Yemenu (2020) studied sociocultural factors, organizational factors, and personal factors that affected the participation of women in a leadership position in the East Gojjam zone, Ethiopia. Similarly, Hora (2014) observed sociocultural attitudes and a lack of acquisition of the necessary experience for taking part in public decision-making, the overburden of domestic responsibilities, the continuation of negative attitudes regarding women's ability to lead and govern, and the lack of women role models for young women and girls, which are described as a few factors that hinder women from public leadership and decision-making positions in the Bedele town administration, Ethiopia. Similarly, Njenga and Njoroge (2021) also examined sociocultural and economic

drivers that affect women's involvement and equal participation in leadership in cooperative movements of the Nyeri County Cooperative, Kenya.

The majority of studies in this area have focused on industrial and administrative sectors, where women typically work within existing leadership structures rather than establishing and managing their own businesses. Hence, to analyse the determinants of women's participation in leadership positions among women entrepreneurs in developing countries such as Nepal, the following questions were formulated:

- Does support from an organization help in career growth among women entrepreneurs?
- Are there any significant differences in gender stereotypes, career orientation, economic constraints, or leadership positions across the family support styles of women entrepreneurs?
- How do gender stereotypes, career orientation, and economic constraints impact leadership positions among women entrepreneurs?
- Which determinant plays an important role in increasing leadership positions among women entrepreneurs?

2. Objectives of the studies

The major objective of the study is to examine the determinants of women's leadership positions among women entrepreneurs in ward number 4 of Kathmandu Metropolitan City. Additionally, the specific objectives are as follows:

- To analyse the differences in gender stereotypes, career orientation, economic constraints, and leadership positions across the family support of women entrepreneurs,
- To examine the link between gender stereotypes, career orientation, and economic constraints and leadership positions among women entrepreneurs,
- To demonstrate the impact of gender stereotypes, career orientation, and economic constraints on leadership positions among women entrepreneurs,
- To explore the most influential determinant for increasing leadership positions among women entrepreneurs.

3. Literature survey

Wollstonecraft (1792) developed feminist theory, which believed in the equality of men and women, and indicated that there are so many factors that hindered women from advancing to leadership positions. Feminist theory is relevant in this research because it highlights the issue of women's absenteeism in executive positions due to social gender divisions that hinder the entrepreneurial career growth of women even though women and men have equal potential for individual development. Many studies have incorporated feminist theory as their basis of research to study the factors affecting women's participation in leadership positions (Yemenu, 2020; Njenga & Njoroge, 2021). This theoretical framework fits well for this research, as it was used to identify women's underrepresentation in various social, political, and economic aspects of society. Similarly, the trait leadership

theory of Carlyle (1841) suggested that leaders are born with key characteristics and traits. This theory is reliable for this research because it signifies that the traits of a leader can address problems of gender stereotypes, career growth, and economic constraints across all genders. Aju and Adeosun (2020) implemented trait leadership theory to examine constraints on women's participation in the management of cooperative societies in the Awka community. Shrestha (2017) stated that with right reorientation, women can occupy leadership positions without recognizing their feminine nature. Successful leaders categorically have different interests, abilities, and personality traits that are significantly different from those of less effective or unsuccessful leaders (Kanodia & Sacher, 2016).

Leadership can be organizationally and narrowly defined as the ability of an individual to influence, motivate, and enable others to contribute to the effectiveness and success of the organization of which they are members. Organizationally, leadership has a direct impact on the effectiveness of costs, revenue generation, service, satisfaction, earnings, market value, share price, social capital, motivation, engagement, and sustainability (Hora, 2014). Women's participation is a systematic process in which women organize, shape, supervise, observe, and evaluate development projects or cooperative-based policies to integrate their opinions uniformly into the organization's everyday activities (Aju & Adeosun, 2020). Most of the previous studies supported that women's participation in leadership positions depends on various factors, such as income, marital factors, the influence of age and education, absence of an enabling environment by concerned

bodies, male-dominated society, lack of sufficient work experience, overburden of domestic responsibilities, absence of confidence, succession planning, flexibility, and numerous other factors. In recent decades, women's participation in leadership positions has increased, which indicates positive awareness among women and society regarding their abilities to perform as equally as men.

