WOMEN MANAGEMENT IN EDUCATIONAL INSTITUTIONS

Hacı Ahmet ÖZTÜRK[1]
Zeki BERBER[2]
Ali AYTEKİN[3]
Mekselna TÜTER[4]
Burcu ÇETİN YÜCE[5]

ABSTRACT

As the required prevalence, world social averages have started to take place in the working lives of women individuals, with the final values obtained from cultural and economic periods. However, the guidelines seen in the number of working women did not reflect the same proportion to the groups of women in their management. Although there are shows in the number of women in the educational institution in general, there may not be a visible situation in the number of women in administrative administrations. In this direction, the aim of the study is women administrators in educational institutions. In the first part of the study, the concepts of education, management and women were defined in general and the relationship between these concepts was also mentioned. In the next part of the study, women managers in educational institutions and the problems they face are examined.

Keywords: Education, Women, Management

EĞİTİM KURUMLARINDA KADIN YÖNETİMİ

Hacı Ahmet ÖZTÜRK
Zeki BERBER
Ali AYTEKİN
Mekselna TÜTER
Burcu ÇETİN YÜCE

ÖZET

Gerek ülkemizde gerekse dünya genelinde sosyal, kültürel ve ekonomik anlamda birtakım değişikliklerin gelmesiyle birlikte kadın bireyler çalışma hayatlarında daha fazla yer almaya başlamışlardır. Fakat çalışan kadın sayılarında görülen artışlar yönetimlerdeki kadın sayılarına aynı oranla yansımamıştır. Eğitim sisteminde genel olarak kadınların sayılarında artışların olmasına rağmen idari yönetimlerdeki kadın sayılarında gözlegörülür bir durum bulunmamaktadır. Bu doğrultuda çalışmanın amacını eğitim kurumlarında yer alan kadın yöneticiler oluşturmaktadır. Araştırmada ilk olarak eğitim, yöneticilik ve kadın kavramlarının tanımlamaları yapılırken ayrıca bu kavramlar arasındaki ilişkiye de değinilmiştir. Araştırmanın ileri kısmında eğitim kurumlarında kadın yöneticiliği ve karşılaştıkları sorunlar incelenmiştir.

Anahtar Kelimeler: Eğitim, Kadın, Yöneticilik

[1] MEB, ORCID ID: 0000-0002-7434-6827, ahmetozturk0046@hotmail.com
[2] MEB, ORCID ID: 0009-0005-2712-4729, z.berber@hotmail.com
[3] MEB, ORCID ID: 0009-0005-2625-7159, aliaytekin80@hotmail.com
[4] MEB, ORCID ID: 0009-0000-6832-3613, meksel_fb98@hotmail.com
[5] MEB, ORCID ID: 0009-0000-6832-3613, burcu-cetin-yuce@hotmail.com

INTRODUCTION

Since the beginning of human history, men and women have been in a certain duty and responsibility in society. Despite the fact that women started to be in the business world in general with the Industrial Revolution, no results could be obtained. Today, although women have made a place for themselves in their working lives, there is not much visible change in this situation. Although half of the population both in our country and in the world is composed of women, it is seen that everything is in favor of men when it comes to working conditions. In this process, women mostly tried to choose suitable professions in terms of role and model. And one of these areas is the education sector. Women individuals who start to gain a place in this field can rise to the position of manager over time.

Purpose of the Study

The main problem in the research is that although women are equal in number with men in educational institutions, the same balance cannot be achieved in the managerial position. Within the scope of the research, various concepts related to the subject were investigated and the basis of the subject was tried to be examined, and from this point of view, the place of women in their working life, their status in educational institutions, their managerial status and the problems and solutions they encountered on this path were investigated. This institutional study is discussed under the headings of education, management, women in working life, women's participation in business life in Turkey, women and management, the place of women in educational administration, women's management in Turkey, and the problems faced by women in educational administration.

Education

In the history of education, which is as old as the history of humanity, people need to be educated in every period in order to survive. In order for the assets in the society to survive, their economic, cultural and social development, growth and survival, they need to be educated. Education is defined by Yağcı (1998, p. 15) as the process of conscious changes in the behavior of individuals by their own lives. Changes in the behavior of individuals as a result of this process also deeply affect the society. Individuals who are developed for certain purposes through education also show differences in their personalities. These differences that occur in the education process are realized through behavior, knowledge, values, attitudes and skills (Yücedağ, 2017, p. 8). As a result, the concept of education can be expressed as the process of reshaping the society. The educational process, which is first given by the family, is then continued by the school.

