

Report
On
Women in Industry– “Women adding Value of Diversity of Thinking”

By
Dr.Usha Munipalle
Chairperson-Andhra Mahila Sabha
Autonomous College Hyderabad.
9th October 2021


Organized by
Department of Student Affairs

In association with
Women Cell

Submitted by
B.Lingam
Assistant Professor-EEE


Coordinator


Head-DSA


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KG Reddy College of Engineering & Technology
Chilkur (V), Molnabad (M),
R.R. Dist. Telangana.

Overview

The session was on Women in Industry by a successful Chairperson, by Dr. Dr.Usha Munipalle Chairperson-Andhra Mahila Sabha Autonomous College Hyderabad, The word “diversity” often conjures images of a workplace consisting of people from different backgrounds, cultures and genders. While those things certainly explain a component of diversity, it’s only part of what diversity includes. Realistically speaking, physical and social aspects only make up about half of diversity. The remainder lies in diversity of thought

Objectives:

The main objectives of the program are:

- To aware the students about Gender Equality.
- To explain the role of Women in Industry.
- To explain the importance of Women adding Value of Diversity of Thinking

Outcomes:

The outcomes of the program are to create motivation among the students regarding the Women adding Value of Diversity of Thinking

Resource Persons:

Dr.Usha Munipalle, Chairperson-Andhra Mahila Sabha, Autonomous College Hyderabad.

Summary Report on

Women in Industry– “Women adding Value of Diversity of Thinking”

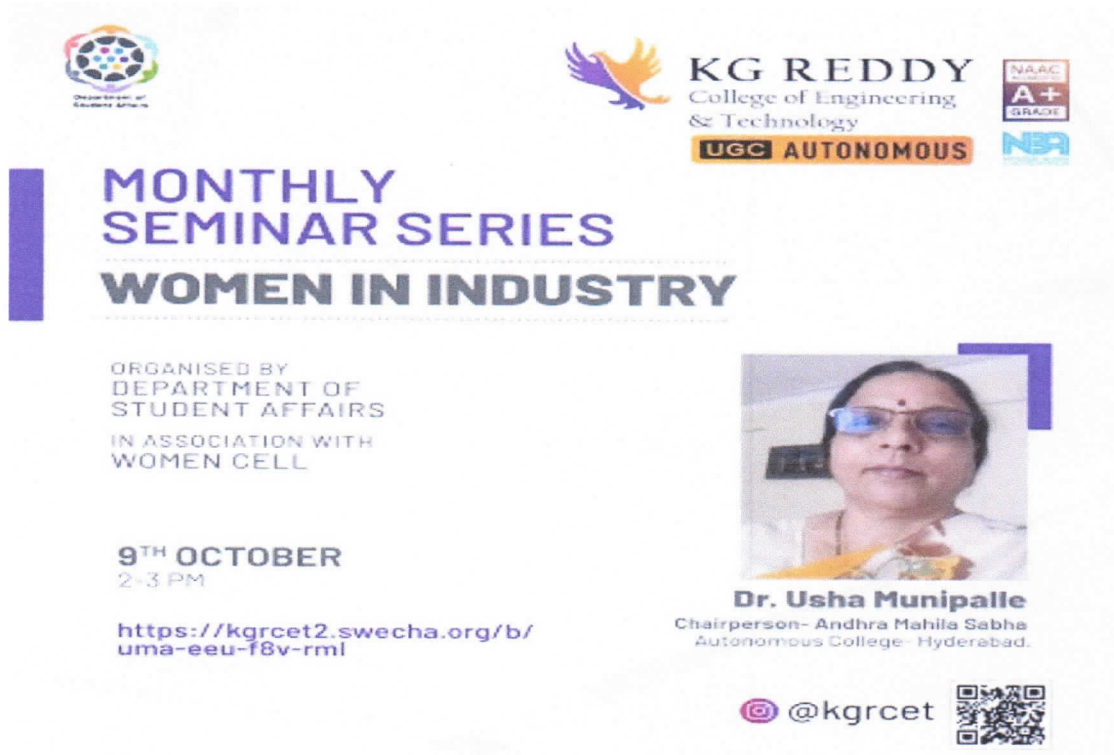
The business world has long debated the effect of gender diversity on business outcomes. Does diversity make a company more productive? Many say yes. Some researchers argue that gender diversity leads to more innovative thinking and signals to investors that a company is competently run. Others say no. Conflicting research indicates that gender diversity can sometimes harm firm performance. But most research has looked at this question within a single country or industry. As a result, their findings are likely limited to that country or industry. This got us thinking: Could the conflicting research be due to differences in context? Region and industry might affect people's opinions of gender diversity, and this might then affect whether or not diversity leads to stronger outcomes. In research one of us (Professor Zhang) conducted, this is exactly what was found. In a study of 1,069 leading firms across 35 countries and 24 industries, we found that gender diversity relates to more productive companies, as measured by market value and revenue, *only* in contexts where gender diversity is viewed as “normatively” accepted. By normative acceptance, we mean a widespread cultural belief that gender diversity is important. In other words, beliefs about gender diversity create a self-fulfilling cycle. Countries and industries that view gender diversity as important capture benefits from it. Those that don't, don't.