Yemenu (2020) carried out research in the East Gojjam Zone, particularly in the Debra Markos City Administration, Ethiopia, to assess factors that affected women's participation in a leadership position. Here, women's participation in a leadership position is indicated using sociocultural factors, organizational factors, and personal factors, which are further divided into various subsections. The study concluded that gender stereotypes under sociocultural conditions have the greatest potential to contribute to the low participation of women in leadership positions. Njenga and Njoroge (2021) conducted a similar study in Nyeri County, Kieni East Sub Country, which is situated in the Central Highlands of Kenya, to analyse the social, cultural, and economic drivers affecting women's involvement and equal participation in leadership in cooperative movements. The study indicated that cultural factors play a great role in disempowering women in regard to participating in leadership. The following hypotheses are derived from the preceding evidence:

Gender stereotypes and leadership positions among women entrepreneurs have no significant link.

Gender stereotypes have no substantial impact on leadership positions among women entrepreneurs.

Schmitt and Wilkesmann (2020) intended to measure the factors that influence the achievement of leadership positions for women in the science, technology, engineering, mathematics (STEM) field of Germany. The purpose of the study was to investigate the effects of variables that influence women's work motivation, career orientation, children, and role models on the achievement of leadership positions. The findings of the research concluded that women whose work motivation is more self-determined are likely to achieve a leadership position. The study also showed that women's demand for career-oriented autonomy and general management skills had a positive impact on obtaining leadership positions. Therefore, it is posited that:

Career growth and leadership positions among women entrepreneurs have no significant link.

Career advancement has no substantial impact on leadership positions among female entrepreneurs.

Aju and Adeosun (2020) examined women's participation in cooperative societies and the constraints in attaining management positions. The major objective of the study was to examine sociocultural constraints, legal political constraints, and economic constraints on women's participation in the management of cooperative societies. The study concluded that sociocultural constraints had the greatest influence on economic conditions, whereas legal position constraints contributed the least to the constraints on the participation of women in the management of cooperative societies in Akwa. These findings are similar to those of Njenga and Njoroge (2021), who indicated that economic factors are strongly

associated with women's participation in leadership in cooperative movements. It can be concluded that women indeed still fight to obtain economic rights due to the societal structure. Therefore, the following research hypotheses are proposed:

Economic constraints do not significantly correlate with women entrepreneurs' attainment of leadership positions.

Economic constraints do not substantially impact the achievement of leadership roles among female entrepreneurs.

Jauhar and Lau (2018) intended to measure the effect of the 'glass ceiling' on women's career advancement to top management. The glass ceiling can be described as the individual barrier that hindered women from reaching leadership positions. Thus, social support was selected as a moderator for assisting women in achieving career advancement. Social support can be categorized into 2 categories: support from organizations and support from private life. The study revealed that social support had no significant moderating effect on family factors, organizational culture, organizational networking, organizational practices, or personality traits in relation to women's career advancement. The research indicated that gender biases still exist in most organizations and that top management needs to be exposed and educated about the fact that women, like men, are capable of filling up top management positions. The study hypothesizes the following:

The perception of gender stereotypes among women entrepreneurs does not significantly differ between those with low levels of family support and those with high levels of family support.

There is no notable difference in the mean perception of career growth between women entrepreneurs with low levels of family support and those with high levels of family support.

The perception of economic constraints among women entrepreneurs does not significantly differ between those with low levels of family support and those with high levels of family support.

There is no significant difference in the perception of leaders' positions between women entrepreneurs with low levels of family support and those with high levels of family support.

