

OPINIONS ON OFFERING MANAGERIAL POSITIONS FOR WOMEN: THE CASE FROM EASTERN SLOVAKIA

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Abstract: The Global Gender Gap Report 2018 benchmarks national gender gaps on economic, education, health and political criteria, and provides country rankings that allow for effective comparisons across regions and income groups. (The World Economic Forum, The Global Gender Gap Report, 2018). The situation varies from country to country despite the activities of the European Commission to harmonize existing disparities. Generally, Global Gender Gap slightly decreases, but in the contrary, it increased in Slovak Republic. At present the country is ranking within 149 benchmarked countries at 83rd position in the Report and having closed slightly more than 69% of its overall gender gap. The study presents the results of research focused on some aspects of assigning both the male and female on managerial positions. There is created sample of respondents of male and female managers from companies in Eastern Slovakia. Most of them are doing business in both the automotive repair industry and companies with similar branch activities. The results were drawn in way of applying the Chi-squared test of independence. Originality of this paper lies in displaying situation in Eastern part of Slovakia where business environment is characterized by slower economic development and traditional conservative social values than in western part of country.

Key words: gender; gender gap; managerial position; stereotype; role; discrimination

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Introduction

Strategic transformation includes various factors, including the ability to respond flexibly to changing conditions. One of the options how to handle it is to occupy managerial positions with employees who are the most valuable and they can manage the company as efficiently as possible (Wood and Jogulu, 2006; Cabinova et al., 2018). The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-

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based disparities and tracking their progress over time. The 2018 edition of the report benchmarks 149 countries on their progress towards gender parity on a scale from 0 (disparity) to 1 (parity) across four thematic dimensions—the sub-indexes Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. From The 2018 report's is important, that globally, the average (population-weighted) distance completed to parity is at 68.0%, which is a marginal improvement over last year. Across the four sub-indexes, on average, the largest gender disparity is on Political Empowerment, which today maintains a gap of 77.1%. The Economic Participation and Opportunity gap is the second largest at 41.9%, while the Educational Attainment and Health and Survival gaps are significantly lower at 4.4% and 4.6%, respectively. Among them, on average, only the Economic Participation and Opportunity gap has slightly reduced since last year. When it comes to political and economic leadership, the world still has a long way to go. Across the 149 countries assessed, there are just 17 that currently have women as heads of state, while, on average, just 18% of ministers and 24% of parliamentarians globally are women according to (The World Economic Forum, The Global Gender Gap Report, 2018). But one change is significant in Slovakia. Mrs. Zuzana Čaputová became on 15 June 2019 the incumbent president of the Slovak Republic.

Although average progress on gender parity in the field of education is relatively more advanced than in other aspects, there are still 44 countries where over 20% of women are illiterate. According to recent research of Lyness and Judiesch (1999) in the female “difference” in companies was frequently evaluated unfavorably. Spanish example is almost like situation in Slovak regions, which are different from west to the east by unemployment, salary, income even gender parity in managerial positions in favor of western part of the country. We may agree with Murillo Huertas et al (2017) who state, that is a notable regional heterogeneity in the size of the raw gap and the magnitude of the heterogeneity of the gender wage gap in Spanish regions and it is roughly like international variations observed in the size of the gap.

European gender policies evolved in following main phases. The Council of Europe created committee whose task was to formulate gender policies and introduced measures to integrate equality in the 1980s. Gender policy should be understood as equality from legislative point of view, and equal opportunities. Otero-Hermida et al (2018) focused on positive action and women's empowerment in employment and institutional decision-making. Strategy for balance between men and women (2010 – 2015) issued by the European Commission (2011) stated that men and women must be given equal opportunities to achieve leading positions. However, this is often not true in real life. Women must use more energy than men while building their careers. Taylor and Emir (2016) alert that organizations with unfair discrimination will in the long term suffer economically in competitive marketplace. Their understanding of discrimination included gender gap in placement of female on managerial positions.

