

## عنوان مقاله:

Intellectual Capital Management and Career Development of Women Managers in Private Sector Anambra State, Nigeria

## محل انتشار:

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## خلاصه مقاله:

This study explored the relationship between Intellectual Capital Management and Career Development of Female Managers in Private sector Anambra State, Nigeria. Correlation survey design was used to test the relationship between the independent and dependent variables. The total population of study comprised of ۱۲۰ female staff of the selected private sector (First Bank, United Bank for Africa, Access Bank and Fidelity Bank). The target population of the study comprised of lower and middle level female managers of the selected organizations. The hypotheses were tested and analyzed using Pearson Product Moment Correlation. The results showed that, there exists a significant negative relationship between Intellectual Capital variable (employee knowledge) and Career Development (gender stereotyping) of female managers. It is therefore, recommended that organizations need to introduce diversity gender programme to educate employees about the dangers of work place discrimination and importance of accommodating people from different background (gender and race). We, advocate that human resources' managers need to introduce family support programmes to help women with family responsibilities balance between work and family matters.

## کلمات کلیدی:

intellectual capital, Employee Knowledge, Statistical Discrimination, gender stereotyping, Career Development

## لینک ثابت مقاله در پایگاه سیویلیکا:

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