

Assessment of Master Thesis – Opponent



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 Tomčová**

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	2
5.	Depth of analysis	2
6.	Self-reliance of author	1
7.	Formal requirements: text, graphs, tables	1
8.	Language and stylistics	1

Comments and Questions:

The author has chosen a very relevant topic "The Women in Top Management" that concerns companies and reflects real needs of nowadays society. I appreciate particularly the fact that the choice of the topic "Gender Equality/Inequality" was inspired by both the current management (economic) situation as well as the author's personal interest.

I would expect more in detail description of research methodology. I believe a quantitative data about managers's feelings and point of view would be a relevant addition since the author's expected results include assessing the challenge of achieving a managerial position as mentioned in introduction however I understand being able to gather any company based data is to be praised.

Collected secondary data are more than rich and well organized. The use of literature and other sources is outstanding.

The findings reflect the main as well as partial goals. The thesis can be used as a starting point for planning first steps towards gender equality on company/society/political level and as such brings a valuable value added.

Questions and discussion:

1) The cited female partner declared the cause of lower amount of women in higher positions might be "a question of priorities". Discuss if females might "fight" a conflict of personal and professional goals, might it influence their personal as well as professional satisfaction? Would it differ according to national cultures? How can employers deal with it?

2) Can you tell whether the women's decision on having children influences career or the woman's decision on/expectation of a specific career growth influences the decision of having children? Discuss if it differs worldwide. What can be the factors influencing final decision. What can be the results for society?

3) Are male and female manager candidates promising equal performance when considering mentioned factors of a successful manager such as flexibility, the need of participating in social events etc. as mentioned in the text. If the answer is "not" and if those factors may influence the career might that be considered a gender discrimination? Discuss what are/should/might be then the employer's motivation to hire/promote female managers. If the answer is "yes", can you provide ideas what can be done within the

society/political level to support such point of view. (company level recommendations are already included in the thesis)

4) After finishing your thesis what is Your idea of Your own future career and work life balance? Has it changed?

Conclusion: The Master Thesis is recommended for the defence.

Suggested Grade: **1**

Date: 08/25/2016

Ing. Jitka Volfová, Ph.D.

Opponent