Slovak Act No. 365/2004 Coll. on equal treatment in certain areas and protection against discrimination against certain laws (Law on Antidiscrimination, 2004) includes discriminations based on maternity, gravidity, gender or sexual identification. Indirect discrimination happens when an organization's practices, policies or procedures have the effect of disadvantaging people who share certain protected characteristics, gender include. Another problem is also horizontal and vertical segregation of the labor market. Horizontal segregation refers to the concentration of women and men in professions or sectors of economic activity. Horizontal segregation is understood as under (over) representation of a certain group in occupations or sectors not ordered by any criterion.

According to Woodhams and Lupton (2009) most of the purposeful recruitments and selections of female employees were associated with the continued vertical segregation of women into 'women's work', i.e. low status, low level tasks. Vertical segregation is then referred to by the "glass ceiling" which indicates towards the existence of obstacles that lead to a certain rarity of women in higher positions in public organization, but also in associations and trade units according to Laufer (2002). Maron and Meulders (2008) stated, that the existence of barriers that prevent the ascension of women is completed by the concept of "sticky floor" which describes the forces that tend to maintain women at the lowest levels in the organizational pyramid.

Materials and Methods

The paper points out to the fact that gender equality is not necessarily understood as suppressing the natural differences between men and women. Gender equality can also be viewed as a social innovation, which contributes to the professional success of women in their life. Current understanding of the notion of equality is a result of the mature society, having concluded that although people are different beings, they are equal in their rights.

This research case study offers a view on the relations existing between the gender and their representation in managerial positions. In general, female more often feel being discriminated and limited by various factors (e.g. family). We would like to point out there are different ways of understanding family as a category.

Allen (2001), within discussion mentioned that his results indicated that employees do form inferences about the family supportiveness of the organization's environment and that these perceptions can be measured reliably. Moreover, FSOP was related to, but unique from, other variables associated with the work-and-family literature such as supervisor support. FSOP also contributed a significant amount of the variance associated with work-family conflict, job satisfaction, organizational commitment, and turnover intentions beyond the variance contributed by multiple control variables (e.g., gender, marital status, organizational tenure, and family responsibility), supervisor support, and benefits available. The results indicated employees who perceived that the organization was

less family-supportive experienced more work–family conflict, less job satisfaction, less organizational commitment, and greater turnover intentions than did employees who perceived that the organization was more family-supportive.

From origin view family is represented by education, socialization, cultural background, gender role models in family, parents' expectations, economic resources ...). If we are talking about the current family, we understand so family bargain, couple's arrangements, dynamic of powers within the couple...). Important is the fact that because of traditional gendered segregation of roles in the household women are more challenged by issues related to work-life balance. All these variables become an issue that brings also what institutions and workplaces do to support female labor market participation. The issue of work-family balance is strategic. It applies for all women and men in the labor market. If two thirds couples with children younger than 18 are working and 35% of workers currently provide care for an aging parent or family member and the proportion of workers providing eldercare will likely increase. Approximately 60% of working adults mentioned difficulty balancing work and family. Some couples would like to have more financial resources, so they could solve the work-family conflict" by externalizing some tasks buying services from the market, in addition to those provided by governmental welfare system.

Research conducted by Bruckmüller and Branscombe (2011) evidenced, women as managers are more efficient in maintaining harmonized relations and building communities. Women holding high managerial positions are more willing to hard-working and toward developing their own, personal edge. On the other hand, they are keener on details and less capable of obtaining the upper hand over men. The study has also proven that women in managerial positions are assessed as better than men especially in crisis management. However, the higher managerial positions are still less occupied by women than men. Apparently, in this case, traditional stereotypes based on ideas according to which feminization of management can have negative consequences either economic or social played an important role as stated by Ridgeway (2006). On the other hand, a high percentage of indifferent responses is indicating that within the research sample no resistance to supervisors of the opposite gender have been identified, as it is stated in study Kwon and Meyersson Milgrom (2010). These authors also found that in case of women in top management more women subordinates tend to remain in service. On the other hand, if there are women in the top management, men tend to leave the team. Also, it is confirmed by Broder (1993). Broder stated that selecting the women is more likely the preference given by men (women tend to choose men as supervisors). This fact is identified by some authors as an aversion to the same gender. Based on a survey conducted among Americans, author Carroll (2006) has found out that 37% of women would give preference to men as supervisors and 19% to women, whereas no differences would be made by as much as 44% of the respondents. In view of men, again, the results favor for men, as 34% of them would give preference to men as supervisors and only 10% of them would prefer