Jermstittiparsert (2020) explored the factors influencing effective female leadership by conducting a comparative analysis between Thailand and Malaysia. The research investigated the impacts of emotional intelligence and learning autonomy, as independent variables, as well as organizational culture (OC) and political disparities, as moderating variables, on successful women's leadership within both countries' textile sectors. The findings suggested that enhancing learning autonomy,

emotional intelligence, and organizational culture could enhance women's leadership across the textile industries of Thailand and Malaysia. However, political discrepancies were found to negatively influence women's leadership success, indicating that heightened political differences diminished leadership effectiveness. Notably, the study revealed that organizational culture moderated the positive correlation between emotional intelligence and successful women's leadership in Thai textile firms, while political disparities weakened this relationship in Malaysian textile companies.

The conceptual framework of the study is depicted in *Figure 1*. This research framework illustrates the factors affecting women's participation in leadership positions.

Gender stereotypes are overgeneralized beliefs about the characteristics of individuals based solely on their gender, regardless of the actual diversity among members of various gender groups. These beliefs reflect perceivers' knowledge and expectations about women, men, transgender people, and other gendered people (Casad & Wexler, 2017). Gender

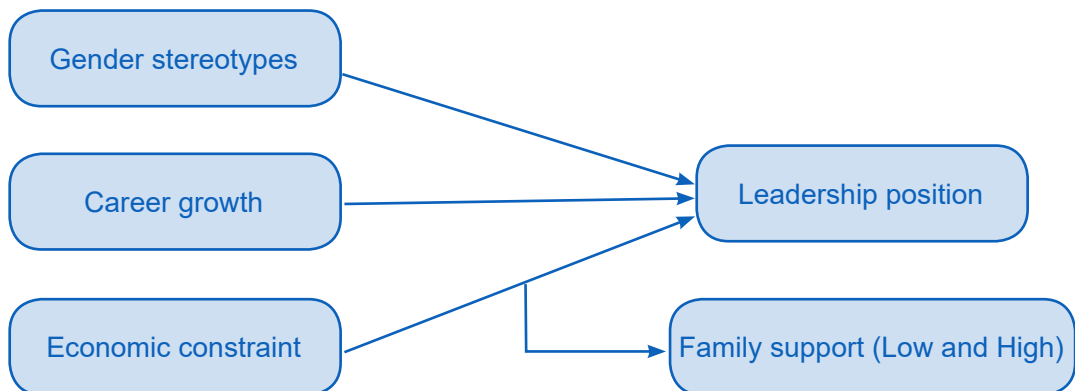


Figure 1. Research framework of the study

stereotyping is a learned behaviour that is not an inherent behaviour or disposition with which people are born. Children's gender stereotypes and understanding of gender roles are based on what they see and hear in their homes and the wider world (Krainc & Davis, 2021). Gender stereotypes can come in many forms: positive or negative, explicit or implicit, and prescriptive or descriptive. However, it is essential to realize that it is possible for women to have some qualities associated with men and for men to have some qualities associated with women (Casad & Wexler, 2017). Perceptions of the people in society or the workplace can often create hindrances for women to reach leadership positions. Diversity education and self-awareness training are the most effective ways to reduce gender-based stereotypes.

Schein (1975) developed a concept for career orientation based on a longitudinal study that focused on the professional development of an individual. Career/professional orientations or growth are the trends and behaviours that express an individual's desire to pursue or apply oneself to a specific occupation, and together, these orientations affect the individual's decision-making process concerning occupational choice (Gerber, Wittekind, Grote, & Staffelbach, 2009). Thus, it is considered one of the determinants that guide individuals' personal choices. Furthermore, it is perceived as an indicator of the degree of democracy and individual freedom one has in determining his or her professional career and, ultimately, his or her future (Lami & Mile, 2013). Career awareness is often considered a complicated factor because it is the result of various interactions among numerous factors, such as knowledge, perfectionism,

emotional aspects, professional beliefs, and professional preparation. Hence, the career motivation/orientation/growth of a woman can often affect her ability to acquire a leadership position.

