

## Litraturliste

- Abrahamsen, B. (2001). Kvinners arbeidstid og arbeidsvilkår: Har deltidsarbeidene dårligere arbeidsforhold enn heltidsarbeidene? *Søkelys på arbeidsmarkedet*, 18, 15- 159.
- Andersen, J. A. (1995). *Ledelse og ledelsesteorier. Om hvilke svar ledelsesforskningen kan gi.* Oslo: Bedriftsøkonomens forlag.
- Adler, N.J & Izraeli, D.N. (1994). *Competitive frontiers. Women managers in a global economy.* Oxford: Blackwell Publishers.
- Aftenposten. 9 mai. 2009. Kvinner vil ikke bli topsjef. De elste sikter høyest. Økonomi s23.
- Allport, G.W., Vernon, P.E., & Lindezey, G.A. (1960). *A study of Values.* Boston: Houghton Mifflin.
- Bartol, K. M. (1974). Male versus female leaders: The effect of leader need for dominance on follower satisfaction. *Academy of Management Journal*, 17, 225-233.
- Bartol, K. M. (1978). The sex Structuring of Organizations: A Search for Possible Causes. *Academy of Management*, 3,4.805-815.
- Becken, L.E. (1995). Likestillingslov og lønnsforskjeller mellom kvinner og men – erfaringer fra Norge og USA. *Søkelys på arbeidsmarkedet*, 12, 139-148.
- Becker,G.M & McClintock,C.G.(1967). Value: Behavior decision theory. I Farnsworth, P.R. *Annual review of psychology*.18. Palo Alto, CA: Annual Reviews.
- Beutell, N.J. & Brenner, O.C. (1986). Sex Differences in Work Values. *Journal of Vocational Behavior*, 28, 29-41.
- Bezzanell P.M.(2000) *Rethinkng Organizational & Managerial Communication From Feminist Perspectives.* London: Sage publications.
- Birkelund, G.E, Gooderham, P & Nordhauge, O. (2000). Fremdige næringsledere: Kjønn, jobbverdier og karrierepreferanser. *Tidsskrift for samfunnsforskning*, 41 (4), 594-619.
- Birkelund, G.E & Sandnes, T. (2003).Paradoxes of Welfare States and Equal Opportunities: Gender and Managerial Power in Norway and the USA. *Comparative Social Research*, 21, 201-241.
- Blau, P.M & Ducan, O.D. (1964). *The American Occupational Structure.* New York: John Wiley & Sons.
- Brenner & Bromer. (1981). referert i Brass, B. M. (1990). *Brass & Stogdill's Handbook of Leadership. Theory, Research, & Managerial Applications.* Third Edition. New York: The Free Press. A Division of Macmillan, Inc.

- Brenner, O.C., & Tomkiewicz, J. (1979). Job orientation of males and females are sex differences declining. *Personnel psychology*, 32, 741-750.
- Bridges, J.S. (1989). *Sex Differences in Occupational Values*. Sex Roles, 22, 205-211.
- Bryman og Bell (2003). *Business research methods*. New York: Oxford University press.
- Baustad, I., & Johannessen, B.F. (1984). *Kvinner i ledelse*, hovedoppgave, Psykologisk fakultet, Universitetet I Bergen.
- Chin, J.L Lott, B., Rice, J.K., & Sanchez- Huckles, J. (2007). *Women and Leadership. Transforming Visions and Diverse Voice*. Oxford: Blackwell.
- Chusmir, L.H., & Parker, B. (1991). Gender and Situational Differences in Managers's Values: A Look at Work and Home Lives. *Journal of Business Research*, 23, 235-335.
- Coffy, A & Atkinson. (1996). *Making sense of qualitative data*. California: Saga. Publication.
- Colbjørnsen, T., Drake, I., & Haukedal, W. (2001). *Norske ledere i omskiftelige tider. AFFS lederundersøkelse*. Bergen: Fagbokforlaget.
- Colbjørnsen, T. (2004). *Ledere og lederskap. AFFS lederundersøkelser*. Bergen: Fagbokforlaget.
- Cuadrado, I., Morales, J. F., & Recio, P. (2008). Woman's Access to Managerial Positions: An Experimental Study of Leadership Styles and Gender. *The Spanish Journal of Psychology*, 11( 1), 55-65.
- Cuadrado,I., Navas, M., & Moler, F. (2006). *Mujeres y liderazgo:claves psicosociales techo de cristal*. Madrid: Sanz y Torres.
- Dahrendorf, R. (1969). *Class and Class Conflict in Industrial Society*. London: Routledge & Kegan Paul.
- Dahrendorf, R. (1969). *Class and Class Conflict in Industrial Society*. London: Routledge & Kegan Paul.
- Davis, J.A. (1965). *Undergraduate Career Decisions. Correlates of Occupational Choice*. Chicaco: Aldine Publishing company.
- DeJong, P.Y., Brawer, M.J., & Robin, S.S. (1971). Patterns of female Intergenerational Occupational Mobility. A Comparison with Male Patterns of Intergenerational Occupational Mobility. *American Sociological Association*, 36 (6), 1033-1042.
- Donell, S.M., & Hall,J. (1980). Men and Women as Managers: A significant Case of No Signoficant Difference. *Organization Dynamics*, Vår, 60-76.
- Draht og Palus (1994) referert I Yukl (2006) *Leadership in Organizations*,6<sup>th</sup> ed. New Jersey: Pearson: Perentice Hall.