Management

The most important factor of management is the managers who ensure that institutions and organizations achieve their goals by performing managerial activities. People who act in line with a specific purpose are the people who have the duty and responsibility of being able to manage efficiently and effectively in cooperation and harmony in order for the managers to reach their goals (Ergeneli and Akçatepe, 2004, p. 10). In order for the manager to be able to fulfill his managerial task effectively, he must have some personal characteristics. In order to be successful in the organizational sense, personal characteristics such as influencing the individuals around them, motivating and directing their employees come. Managers who are constantly success-oriented, foreseeing the future and making effective decisions in achieving organizational goals and objectives are very important for businesses (Ağaoğlu, 2018, p. 6).

It is seen that the number of women in managerial positions in our country is quite low compared to men, especially in the field of education. Although they do not face any obstacles in terms of promotion to management and appointment in management, it is obvious that women cannot reach the upper levels compared to men (Çekten, 2004, p.14). According to the data of the Ministry of National Education published in July 2021, nearly half of the teachers in primary schools and a very small portion of the principals are women. Thus, female teachers, who make up more than half of the teachers, can only constitute a very small part of school principals. (Ünal, 2003, s. 108).

WOMEN IN WORKING LIFE

Working life is expressed as one of the main reasons for showing their presence in other areas of social life. As a matter of fact, working life is specified within the framework of certain conditions such as income, social relations, status, social security, participation in management and union organization. It is an issue that needs to be examined separately in terms of the negative effects of being outside of working life in income, status and social relations, creating a risk of social exclusion for women (Bakioğlu, 2018, p. 9). From the past to the present, the position of women in social life from the traditional point of view has been considered as their home and family. In the following process, it has started to be used in order to gain individual gain in economic terms. In business life, it has been observed that female individuals are generally interested in housework, and employment opportunities have been created in other fields as well (Karaoğlu, 2020, p. 6).

The efforts of kadis to exist as human beings have changed and developed depending on the social structures they are in. When the women and the structure in which they were found in the historical process are examined, it is seen that they have passed through many stages. In these stages, it has been seen that women are dominated at some times and free at other times.

Although women have been in every stage of production for centuries, they have not been able to get a sufficient share from the conditions of development and have been the group most affected by poverty throughout the world (Uçan, 2012, p. 52). When the world and developed countries are examined, it is seen that most of the women work in the status of wage worker in their working life. In developed and high-income countries, it is seen that women working as employers work above the world average (Karaoğlu, 2020, p. 6).

When the recent years are examined around the world, it is seen that there has been an increase in the participation of women in working life. Along with the increase, women's having a say in the house they live in increases, while the income level of the household increases, it ensures the development of the talents and skills of women, and also the fact that women have their own income ensures their economic independence (Uçan, 2012, p. 53). With the participation of women in working life, they have started to take more part in social life and thus the balance of power in the home is changing in their favor. (Ilhan, 2017: 81)

Women's Labor Force Participation in Turkey

The labor force participation rate of women in Turkish society is quite low. And at the same time, this rate gradually decreases as the years progress. The lack of necessary mechanisms to ensure women's entry into the labor market and their qualified development is one of the biggest reasons for this decline. Women's employment continues to exist as one of the biggest problems in our country. In our country, the entry of women into my working life and the duties and responsibilities they have assumed are in line with the developments in the world. The economic participation of women who have left their unpaid family income in the labor force has been realized thanks to the Republican regime. At the same time, Turkish women became free not only politically, but also economically and joined the working life apart from agriculture and handicrafts with the Republican regime (Bozpolat, 2019, p. 35).

It has been observed that since the late 1970s, policy changes in the Turkish economy and high inflation rates did not make any changes in women's labor force participation rates. In this case, it is seen that there is a decrease in the rate of women employed in agriculture, while there is no change in the field of industry and service. It is seen that the jobs performed by other women other than the service sector are primarily cashier, clerk, workmanship and tailoring in large factories. Most of the women who provide services for a certain fee go into business before marriage or if they do not have children. The vast majority of women who continue to work, on the other hand, go back and forth between family, home and working life. Although there are egalitarian provisions in the laws in our country, the labor force participation rate of women is quite low compared to men due to economic, social and cultural barriers. (Bozpolat, 2019, s. 39).