women. In women's view, as much as 40% of them would prefer men and only 26% of them would choose women to supervisors' positions. Thus, one cannot overlook the fact that men are still preferred when it comes to the choice somebody into superior posts. However, the selection of a superior does not depend exclusively on the stereotype-based views. Interesting results have been presented by some authors such as Spisak et al (2012), and Sánchez-Báez et al (2018), who found out in their research that men are given more preference as leaders in a competitive environment, whereas women are more likely preferred as leaders in a cooperative environment (Dobrea & Maiorescu, 2015). Lirio et al (2007) examined career-life issues of successful women in the Americas. The women in all three countries conveyed more subjective measures of career success, such as contributing to society and learning in their work.

In our paper we present different opinions on gender stereotypes based on both the men and women opinions. At the beginning we distributed questionnaires to both the male and female managers of total 33 middle sized companies of automotive repair industry in Eastern Slovakia. We recorded opinions of both men and women over issues such as selecting the supervisors, rewarding male and female managers, family constraints, effort to be made for succeeding in managerial positions, preferences made to persons of the same gender and chances for equal opportunity for both the men and women. Let us inform about our research sample. According to Slovak Business Agency (2017) in 2017 the structure of companies in the region was as follows: 20 690 micro enterprises, 1 311 small enterprises, 237 medium-sized enterprises and 55 large enterprises. From 237 SMEs just 33 are doing business in automotive repair industry. That was reason we addressed by our survey some other managers from enterprises with similar range of their responsibilities such as in automotive repair industry. We decided to focus on medium enterprises, because it is possible to ask all referees – managers to participate in our research. In addition, a medium enterprise is good for testing managerial experiences. The companies are active in various branches such as industry, commerce, finance, insurance, civil-engineering, energy supply, culture, transportation, gastronomy, and others. The sample of respondents was made up of 153 male and female managers from selected companies in Eastern Slovakia.

Our survey questionnaires included 15 questions. For demonstration of results and findings we picked up only 4 of them those that are the most important for research goals, because respondents answered 11 following questions almost in the same mode with minor differences. Here are the most important of them:

RQ1: Who would the managers prefer as his or her supervisor – a man or a woman?

Gender stereotypes are also related to the issue of lower wages for women than for men. Career advance and thereby growths of wages are limited by maternity and care for the family. These ideas were driving us to the next research question:

RQ2: Is the family a limiting factor in achieving managerial positions for men or women?

Is a higher managerial position achieved by a woman more influenced by her individual efforts or rather by the company employment policy? Do women have to be more professional and do more than men to become successful? These and other similar considerations have led us to formulate the following research question:

RQ3: How are women perceived in their effort for achieving managerial positions?

While investigating how women are perceived as top managers by both sexes in assessing their efforts to achieve these managerial positions, we need to answer also question if respondents of both sexes think that women pay enough efforts to achieve these managerial positions.

RQ4: Do women have to demonstrate more effort when building their managerial career?

Questions regarding discrimination and unequal status of women at work and at home have already become a world-wide-level issue being solved. It can be explained that people in developing countries are concerned more with adherence to elementary human rights and in highly developed countries people are focusing mostly on women's position in the public sphere. Even though there has been a substantial growth in the number of women in senior positions, but the lower proportion of women compared to men is still evident, showing a rather slow rate of progress.

Our thoughts about the sample of respondents in our survey were limited by current numbers of enterprises in Eastern Slovakia as we mentioned above. Taking in consideration the numbers we decided to focus on medium enterprises, because it is possible to ask all of them to participate in the research. In addition, a medium enterprise is optimal for testing managerial experiences. The companies are active in various branches such as industry, commerce, finance, insurance, civil-engineering, energy supply, culture, transportation, gastronomy, public service and others. It means we decided to make our research in the fields where exists disparity and gender gap how it explained The Global Gender Gap Report 2018 (2018). We did not examine typical areas dominated by female top managers, but those where is necessary to make more improvement in solving gender gap issue.

