

A Multi Scale Approach In Understanding The Impact Of Gender Diversity On Performance Effectiveness Among Female Advocates

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Abstract

When it comes to improving overall performance across a wide variety of professions, including business, academics, politics, and social involvement, the existence of gender diversity among female champions is very necessary. It is possible to considerably increase the comprehensiveness and complexity of the decision-making process by incorporating the many viewpoints and experiences that are supplied by female advocates. It is not just a demonstration of a strong commitment to social justice and equality that the inclusion of women in advocacy roles demonstrates, but it also provides actual advantages for companies as well as for society as a whole. There is a significant benefit that arises from the existence of gender variety within the group of female activists, and that advantage is the multiplication of viewpoints because of this diversity. The participation of women in conversations and lobbying activities results in the development of distinctive points of view that are formed by the life experiences, difficulties, and achievements that are unique to each individual woman. This not only contributes to the enhancement of the conversation but also results in the creation of advocacy methods that are more complete and efficient. Within fields such as the legal and social justice sectors, the incorporation of female advocates is of the highest relevance in order to guarantee that the rights and concerns of all persons are effectively handled. The presence of female advocates is especially important because of the need for compassion and an in-depth awareness of the many points of view that are present in these areas. When female voices are taken into consideration, it is possible to establish a more thorough and balanced approach, which will eventually result in a society that is more equal and just.

Keywords: Gender Diversity, Legal Profession, Performance effectiveness, Chi square test

Introduction

Gender diversity in the workplace is a multifaceted and critically important aspect of organizational dynamics, encompassing the presence and equitable representation of both men and women across various levels and roles within a given workforce. It is rooted in the principle of ensuring equal opportunities, rights, and treatment for individuals of all genders, thereby fostering an inclusive and conducive environment. The recognition of gender diversity as a strategic imperative has gained prominence in recent years, driven by a growing awareness of its manifold benefits. Organizations that prioritize gender diversity often experience enhanced creativity, innovation, and problem-solving capacities, as diverse perspectives contribute to a richer pool of ideas. Moreover, a balanced gender representation is not only an ethical imperative but also a key factor in improving overall organizational performance, talent retention, and customer satisfaction (Aggarwal, 2019).

However, achieving and maintaining gender diversity is not without its challenges. Persistent gender biases, stereotyping, and institutional barriers can impede the progression of women in the workplace. Consequently, fostering an inclusive workplace culture requires proactive measures such as unbiased recruitment practices, mentorship programs, and targeted efforts to eliminate gender-based discrimination (Oldford, 2021). Additionally, promoting work-life balance and family-friendly policies can contribute to creating an environment where individuals of all genders can thrive professionally. Leadership commitment plays a pivotal role in driving meaningful change, with visible advocacy for gender diversity initiatives signaling a commitment to fostering an inclusive workplace.

Gender diversity among female advocates is a vital component for enhancing overall performance in various fields, ranging from business and academia to politics and social activism. The inclusion of diverse perspectives and experiences brought by female advocates significantly contributes to a more comprehensive and nuanced decision-making process (Ionascu 2018). The representation of women in advocacy roles not only reflects a commitment to equality and social justice but also yields tangible benefits for organizations and society as a whole. One of the primary

advantages of gender diversity among female advocates is the broadening of perspectives. Women often bring unique insights shaped by their distinct life experiences, challenges, and triumphs, enriching the discourse and leading to more well-rounded, effective advocacy strategies. In fields such as law and social justice, where empathy and a deep understanding of diverse perspectives are paramount, the inclusion of female advocates is crucial for ensuring that the rights and concerns of all individuals are adequately addressed (Ain, 2020). Moreover, the presence of gender diversity among female advocates serves as a powerful catalyst for positive societal change. Female advocates often become role models, inspiring future generations of women to pursue careers in advocacy and other leadership roles (Garanina 2020). This ripple effect not only contributes to a more equitable representation across various sectors but also fosters a culture of empowerment, where women feel encouraged to assert their voices and contribute meaningfully to shaping policies and initiatives.