WOMEN AND MANAGEMENT

While the woman fulfills her obligations such as mother, wife and housewife within the duties and responsibilities imposed on her by the society as well as her own, the changing life conditions have included her in her working life. Necessary opportunities and opportunities are provided for women to be successful in working life. However, the transition from worker status to manager status has not been easy. She has faced many social and individual problems as she rises from a worker to a managerial position. The desire of female individuals to be present in the working life where male individuals are concentrated is evaluated negatively as patriarchal behavior and the roles given to women within the scope of the duties and responsibilities are also shaped (Karaoğlu, 2020, p. 8-9). This way of thinking is generally seen in underdeveloped countries and it is almost impossible for women to be managers in these countries (Kaba, 2020: 34)

When the last twenty years are examined in the business world, although the weight of women has increased gradually, it is unfortunately not seen that the same increases are experienced when it comes to the status of senior executives (Çekten et al., 2019, p. 133). It has been concluded that female managers are more pro-democracy than male managers, that women are more supportive and more human-oriented in response to the authoritarian styles of men, but that female managers have less self-confidence and they are hesitant about managing their colleagues (Örücü et al., 2007, p. p. 122).

It is accepted that managerial jobs are expressed as masculine not only in our country but also in the world and this is a very common situation. However, there have been some developments regarding the participation of women in the labor force compared to the old times. However, neither these changes nor the differences between cultures have changed the view that women do not have the qualities necessary for managerial success as much as men. Unless the attitudes and behaviors of men, who take part in the decision-making process and are highly affected by managerial gender, are kept under control, women's participation in managerial activities will be very low and this process can only be achieved through legal regulations (Çekten et al., 2019, p. 133). The reason for the scarcity of women and male dominance at the managerial level is attributed to reasons such as social values, lack of family support, personal characteristics and institutional practices. With the participation of women in all areas of working life, it can be said that women are seen intensely in certain business life and professions. (Karaoğlu, 2020, s. 9).

Women's Place in Education Management

Although there is a rapid increase in the number of working women and their weight in their working lives today, where rapid development, change and transformation is experienced, there are still not enough female managers among the leaders and senior managers (Barutçugil, 2009, pp. 13-17).

When the education sector is examined, it is seen that women's employment rates are high and although they have succeeded in transitioning from the employee level to the managerial level, they still have not reached a sufficient level (Altınışık, 1995). Although teaching profession is seen as a woman's job, education administration is described as a male job.

Some of the qualities expected from teachers are courtesy, patience, reliability, patience and nurturing. Teaching also stands out because of its features such as long summer vacation, having two days off per week, returning home early from work, having many official holidays, facilitating women in housework and providing equal responsibilities both at home and at work. is a profession group (Ekşi, 2018, p. 14). In fact, education administration cannot receive the desired support from the society because it represents short vacations, long working hours, increased responsibilities compared to a teacher, and bringing work home.

It is seen that the number of female education administrators has increased in recent years, especially in primary schools. Some changes have been made in the laws and laws regarding the advancement of women from the employee level to the managerial level in the occupational group where women are numerically more numerous than men (Yücedağ, 2017). These changes made in the regulations, together with the work, have opened the way for female teachers for managerial positions, albeit a little. It is important for female teachers to take an active role in their duties as school principals or assistant principals, to be valued by the society, to be able to reach the places they deserve, to make effective decisions (Keçeli, 2008: 97)

Women's Management in Turkey

There has been a noticeable increase in the number of female educator administrators in recent years. In an occupational group where women are more numerous than men, some changes have been made in laws and regulations in order to bring women from a managed position to a managerial position. The changes made in the regulations, albeit a little, enabled female teachers to pave the way for education administration (Ağaoğlu, 2018, p. 19). It is important for female teachers to take an active role in school principalship or assistantship, in order for women to be valued in society, to reach the place they deserve and to be effective in decision-making mechanisms.

Throughout our country, women's entry into the field of education has undoubtedly been realized through the teaching profession. The need for female teachers, which emerged as a result of the opening of girls' secondary schools, necessitated the training of female teachers. Since there were not enough female teachers in these schools in the early days, it was deemed appropriate to train elderly and well-behaved male teachers (Uçan, 2012, p. 75). However, the increasing need for female teachers has necessitated the establishment of schools where women will be trained.

PROBLEMS FACED BY WOMEN IN EDUCATIONAL ADMINISTRATION

women throughout their working life; Queen bee and glass ceiling syndrome, gender disability, double-shift system disability, and barriers due to later participation in working life, as well as barriers arising from lack of education, barriers arising from wage inequality, barriers arising from psychological problems, and barriers due to lack of social security. (Ekşi, 2018, p. 11). Determining the career barriers of working women is important in terms of eliminating career barriers.

