

# Teamlease Poll – W5 Gender Difference In Bosses



- Prepared For Teamlease
- Prepared By Synovate India



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A large, stylized number '3' is positioned on the left side of the slide, rendered in a dark teal color. Below it, a solid teal circle is partially visible. The background is a uniform dark teal color.

# **Sample Size & Design**

## Centre's & Sample size achieved

	<b>Legend</b>	<b>Sample size</b>
Ahmedabad	Ahm	50
Bangalore	Ban	52
Chennai	Che	50
Delhi	Del	55
Hyderabad	Hyd	50
Kolkata	Kol	50
Mumbai	Mum	50
Pune	Pun	50
<b>Total</b>	<b>All</b>	<b>407</b>

A large, stylized, light blue letter 'P' is positioned on the left side of the page. Below it, a solid blue circle is partially visible. The background is a dark blue gradient.

# Executive Summary

## In Sum

- Across cities, most respondents interviewed had male bosses in comparison to female bosses
- Even though most cities had a higher incidence of reporting to a manager / boss of the opposite gender, Ahmedabad was an exception with most respondents having to report to manager / boss of the same gender
- When asked about the preference of the gender of one's boss, it is observed that 1/3<sup>rd</sup> respondents preferred working with a boss of the opposite gender while less than 1/3<sup>rd</sup> did not prefer
- When asked about which gender makes a better boss, 45% of respondents felt that males made better bosses. Among males, there is a preference for male bosses in Mumbai, Ahmedabad, Bangalore and Chennai. Among females, there is a preference for female bosses in Mumbai and Ahmedabad whereas there is a preference for male bosses in Chennai. Females in Kolkata, Hyderabad, Delhi and Pune are more flexible do not show any particular gender bias

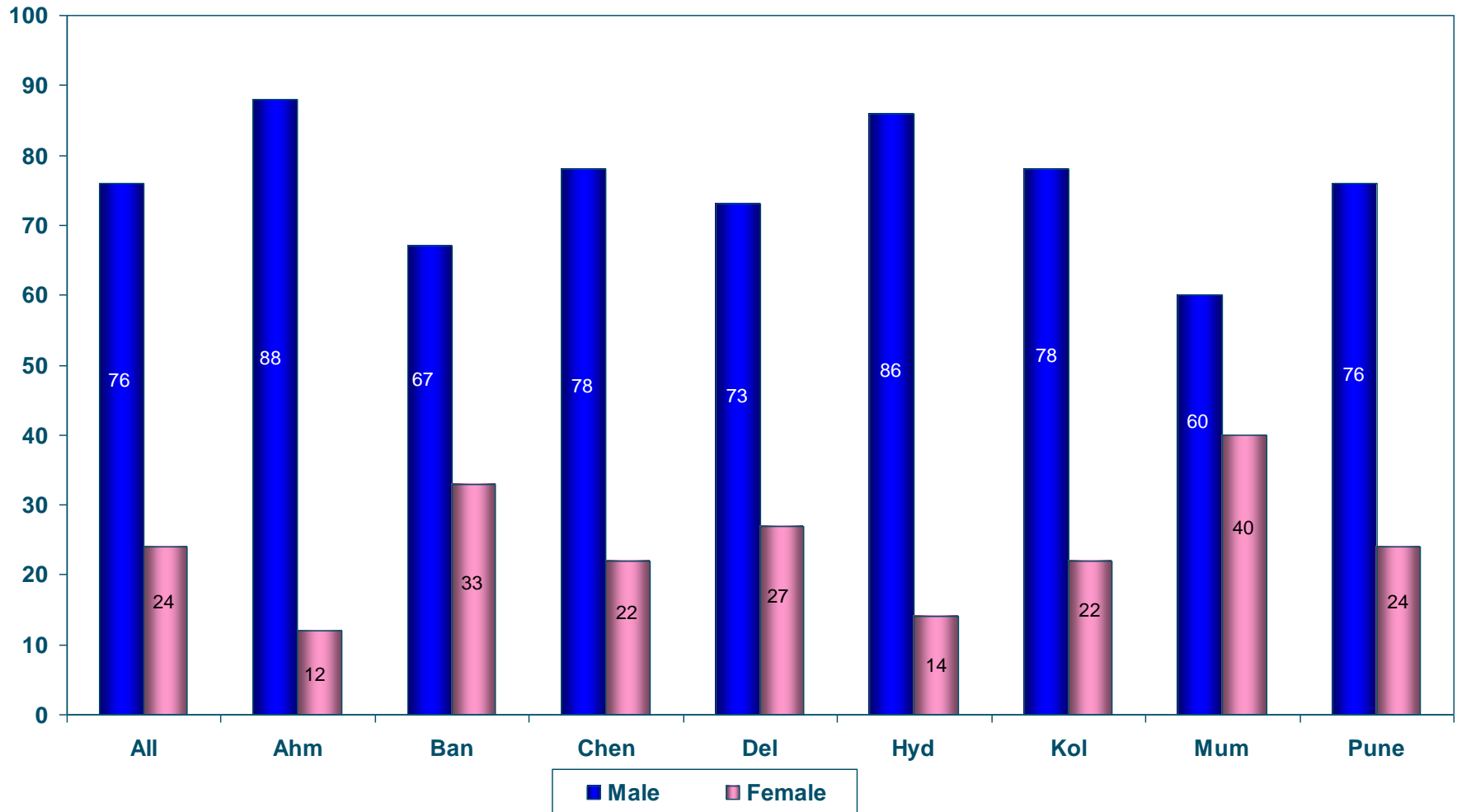
## In Sum (...Continued)

