

Perceptions of Turkish Women in Senior Management on Value Based Management

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The main aim of the study is to examine perceptions of Turkish women in senior management at the level of General Manager/Assistant General Manager on Value Based Management (VBM). VBM is an approach and also a philosophy that enables and supports leaders of an organization to create a meaningful environment and help the workers find meaning in their work in relation to others. Thus the stakeholders feel more connected to be part of the organization as a living body and a community. The paper is based on an ongoing project which has been supported by the Ankara University Scientific Research Projects Office (BAP), Turkey. The paper consists of two parts. The first part puts forward a conceptual framework and the second part describes a field research. In the light of the literature review “respect for” the six core values which are human dignity, justice, trust, diversity, environmental concern, and sustainability has been determined. The scope of the research is the top 500 Turkish Industrial Enterprises which is determined by the İstanbul Chamber of Industry every year. Concurrent nested mixed method is used to analyse the top 500 Turkish Industrial enterprise high level women managers’ perceptions on VBM. For data entry the package software of IBM SPSS Statistics 25 is used. Data is converted into the package software of IBM SPSS Statistics 25(sav.) and Excel format (xls). Following the data entry through statistical methods (Nvivo8, Amos23) and using the package software of IBM SPSS Statistics 25, statistical tables are drawn. Then, final reports on the data about validity and reliability analysis and its results is prepared. As a conclusion, the perceptions of women senior managers’ on VBM is discussed.

Key Words: Value Based Management, human dignity, justice, trust, diversity, environmental concern, sustainability, Turkish female top managers