Glass Ceiling Syndrome

There are barriers put by male managers, barriers put by women managers and barriers put by people themselves in order to prevent female individuals from taking charge in managerial positions. These obstacles are expressed as a glass ceiling. Glass ceiling is a problem that emerged in the USA in the 1970s. It is expressed as stereotypes, prejudices and invisible artificial barriers that prevent women from coming to senior management positions. The expression of these obstacles as a glass ceiling is due to the ambiguity of the obstacles. Along with these obstacles, women face in government institutions, companies, non-profit institutions and educational institutions (Ağaoğlu, 2018, pp. 22-23). The continuation of the rise of women up to a certain level and the hindrance of the advancement of women after this level is called an impenetrable and invisible inhibition. This glass ceiling problem seen in women is a problem arising from both the woman herself and the people around her (Karaoğlu, 2020, p. 13).

There are three types of glass ceiling syndrome. These types are barriers that speak to the person from the opposite sex, barriers placed by the person himself, and barriers placed by both himself and the opposite sex. Fear of loneliness, fear of failure and lack of self-confidence are behind the obstacles that the person puts on himself. Such barriers seen in people are usually caused by the society and upbringing of the people. The barriers placed on people by the opposite sex stem from the perception of women's main duty of housework and childcare, the perception that men are the mainstay of the house and women are additional workers, the perception that women are unbalanced and emotional, and women's marriage and maternity leave (Ekşi, 2018, p. 12-13). Obstacles placed by the person's own species are mostly associated with queen bee syndrome.

Queen Bee Syndrome

It is the imitation of female managers by male managers, the adoption of the methods of male managers, the envy of men and the implementation of what they do. In many of the studies on the subject, it is seen that the main reasons for mobbing between female managers and their own gender in workplaces are external appearance, envy and competition with each other.

It is stated that female employees do not support each other in the queen bee syndrome, do not want each other, and even female managers want to stay away from women by knowingly and willingly showing positive attitudes and behaviors to their subordinates of the same sex (Karaoğlu, 2020, p. 13).

When the studies on executive women and the queen bee syndrome are examined, it has been determined that the obstacles in front of the female employees are prevented by the female managers themselves, and it has been determined that they have harsh attitudes and behaviors towards the employees who are at a lower level than them.

Succumbing to Mobbing

It includes bad attitudes and behaviors, violence, threats, humiliation and intimidation, which are systematically applied to people by their subordinates, superiors and equals in their working life. Succumbing to mobbing in women's working life is the fact that women cannot stand these bad behaviors as a result of being exposed to psychological violence. According to the European 4th Employment Data Survey, women are exposed to mobbing about three times more than men. According to the results of 15800 meetings between 15 European member countries in 1996, it is seen that 2% of the employees were exposed to sexual harassment, 4% to physical violence and 8% to mobbing in the previous year (Karaoğlu, 2020, pp. 13-14). . When the studies on the subject are examined, it is determined that those who are exposed to mobbing are generally seen as women, but this situation is unfortunately the same in our country. Women constitute the majority of mobbing victims.

CONCLUSION AND RECOMMENDATIONS

Today, it is seen that many women are in managerial positions in both public and private institutions. On the other hand, handling the leadership and management skills of women together in their working lives leaves the business management under its influence. With the study, it is seen that negative perceptions of women managers, especially gender-based, continue. It has been concluded that the result obtained in the study is the most important result and that the subject still needs to be investigated urgently today. As a result of the study, it was concluded that there are different characteristics of leadership and management between men and women. Women have lower self-confidence in management than men. Women managers have a more authoritarian structure in their working life than men.

The number of women is increasing throughout their working life in Türkiye and around the world. This has resulted in an increase in the number of female employees in management positions. However, it is seen that female employees face some obstacles in their promotion to the managerial position. These problems, on the other hand, have taken their place in the literature in the form of glass ceiling syndrome in general.

It has been concluded that some attitudes and behaviors of women are limited in order to reach managerial positions. Various roles have been given to women throughout historical processes, and these roles have become the primary duty of women over time. These issues are almost similar in all societies around the world. It is very difficult for women to stay away from housework and adapt to their work in their working life.

When the history of humanity is examined, women have found a place for themselves in almost all the events in history. Perhaps the reason why women stay in the background in historical events and in their daily lives is due to their own characteristics. Men have always directed events around the world. In addition, it is possible to carry out both sociological and psychological studies on this subject.

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