- When asked about capabilities of women at the workplace, it was observed that Ahmedabad respondents felt that women possessed better capabilities in People management, administrative and target aggression skills but at the same time Delhi respondents thought otherwise on decision making, administrative and target aggression skills
- Similarly, Hyderabad respondents felt that women possess better capability in Administrative, Time management and Mentoring skills while Kolkata respondents feel that females are not capable of planning business well
- Over 2/3<sup>rd</sup> of the respondents agreed regarding women being more expressive about their emotions but nearly half of the respondents in Bangalore, Mumbai and Pune disagreed that women tend to show more emotions at work
- Even though overall respondents are of the opinion that males have a higher possibility to get ahead at their workplace, over 1/3<sup>rd</sup> respondents from Chennai, Mumbai and Ahmedabad also feel that females have a better chance of getting ahead at the workplace. A higher proportion of respondents in Hyderabad, Kolkata and Delhi feel that equal opportunities exist for males or females to progress at the workplace
- About 3/4 of respondents agree that being a woman constrains them to take up senior level opportunities



**Findings**

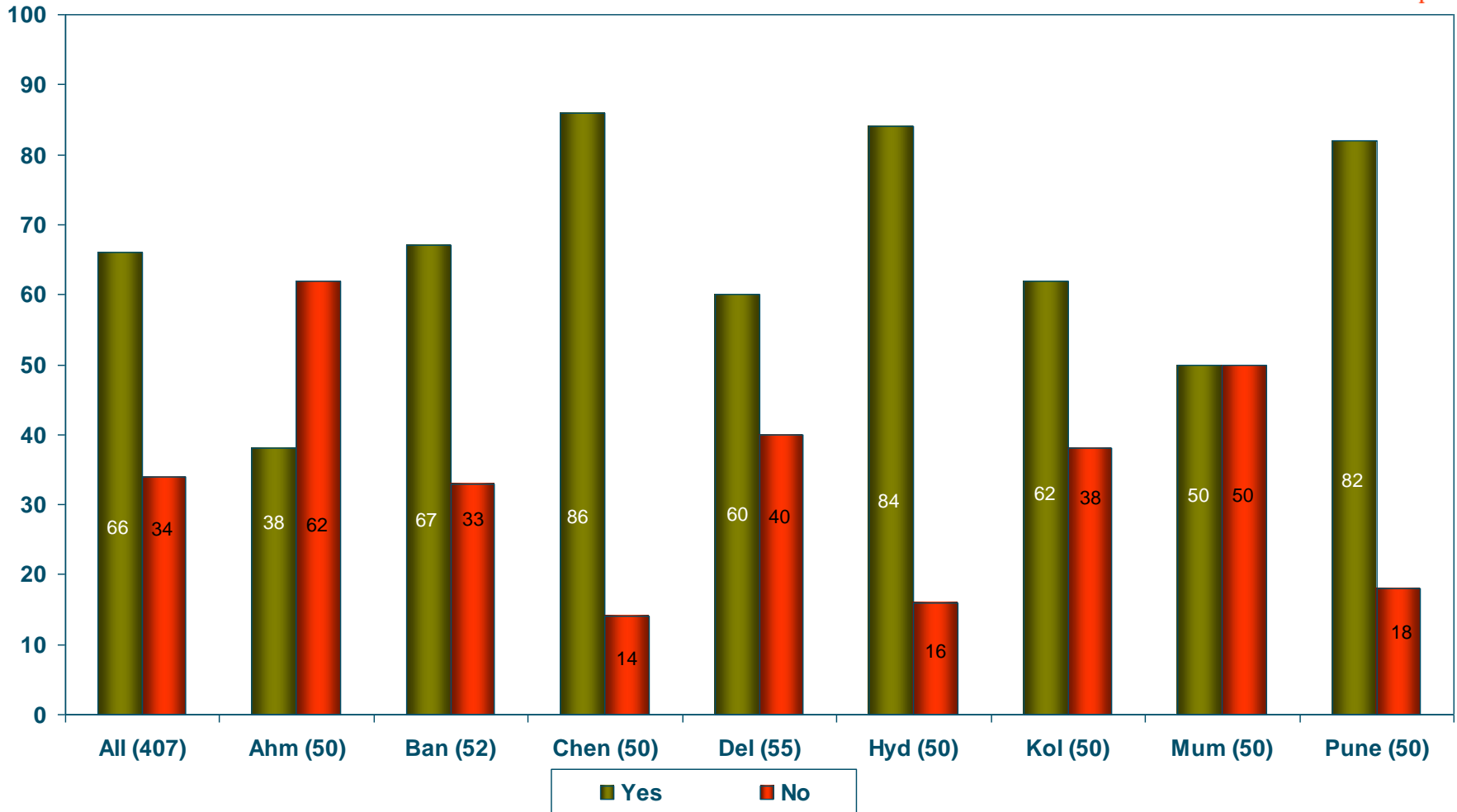
# YOUR CURRENT BOSS IS .....