To acquire relevant data, we used questionnaire. As we mentioned above the questionnaire consisted of 15 questions which focused on gender stereotypes. Four of them brought significant results. During the research we sent questionnaires to 237 medium enterprises in the region and we got reply from 153 managers of 56 enterprises. We provided the distribution of questionnaires mostly by personal delivering with help of our university students to companies nearby. Rest of them were in form of hard copy posted in envelopes. The brake down of returned questionnaires from respondents was of 74 male managers, forming a proportion of 48.37%, and of 79 female managers, making up 51.63% of the set. According to age there were men between 30 – 39 years of age, whereas women fell into two groups between 30 – 39 and then 50 – 59 years. This set is also confirmed by Krause and Fischlová (2006) who stated that in view of the demands of the profession and the inevitable record of previous work experiences, the age class of

the male managers is from the middle up to the higher periods of life (i.e. 39 year and more), whereas women are concentrated in two age periods, the first between 30 – 34 and the second one covering 45 – 54 years of age. The age of men is more distributed continuously starting with the year of 30 with a slightly higher concentration into the highly productive period of the 30s and 40s.

Testing of the significance of the difference between opinions was realized by applying the Chi-squared test of independency (testing the zero-hypothesis and expressing the independency of the variables). When determining the strength of the relation between the line and column variables in the table of contingency, the Cramer's V coefficient of contingency was used, which represents the most suitable rate of relation between the two nominal variables (the value from 0 – no relation to 1 – perfect relation). We used for coefficient interpretation the scale introduced by Cohen (1988). According to Cohen the correlation is trivial when V is lower than 0.1, small when V is from 0.1 to 0.3, and medium when V ranges from 0.3 to 0.5 and large when V is more than 0.5. The hypotheses are tested at the level of significance above 5%.

Results and Discussion

We formulated hypotheses according to research questions. In the various areas of managerial practice, focus was on the gender differences when selecting one's own supervisor. The question was related to preferring men or women in superior positions. The hypothesis related to research question RQ1 (whom would the managers prefer as his or her superior – a man or a woman?) we formulated as follows:

H1: Selection of a superior depends on gender.

It is apparent from Table 1 that respondents – men - favor male supervisors. They obtained higher preferences from both the male managers and female managers at 33.99%. Both genders voted female supervisor at 8.5%. Women gave more preference to men as a supervisor than to women (44.3% to 3.8 %). The answers of male respondents showed significantly higher support for female supervisor than that given by female referees (13.51% versus 3.18%). Cramer's coefficient of contingency (0.26) indicates low level of dependency. The value of $p = -0.0059$, however does confirm the statistical significance of the differences obtained if compared to the expected quantities and the H1 hypothesis is accepted (the critical value of the Chi-square at level 5 of statistical significance is 5.99, which is a value lower than the obtained value of the Chi-square 10.25664596). Consequently, the opinion is that the choice of the supervisor depends on the gender of the subordinate, either a man or a woman, though the difference between their opinions is not so large.

Different views of men and women have been recorded also on the issue of family as a limiting factor in achieving managerial positions. It is necessary point out that respondents' answers on this issue are significantly influenced by their family

conditions (e.g. age of children, care for elderly parents, spouses' working positions).

Table 1. Managers Gender Preferences about their supervisors

Gender	to men [%]	to women [%]	I do not mind [%]
Women	44.30	3.80	51.90
Men	22.97	13.51	63.52
Average	33.99	8.50	57.51
Count	153		
P – value	0.005926491		
Degrees of freedom	2		
Chi-square	10.25664596		
Critical value	5.99		
Cramer´s coefficient of contingency	0.258914854		

Source: own processing

We tend think that woman duties in family create a hindrance to their career development. However, the issue may consist in the differences how this limitation is perceived by men and women. The hypothesis regarding the research question RQ2 (Is family a more limiting factor in achieving managerial positions for men or women?) can be formulated as follows:

H2: Perceiving family as a limiting factor to achieving managerial positions are different for men and women.