Economic factors are simply those variables connected with goods, services, and money or those referring to the financial state of the economy, whether local or global. Economic constraints create obstacles to women's access to essential economic resources that enable economic independence to engage equivalently to men. The economic area includes women's access to land, labour, and employment as well as their access to finance and credit facilities (Okpe, 2015). Inadequate education and training block women from public representation by incapacitating them and taking up their paid employment. This is mostly because they put up unpaid employment (causal or unorganized labour) and have to share their time between work and household duties (Egbulonu & Eleonu, 2018). The lack of knowledge to understand their roles within the cooperative is one of the reasons why cooperatives sideline women in their activities and opportunities and instead concentrate on men (Ikonne & Daru, 2015). Hence, limitations in access to financial resources in the fields of agriculture and business, employment in private and public sectors, and land ownership can act as a few factors that affect women's participation in leadership positions.

Leadership can be organizationally and narrowly defined as the ability of an individual to influence, motivate, and enable others to contribute to the effectiveness and success of the organization of which they are members. Organizationally, leadership has a direct impact on the effectiveness of costs,

revenue generation, service, satisfaction, earnings, market value, share price, social capital, motivation, engagement, and sustainability (Hora, 2014). Women's participation is a systematic process in which women organize, shape, supervise, observe, and evaluate development projects or cooperative-based policies to integrate their opinions uniformly into the organization's everyday activities (Aju & Adeosun, 2020). In recent decades, women's participation in leadership positions has increased, which indicates positive awareness among women and society regarding their abilities to perform as equally as men.

4. Research methodology

The study's goal is to examine the participation of female entrepreneurs in leadership roles in light of numerous deciding factors. A cross-sectional research design was used to employ a quantitative research strategy. Similarly, descriptive research was used in the study to acquire relevant and exact information on the current state of the phenomenon. The relational research design was used to determine the degree of the relationship, while the causal research design was used to study the impact of gender stereotypes, career growth, and economic constraints on leadership position.

The study focused on women entrepreneurs in ward no. 4 of the Kathmandu metropolitan city. Samples were obtained from a variety of women-owned enterprises, including those for tailoring, beauty salons, boutiques, apparel stores, cosmetic shops, and others. This study employed a convenience sample method because it was the most realistic alternative, given the residence of Ward No. 4, and

since time and resources were restricted. The questionnaires were distributed personally and conveniently, ensuring that each question was comprehended. To help responders understand the questions posed, the surveys were also translated into Nepali. The study included 102 respondents as the sample. The study had only three parameters to be estimated, and the sample size of 102 was adequate and greater than the recommendation ($50+8k = 74$ or $104+k = 107$, whichever is greater) by Green (1991), where k is the number of parameters to be estimated. A total of 135 questionnaires were distributed to the women entrepreneurs within the time frame of 4th to 8th December 2022. Because the questionnaires were distributed individually, no questions were left unanswered to alleviate the issue of missing data.

This research focused heavily on survey questionnaires as a primary source of data. A self-administered structured questionnaire including a 5-point Likert scale ranging from "strongly disagree" to "strongly agree" was developed and distributed to women entrepreneurs. The elements for the Likert scale were extracted for preceding studies with slight modifications in language. To evaluate gender stereotypes, three items were taken from Calliper Whitepaper (2014), and one item was extracted from Aju & Adeosun (2020). Career orientation was measured using three items adopted from Tindle (2017), whereas economic constraint was evaluated using three items withdrawn from Aju & Adeosun (2020). Finally, leadership position information was retrieved using two items from Aju & Adeosun (2020) and one item from Tindle (2017). The questionnaire opened with a brief explanation of the study's objectives

and confidentiality. The respondents' general backgrounds included the type of organization, age group, marital status, highest education level, work experience, and job position. Similarly, the premise and variable-related information portion included yes/no, multiple choice, rank order, and Likert scale questions to analyse the factors influencing women's participation in leadership positions. To calculate family support, a Likert scale was adopted, with a weighted mean of less than 3.5 indicating low family support and above 3.5 indicating high family support.