- Across cities, most respondents had male bosses compared to female bosses
- Mumbai leads with a higher proportion of female bosses followed by Bangalore

All figs are in %

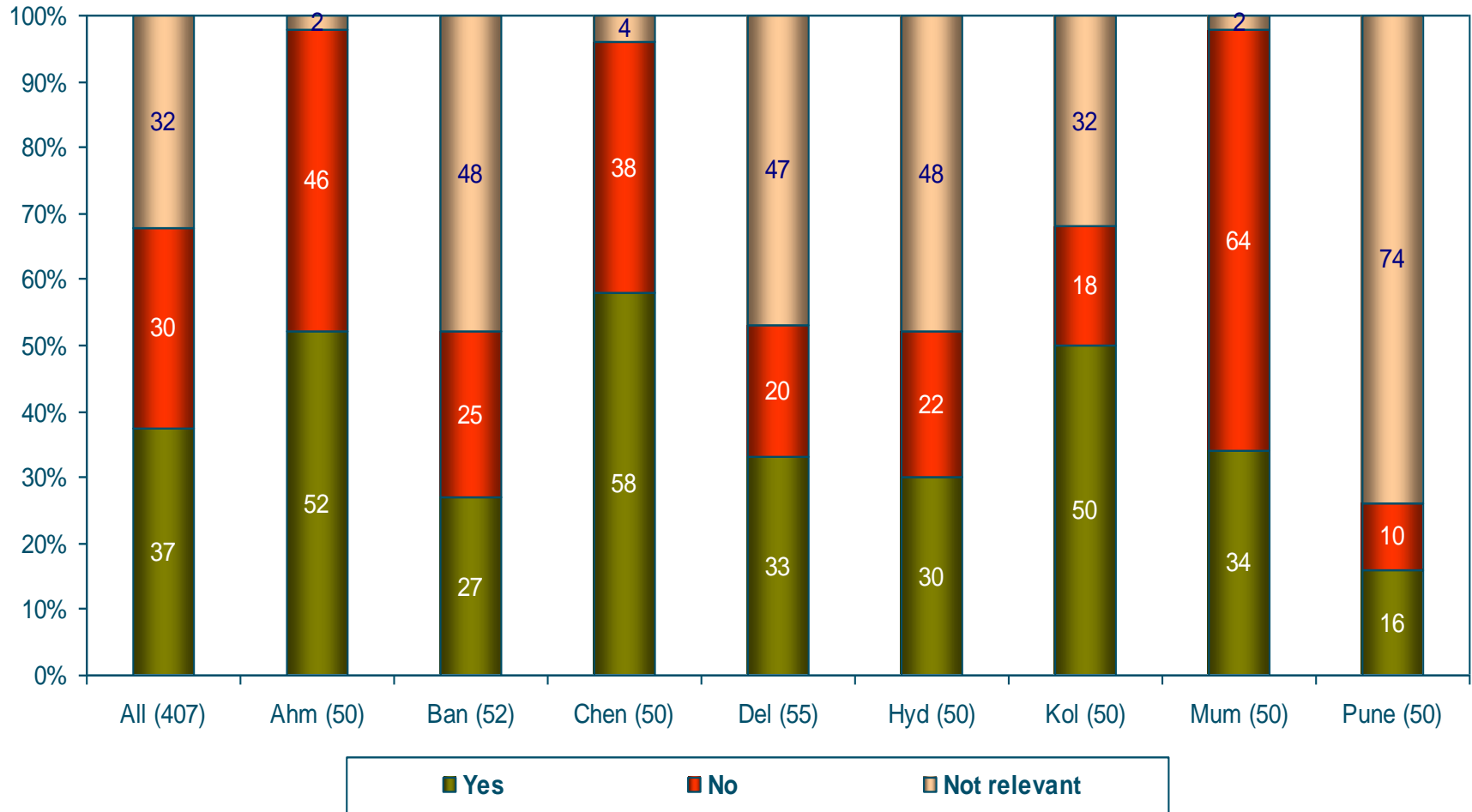
# HAVE EVER REPORTED TO A MANAGER / SENIOR OF OPPOSITE GENDER



■ Across most cities, over 60% of the respondents have reported to a manager/ boss of the opposite gender. However in Mumbai, we see an equal split between the genders while in Ahmedabad about 60% of the respondents have never reported to a manager / boss of the opposite gender