According data in Table 2 we may say that both men and women perceive family as a factor more limiting female manager. However, there exists differences in their perceptions. Women's career advancement is for managers – women perceived by them as less likely than managers-men's career. Even in male managers' responses, there is a predominant view that achieving men's career positions is more likely for them than for women. The values of the Chi-square test (19.59 at p = value of 5.58E-5) is showing a statistically significant difference, although the Cramer's coefficient (0.36) is indicating a medium level of dependency. The critical value of the Chi-square at 5% of statistical significance is 5.99, a value substantially lower than the obtained value of the Chi-square. Therefore, we accept the H2 hypothesis and work with it.

Table 2. Family as a limiting factor in achieving managerial positions related to gender

Gender	for men [%]	for women [%]	equal for both [%]
Women	2.53	91.14	6.33
Men	13.51	60.81	25.68
Average	7.84	76.47	15.69
Count	153		
P – value	5.57772E-05		
Degrees of freedom	2		

Chi-square	19.58829015
Critical value	5.99
Cramer's coefficient of contingency	0.357810062

Source: own processing

These findings comply with the results presented by other authors. Finding a balance between life at work and family belongs to those most frequently discussed and most searched-after topics. Wood and Jogulu (2006) have found out in their research that care for family belongs to the largest barriers in the lives of women, placing a hindrance to their career development. Another study says that women compared to men are losing a minimum of two years per child in their most productive period of life. Špidla (2008) stated that it is impossible to overcome this „deficit“ until the end of women's professional career. Other authors e.g. Naidoo and Jano (2003) found out that while 93% of women are supported in their career by their husbands, only 10% of women have husbands supporting their household thus offering some relieve to the women. It supports findings that the two lives of a woman, namely at work and at home, under no circumstances can be harmonized. Consequently, one of them is to be given a priority. For this reason, European Commission (2011) requires more support should be given to the idea of establishing a time sequence – devoting some period to work than another period to family. On the other hand, it is inevitable to pay respect to the healthy development of family and to the children. The presence of a mother in a family in certain aspect is of higher importance than presence of father. Vander Ven et al (2001) underlined that missing a mother in the early stage of childhood may be related to delinquency of the children in the future. In opposite another study written by Higgins et al (2001) declares that having investigated the conflict between career advancement and family life of women have found out that part-time jobs are offering a solution. As stated by Ryan et al (2008) one of the most frequent worries in building women's careers is working more hours than expected thereby neglecting their family. However, the question in the realized research focused on the subjective perception of family as a barrier in managerial career, therefore in many cases it can be regarded only as a subjective view. Nevertheless Cooke (2006) and Laufer (2002) have found out opposite standpoints, that a family does not necessarily become a barrier in the career of a female manager, i.e. career and family need not to be mutually exclusive. Further inquiry into the variability of standpoints of men and women is related to the previous areas of study. In line with the before mentioned findings, women are more limited in their achieving managerial positions. However, this does not mean that it holds to all women or that they demonstrate no effort in being accepted in management (Gallo et al, 2019).

Hypothesis related to the research question RQ3 (How are women perceived in their accomplishment in managerial positions?) can be formulated as follows:

H3: The opinions of women accomplishment in managerial positions differ from those of men.

Table 3 shows the results of Chi-square testing. The observed values differ significantly from the expected values. Chi-square = 18.58, p-value = 1.63E-5). The values confirm the men level of dependence (Cramer's Pivot Coefficient is 0.35).