5. Presentation and analysis of the data

The data acquired for the study were first imported into MS Excel and then analysed using various statistical methods. IBM SPSS Statistics 20 software was used to code, recode, and process the data. The data were analysed using a variety of descriptive and inferential statistical tools, including the mean, median, mode, standard deviation, variance, independent sample t test, correlation, and multiple regression

analysis, as well as frequency, table, and bar diagrams.

Table 1 shows the age range of the respondents, which ranged from 21 to 39 years and 40 to 59 years. In this study, 66.7 percent of female entrepreneurs reported an age between 21 and 39 years. In contrast, 33.3 percent of women entrepreneurs reported an age between 40 and 59 years. *Figure 2* depicts the respondent's age group categorization, with 68 respondents aged 21–39 years and 34 aged 40–59 years.

Table 2 summarizes the marital status of women entrepreneurs, demonstrating that of the 102 respondents, 16 (15.7 percent) were single, 13 (12.7 percent) were newly married, and 73 (71.6 percent) were married with children. This suggests that the majority of the female entrepreneurs were married and had children.

The table depicts the respondents’ profile based on their highest education level. Out of 102 respondents (women entrepreneurs), 28 had an education

Table 1
Age group of the respondents

Age group	Frequency	Percent	Cumulative Percent
21-39	68	66.70	66.70
40-59	34	33.30	100.00
Total	102	100	

Table 2
Marital status of the respondents

Marital status	Frequency	Percent	Cumulative Percent
Single	16	15.70	15.70
Married	13	12.70	28.40
Married with children	73	71.60	100.00
Total	102	100	

Table 3
The highest education level of the respondents

Highest Education Level	Frequency	Percent	Cumulative Percent
Below S.L.C	28	27.50	27.50
S.L.C	20	19.60	47.10
High school	36	35.30	82.40
Bachelor's	14	13.70	96.10
Masters and more	4	3.90	100.00
Total	102	100	

Table 4
Work experience of the respondents

Working experience	Frequency	Percent	Cumulative Percent
10 or less years	76	74.50	74.50
11-20 years	21	20.60	95.10
21-30 years	5	4.90	100.00
Total	102	100	

Table 5
Descriptive statistics

Variable/Statistics	N	Mean	Median	Mode	SD	Variance
Gender stereotypes	102	2.90	2.75	2.50	0.74	0.55
Career growth	102	3.68	3.75	4.00	0.63	0.39
Economic constraint	102	3.74	4.00	4.00	0.66	0.44
Leadership position	102	2.66	2.67	2.00	0.86	0.74

level below S.L.C., 20 had studied until S.L.C., 36 had finished high school, 14 had studied until a bachelor's, and only 4 had completed a master's degree or above. According to *Table 3*, the highest percentage of respondents (35.3%) had completed high school, followed by those below the S.L.C. (27.5%), those above the S.L.C. (19.6%), those with a bachelor's degree (13.7%), and those with a master's degree or above (3.9%).

Table 4 depicts the study's respondents' working experiences. The results showed

that 76 of the 102 respondents had 10 years or less of experience, 21 had 11 to 20 years of experience, and only 5 had 21-30 years of experience. As a result, 74.5 percent of female entrepreneurs have fewer than 10 years of work experience, with 20.6 percent having 11-20 years of experience and only 4.9 percent having 21-30 years of experience.

Table 5 shows the descriptive statistics for the complete sample. Economic constraints have the highest mean value of 3.745 and a median value of 4.000, followed by

career growth, which has a mean value of 3.684 and a median value of 3.750. Another independent variable is gender stereotype, with a mean value of 2.904 and a median value of 2.750. For our dependent variable, leadership position, the value is 2.663, with a median value of 2.670. The leadership position has the greatest value in both standard deviation and variance, with 0.862 in standard deviation and 0.742 in variance, followed by gender stereotype and economic constraint, with standard deviations of 0.743 and 0.664 and variances of 0.552 and 0.440, respectively. Career growth has the lowest standard deviation and variance, with values of 0.630 and 0.397, respectively. This indicates that gender stereotypes are moderately low, with some variability in perception, meaning that they are present but not overly significant, whereas there is a strong and consistent positive perception of career growth opportunities among respondents. Similarly, economic constraint is perceived as a significant issue with strong agreement among respondents.