Drehe, G.F., & Ash, R.A. (1990). A comparative study of mentoring among men and woman in managerial, professional, and technical positions. *Journal of Applied Psychology*, 75, 539-546.

Duncan, O.D., Featherman, D.L., & Duncan, B. (1972). *Socioeconomic background and achievement*. New York: Press.

Eagly, H. A., & Carli, L. L. (2007). Women and the Labyrinth of Leadership. *Harvard Business Review*. September.

Eagly, H. A., & Crowley, M. (1986). Gender and helping behavior: A meta-analytic review of the social psychological literature. *Psychological Bulletin*, 100, 283-308.

Eagly, H. A., & Johnson, B. (1990). Gender and the emergence of leaders: A meta-analysis. *Psychological Bulletin*, 108, 223-356.

Eagly, H.A., Karau, S.J., & Makhijani, M.G. (1995). Gender and the Effectivness of Leaders: A Meta- Analysis. *Psychological Bulletin*, 17, 125-145.

Eagaly, H.A., Makhijani, M.G., & Klonsky, B.G. (1992). Gender and the Evaluation of leaders: A Meta- Analysis. *Psychological Bulletin*, 111 (1), 3-22.

Eagaly, H.A., & Wood, W. (1991). Explaining Sex Differences in Social Behavior: A Meta-Analytic Persective. *Personality and Social Psychology Bulletin*, 17, 306- 315.

Edvardsen, R. (1991). Valg av utdanning og yrke. Betydningen av kjønn, sosial og geografisk bakgrunn ved utdanning- og yrkesvalg. *NAVFS utredningsinstitutt*, rapport, 12, 91.

Eeg-Henriksen, F (1983) Fra skolegang til poengsamling. Utdannings og yrkesplaner blant adgangselever ved allmennfaglig studieretning i videregående skole 1980. *NAVFs utredningsinstitutt*, rapport 7.

Elizur, D. (1984). Facets of work values: A structural analyses of work outcomes. *Journal of applied Psychology*, 69, 379-389.

Ellingsæther, A.L & Leira, A. (2004). *Velferdstaten og familien. Utfordringer og dilemmaer*. Oslo: Gyldendal.

Federal Contract Compliance Initiative (1991) rapport framlagt av Feminist Majority Foundation.

Foss, L. (2005) "The Norwegian Paradox: World Champion in gender equality – looser in female management recruitment: In Fuglseth, A.M. & Kleppe, A.I. (2005) Anthology for Kjell Grønhaug in his celebration of his 70<sup>th</sup> birthday. Bergen: Fagbokforlaget. 237 – 260.

Friedman, S.D., & Greenhouse, J.H. (2000). *Work and familie allies or enemies. What happens when business professionals confront life choices*. Oxford: Oxford University press.