All figs are in %

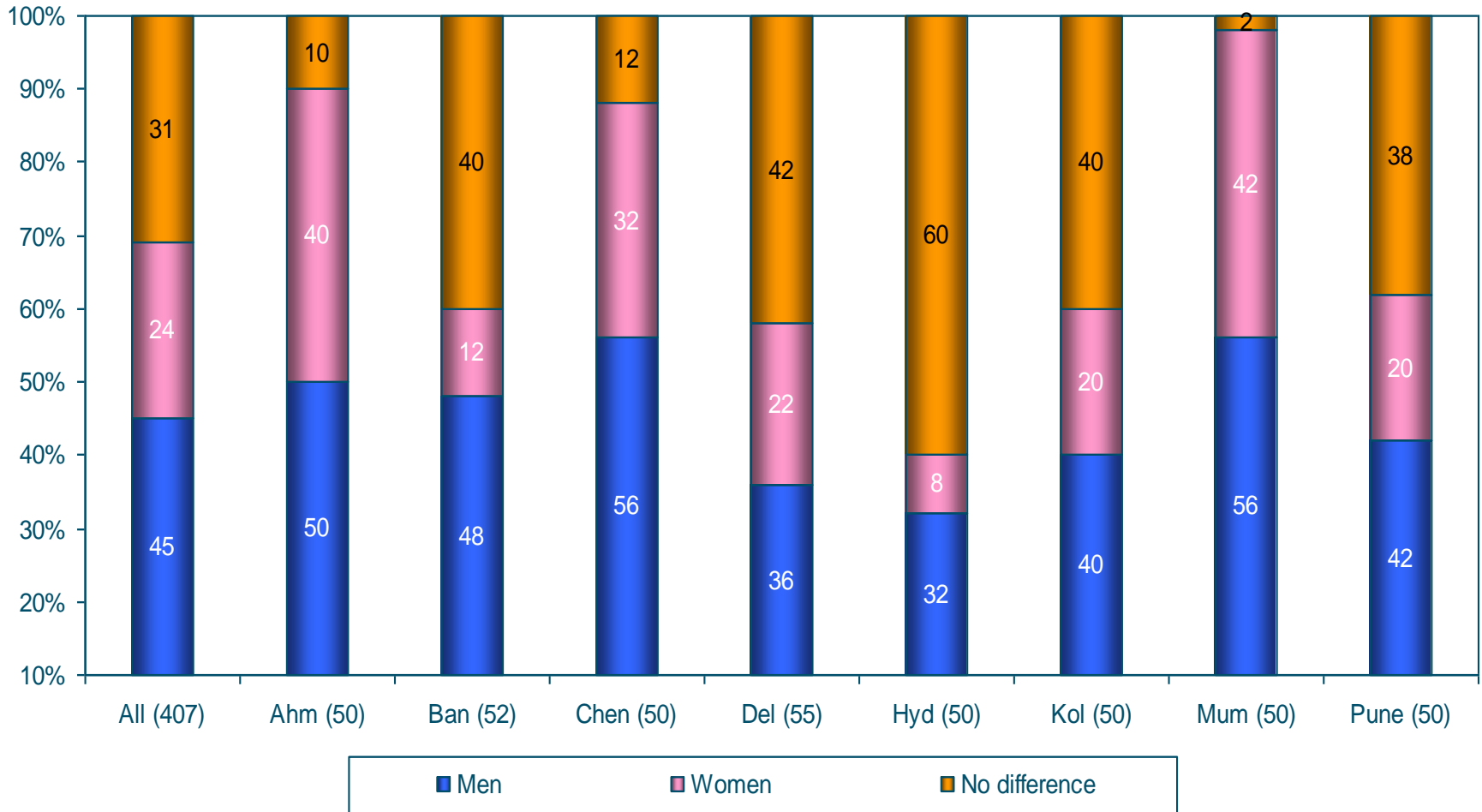
# WOULD YOU PREFER YOUR MANAGER/ BOSS OF AN OPPOSITE GENDER



- Over 1/3<sup>rd</sup> of respondents prefer working with a boss of the opposite gender
- Over 50% respondents in Chennai, Ahmedabad & Kolkata would prefer their boss / senior to be of opposite gender while about 60% of Mumbai respondents would not prefer their boss / senior to be of opposite gender
- Over 70% of Pune respondents do not have any particular gender preference for their manager/boss

All figs are in %

# IN YOUR OPINION, WHO MAKES A BETTER BOSS.....



- 45% of respondents feel that males make better bosses while only 24% feel that females make better bosses
- Over 50% of Mumbai, Chennai and Ahmedabad respondents feel that males make better bosses while about 40% of respondents in Mumbai and Ahmedabad feel females make better bosses
- Preference for female bosses least in Hyderabad and Bangalore

All figs are in %

# IN YOUR OPINION, WHO MAKES A BETTER BOSS.....

	All		Ahm		Ban		Chen		Del	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Base:</b>	<b>208</b>	<b>199</b>	<b>25</b>	<b>25</b>	<b>26</b>	<b>26</b>	<b>25</b>	<b>25</b>	<b>30</b>	<b>25</b>
<b>Men</b>	58	31	72	28	69	27	52	60	47	24
<b>Women</b>	11	38	8	72	4	19	32	32	13	32
<b>No difference</b>	31	31	20	-	27	54	16	8	40	44
	All		Hyd		Kol		Mum		Pune	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Base:</b>	<b>208</b>	<b>199</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>27</b>	<b>23</b>
<b>Men</b>	58	31	52	12	44	36	84	28	48	35
<b>Women</b>	11	38	-	16	12	28	12	72	7	35
<b>No Difference</b>	31	31	48	72	44	36	4	-	44	30