Levene's test for variance equality is mostly used to determine whether variances are equal or the same across all samples. It also checks the hypothesis, which means that the assumption established by Levene's test for equality of variances must be met before proceeding to the t test. In *Table 6*, assuming equal variance in gender stereotype (P value = 0.514), the mean difference between low and strong family support for women entrepreneurs is -0.1675, and the P value = 0.543, which is greater than 0.05. Thus, the null hypothesis is accepted, implying that the mean difference is statistically insignificant. In the case of career growth, while assuming equal variance (P value = 0.437), the mean difference across low and high family support for women entrepreneurs is -0.4368, and the P value = 0.059, which is greater than 0.05. As a result, the null hypothesis is accepted, and the mean difference is not statistically significant. However, assuming equal variance on the economic constraint (P value = 0.127), the mean difference across low and high

Table 6
Independent sample t test for the equality of means

Variables/Statistics	Equal variances	Levene's Test for t test for Equality of Means					
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
Gender stereotypes	1	0.429	0.514	-0.610	100	0.543	-0.167
	2			-0.531	7.883	0.610	-0.167
Career growth	1	0.610	0.437	-1.906	100	0.059	-0.436
	2			-1.681	7.913	0.132	-0.436
Economic constraint	1	2.364	0.127	-2.644	100	0.010	-0.627
	2			-1.85	7.518	0.104	-0.627
Leadership position	1	0.060	0.807	-0.416	100	0.678	-0.132
	2			-0.412	8.211	0.691	-0.132

1= Equal variances assumed
2= Equal variances not assumed

family support for women entrepreneurs is -0.6578, and the P value = 0.01, which is less than 0.05. As a result, the null hypothesis is rejected with 95% confidence, and the mean difference is significant. Finally, for leadership positions with equal variance (P value = 0.807), the mean difference between low and strong family support among women entrepreneurs is -0.1325, with a P value of 0.104. Thus, the null hypothesis is accepted, and the mean difference is negligible.

Pearson correlation analysis was used to examine the associations between gender stereotypes, career growth, economic constraints, and leadership positions, and the results are shown in *Table 7*. At the 99

percent confidence level, the correlation coefficients for gender stereotypes, career growth, and economic constraints on leadership position are 0.347, 0.384, and 0.353, respectively, indicating a positive and significant relationship.

The independent variable's impact on the dependent variable is determined via regression analysis. Therefore, *Table 8* demonstrates how gender stereotypes affect leadership positions. The results demonstrate that gender stereotypes have a positive impact on leadership positions, with a regression coefficient of 0.402 that is significant at the 99 percent confidence level because the P value is less than 0.01; thus, the null hypothesis is rejected. As a

Table 7
Relationships between variables of all samples

		Gender stereotypes	Career growth	Economic constraint	Leadership position
Gender stereotypes	Pearson Correlation	1			
	Sig. (2-tailed)				
Career growth	Pearson Correlation	.368**	1		
	Sig. (2-tailed)	.000			
Economic constraint	Pearson Correlation	.358**	.938**	1	
	Sig. (2-tailed)	.000	.000		
Leadership position	Pearson Correlation	.347**	.384**	.353**	1
	Sig. (2-tailed)	.000	.000	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

Table 8
Impact of gender stereotypes on leadership positions

Coefficients ^a	Unstandardized		Standardized	t	Sig.	F	Sig.	Adjusted R Square
	Coefficients		Coefficients					
	B	Std. Error	Beta					
(Constant)	1.496	0.326		4.589	0.000			
Gender stereotypes	0.402	0.109	0.347	3.694	0.000	13.645	0.000	0.111

a Dependent Variable: Leadership Position

Table 9
Impact of career growth on leadership position

Coefficients ^a	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	F	Sig.	Adjusted R square
	B	Std. Error	Beta					
(Constant)	0.728	0.472		1.543	0.126			
Career growth	0.525	0.126	0.384	4.163	0.000	17.328	0.000	0.139

a Dependent Variable: Leadership Position

Table 10
Impact of economic constraints on a leadership position

Coefficients ^a	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	F	Sig.	Adjusted R square
	B	Std. Error	Beta					
(Constant)	0.947	0.462		2.049	0.043			
Economic constraint	0.458	0.121	0.353	3.774	0.000	14.243	0.000	0.116

a Dependent Variable: Leadership Position

result, the coefficient table prediction is accurate. It can be determined that gender stereotypes explain 11.1% of the difference in leadership positions.