Føllesdal, D., Wallø, L., & Elster, J. (1986; 97). *Argumentasjonsteri, språk og vitenskapsfilosofi*. Oslo: Universitetsforlaget.

Frønes, I & Hompelan, A. (1994). *Den nye barne og familieboka*. Oslo: Universitetsforlaget.

Gamberale, F, Bracken, R & Mardones, S. (1995). Work motivation among students before during the economic recession in the Swedish labour market. *Scandinavian Journal of Psychology*, 36, 287-294.

Giberson, T.R, Dickson, M.W, & Resick, C.J. (2005). Embedding Leader Characteristics: An Examination of Homogeneity of Personality Values in Organizations. *Journal of Applied Psychology*, 5, 1002-1010.

Gratton, L., Kelan, E, & Walker, L. (2007). Inspiring Women: Corporate Best Practice in Europe. The Lehman Brothers Centre for Women in Business. London Business School.

Grønmo, S. (2004). *Samfunnsvitenskaplige metoder*. Bergen: Fagbokforlaget.

Haavind, H. (2000). *Kjønn og fortolkende metode: Metodiske muligheter i kvalitativ forskning*. Oslo: Gyldendal akademiske.

Haavind, H. (1984). *Love and Power in the Marriage*. In Holter, H ed Patriarchy in a Welfare Society, Oslo Norwegian University Press.

Hansen, M.N. (1995). Rekrutteringskanaler i det norske arbeidsmarkedet. *Søkelys på arbeidsmarkedet*, 12, 93-100.

Hansen, M.N. (2001). Karriere og familie: En undersøkelse av variasjoner i inntekt blandt mannlige og kvinnelige jurister. *Søkelys på arbeidsmarkedet*, 18, 205-214.

Halvorsen, K. (1993). *Å forske på samfunnet, en innføring i samfunnsvitenskaplig metode*. Oslo: Bedriftsøkonomenes Forlag.

Harris, G.T & Earle, J.R. (1986). Gender and Work Values: Survey Findings from Working-Class Sample. *Sex Roles*, 15 (9/10), 487-493

Harriman, A. (1985). *Woman/Men/Management*. New York: Praeger Publisher.

House. (1999). 184 referert i Yukl, 2006 *Leadership in Organizations*, 6<sup>th</sup> ed. New Jersey: Pearson: Perentice Hall.

Hearn, J. & Parkin, W. (1986/1987). Women, Men and Leadership: A Critical Review of Assumption, Practice and Change in the Industrialized Nations. *International Studies of Management & Organisational Studies*, XV1, 3-4.

Hempill & Coons (1957:7). In Andersen, J. A. (1995). *Ledelse og ledelsesteorier. Om hvilke svar ledelsesforskningen kan gi*. Oslo: Bedriftsøkonomens forlag.