Review of Literature

The findings of research carried out by academics such as Gupta and Verma (2022) underline the significance of gender diversity in the process of developing creativity and innovation within advocacy and legal contexts. Evidence suggests that teams consisting of individuals from a variety of backgrounds, including female advocates, do very well when it comes to problem-solving and coming up with new ideas. For the purpose of gaining a comprehensive understanding of the complexities of gender dynamics, it is essential to use a multi-scale approach that takes into consideration the several levels at which these dynamics work. These levels include the individual, the organisational, and the societal levels. The research that was carried out by Kou and colleagues (2021) highlights the difficulties that might be encountered by female advocates in India. These difficulties include cultural norms and institutional prejudice against women. This highlights the need of developing a comprehensive perspective that goes beyond just representing things numerically. In addition, Mukarram (2018) study the intersectionality of gender with other identity markers. They highlight the way in which caste, class, and regional inequities interact with gender to contribute to the formation of the experiences of female activists. The purpose of this literature review is to highlight the significance of adopting a multi-scale approach in order to get a thorough understanding of the influence that gender diversity has on the performance effectiveness of female advocates in India. It takes into account the many ways in which social, cultural, and institutional elements interact with one another (Loukil 2020).

To embrace variation is to acknowledge the various characteristics that each person has and to acknowledge the need of acknowledging and respecting such characteristics. There are many various types of differentiations, some examples of which include racial and ethnic background, gender, sexual orientation, age, social position, physical ability, political opinions, religious beliefs, and other ideologies. One of the most important factors that plays a role in the promotion of diversity in companies is globalisation (Martín-Ugedo 2019). A diverse organisation, on the other hand, can have difficulty integrating different political, cultural, and spiritual views for a variety of reasons. Employees should be given clear instructions that their personal and ethnic values should be kept apart from their professional commitments, and they should abstain from forcing their opinions on others. This instruction should specifically be communicated to employees. It is possible that the company may see positive results as a result of the implementation of initiatives that comply to objective diversity principles. It's possible that these opinions on variety are the result of attitudes or dispositions that are divided between uniformity and variation. It is possible that the leader's attitude on diversity will have a substantial influence on the success of the organisation (Bennouri 201). Mahmood (2018) discovered that fostering diversity, in conjunction with fostering good values and beliefs, contributes to an improvement in the performance of a company. Đặng (2020) came to the conclusion that a favourable perception of workforce diversity has the potential to boost the performance of an organisation as well as a new venture (project). Furthermore, there is a favourable correlation between the ideas that employees have on the diversity of the workforce and the success of the company. When employees have a positive impression of diversity management, they have a more positive impression of the business as a whole. This gives the firm a more positive reputation. To successfully manage diversity, however, it is necessary to use a comprehensive approach that takes into consideration the cultural contexts of companies as well as the variances that exist within those organisations (Mastella 2021).

Furthermore, in order to foster knowledge, creativity, and reasonable approaches to problem-solving, organisations have begun to employ workers from a diverse range of cultural backgrounds. At the beginning of the twenty-first century, executives have developed a great deal of anxiety around the management of diversity in their organisations. It is considered that the existence of diversity in the workplace has a beneficial effect on the performance of the business, and it is also believed that the capacity to lead is a factor that influences this link. Research conducted in the past has shown that the leaders of an organisation play a significant part in the process of building and sustaining a culture of diversity and inclusion in the workplace. It is common for employees to follow the leaders of an organisation since leaders supply the viewpoint from which employees would operate in a corporate environment. Therefore, the

establishment of an atmosphere that demonstrates ethical behaviour, respect, understanding, and the growth of cross-cultural concepts contributes to the enhancement of the organization's accomplishments. Nevertheless, the existence of a wide variety of ideas helps to reduce the impact of this relationship. There are some members of the group that do not share the same ideology and point of view. However, a capable leader has the ability to raise a company to higher successes by acknowledging the many values that are held by its workers and deftly managing diversity in a manner that connects with each individual member of the team.