The effect of career growth on leadership positions is demonstrated in *Table 9*. The regression coefficient of 0.525 indicates a positive impact of career growth on leadership position, which is significant at the 99 percent confidence level ($P < 0.01$) and rejects the null hypothesis. Thus, the coefficient table's forecast is correct. It can be determined that career growth accounts for 13.9 percent of the variation in leadership positions.

Table 10 shows that economic constraints have a positive impact on leadership

positions, with a regression coefficient of 0.458, which is significant at the 99 percent confidence level. This implies that the model is fit and that the null hypothesis is rejected ($P < 0.01$). As a result, the economic constraint forecasts in the coefficient table are accurate. It was determined that economic constraints account for 13.9% of the variation in leadership positions.

Opinions on support from any organization in career growth among the respondents are presented in *Table 11*. It may be concluded that the majority of female entrepreneurs, 61 respondents (59.8 percent), believe that support from an organization can help with career growth, while 41 respondents (40.2 percent) do not believe so.

Table 11

Opinion on support from any organization in career growth

Response	Frequency	Percent	Cumulative Percent
Yes	61	59.80	59.80
No	41	40.20	100.00
Total	102	100	

6. Findings and discussion

The primary goal of the study is to investigate the relationship and impact of independent variables such as gender stereotypes, career growth, and economic constraints and dependent variables such as leadership positions among female entrepreneurs, as well as to assess differences in perceptions of these independent and dependent variables across family support. Based on the data analysis, the study's primary findings are as follows:

There is no significant difference in the perception of gender stereotypes across family support among women entrepreneurs, as the p value is 0.543, which is greater than 0.05.

The p value is 0.059, which is greater than 0.05, indicating that there is no significant difference in the perception of career growth across family support among women entrepreneurs.

There is a significant difference in the perception of economic constraint across family support among women entrepreneurs, as the p value is 0.01, which is less than 0.05.

Perception of leadership position has no significant difference across family support among women entrepreneurs, as the p value is 0.678, which is greater than 0.05.

The relationship between gender stereotypes and leadership position is positive and significant at the 99 percent confidence level, with a correlation coefficient of 0.347. The relationship between career growth and leadership position is positive and significant at the 99 percent confidence level, with a correlation coefficient of 0.384. The relationship between economic constraints and leadership position is positive and significant at the 99 percent confidence level, with a correlation coefficient of 0.353.

The impact of gender stereotypes on leadership position is found to be positive and significant at the 99 percent confidence level, with a regression coefficient of 0.402. The impact of career growth on leadership position is found to be positive and significant at the 99 percent confidence level, with a regression coefficient of 0.525. The impact of economic constraints on leadership positions is found to be positive and significant at the 99 percent confidence level, with a regression coefficient of 0.458.

The current study examines various determinants that are directly related to leadership positions among women entrepreneurs. In recent years, more women have been encouraged to pursue leadership positions. Many women believe that they have a responsibility to stay and thrive in their field, even if they believe that some

things are confined to women on a daily basis. They also believe that women lack the necessary abilities and chances to advance to positions of leadership.

In the current study, numerous variables related to the leadership position of female entrepreneurs were employed in the literature review. The opinions of 102 female entrepreneurs from Ward 4 of Kathmandu Metropolitan City were used to investigate the relationships among gender stereotypes, career growth, economic constraints, and the dependent variable leadership position, with family support serving as the moderating variable.