- Hofstede, G. (1993). *Kulturer og organisasjoner*. Oslo: Bedriftsøkonomenes forlag.
- Hogan, D. (1989). A cognitive learning perspective on woman becoming expert managers. *Journal of business and psychology*, 3,spring, 299-313.
- Holland, J.L. (1976). *Vocational Preferences*, I Handbook of industrial and Organizational Psychology. Chicago: RandMcNally, 521-570.
- Horn, P., & Fagerland, B.J. (2007). *Succespunktet. Hemmeligheden bag kvinders succes*. Kjøbenhavn: Schultz forlag.
- Huges, E. C. (1958). *Men and their work*. Glencie: Free Press.
- Indvik, J. (2001). *Kvinner og ledelse*. I Martinsen, Ø.V, Perspektiver på ledelse. Oslo: Gyldendal
- Jacobs. (1970). Leadership and exchange in formal organizations. Human Resource Research Organization. Alexandria, referert i Andersen (1995) *Ledelse og ledelsesteorier. Om hvilke svar ledelsesforskningen kan gi*. Oslo: Bedriftsøkonomens forlag.
- Jacobsen, D.I. (2000). *Hvordan gjennomføre en undersøkelse. Innføring i samfunnsvitenskaplig metode*. Kristiansand: Høyskoleforlaget.
- Jude, T.A., & Camble, D. M. (1997). Applicant personality, organizational culture, and organizational culture, and organization attraction. *Personnel psychology*, 50, 359-393.
- Janda, K.E. (1960). Toward the explication of the concept of leadership in terms of the concept of power. *Human Relations*,13, 345-363.
- Kanter, R.M. (1977). *Men and woman of the corporation*. New York: Basic books.
- Karakowsky, L. & Siegel. (1999). The Effects of Proportional Representation and Gender Orientation of the Task on Emergent Leadership Behavior in Mixed- Gender Work Groups. *Journal of Applied Psychology*, 84(4), 620-631.
- Keller, L.M., Bouchard,T.J. Jr., Arvey, R.D., Segal, N.L., & Davis, R.V. (1992). Work Values: Genetic and environmental influences. *Journal of Applied Psychology*, 77, 79-88.
- Kelly, R.M., & Dabul Marin, A.J. (1998). Position power and woman's career advancement. *Woman in Management Review*, 13(2), 53-67.
- Kluckhohn, C. (1951). Values and Values orientations in the theory of action. I Pearson, T & Shils, E. A. *Toward a general theory of action*. Cambridge, MA: Harvard University Press.
- Kvale, S. (2006). *Det kvalitative forskningsintervju*. Oslo: Gyldendal.
- Kvande, E. (1984). Kvinner og høyere teknisk utdannelse. Delrapport. Integrert eller utderfintert. Om kvinnelige NFH studenter studiesitusjon og framtidsplaner. Trondheim: IFIM.

- Kolb, D.M., & Willias, J. (2000). *The Shadow Negotiation*. New York: Simon & Schuster.
- Landband, D.N., & Lentz , B.F. (1983). Like father like Son: Toward an Economic Theory of Occupational Following Source: *Southern Economic Journal*, 50 (2) oktober, 474-493.
- Lindsay, P. & Knox, W.E. (1989) Continuity and Change in Work Values among Young Adults: A longitudinal Study. *The American Journal of Sociology*, 89(4), 918-931.
- Lincoln, Y.S., & Guba, E.G. (1985). *Naturalistic Inquiry*. Beverly Hills, California: Sage.
- Locke, E. A. (1976). The nature and causes of job satisfaction. In *Handbook of industrial and organizational psychology*, 1297-1349. Chicago: Rand McNall.
- Lord, R. G, Chrusty, De Vader, C.L & Alliger, G.M. (1986). A Meta-Analyse of the Relation Between Personality Traits and Leadership Perceptions: An Application of Validity Generalization Procedures. *Journal of Applied Psychology*, 7 (3), 402-410.
- Machiavelli, N. (1513). *The Prince*. Cambridge University Press. Cambridge 1991. referert i Andersen. (1995). *Ledelse og ledelsesteorier. Om hvilke svar ledelsesforskningen kan gi*. Oslo: Bedriftsøkonomens forlag.
- Mai-Dalton, R.R & Sullivan, J.J. (1981). The effects of Manager's sex on the assignment to a challenging or a dull task and reasons for the choice. *Academy of Management Journal*, 24 (3), 603-612.
- Marini, M.M., Fan P.L., Finley, E., & Beutel. (1996). Gender and Job Values. *Sociology of education*, 69, 49-65.
- Marini, M.M & Briton. M.C. (1984). Sex typing in Occupational Socialization, 192-232 In *Sex Segregation in the Workplace: Trends, Explanations, Remedies*, Reskin, B.F Washington DC: National Academy Press.
- Maurer, A., Oszustowicz, B., & Stocki, R. (1994). Gender and attitudes toward work. *International Journal for the Advancement of Counselling*, 17, 35-46.
- McClelland,D.C. & Steele, R.S. (1972). *Motivation Workshops*. Morristown: General learning Press.
- McCordyck, P., & Ramsey, N. (1996). *The futures of women*. Scenarios for the 21 st century. New York: Warner books.
- McGuire, W.J. (1969). The nature of attitudes and attitude change. In Lindzey, G & Aronson, *The handbook of social psychology*. Addison-Wesley :Reading, MA.
- Mehmetoglu, M. (2004). *Kvalitativ metode for mercantile fag*. Bergen: Fagbokforlaget.
- Micco, L. (2004). *Women outmuscle men in management task, study finds* i *Leadership Theory and Practice*. Northhouse, P. London: Saga Publication.

