

The Effectiveness of Women's Participation in Relation to Managerial Sustainability for Sustainable Organizational Growth

Rekha Kanodia

Department of Management, Faculty of Management and Commerce,
Mewar University, Chittorgarh, Rajasthan

Pradeep Kumar Varshney

Department of Management, Faculty of Management and Commerce, Mewar University, Chittorgarh,
Rajasthan

**Corresponding author email id:*

rekhaaone@gmail.com

ABSTRACT

This review paper examines the crucial role of women's participation in management and leadership positions, exploring its impact on managerial sustainability and sustainable organizational growth. The paper synthesizes existing literature, identifies key challenges, and discusses the implications of gender diversity on economic performance, decision-making processes, and workplace culture. Through a detailed analysis of theoretical frameworks, case studies, and recent trends, this review provides insights into how organizations can leverage gender diversity to enhance sustainability and achieve long-term growth.

Keywords: Women's participation, managerial sustainability, organizational growth, gender diversity, leadership, workplace culture.