- Overall, Males show a 'same gender' preferences and prefer a male boss while females are more flexible and there is a skew towards female bosses but overall do not show any bias.
- Males in Mumbai, Ahmedabad, Bangalore and Chennai prefer male bosses while Kolkata, Hyderabad, Delhi and Pune males feel that there is no difference whether it is a male or a female boss
- Females in Mumbai and Ahmedabad prefer female bosses while females in Chennai feel that male bosses are better & females from Bangalore and Hyderabad feel that there is no difference whether it is a male or a female boss
- Females in Kolkata, Hyderabad, Delhi and Pune are more flexible do not show any particular gender bias

All figs are in %

# DO WOMEN POSSES BETTER CAPABILITY IN DIFFERENT AREAS AS COMPARED TO MEN



	All		Ahm		Ban		Chen		Del	
<i>Base:- All respondents</i>	407		50		52		50		55	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
<b>Administrative skills</b>	66	34	88	12	87	13	56	44	40	60
<b>Time management skill</b>	66	34	72	28	69	31	54	46	45	55
<b>People management Skills</b>	67	33	82	18	58	42	56	44	58	42
<b>Better business planning</b>	53	47	56	44	54	46	50	50	55	45
<b>Decision making</b>	57	43	78	22	60	40	56	44	35	65
<b>Coaching and Mentoring</b>	59	41	56	44	46	54	56	44	45	55
<b>Target Aggression</b>	51	49	86	14	35	65	52	48	36	64

- Over 80% of Ahmedabad and Bangalore respondents find women better in Administrative skills, whereas 60% respondents of Delhi feel that women are not good in administration.
- Over 80% of Ahmedabad respondents find People management skill better in women as compared to men
- About 65% of Delhi respondents feel that women do not have decision making skills
- Over 80% of respondents in Ahmedabad feel Target aggression is better in Women, while 64% of Delhi respondents feel women are not good in Target aggression.

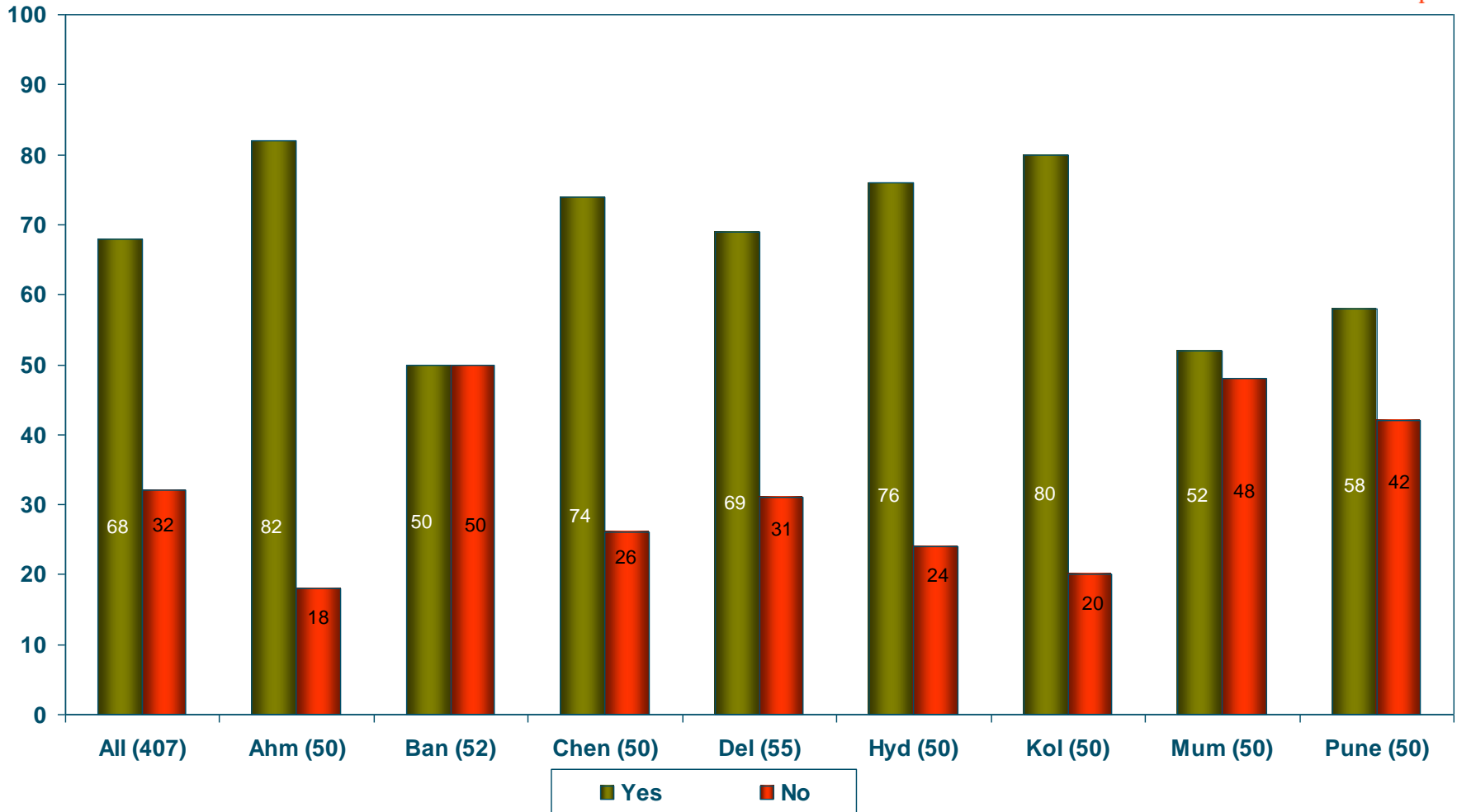
# DO WOMEN POSSES BETTER CAPABILITY IN DIFFERENT AREAS AS COMPARED TO MEN (Cont .....