For example, we found that the percentage of women in telecommunication companies in Western Europe, historically a relatively gender-inclusive context, was significantly tied to a company's market value. Specifically, a 10% increase in Blau's gender diversity index (see more in our sidebar) related to a roughly 7% increase in market value. However, in the energy sector in the Middle East, which has historically not been gender-inclusive, firms' gender diversity was unrelated to company performance.

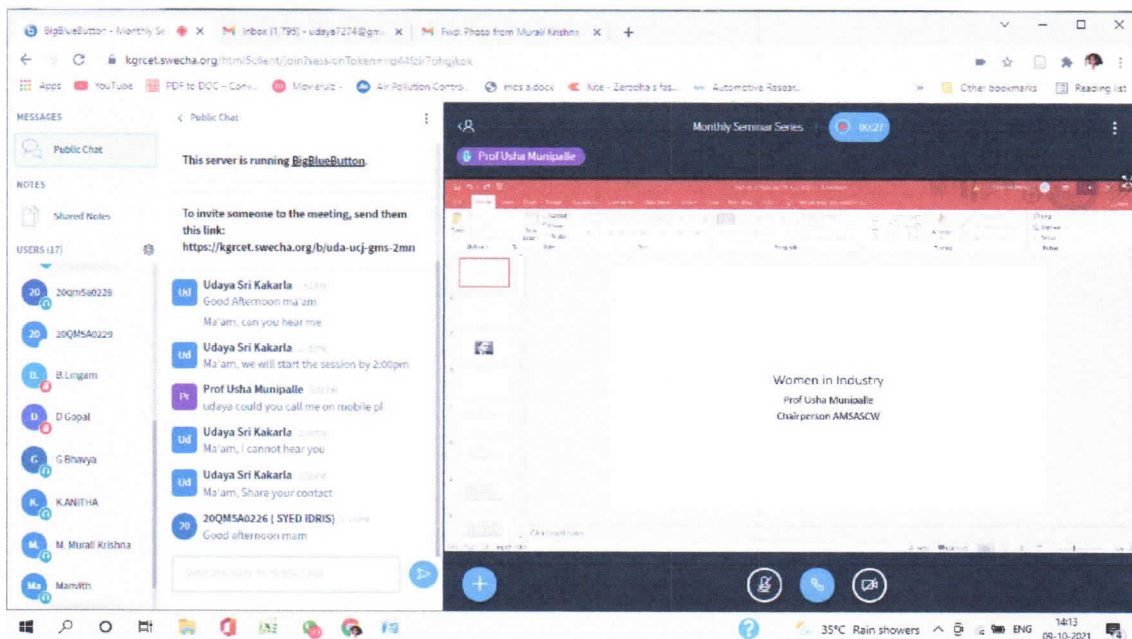
Interestingly, we saw the positive effects of diversity in societies with normative acceptance of working women, but not in societies with only regulatory support. Though regulatory support of working women is correlated with normative acceptance, they are not the same. Some countries have strong cultural support, but few legal structures in place. Others have established legal structures, but cultures that are strongly male-dominant.

Our international comparisons revealed the striking importance of a country's diversity norms, such as gender role attitudes. The data suggests that for diversity to work, workers have to buy into the value of diversity, not just hear some rules about it. Diversity creates positive benefits when people believe in its intrinsic value. They can't just see gender inclusion as an obligation.

