

THE CHALLENGES FACED BY WOMEN ENGINEERS AS MANAGERS

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ABSTRACT

People are responsible for directing the efforts aimed at helping organizational goal achievement in which managers are playing the most effective role. When an engineer occupies the place means it will be more effective than an ordinary manager in that particular area of management. When an engineer performs the operations of planning, organizing, directing and controlling the allocation of men, material, money, satisfying the market, methodology and information resources in pursuit of the organization's goal will have a fast reach because of efficiency, perfection in technology and achieving quality in a quantum of different discipline in engineering total accuracy is more with women engineers in engineering field. Presently we through this paper are going to speak about "The Challenges faced by Women Engineers as Managers".

Key Words: Savior, Bureaucratic Servants, enablers and catalyst, entrusted

1.INTRODUCTION

Women Engineers as Managers are beneath middle-management classification that manages System, Design & Operations, Construction Services and Engineering Supportive activities, including project/program initiation, planning, execution, monitoring and control and close-out. Responsibilities include performing diverse, specialized and complex work involving significant accountability and decision-making responsibility. This position will organize and oversee day-to-day activities and are responsible for providing professional-level support to the City Women Engineers in a variety of areas. Successful performance of the work requires an extensive professional responsibilities. Women then need to build our managerial experience, gain knowledge and skills to

enable us to carry out the needed efficiency of the role effectively.

2.OBJECTIVE OF THE STUDY

Objective of this title is to tell you that managers have responsibilities and women engineer managers will have still more ultimate responsibility in the society because " as the entire public are their customers" Hence at this state we should make her to apply her entire attitude, skill and knowledge at her duties and services i.e., to make a women engineer managers to be more duty conscious for effective execution of job. Here we stress that for the proper execution and to meet out the challenges she requires proper co-ordination, co-operation, cohesiveness, co-relation and colloquial support from the co-workers. Their family circle has to extend her complete 100 percent believable strength and support whenever she is in need otherwise she cannot prove herself as a good engineer in the present living set up.

3.WOMEN ENGINEERS AS MANAGERS

Effective role playing for women attracts two major areas of work based on their life structure and style.

Area 1

They have to occupy the seat of a manager and execute duties with the engineering back round if they are paid employees. Here, she is shouldering responsibilities as per norms and practices of the organization she works with.

She can easily plan her working pattern including the caretaking areas of her family by postponing or urging the immediate work to be completed and so on. She will be having assistance in the office circle to pull on the work as she wants to face the challenges of her profession. Area 1 will not affect the office or the family highly and here because she and her family members will not be affected because of stress or depression of her as a

daughter, wife, young mother, middle aged person and in her aged conditions. Just continuous monitoring and performing the duties alone will help to face the challenges as women engineer managers.

Area 2

They have to take up the servicing engineering work pattern of life if they are young entrepreneurs.

Here, she is not shouldering responsibilities as per norms and practices of the organization because she is the entrepreneur and has to manage the challenges of the new business by facing the market. This type of profession will fetch more money with more responsibilities for continuing the business. Meeting out the day to day challenges will put her mind occupied with the thoughts of the entrepreneurship. She and her family members will be affected because of stress or depression of her as a daughter, wife, young mother, middle aged person and in her aged conditions. Just continuous monitoring and performing the duties alone will not help to face the challenges as women engineer managers. She requires some extra additional supports like

- Proper Nourishment
- Proper Child care to her children
- Proper resting time
- Proper Personnel Assistance by one of the family member in the house
- Proper guidance from the friends and relative circle etc.

Her surroundings should not allow the followings things like,

- Improper interference
- Misunderstanding
- Curtailling her available resources
- Degrading her work
- Unrelated fight or quarrel in the office and family etc

Above all care should be given for her health and wealth to face her challenges as women engineer manager because she is a

- Guardian
- Bureaucratic Servant
- Social servant
- Game player and
- A legal witness to society

Besides the above she has to do all the work assigned to her like an ordinary managers do:

- Objective based person
- Decision making
- Informing the duties and responsibilities
- Taking authority and responsibilities.
- Reporting to higher official
- Monitoring the area entrusted to him
- Supervising the work completion
- Maintaining the skill
- Updating the knowledge
- Keeping the attitude to update the new technology
- Maintain quality
- Performance oriented quality
- Target achiever
- Goal achiever
- Maintaining status of self and the organization.