The Directive Principles of State Policy, which are established in Part IV of the Indian Constitution, are the document that articulates the socio-economic goals that the state is committed to pursuing for the welfare of its people. These goals are defined in line with the legislative framework of the nation. Despite the fact that these norms cannot be legally enforced, they are nonetheless used in the sphere of governance and policymaking. Due to the fact that the Directive Principles place a considerable focus on social justice, equality, and non-discrimination, they provide the groundwork for the promotion of gender diversity in the workplace. The State is expected to guarantee that all citizens, regardless of gender, are supplied with an appropriate means of subsistence, as stated in Article 39(a) of the Directive Principles. This obligation applies to all people. This section emphasises the idea of economic fairness by working towards the creation of an environment in which people of all genders are able to engage in the employment market and have equal possibilities for advancing their financial situation.

Moreover, Article 39(d) addresses a significant part of gender diversity in the workplace by promoting merit-based remuneration rather than gender-based compensation. This is an important feature of gender diversity in the workplace. The concept of equal pay for equal effort is emphasised by this rule, which guarantees that both men and women are compensated fairly for their respective contributions to the workforce. In addition, Article 42 recognises the unique requirements that women in the workforce have by emphasising the need of providing assistance for maternity leave and taking measures to ensure that working conditions are both fair and humane. This is especially important when discussing issues pertaining to gender diversity since it acknowledges the specific difficulties that women confront, particularly during pregnancy, and makes an effort to provide a working environment that caters to their requirements. In order to put into effect the constitutional instructions concerning gender diversity and equal opportunity in the workplace in India, the Equal Remuneration Act of 1976 and the Maternity Benefit Act of 1961 were passed into law. The establishment of a robust framework for the accomplishment of these objectives is made possible by these laws, which provide a legal foundation for encouraging gender diversity and for equal chances. In order to guarantee the adoption and enforcement of laws that promotes gender diversity and creates an inclusive and equitable workplace, India's legal system is now undergoing modifications.

Methodology

For the purpose of carrying out the inquiry, the researchers used a mix of primary and secondary materials. The most important source of information was obtained via the use of a questionnaire that was closed-ended and built using a Likert's scale. In addition, the researchers make use of a wide variety of secondary data sources, such as Google Scholar, EBSCO, and other relevant websites, in order to get a full grasp of the prior research that has been conducted on the subject. Following the collection of data from a total of 140 individuals, the researchers turned to the SPSS data tool in order to conduct the analysis.

Hypothesis

- There is no significant difference between effective client management and gender diversity on performance effectiveness
- There is no significant difference between better task orientation and gender diversity on performance effectiveness
- There is no significant difference between positive team cohesiveness and gender diversity on performance effectiveness

Analysis and Interpretation

This portion of the study is involved in providing a critical analysis on the data collated by the researcher, the major tools used are frequency analysis, regression analysis and chi square test

The first part involves in providing the frequency analysis on two main aspects which are: financial performance and increasing productivity

Table 1: Financial Performance
(Source: Created by the researchers)

Financial performance	Frequency	in %
Not at all important	8	5.7
Less Important	13	9.3
Neutral	22	15.7
Important	51	36.4
Highly Important	46	32.9
Total	140	100

Based on the above table it is noted that 32.95 of the respondents has stated that the gender diversity supports in financial performance, also 36.4% of the respondents have stated that the blockchain is important in supporting cost optimisation. 15.7% of the respondents have been neutral and remaining have stated that they are not important.