The results obtained from the data analysis for gender stereotypes, career growth, and economic constraints showed a positive relationship and significant impact on leadership positions among women entrepreneurs. The findings of gender stereotypes, i.e., social factors, are consistent with the studies of Hora (2014) and Yemenu (2020). This showed that there is a positive relationship between gender stereotypes and leadership positions. Women's capacity to participate in leadership positions can be restricted due to the overburden of family responsibilities, cultural expectations, and stereotyping. The results for career growth are compatible with those of (Schmitt & Wilkesmann, 2020), who suggested that there is a positive link between career growth and leadership positions. The findings of the current study show that there is a positive relationship between economic constraints and leadership position, which is similar to the findings of (Aju & Adeosun, 2020) and (Njenga & Njoroge, 2021).

Women continue to battle for economic rights and the ability to work independently.

The study's findings suggest that women who are treated equally by society, are self-determined and are focused on their goals and occupations are more likely to obtain leadership positions. The study concludes that children are not the reason women do not hold leadership roles. The majority of the women in the sample were married and had children, yet they continued to manage their enterprises with great enthusiasm. The family seems to play a significant role in inspiring female entrepreneurs. Family support is extremely beneficial for women who want to advance to positions of leadership. Along with family support, many female entrepreneurs believe that adequate financial advantages and professional growth opportunities are critical to achieving a leadership position.

7. Conclusion

The family appears to play an important role in motivating female entrepreneurs. Family support is tremendously useful for women seeking leadership roles. Along with family support, many female entrepreneurs believe that proper financial benefits and professional growth possibilities are essential for obtaining leadership positions. Similarly, economic constraints were found to be a crucial factor influencing women's participation in leadership positions. Women who believe that they lack the necessary abilities and better prospects are less likely to pursue leadership positions. Similarly, gender stereotypes were identified as one of the most important drivers of women's participation in leadership positions, implying that stereotypical behaviors demonstrated by society can demotivate women to pursue leadership positions.

Furthermore, it was discovered that women, despite being married, having children, and

lacking a high level of education, were quite ambitious about learning new things that would allow them to thrive in their current employment. Many women, however, believed that receiving support from an organization would help them advance in their careers, even though relatively few of them were affiliated with any political party. According to the findings of the ranking question, the most important factor motivating women to pursue leadership roles is financial gain. The survey also revealed that family support can be a major motivator for women to pursue leadership positions. Thus, if favourable conditions are established and women are given the opportunity to lead, they are just as effective and successful as their male counterparts.

Overall, the study showed that stereotyped behaviors displayed by people in society, limitations on the source of resources (i.e., economic constraints), and a lack of adequate professional progression opportunities can lead to poor involvement in leadership roles by female entrepreneurs. To encourage women to achieve the top, society should be supportive of their actions rather than imposing limits. They should be given the opportunity to lead others and demonstrate their abilities, as well as play a significant role in decision-making.

8. Implications of the study

The study's findings have several practical implications, including for local governments, government agencies, public and private

corporations, and nonprofit organizations. It can assist companies or institutions at all levels of the hierarchy in understanding the needs and wants of women that motivate them to pursue leadership positions. This study can also serve as a basis for women entrepreneurs in poor nations to investigate pathways to leadership positions. According to the survey, one of the most significant aspects of holding a leadership position is career advancement. As a result, companies interested in the qualities required for top management positions can have a greater grasp of what women desire and want. They will see those treating women equally and fairly, as well as incorporating them in decision-making, may be a powerful drive for women to advance in their careers.

9. Limitations and direction for future research

The study mostly relies on the questionnaire method of data gathering, and only a scant amount of secondary data is used. If both primary and secondary sources were used proportionately in this study, the final results would be valuable and informative to the next researcher. The validity of the study depends on the accuracy of the information provided by the respondents to be covered in the study. Here, only three independent variables, namely, gender stereotype, professional progress, and economic restrictions, were addressed throughout the study, but future researchers can employ more variables to delve deeper into the topic. The investigation was carried out with a limited time and sample size.

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