

## Anexo I. Registro del Título del Trabajo Fin de Grado (TFG)

NOMBRE DEL ALUMNO: Juliet Catherine Stephenson

PROGRAMA: E4

GRUPO: B

FECHA: 22/10/2024

Director Asignado: Bilbao Calabuig \_\_\_\_\_, Paloma \_\_\_\_\_  
Apellidos Nombre

**Título provisional del TFG:**

Investigating the Queen Bee Phenomenon: Gender Differences in Perceptions of Female Leadership in Large Organizations

**ADJUNTAR PROPUESTA (máximo 4 páginas: Índice provisional, objetivos, metodología y bibliografía)**

## Indices provisional

1. Introduction
  - 1.1. Context and significance of the study
  - 1.2. Research question
  - 1.3. Objectives of the research
  - 1.4. Structure of the thesis
2. Theoretical Framework
  - 2.1. Defining the Queen Bee phenomenon
  - 2.2. Historical background and evolution of the concept
  - 2.3. Factors that contribute to Queen Bee behavior
  - 2.4. Implications for workplace culture and gender dynamics
3. Literature Review
  - 3.1. Overview of existing research into Queen Bee phenomenon
  - 3.2. Gender differences in leadership perception/evaluation
  - 3.3. Organizational culture and the effects of gender role formation
  - 3.4. Research gaps and theoretical assumptions
4. Methodology
  - 4.1. Design and approach of the research study
  - 4.2. Data collection-in-depth interviews
    - 4.2.1. Participant recruitment (5 female and 5 male leaders)
    - 4.2.2. Interview focus and question design
  - 4.3. Data analysis techniques-thematic analysis
  - 4.4. Ethical considerations
5. Results
  - 5.1. Presentation of interview findings
  - 5.2. Gender-based differences in perceptions of female leadership
  - 5.3. Themes related to the Queen Bee phenomenon in large organizations
6. Discussion
  - 6.1. Interpretation of the results in relation to the literature
  - 6.2. Implications for workplace culture and gender relations
  - 6.3. Recommendations for improving support for female leadership
7. Conclusions
  - 7.1. Summary of significant findings
  - 7.2. Limitations of the study
  - 7.3. Suggestions for future research
8. Bibliography
9. Appendices
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  - 9.2. Interviews' transcripts
  - 9.3. Other materials, supplementary data

## **Title**

"Investigating the Queen Bee Phenomenon: Gender Differences in Perceptions of Female Leadership in Large Organizations"

## **Research Question**

How do male and female employees differ in their perceptions of the Queen Bee phenomenon and female leadership in large organizations?

## **Objectives**

1. To explore male and female leaders' understanding of the Queen Bee phenomenon in large organizations.
2. To analyse gender-based differences in perceptions of female leadership in relation to the Queen Bee phenomenon.
3. To determine the impact of the Queen Bee phenomenon on workplace culture and gender relations in large organizations.
4. To provide insights for improving gender dynamics and support for female leadership in large organizations.

## **Methodology**

### **Research Design**

This study will employ a qualitative research approach, focusing on in-depth interviews with both female and male leaders in large organizations to understand their perceptions of the Queen Bee phenomenon.

### **Data Collection**

#### **1. Literature Review**

- Conduct a comprehensive review of existing literature on the Queen Bee phenomenon, female leadership, and gender perceptions in large organizations.
- Use the review to identify gaps in research and support the theoretical basis of the study.

#### **2. Qualitative Data Collection**

- In-Depth Interviews: Conduct semi-structured interviews with 10 leaders—5 female leaders and 5 male leaders—in large organizations.
  - Interview Focus: The interviews will explore participants' awareness and understanding of the Queen Bee phenomenon, their perceptions of female leadership, and their views on how these dynamics influence organizational culture.
  - Interview Questions: Questions will be designed to investigate participants' personal experiences, their perceptions of how female leaders are viewed by their peers, and their thoughts on whether the Queen Bee phenomenon impacts leadership dynamics.

### **Data Analysis**

#### **1. Qualitative Analysis**

- Transcribe interviews
- Conduct thematic analysis to identify recurring themes, differences in male and female perceptions, and unique insights regarding the Queen Bee phenomenon.
- Compare and contrast the perspectives of male and female leaders to provide a nuanced understanding of the gender dynamics in relation to the Queen Bee phenomenon.

### **Expected Outcomes**

- A detailed analysis of gender-based differences in perceptions of the Queen Bee phenomenon and female leadership.
- Insights into how these perceptions impact workplace culture, collaboration, and gender relations in large organizations.
- Recommendations for creating supportive environments for female leaders and addressing issues related to the Queen Bee phenomenon.

### **Schedule of Deliverables**

#### **October 1-31, 2024: Literature Review and Planning**

- October 1-15: Conduct a comprehensive literature review on the Queen Bee phenomenon, female leadership, and gender perceptions.
- October 16-23: Finalize the research design, prepare interview questions, and submit for ethical approval.
- October 24-31: Make necessary revisions to the research plan based on feedback and obtain approval.

#### **November 1-30, 2024: Data Collection**

- November 1-10: Recruit participants (5 female leaders and 5 male leaders) from large organizations.
- November 11-30: Conduct semi-structured interviews and transcribe the data.

#### **December 1-31, 2024: Data Analysis**

- December 1-15: Perform thematic analysis on the interview transcripts to identify key themes.
- December 16-31: Compare gender-based perspectives and finalize the findings.

#### **January 1 - February 19, 2025: Writing and Submission**

- January 1-31: Write the thesis draft, including findings, discussion, and analysis.
- February 1-12: Revise the draft based on supervisor feedback.
- February 13-19: Finalize formatting, proofreading, and submit the completed thesis by February 19, 2025.

#### **Bibliography**

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**Firma del estudiante**



**Fecha: 22/10/2024**