Table 3. Perceiving accomplishments of women in management

Gender	It is a step forward [%]	It is of no importance [%]
Women	64.56	35.44
Men	29.73	70.27
Average	47,71	52,29
Count		153
P – value		1.63178E-5
Degrees of freedom		1
Chi-square		18.57698883
Critical value		3.84
Cramer´s coefficient of contingency		0.348451184

Source: own processing

This points to the fact that women differ substantially in their attitude to the evaluation of managerial achievements by men and women. Based on this, we can accept the hypothesis H3 and work with it further. By testing the hypothesis, we have shown that men more laxly perceive the success of women in executing managerial positions and are more indifferent to evaluating the significance of their influence on managerial positions.

As for the issue so frequently discussed, currently there appear various studies and research results in support of the suitability of women's achievements in management. For example, a research conducted by the Development Dimensions International has found out that the quality of management in companies which have more women in their managements is assessed as better when compared to other organizations. On the other hand, we consider study by Adams and Ferreira (2009), which state that there is no direct relation between the composition of company management in terms of the men-women ratio and the performance. Namely, one can experience as stated by Farrell and Hersch (2005) an opposite causality that means that good company performance is not necessarily a result of women in the management. Further on we can say that even among highly developed countries of the Western world there are apparent differences in managerial occupancy of women. For example, in the USA women hold 42.7% of all the managerial positions, whereas in Germany it is 31.1% and in Italy 25.8%. When compared to the Asian economy in China according to International Labour Organization (2015) women hold only 16.8% of managerial positions.

Achievement of women in management can also be assessed in the perspective of their efforts. This means to find out for whom it is easier, for men or women.

Hypothesis regarding research question RQ4 (Do women have to demonstrate more effort when building their managerial career?) can be formulated as follows:

Table 4. Demonstrating effort by women for building career in management

Gender	I agree [%]	I disagree [%]
Women	79.75	20.25
Men	37.84	62.16
Average	59.48	40.52
Count		153
P – value		1.31501E-07
Degrees of freedom		1
Chi-square		27.84400523
Critical value		3.84
Cramer’s coefficient of contingency		0.426599299

Source: own processing

H4: Demonstrating efforts of women to achieve managerial positions is not viewed equally by men and women.

As we may see in Table 4 the relatively high value of the Chi-square (27.84) shows statistical significance of different attitude of men and women to the mentioned issue ($p - \text{value} = 132E-7$). Hypothesis H4 is supported. The quantities found out by the Cramer’s coefficient speak of medium level of dependency. It may be stated that women and men perceive differently the effort demonstrated by women in achieving managerial positions. Women perceive that to succeed in a managerial carrier, more effort is required from them than from men. On the contrary, men disagree with this statement. These findings referring more to opinions or attitudes than to real factors are confirmed by other researches, too. In their effort to succeed in higher positions, women must have higher education and work experiences than men.

However as stated by Bilimoria and Wheeler (2000), this is still not enough to make women’s effort easier in building management career. Lyness and Judiesch (1999) confirmed that getting higher on the organizational level in companies is more difficult for women than for men. One of the barriers lies on the external views and attitudes. Namely, as stated by Adams and Ferreira (2009) women having succeeded in management are sometimes called by nickname such as „dragon lady“, „ice queen“ or „battle-axe“ etc.

Conclusions

Our findings were confirmed by answers of respondents on the questions of our questionnaire. We must underline that our research was executed in Eastern Slovakia where according to industry development and number of citizens the number of potential respondents is limited as we mentioned in chapter 2. From this

point of view the research sample is adequate to the condition in this region. Although our sample is not so big the results, we have obtained are comparable with the findings of the studies from both the surrounding countries and some countries from all of the World. The results from our research prove that male managers are generally capable to hold their responsibilities and supervising the team, while handling problems with the upper hand, but in extremal situations they tend to leave the team-members simpler. In the contrary women take managerial jobs even they are earning a lower wage. In many cases women perform at a similar level as men, although their way to promotion into managerial positions is harder. Should a woman achieve a managerial position, it is attributed more to her individual striving than to the support from her employer. It seems that women must be more professional and do much more on their own to become more successful.

