

REFeree'S REVIEW

Program:	Master in Management (MIM)
Student:	Naumenko Evgeniia
Title of thesis:	FACTORS INFLUENCING THE PRESENCE OF WOMEN IN TOP MANAGEMENT: EVIDENCE FROM RUSSIA

Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.	5	4	3	2
Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.	5	4	3	2
Quality of analytical approach and quality of offered solution to the research objectives. Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.	5	4	3	2
Quality of data gathering and description. Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.	5	4	3	2
Scientific aspect of the thesis. Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.	5	4	3	2
Practical/applied nature of research. Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.	5	4	3	2
Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defense, correct layout of tables, figures, references.	5	4	3	2

Each item above is evaluated on the following scale, as applicable: 5 = the thesis meets all the requirements, 4 = the thesis meets almost all the requirements, 3 = a lot of the requirements are not met in the thesis, 2 = the thesis does not meet the requirements.

Additional comments:

Diversity issues in contemporary management raise different problems and challenges. Some of them are related to woman career development, whereas interesting discussion takes place in the area of career promotion and possibilities for woman to be integrated in top management positions. The master thesis stated very interesting research questions, namely specifics of gender diversity management in companies in Russia, obstacles, challenges and limitations Russian female managers meet in the attempt to reach the top management level and factors supporting the career development of women to top management.

The thesis can be characterized as independent, innovative, and result-oriented research with clear and logical structure with interesting findings. From theoretical perspective the author identifies factors related to career development in the context of Russia that without any doubt extend our understanding of diversity phenomenon. Managerial implications also have values as show that nowadays managing diversity should be in a primary concern of firms.

It is necessary to point out that empirical approach is based on interviews with female top managers, using semi-structural guide the author can get interesting and valuable date. Attention is also should be paid to the framework developed by Evgeniia. This defines author's contribution. Concluding, important to mention that the master thesis provides interesting results, meets existing research gap and done properly from methodological point of view.

Master thesis of Naumenko Evgeniia meets the requirements of the program, and according to the reviewer's opinion deserves an "excellent (A)" grade, thus the author can be given the desired degree.

Date
Referee:



01.06.2018
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