

Assessment of Master Thesis – Academic Consultant



Study programme: **International Economic Relations**

Field of study: **International Business - Central European Business Realities**

Academic year: **2015/2016**

Master Thesis Topic: **The Women in Top Management: The Case Study of EY company**

Author's name: **Bc. Michaela Tomčováčková**

Ac. Consultant's Name: **Ing. Zuzana Křečková Kroupová, M.A., Ph.D.**

Opponent: **Ing. Jitka Volfová, Ph.D.**

	Criterion	Mark (1–4)
1.	Overall objective achievement	1
2.	Logical structure	1
3.	Using of literature, citations	1
4.	Adequacy of methods used	1
5.	Depth of analysis	1
6.	Self-reliance of author	1
7.	Formal requirements: text, graphs, tables	1
8.	Language and stylistics	1

Comments and Questions:

The issue of gender balance in higher business positions and gender specifics of career progress is a very topical one. The main goal of the thesis was to assess the course and tempo of women's careers in comparison with men's based on analysis of research conducted at the company EY.

The thesis is based on profound analysis of relevant literature related to gender studies with focus on current issues like gender segregation, gender pay gap, glass ceiling and differences between male and female managerial style. The introduction into EY company ushers readers into complex environment picture on career requirements and policies.

The analysis is based on in-company quantitative research accompanied by qualitative interviews.

Derived research outcomes are reflecting both the status and dynamics of gender career specifics at EY as well as explaining the causing factors.

The thesis brings also suggestions for the EY company to achieve wider and faster gender balance at upper managerial positions.

The thesis should be seen as valuable contribution in understanding the gender based differences in the course and tempo of career progress in the professional services industry.

Questions:

1. How do you see the activities to help gender balance in the upper corporate positions of company EY compared to their competitors on the Czech market? Is EY providing more or less?
2. Based on your suggestions for company EY, rank them along their priority for the company and assess them in terms of the cost benefit analysis?

Conclusion: The Master Thesis is recommended for the defence.

Suggested Grade: **1**

Date: 08/12/2016

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