We can state that the existence of stereotypes is still of substantial influence within a society. Consequently, they can negatively affect not only the lives of women but the economy. Women compared to men have experienced a much larger work that perform in the household. They act in a manner as generally expected by the society up to now. For this reason, women remain „dominant“ in family matters taking care of it, and conversely, the labour market is „dominated“ by men. Solution of this situation is in organization of work, establishment of conditions for harmonizing women’s work and professional lives through developing flexible forms of jobs and providing other benefits to them, because woen often remain undervalued or underappreciated.

We may agree based on our research that labour price is the most important kind of reward and a significant factor of motivation. When an employee (he/she) is sure that his/her efforts lead to fair wages, both prove to be more effective. Gender equality is not only the issue of social fairness or tribute to modern scientific tendencies, but it turned out to be one of major economic problems. The gender disproportions in the sphere of employment (as well as in other areas of life) – is a widely held problem present in all countries of the world. Our research proved the opinion stated in title of our contribution that women’s opportunities to occupy higher managerial positions in companies of Eastern Slovakia are lower than men’s. Because of lack of similar studies from Slovakia in this flied it would be d good idea to provide following study like this also in others Slovakia’s regions as well as in bordering regions of neighbour countries.

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OPINIE O OFEROWANIU STANOWISK ZARZĄDZAJĄCYCH DLA Kobiet: PRZYPADEK SŁOWACJI WSCHODNIEJ

Streszczenie: Raport Global Gender Gap Report 2018 porównuje krajowe różnice między płciami w zakresie kryteriów ekonomicznych, edukacyjnych, zdrowotnych i politycznych oraz zapewnia rankingi krajowe, które pozwalają na skuteczne porównania między regionami i grupami dochodów. (The World Economic Forum, The Global Gender Gap Report, 2018). Sytuacja różni się w zależności od kraju, pomimo działań Komisji Europejskiej mających na celu harmonizację istniejących różnic. Ogólnie globalna różnica między płciami nieznacznie maleje, ale wręcz przeciwnie, wzrosła w Republice Słowackiej. Obecnie kraj zajmuje pozycję w rankingu 149 krajów objętych analizą porównawczą na 83. pozycji w raporcie i zamknął nieco ponad 69% ogólnej różnicy płci. W pracy przedstawiono wyniki badań koncentrujących się na niektórych aspektach przypisywania mężczyznom i kobietom na stanowiska kierownicze. Tworzona jest próba respondentów menedżerów płci męskiej i żeńskiej z firm we wschodniej Słowacji. Większość z nich prowadzi działalność zarówno w branży napraw samochodowych, jak i firm o podobnej działalności branżowej. Wyniki opracowano na podstawie testu niezależności chi-kwadrat. Oryginalność tego artykułu polega na ukazaniu sytuacji we wschodniej części Słowacji, gdzie otoczenie biznesu charakteryzuje się wolniejszym rozwojem gospodarczym i tradycyjnymi konserwatywnymi wartościami społecznymi niż w zachodniej części kraju.

Słowa kluczowe: płęć; różnica między płciami; stanowisko managerskie; stereotyp; rola; dyskryminacja.

提供女性管理职位的意见:以东斯洛伐克为例

摘要:《2018年全球性别差距报告》对经济,教育,卫生和政治标准方面的国家性别差距进行了基准测试,并提供了国家排名,从而可以对地区和收入群体进行有效比较。(世界经济论坛,《全球性别差距报告,2018年》)。尽管欧洲委员会为协调现有差距而开展活动,但各国之间的情况各不相同。通常,全球性别差距略有减少,但相反,斯洛伐克共和国却有所增加。目前,该国在该报告的149个基准国家中排名第83位,缩小了其总体性别差距的69%以上。该研究提出的研究结果集中在分配男性和女性担任管理职位的某些方面。Theere是由来自斯洛伐克东部各公司的男女管理人员的受访者创建的样本。他们中的大多数人都都在汽车维修行业和从事类似分支活动的公司中开展业务。通过应用卡方独立性检验得出结果。本文的独创性在于显示斯洛伐克东部地区的情况,该地区的商业环境比该国西部地区的经济发展和传统保守的社会价值低。

关键字:性别;性别差异;管理职位;刻板印象 角色;歧视。