	All		Hyd		Kol		Mum		Pune	
<i>Base:- All respondents</i>	407		50		50		50		50	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
<b>Administrative skills</b>	66	34	92	8	60	40	58	42	52	48
<b>Time management skill</b>	66	34	82	18	76	24	64	36	70	30
<b>People management Skills</b>	67	33	76	24	76	24	68	32	62	38
<b>Better business planning</b>	53	47	60	40	36	64	60	40	50	50
<b>Decision making</b>	57	43	50	50	48	52	70	30	58	42
<b>Coaching and Mentoring</b>	59	41	88	12	58	42	68	32	58	42
<b>Target Aggression</b>	51	49	50	50	48	52	54	46	52	48

Over 80% of Hyderabad respondents of feel that women posses better capability in Administrative, Time management and Mentoring skills while over 60% of Kolkata respondents feel that females are not capable of planning business well

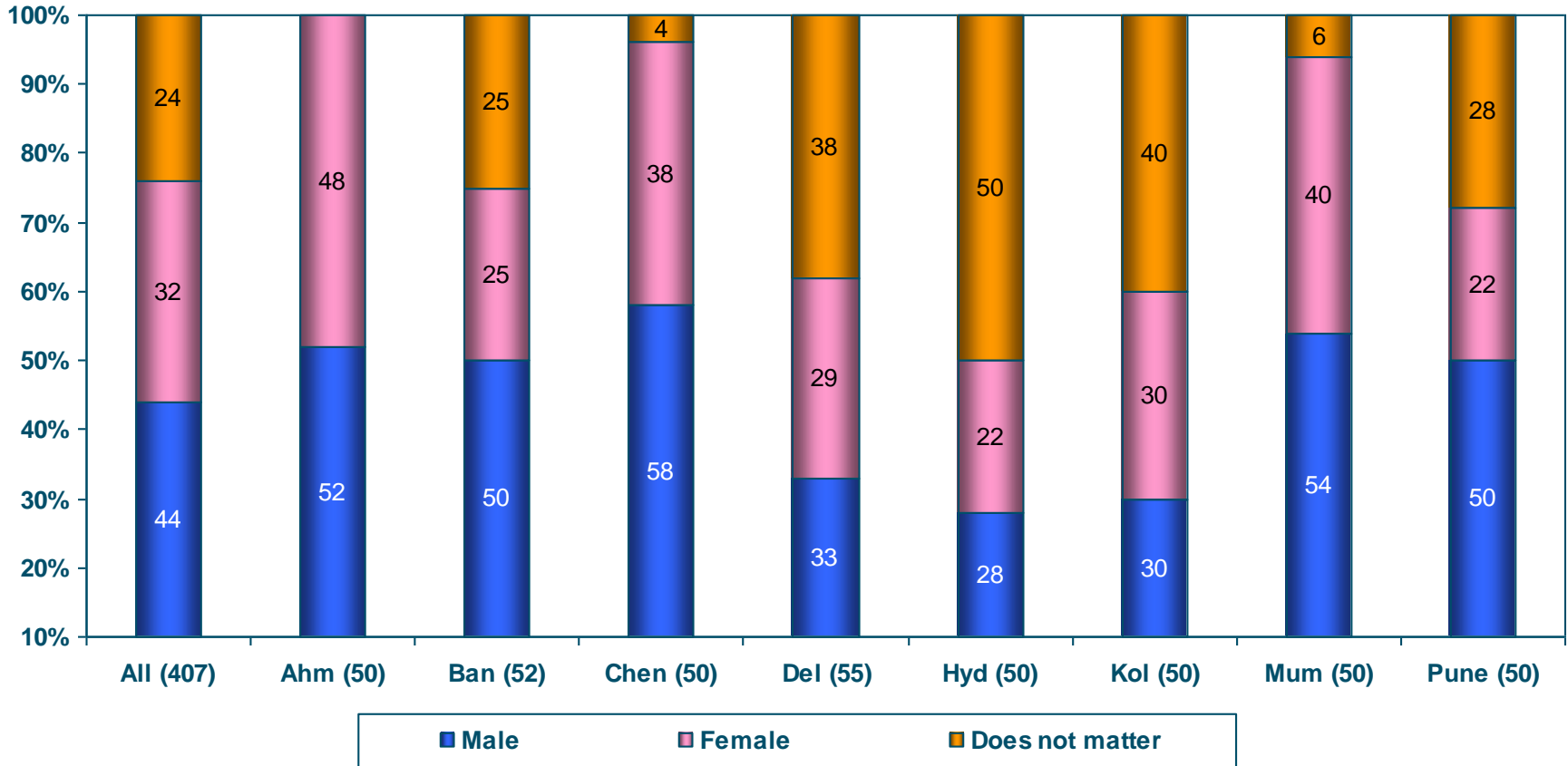
# DO WOMEN TEND TO SHOW MORE EMOTIONS AT WORK