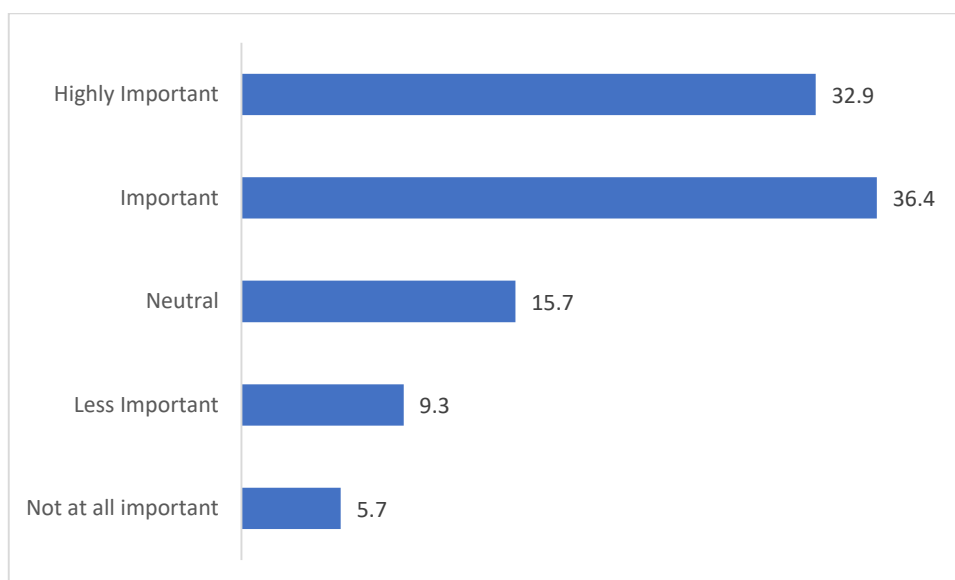


Fig 1: Financial Performance
(Source: Created by the researchers)

Table 2: Increased Productivity
(Source: Created by the researchers)

Increased productivity	Frequency	in %
Not at all important	10	7.1
Less Important	12	8.6
Neutral	21	15
Important	47	33.6
Highly Important	50	35.7
Total	140	100

The above table states that 35.7% of the respondents stated that gender diversity support in increased productivity, 33.6% of the respondents have mentioned that it is important, nearly 15% have stated that they are neutral, whereas the remaining 15.7% of the respondents are stating that they are less important.

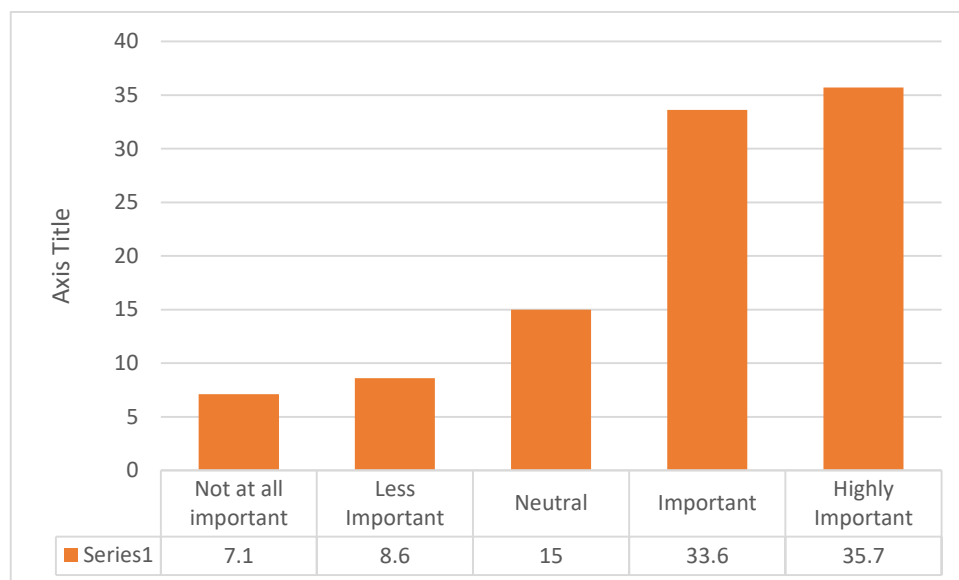


Fig2: Increased productivity
(Source: Created by the researchers)

