

**THE CHALLENGES FACED BY FEMALE MANAGERS IN THEIR POSITIONS WITHIN VHEMBE
DISTRICT: A CASE STUDY OF SIBASA CIRCUIT DEPARTMENT OF EDUCATION**

by

MAGOMA DUDUZILE LEPHINA

STUDENT NUMBER: 9316946

A mini-dissertation Submitted in partial fulfilment of the requirement for the degree of

MASTERS OF PUBLIC MANAGEMENT

SCHOOL OF MANAGEMENT SCIENCES

OR TAMBO INSTITUTE OF GOVERNMENT AND POLICY STUDIES

UNIVERSITY OF VENDA

Supervisor: Dr. F.L. Mutuvhi

Co-Supervisor: Prof. M.P Khwashaba

2015

UNIVEN LIBRARY

Library Item : 20162023



ABSTRACT

The research study was initiated to investigate the challenges faced by female managers in Sibasa Circuit of the Vhembe District of Limpopo Province of South Africa. The study focused on the challenges experienced by female managers in their management and leadership positions. The assumption is that empowerment and support of women (females) in managerial and leadership positions within the Department of Education may improve performance of the Department of Education's institution. The challenges identified include among others stereotypes, home and family challenges, attitudes of female and male subordinates, Psychological challenges.

Triangulation of quantitative and qualitative methods of data collection that is questionnaire and interview was employed to collect both qualitative and quantitative data. Females in managerial positions who are principals, Head of Department, as well as deputy managers in the Sibasa Circuit of Vhembe District of Education were sampled. Data was collected using a structured questionnaires and open-ended interview which were distributed to 50 participants and were all returned.

Key findings of the study were that:

A large number of female managers are married and they are fifty years and above, with few managers are younger than fifty. There is lack of support of female managers by the department and also culture does not support the issue of female leader.

Some recommendations made are that:

The Department of Education should organise workshops for female managers, to teach them about leadership and management. The department should also reopen Teacher Training Colleges. It is believed that support and empowerment of female managers may improve the Department of Education performance.