Enhancement of Managerial and Leadership Role of Saudi women in the Banking Industry: An Exploratory Study on Different Banks in Jeddah - KSA

Musrrat Parveen
Faculty of Economics and Administration, Department of Human Resource Management
King Abdulaziz University
Jeddah, KSA
mpmohammed@kau.edu.sa

Abstract — The purpose of this research is to look at the significance and the enhancement of managerial and leadership role of Saudi women in several banking sectors in Saudi Arabia. A survey questionnaire (N=200) was developed and distributed to all the main banks in Saudi Arabia. Solely 185 usable questionnaires were analyzed employing a rating scale as well as using an independent one–sample t-test to identify the degree of agreement among the respondents pertaining to the eight statements posed to them. Results showed that majority of the respondents agreed with all the statements with the exception of three statements—management opportunities for females are limited because of rules on segregation, women managers are rewarded the same as male managers and gender is not an issue when management positions are filled. The implications of this study suggest that the top banking management needs to consider the identified variables in their effort to boost their managerial role and to create management opportunities for Saudi women in different banking sectors. They should also focus on individual needs in order to execute the changes successfully.

Index Terms — Banking Sector, Saudi Arabia, Managerial Positions, Female Managers, Saudi women.