Regression Analysis

The next part of the analysis is testing regression analysis, this part of the analysis enables in estimating the association between dependent variables effective client management; better task orientation and positive team cohesiveness and independent variable. Gender diversity on performance effectiveness

Table 3: Regression Analysis
(Source: Created by the researchers)

Model	B	t	P Value
(Constant)	0.26	1.631	0.11
Effective client management	0.343	3.967	0.00
Better task orientation	0.288	3.422	0.00
Positive team cohesiveness	0.288	3.96	0.00
F	206.073		
Sig.	.000b		
R	0.905		

Based on the analysis it is noted that the F value is 206.073, whereas the p value is 0.00 hence the variables possess strong influence on the dependent variable.

The regression equation is stated as

Gender diversity on performance effectiveness: $0.260 + 0.343 \times \text{Effective client management} + 0.288 \times \text{Better task orientation} + 0.288 \times \text{Positive team cohesiveness}$.

Chi-Square Test Analysis

The last part of the analysis is involved in testing the hypothesis which was set by the researchers.

Table 4: Chi-Square Analysis 1
(Source: Created by the researchers)

Chi-Square Tests	Data	P Value
Chi-Square	289.594a	0.00
LH Ratio	211.596	0.00
Linear-by-Linear	105.152	0.00

Based on table 4 it is noted that the p value is 0.00 which is less than the significance level of 0.05, hence null hypothesis is rejected and alternate hypothesis is accepted, therefore it is concluded that there is a significant difference between effective client management and gender diversity on performance effectiveness.

Table 5: Chi-Square Analysis 2
(Source: Created by the researchers)

Chi-Square Tests	Data	P Value
Chi-Square	293.401a	0.00
LH Ratio	201.169	0.00
Linear-by-Linear	105.429	0.00

Based on table 4 it is noted that the p value is 0.00 which is less than the significance level of 0.05, hence null hypothesis is rejected and alternate hypothesis is accepted, therefore it is concluded that there is a significant difference between better task orientation and gender diversity on performance effectiveness

Table 6: Chi-Square Analysis 3
(Source: Created by the researchers)

Chi-Square Tests	Data	P Value
Chi-Square	294.757a	0.00
LH Ratio	188.364	0.00
Linear-by-Linear	100.255	0.00

Based on table 4 it is noted that the p value is 0.00 which is less than the significance level of 0.05, hence null hypothesis is rejected and alternate hypothesis is accepted, therefore it is concluded that there is a significant difference between positive team cohesiveness and gender diversity on performance effectiveness.

Conclusion

Gender diversity plays a pivotal role in enhancing performance effectiveness among young advocates by fostering a dynamic and inclusive environment that harnesses the strengths of diverse perspectives. Research indicates that diverse teams, which include a balanced representation of both genders, tend to be more innovative and capable of addressing

complex challenges. In the context of young advocates, exposure to a variety of viewpoints, shaped by diverse life experiences and perspectives associated with gender, can significantly contribute to creative problem-solving and strategic thinking. Moreover, gender diversity in the legal profession ensures that young advocates have role models and mentors from various backgrounds, providing a range of leadership styles and approaches to success. This exposure helps in the professional development of young advocates, offering them a broader understanding of the legal landscape and preparing them to navigate the complexities of a diverse and evolving society. Additionally, a gender-diverse environment contributes to the creation of a more inclusive and supportive workplace culture, where all advocates, regardless of gender, feel valued and empowered. This, in turn, enhances overall job satisfaction, motivation, and commitment among young advocates, positively influencing their performance and effectiveness in the legal field. Ultimately, embracing gender diversity not only aligns with principles of equality but also results in a more resilient, adaptive, and high-performing community of young advocates, better equipped to meet the challenges of a rapidly changing legal landscape.

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