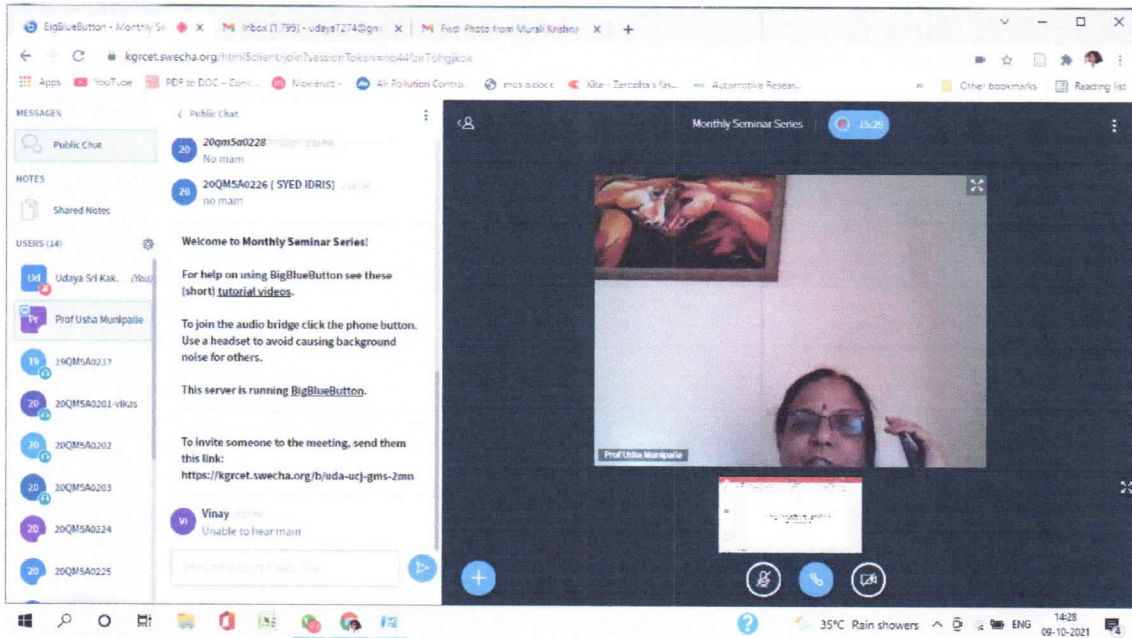
Photo Gallery



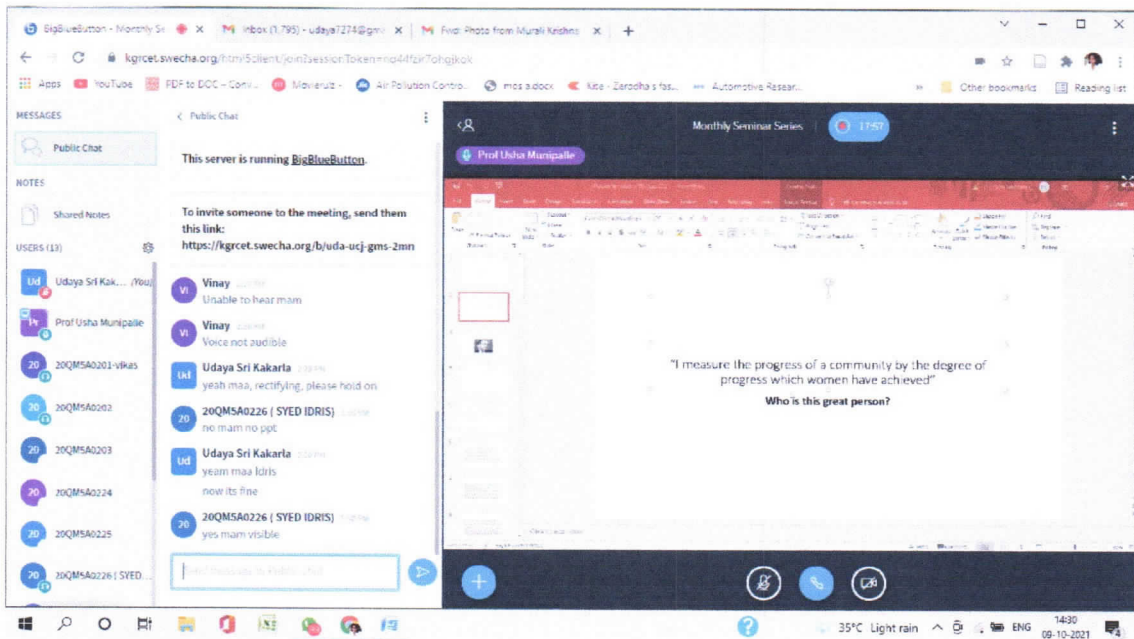
Poster of Monthly Seminar Series



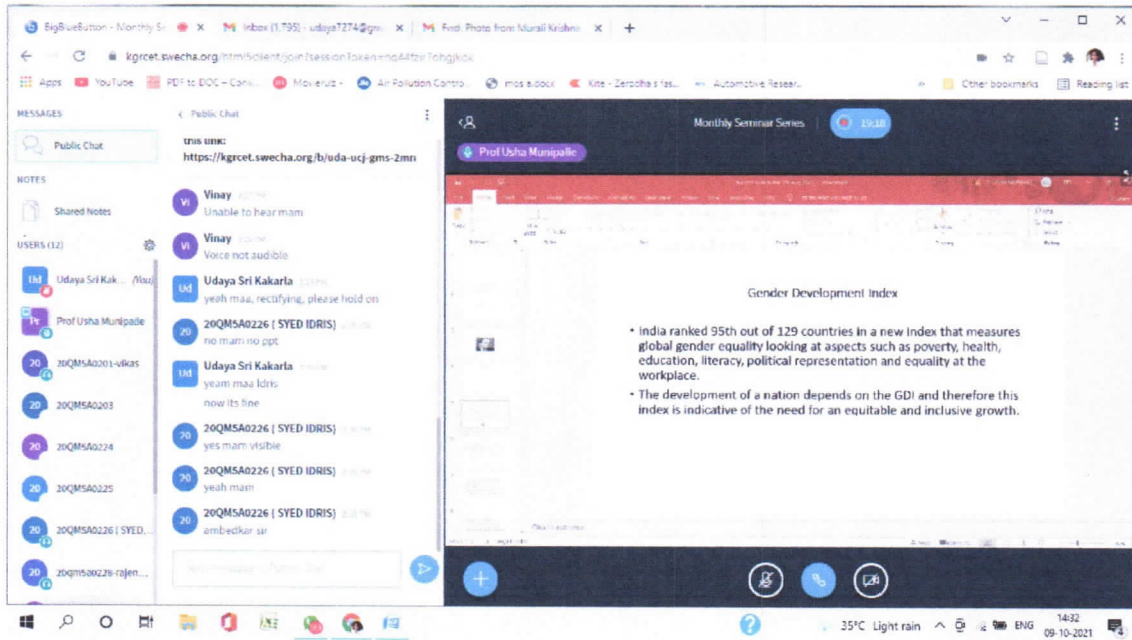
The speaker of the session interacting with the participants



The Resource person explaining Women adding Value of Diversity of Thinking



Dr. Usha Munipalle explaining the gender equality



The Resource person explaining gender development index

Expenditure:

Registration Fee	: NIL
Accommodation Charges	: NIL
Transportation Charges	: NIL
Other Charges	: NIL
Total	: NIL

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Usha Munnipalle <munipalle21@gmail.com>
to bhavanidcecl17

Jun 9, 2021, 2:43 PM

Dr. Usha Munnipalle
M.com, M.phil, Phd

- Retired as Professor of Commerce from Osmania University with a total teaching experience of 41 years till date from 1979
- Presently Serving as Chairperson of Andhra Mahila Sabha Autonomous college, Vidyanagar, Hyderabad
- Specialization in Development studies
- Published books and research papers
- Guiding phd scholars
- Completed UGC sponsored Major Research Project on Tax reforms
