

research in brief

Training for Management

A study was designed to evaluate the effect of an experimental three-day training program to help woman gain essential skills for professional careers in management.

The participants were 37 women managers from 15 firms in Colorado. The research design was a "before" and "after" evaluation model using randomly assigned experimental and control groups. The variables seen as critical for management success by the researcher were:

1. Management skills including interpersonal communication and stress tolerance.
2. Motivation for management.
3. Assertiveness.
4. Self-confidence.
5. Liberal attitudes towards women's social roles.
6. Personality measures of needs for achievement, affiliation, and dominance.
7. Freedom from fear of success.

It was thought that the experimental group would be significantly higher than the control group on measures of the dependent variables after the training program. Many different analyses of the data failed to confirm the hypothesis. However, self-ratings indicated significant changes in assertiveness, self-confidence, and motivation immediately after the program and continuing for three months.

Research editor's note: This study gives an excellent overview of the variables important to success in a management position. With affirmative action programs, we in Extension might use these as clues for in-service training as well as in the evaluation of staff for county or state middle- and upper-level management positions.

"Skill Assessment and Training for Women Managers:" Margaret Barbee. Ph.D. dissertation, Colorado State University, Fort Collins, Fall, 1976.

Phyllis Worden