

Zeppelin Universität

M.A. Pioneering in Arts, Media & the Creative Industries | AMC

Leadership Excellence Institute Zeppelin | LEIZ

Masterarbeit

Konkurrenz unter Frauen – ein Tabu?

Eine empirische Analyse zu dem Konkurrenzverhalten von Frauen und
möglichen Lösungsansätzen

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Abstract

“One is not born, but rather becomes, a woman.” Simone de Beauvoir

Mare-biting, queen-bee syndrome, catfight. Terms that often come up when there is a dispute among women. Many authors such as Ryan, Erpenbeck and Borau agree that female competition can be a problem for the working atmosphere in a company and in a team - although competition is considered necessary and good in a market economy. However, it often seems difficult among women to be fair to a competitor or to support her in achieving a goal. What is the reason that women, after years of fighting for emancipation against men, help each other so little? Most of the research seemed to have been done in the 1990s, but the researches rarely talked about solutions. Either the advice was for women to support each other more, or nothing was mentioned regarding a solution. Currently, it seems that this issue is getting more attention, at least looking at social media. However, these do not seem to get to the real core of the problem. There are various theoretical bases that could explain competitive behaviour - for example, the Queen-Bee syndrome or society. The literature often comes back to the aspect that the problem lies in the second one. It seems as if there is a taboo on the subject, which is hidden under the guise of solidarity. In order to get to the bottom of this issue of competitive behaviour, this paper will explore whether there is a taboo on female competition, what the reasons are and what could be possible solutions to improve the situation.