- Across cities, about 2/3<sup>rd</sup> of the respondents agree that women tend to show more emotions at work
- About half of the respondents in Bangalore, Mumbai and Pune disagree that women tend to show more emotions at work

All figs are in %

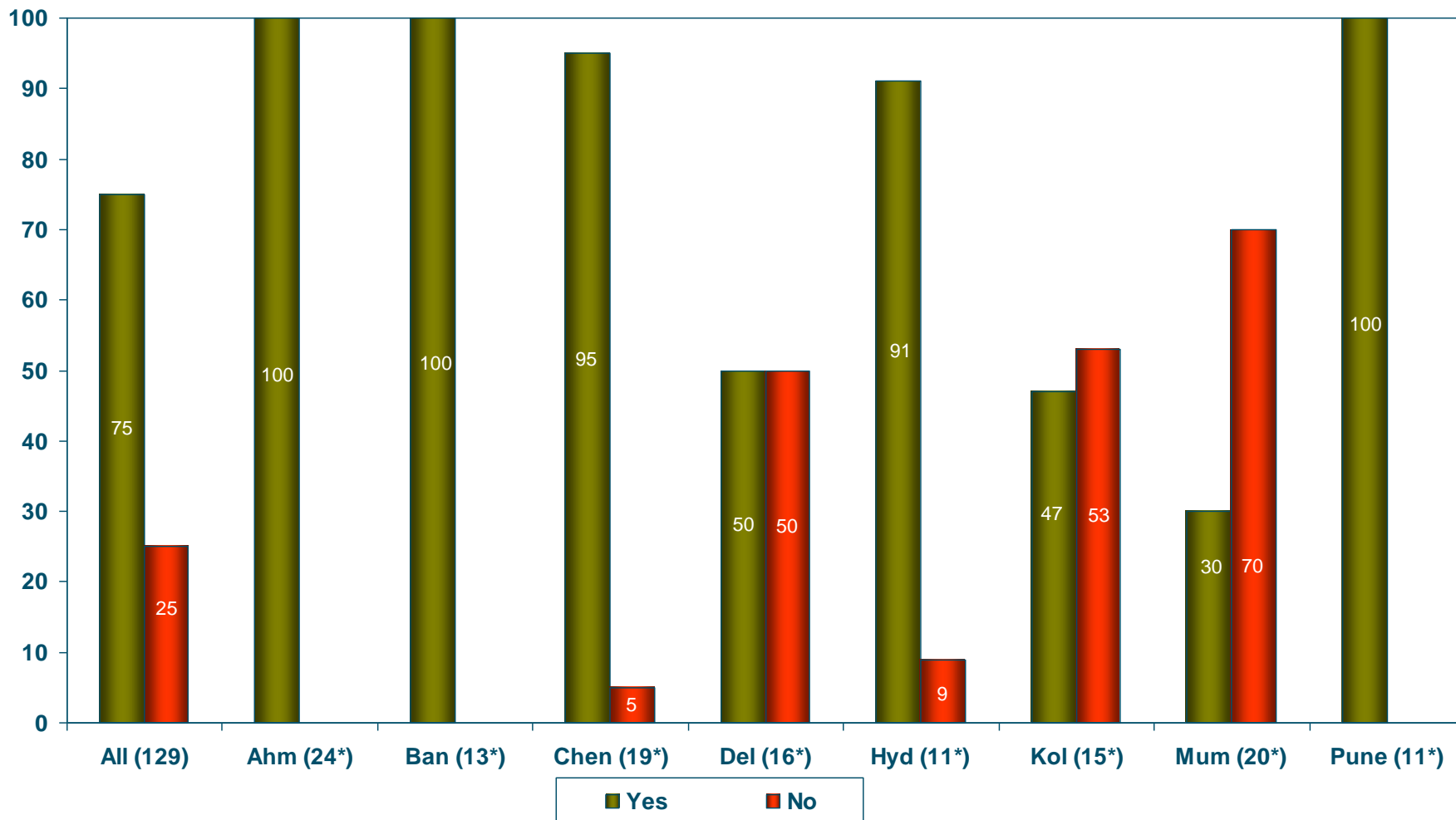
# IN YOUR OPINION WHICH GENDER HAS BETTER POSSIBILITY OF GETTING AHEAD AT THE WORKPLACE IN INDIA



- Overall 44% of respondents feel that Males have a better possibility of getting ahead at workplace while 32% feel Females have a better possibility of getting ahead at workplace
- Over 50% of respondents from Chennai, Mumbai, Ahmedabad, Bangalore and Pune feel that Males have a better chance of getting ahead at the workplace
- A higher proportion of respondents in Hyderabad, Kolkata and Delhi feel that equal opportunities exist for males or females to progress at the workplace

All figs are in %

# DO YOU FEEL THAT BEING A WOMAN CONSTRAINS AN INDIVIDUAL TO TAKE UP A SENIOR LEVEL GROWTH / OPPORTUNITY



Base: All female respondents

Overall about 3/4<sup>th</sup> of respondents agree that being a Woman would constrain them to take up a senior level opportunity while 1/4<sup>th</sup> of respondents disagree that being a women constrains them to take up a senior opportunity

