

Chapter 8

Women in Leadership From the Perspective of a Chinese– American Professional

Sherry Cheng
St. John's University, USA

ABSTRACT

The purpose of the chapter is to introduce changing roles of women over time, both in the settings of household and professional settings. As analyzed through the perspective of a Chinese-American professional, the chapter is to illustrate the challenges faced by women globally but also from Asian-American women in particular. In this chapter, the concerns of professional women have not only concerned women in general, but also minority women, especially in the United States. The questions of minority women in the workplace have raised critical concerns of professional integration and assimilation. In other words, minority women in general have struggled to seek professional careers with upward mobility. The question of how minority women choose careers and seek stability within their work places are being asked and explored within the current literature. The current literature explores how our psychological has and sociological changes in the society have affected how women understand their places and positions in their workplaces.

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INTRODUCTION

The growing concern of work and life balance for women has led the academia professionals and policymaking scholars to examine and investigate women's roles in the society-both professionally and personally. More broadly speaking and on a worldwide perspective, the question stems from how women's roles have shifted and changed from predominately-household dwellings to career-oriented work in professional settings. In other words, how does this shift pose problematic issues and discussions of women's roles as well as arguments of societal change? How is the society shifting in reflection of women's changing roles? How are women's roles affecting societal change? How is the society reacting to women's changing roles? What are the positive and negative effects of women's changing roles? How does this directly affect women as well as the outlook of parenting and family hood? How is family structure changing in respect to women's changing roles? Undoubtedly, this shift in women's roles have led to sociological, economical, and psychological changes within the society – both for the better and worse including spoken and unspoken changes.

From the policy perspective, the academia professionals as well as other scholars including policy makers have continuously made efforts to investigate how achievements in women's advancement of professions have made an impact on society as a whole. More importantly, it is to look forward to the possible improvements in policy and work place professions for women as they continue to strive toward excellence both at home and professional settings. For research purposes, the theme of individualistic model of development among women calls for the practice of professional growth as well as balance in professional and personal life. However, this understanding seems flawed on twofold perspectives. One due to the lack of policy framework allowing women to achieve work and life balance. The other is due to the unspoken challenges faced by women, as there are work place issues of harassment and discrimination. In speaking to this particular issue, this would open an assortment of problems and the discussion would lead to a full-blown matter of issues and problematic concerns of women's rights in the professional settings. The purpose of this chapter is to not only lead to women's rights, but also to gear toward the understanding of how there are societal conflicts in arguing for work and life balance. In other words, the main underlying

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