- Miller, R.L., & Hayes, B.C. (1990). *Gener and Intergenerational Mobility i Payne, G & Abbott. A. The Social Movility of Women*. London: The Falmer Press.
- Miner, J. B. (1977). Motivational Potential for Upgrading Among Minority and Female Managers. *Journal of Applied Psychology*, 62, 691-697.
- Morrison A. E., White. R.P., &Van Velsor. E. (1987). *Breaking the glass ceiling. Can woman reach the top of America's largest corporations?* California: Addison-Wesley publishing company.
- Morrison A. E., White. R.P., &Van Velsor. E. (1992). *Breaking the glass ceiling. Can woman reach the top of America's largest corporations?* California: Addison-Wesley publishing company.
- Moretimer & Lorence. (1979). Work Experience and Occupational Value Socialization: A Longitudinal Study Source: *The American Journal of Sociology*, 84 (6), 1361-1385.
- Northouse, P.G. (2007). *Leadership. Theory and Practice*. California: Saga Publication.
- Ohlott, P.J., Runderman, M.N., & McCauley, C,D. (1994). Gender differences in Manager's developmental job experiences. *The Academy of Management Journal*, 37 (1), 46-67.
- Petersen, T., &Teigen K. (1997). Strukturelle betingelser for kvinner i ledelse. *Søkelys på arbeidsmarket*, 14, 113- 119.
- Postholm, M.B. (2004). *Kvalitativ metode. En innføring med fokus på fenomenologi og etnografi og kasussstudier*. Oslo: Universitetsforlaget.
- Powell, G.N. (1988). *Women & Men in Management*. California: Saga Pubilication.
- Powell, G.N. (1990). One more time: Do Female and male managers differ? *Academy of Management Executive*, 4(3), 68-75.
- Ragins, B. R., & Sundstrom, E. (1989). Gender and power in organizations. *Psychological Bulletin*, 105, 51-88.
- Ragins, B. R., Townsend, B., &Mattis, M. (1998). Gender gap in the executive suite: CEOs and female executives report on breaking the glass ceiling. *The Academy of Management Executive*. 12, 28.
- Rauch & Behling (1984) referert i Yukl. (2006). *Leadership in Organizations,6<sup>th</sup> ed.* New Jersey: Pearson: Perentice Hall.
- Ringdal. K. (2001). *Enhet og mangfold. Samfunnsvitenskapelig forskning og kvantitativ metode*. Bergen: Fagbokforlaget.

- Roalsø, K.M. (1994). *Jenter strategier for voksenlivet. En analyse av unge kvinners yrkesaspirasjon, utdanningsvalg, yrkesmønstre og familiestart. Program for ungdomsforskning*. Oslo: Norges forskningsråd.
- Robinson, J.G. & McIlwee, J.S (1989). Engineering: A promise Unfulfilled? *Social Problems* 36 (5), 455-472.
- Rokeach, M. (1973) *The Nature of Human Values*. New York: The free press.
- Rokeach, M & Ball-Rokeach, S.J. (1989). Stability and Change in American Value Priorities. *American Psychologist*, 44(5), 775-784.
- Rose, B., Templeton, M.E. ,& Kichline, K. (1981). The First Few Years on the Job: *Woman in Management. Business Horizons*, 24(6), 26-29.
- Rosenberg, M (1957). *Occupations and Values*. New York: Arno Press.
- Ryen, A. (2002). *Det kvalitative intervju. Fra vitenskapsteori til feltarbeid*. Bergen: Fagbokforlaget.
- Scandura, T.A. (1992). Mentorship and career mobility: An empirical investigation. *Journal of Organizational Behavior*, 13, 169-174.
- Schein, E. H. (1992). *Organizational culture and leadership*, 2nd ed. San Francisco: Jossey-Bass.
- Schein, E. H. (1978). Sex role stereotyping, ability, and performance: prior research and new directions, *Personell Psykholgy*. 31, 259-268.
- Schwarzeller, H.K. (1960) .Values and occupational choice. *Social Forces*, 39, 126-135.
- Severeide, P.I. (1988). Høy status- Strake veien mot målet. Lav status- Sikk-sakk- kjøring på det uvisse. *Samfunnsspeilet*, 2, 13-16.
- Singer, S.L., & Steffire, B. (1954). Sex Differences in Job Values and Desire. *The personell guidance journal*, 32, 483-484.
- Spence, J. T. & Helmreich, R. L. (1978), *Masculinity & Femininity. Their Psychological Dimensions, Correlates, & Antecedents*. Austin & London: University of Texas Press.
- Stanley, S.L., & Striffler, B. (1954). Sex Differences in Job Values and Desires. *Personnel and Guidance Journal*, 32, 483-484.
- Statistisk sentralbyrå (SSB) (2006-2007) <http://www.ssb.no/yrkeaku/tab-2008-02-18-03.html>
- Statistisk sentralbyrå (SSB). (1996-2007) <http://www.ssb.no/emner/04/02/40/eksuvh/tabc-2008-06-02-01.html>