- Visiting professor to a few Colleges and Universities
- Consultant for Quality Assessment of Colleges
- Governing Body Member in a few colleges
- Advisory member to few NGOs
- Member of several professional bodies

Usha Munnipalle 21 Jun 2021, 2:43 PM

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Hsu, Wang and Ch...
Revised

Hsu, Wang and Ch...

Participants list:

Udaya sri Kakarla (*You*)
Prof Usha Munipalle
19-222
20QM5A0201-vikas
20QM5A0202
20QM5A0218
20QM5A0226 (SYED IDRIS)
20qm5a0228
B.Lingam
D Gopal
G Bhavya
K.ANITHA
M. Murali Krishna
Manvith
Vinay

Date: 04/10/2021

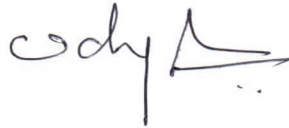
KGRCET//DSA/CIRCULAR/SEM I/2021-22/

Circular

It is to bring to your notice that the Department of Student Affairs is conducting a Monthly Seminar Series on **Women in Industry- Women adding Value of Diversity of Thinking** on 9TH October 2021. All the students are instructed to attend the MSS without fail.

Head – DSA Coordinator

Mrs. Udaya Sree



Principal



Dr. R.S Jahagirdar

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