

## Abstract

This report conducted a questionnaire survey on companies' efforts of promoting women's empowerment in workplace and the recognition of employees, as well as aggregated and analyzed it. As a result, it was indicated that the companies' efforts for women's empowerment cause positive effect on the women ratio among graduates hiring and the women's management position ratio, as well as that the effort makes lower not only women's 10 year job turnover rate but also men's 10 year's job turnover. This suggested the companies' efforts to provide working environment where women can play an active role may have caused this result.

As the result of the detailed analysis of the effect on the employees' perception against companies' efforts of women's empowerment, the higher commitment of managements is, relatively the more responsible job is allocated to women. Also in the questionnaire inquiring if they can have experiences leading to their career development, although men's positive responses were higher, it was suggested that the more the effort for women's empowerment is progressing, the more women can be getting to have the experiences which is necessary for their career development regardless of the gender.

According to the questionnaire inquiring if their bosses are trying to make effort to prepare the working environment for women's empowerment in order to manage the subordinates, it was clarified that over 70% of women answered "gender equality" in the situations such as having a good communication with the subordinates, grasping appropriately their current progress of work and treating and evaluating the subordinates fairly. Besides it was clarified, while 60% of bosses encourage aggressively their subordinates to leave work at the fixed time, 20-30% of those don't implement such approach to women and even to men. . Distinguished bosses can change the allocation of work appropriately and flexibly, and it is considered women's empowerment would be progressed under such environment that can realize staff assignment in flux as considering circumstances of family.

In a questionnaire in terms of job satisfaction which asked in 5 grades, it was indicated that the average rates of men and women were relatively high, which are about 3.7 together. Moreover, it was statistically significant that when companies push forward the effort of promoting women's empowerment, women's job satisfaction is improved. Interestingly, the effort of promoting women's empowerment has the possibility to improve men's job satisfaction also, not only women's. It was indicated that when companies promote the effort of women's empowerment, it makes more easy to realize the environment with such as: the feasibilities of a challenging assignment and a work of fulfillment, a high fixation rate of employees, an active women's hiring and an appointment to management position and easy-to-take paid holidays and parental leave, as well as such efforts give effect against not only women's recognition but men's recognition. Gender-equality society is regarded as the society where diverse human resources accept the differences in each other's attributes mutually and execute productive activities together, and it is thought that the efforts of companies would be shown the positive effects toward the realization of such a society.

In order to see the intent of women about continuance of their career, the questionnaire was inquired if they intend to continue work after parental leave in case of having a birth, and the responses marked very high points of 4.25 of 5-grade evaluation and it indicates that many women have intent to continue work after birth. Thus, the company's efforts are hoped to have respect for this women's intent adequately. While low birth rate and aging society advances, the exposed inequality among generations will become a concern, however, not only focusing on as workforce,

also for the next generation, this women's intent should be realized with supports of public and private sectors together.

In terms of promotion eagerness, the average of women is 1.98 points (Section head, Head level) and the average of men is 3.18 points, so there exists a significant gap. That may be explained with the possibility that glass ceiling which prevent women's promotion is buried in our social structure or with being negative to have heavy responsibility in the office due to women's high priority against the home. On the other hand, it was also indicated that as companies progress the efforts of promoting women's empowerment, the probability of wish to promote above the level of division chief is increasing. Additionally, in the questionnaire inquiring the gender equality in the promotion, 30% of women replied with a gender equality and a little less than 60% of the woman replied with that men are promoted advantageously, however, it was indicated that the more companies push forward the efforts of promoting women's empowerment, the more responses with a gender equal would be increasing .

Besides, in order to see how employees recognize these company managements' efforts, the questionnaire was asked such as if the company's effort in women's empowerment is ahead in comparison with competitors. According to the result that women's average response is 2.63 and men's average response is 2.84 in 5-grade evaluation, it was observed there are kinds of efforts having the gap between companies' affirmation and employees' recognition. This means there exist still many efforts leaving unfinished for promoting women's empowerment or efforts needing focus, however, it was also indicated that as companies promote the effort of women's empowerment, the gap of recognitions would be eliminated.

Krugman (1994) has mentioned that "Productivity isn't everything, but in the long run it is almost everything" and pointed out the importance of improving productivity on economy. When it is proved that companies' productivities will increase according to women's empowerment, business managements can compare the prospective profits and the cost of organization change. Then if judged the nett benefit is anticipated, companies would accelerate promoting women's empowerment as one of management strategy. So, when estimating whether the efforts of promoting women's empowerment effect on companies' productivities (TFP), the positive effects were significantly observed .Through promoting women's empowerment, woman can be assigned to responsible job needed for developing job career, and job satisfaction of employees is improving and women's promotion eagerness is increasing. The possibility is considered that these factors are contributed to the improvement of companies' productivities. A half of distinguished people is women and the result of this study will mean it is reconfirmed that our country's greatest potencies is the power of the women.