Statistisk sentralbyrå (SSB). <http://www.ssb.no/hugjen/>

Statistisk sentralbyrå (SSB) (1996-2007). <http://www.ssb.no/eksuvh/tab-2008-06-02-03.html>

Stewart, L. P., & Gudykunst, W.B. (1982). Differential factors influencing the hierarchical level and number of promotions of females within an organization. *Academy of management journal*, 2, 586-597.

Svartdal. F. (2002). *Psykologiens forskningsmetoder. En introduksjon*. 2 opplag. Bergen: Fagbokforlaget.

Thagaard, T (1998). *Systematikk og innlevelse. En innføring i kvantativ metode*. Bergen: Fagbokforlaget.

Tharenou, P., Latimer, S & Conroy. (1994). How Do you Make it to the Top? An Examination of Influences on Women's and Men's Managerial Advancement. *The Academy of Management Journal*, 37 (4), 899-931.

Ve, Hidur. (1993). Revitalization of familie Sociology A Blacklash for Feminist Research? Institutt for samfunnsforskning. Rapport 93:5.

Vikan, S. T. (2001). *Kvinner og menn I Norge 2000*. Oslo-Kongsvinger: Statistisk sentralbyrå.

Walker, J. E., Tausky, C., & Oliver, D. (1982). Men and Women at work: Work values within occupational groups. *Journal of Vocational Behavior*, 21, 17-36.

Weber. (1887) referert i Andersen. (1995). *Ledelse og ledelsesteorier. Om hvilke svar ledelsesforskningen kan gi*. Oslo: Bedriftsøkonomens forlag.

White, R.W. (1952). *Lives in Progress: A study in the Natural Growth of Personality*. New York: Dryden.

Williams, R.M. (1968). *Values. I Sills, E. International encyclopedia of the social sciences*. New York: Macmillian.

Williams, R.M. (1979). Change and stability in values and values system: A sociological perspective. In Rokeach, M. *Understanding human values*. 15-46. New York: Free Press.

Wolf, W.C., & Rosenfeld, R. (1978). Sex structure of the occupations and job mobility. *Social Forces*, 56, 823-844.

World Economic Forum (WEF) (2008)

<http://www.weforum.org/en/Communities/Women%20Leaders%20and%20Gender%20Parity/GenderGapNetwork/index.htm>

Wright, E.O., Baxter. J., & Birkelund, G.E. (1995). The gender gap in workplace authority: A Cross-national Study. *American Sociological Review*, 60, 407-435

[http://www.dn.no/karriere/article947635.ece?action=print&WT.mc\\_id=dn\\_utskrift](http://www.dn.no/karriere/article947635.ece?action=print&WT.mc_id=dn_utskrift)

Yukl, G. A. (1981). *Leadership in Organization*. London: Prentice-hall.

Yukl, G. (2006). *Leadership in Organizations, 6<sup>th</sup> ed.* New Jersey: Pearson: Perentice Hall.