4.ADVANTAGES OF "WOMEN ENGINEERS AS MANAGERS"

1. According to the codes of ethics "Engineer shall treat **CONFIDENTIAL INFORMATION COMING TO THEM IN A MOST CONFIDENTIAL WAY** in the course of their assignments, projects, research and duties entrusted to women engineer also.
2. Privileged information that is available only on the basis of special privilege to the technical person has to be handled carefully will be passed on to them helps women engineers always.
3. Proprietary information that is owned by a company whenever it is extended to her by the organization for her area of importance.
4. Sometimes, a new knowledge established that can be legally protected has to be maintained as "top secret" will be disclosed to her on faith..
5. She should keep certain information as confidential are : Information about the unreleased products, test results and data about products, if she is not tensed she will do it properly well with confidence .
6. Women Engineer Manager has to focus on three moral considerations that is respect for autonomy, respect for promises and regard for public well-being.

7. Top most essential thing is to eradicate conflict and disputes in their work spot because it is a known fact that public will blame them because they are talkative.
8. She should be an expert worker thus maintaining 24/7 hours coverage. i.e., round the clock coverage.

5.LIMITATIONS OF "WOMEN ENGINEERS AS MANAGERS"

1. In case of a dispute in the organization, an women engineer manager may need a legal person for consultancy to resolve the issue.
2. Moreover she is a human being she has to look after herself but it seems to be very less when she is in service or consultancy services.
3. The incidence of other emotional difficulties is climbing almost exponential, anxiety problems, panic attacks, addiction, obsessive-compulsive disorders, anger etc., will affect the women engineers when they are upset in their work spot or in their personal life

6.SUGGESTIONS

1. Timely help provided to them gives proper assistance and support to women engineers to perform their duties well.
2. Proper guidance to them will safeguard their will power.
3. Proper guidance at their need will cheer them to be more technically a right person for execution of work. Hence, she is advised to ***Get a Certification: EMCI (Engineering Management Certification International) which is a Tool to Measure Engineering Management Competency***.

7.FINDINGS

The right emotional intelligence skill for women engineers can control their emotions, not the other way round because the life is so much more enjoyable with good emotional intelligence both in works spot and in the family for them. Apart from the above avoiding all the above emotional nastiness, they enjoy their work more, get more from their personal and professional relationships, progress further at work and so earn more, have more control over on themselves and they are better placed in future to help others in the society.

8.CONCLUSIONS

Women Engineer Managers are expected to try for life time that

- *SHE SHOULD WORK AS FAST AS A LIGHTNING WHENEVER THERE IS EMERGENCY.
- *SHE SHOULD FACE ANY SITUATION BOLDLY.
- *SHE SHOULD BE ALERT ALWAYS.
- *SHE SHOULD PRACTICE NOT TO SAY "NO" PRACTICE.
- *THEIR ENGINEERSHIP IS THEIR PRIME GOD BECAUSE FOR A WOMEN SHE IS NOT A SINGLE PERSON BUT SHE IS CONSIDERED TO BE A FULL FAMILY, LIKE THE SAME WAY HER PERFORMANCE IN HER WORKSPOT WILL REPRODUCE A FULL ORGANISATION AS SUCH.

We stress that for the proper execution and to meet out the challenges **she has the need for proper co-ordination, co-operation, cohesiveness, co-relation and colloquial support from the co-workers and like the same way her family circle has to extend a complete 100 percent believable strength and support whenever she is in need** otherwise she cannot prove herself as a good engineer in the present living set up. So please help them in time and save them for the society's continuity to have good Women Engineers.

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