



## Indian Women in Banking Industry: Breaking Glass Ceiling?

### STRUCTURED ASSIGNMENT (SA)

SA has a set of logically sequenced questions based on a specific case study. These questions are meant to enhance the logical and analytical skills of the students. Students are advised to attempt a SA only after they have acquired a reasonable conceptual understanding as indicated below.

#### PREREQUISITE CONCEPTUAL UNDERSTANDING

- (a) To understand the gender discrimination in the society and how the increased count of women executives at workforce in organisations are showing better performances – Desvaux Georges, et al., “A business case for women”, *The McKinsey Quarterly*, September 2008
- (b) To identify the traits inherent in women and how the leadership styles of women differ with that of men – Barsh Joanna, et al., “Centered Leadership: How talented women thrive”, *The McKinsey Quarterly*, 2008
- (c) To understand the difficulties faced by women at workplace – Fels Anna, “Do Women Lack Ambition?”, *Harvard Business Review*, April 2004

Structure of the Structured Assignment		
Section	Title of the Section	Number of Questions
I	Changing Role of Indian Women	4
II	Role Played by Women Executives at ICICI Bank	4
III	Presence of Indian Women at Top Level in the Banking Industry	3

This structured assignment was written by Sowjanya Mora and Saradhi Kumar Gonela under the guidance of Dr. Nagendra V. Chowdary, IBSCDC. It was prepared to accompany the case 'Indian Women in Banking Industry: Breaking Glass Ceiling?'.

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**INSTRUCTIONS TO THE STUDENTS**

This assignment should accompany the case on *Indian Women in Banking Industry: Breaking Glass Ceiling?* developed by IBSCDC.

- The learning from this SA can be enriching if it is attempted after having a prerequisite understanding of concepts outlined in the previous page
- Start working on this assignment after carefully going through the case and grasping the significant aspects of the case, including the 'central dilemma'
- Refer to the case as often as needed, when you are working on this assignment. This is an "open book" assignment
- Write your answers in as much detail as possible. Do not write cryptic or too brief answers in telegraphic language
- Attempt to answer all questions in all sections
- For a few questions, there may neither be 'one' answer nor a 'correct' answer. Therefore, give your analysis and logic wherever required. Develop your answers in an integrated manner drawing from your complete understanding of the case
- Use extra sheets, if necessary
- The time limit for completing the assignment and the weightages assigned to each section in this SA for the purpose of grading will be announced by the instructor.

**For Use by the Student**

Name of the Student :  
 Enrolment Number :  
 Programme :  
 Course :  
 Name of the Instructor :  
 To be Submitted on :  
 Signature of the Student :  
 Date :

**For Use by the Instructor**

Grade Awarded/Marks Awarded :  
 Remarks :  
 Signature :  
 Date :





