(\*) represents small base All figs are in %



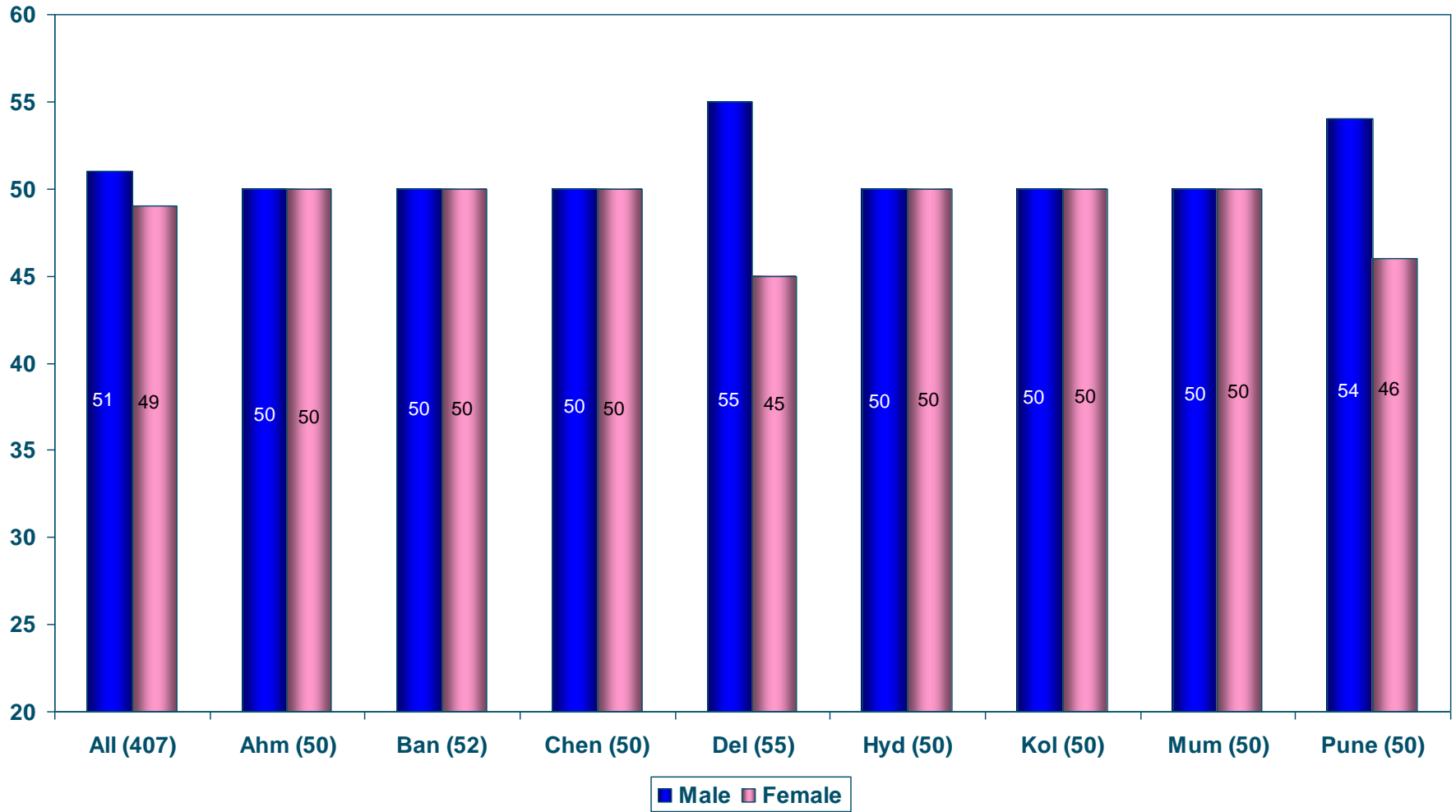
# Respondent Profile

# NUMBER OF YEAR/S SINCE STARTED WORKING

	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
<b>Base : All respondents</b>	<b>407</b>	<b>50</b>	<b>52</b>	<b>50</b>	<b>55</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>
1 year	18	16	12	24	33	12	24	12	8
2 years	18	4	19	16	22	24	20	24	18
3 years	18	12	23	2	13	20	16	24	34
4 years	16	20	19	14	15	22	6	18	14
5 years	16	26	19	14	15	14	12	12	18
6 years	14	22	8	30	4	8	22	10	8

All figs are in %

# GENDER



All figs are in %

# AGE OF THE RESPONDENT

	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
<b>Base:- All respondents</b>	<b>407</b>	<b>50</b>	<b>52</b>	<b>50</b>	<b>55</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>
18 – 25 years	30	24	35	46	36	20	8	48	20
26 – 30 years	43	46	52	44	51	38	40	20	48
31 – 36 years	21	30	13	10	9	30	30	22	26
37 – 44 years	6	-	-	-	4	12	16	10	4
45 years and above	1	-	-	-	-	-	6	-	2
<b>Average age</b>	<b>28</b>	<b>28</b>	<b>26</b>	<b>25</b>	<b>26</b>	<b>30</b>	<b>32</b>	<b>27</b>	<b>29</b>

All figs are in %

Our curiosity is all yours.  
Thank you.

