

Abstract

- d. Does implementation of gender diversity management improve the gender distribution in the organization ?
- e. Does implementation of gender diversity management mediate the relationship between adoption of gender diversity management and gender distribution in the organization.

Surveys and semi-structured interviews were conducted with top management representatives, Human Resources or Diversity Heads,

intended. For example, the utilization of work-life balance practices reduces the percentage of women in the organization as managers tend to use gendered definitions of merit in assessing the woman employee's potential for growth and development. On the other hand, training initiatives focussed on sensitizing and involving line managers in their gender diversity management responsibilities improve the percentage of women employees in the organization. This study demonstrates that the career progression of a woman is always not completely explained by the organizational policies or practices but also by the choices which she makes as a response to her environment.