


# Chapter 12

## Clan Allyship Culture Affect Women Employees' Learning and Growth by Mediation of Continuous Commitment in Ethiopia

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### **ABSTRACT**

*This chapter examines the connection between clan allyship culture and continuous commitment, with a particular focus on how these factors impact the learning and growth of women employees. It addresses the challenges of creating an inclusive workplace that fosters professional progress for all staff members. The research employs a quantifiable tactic, surveys from employees. Arithmetical analyses were conducted to evaluate the interactions among clan allyship culture, continuous commitment, and learning outcomes for women. The outcomes demonstrate a noteworthy constructive nexus amongst clan allyship culture along with continuous commitment, manifesting that continuous commitment manifestly influences the learning as well as growth of women employees. A partial mediation effect was also*

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*identified, manifesting that commitment serves as a crucial pathway for the influence of allyship culture on progress. These outcomes imply that organizations should prioritize nurturing a supportive allyship culture to enhance employee commitment and encourage professional growth.*

## **INTRODUCTION**

The global significance of gender equity in the workplace has gained considerable attention as organizations recognize that diverse teams enhance innovation and performance (Hemmert et al., 2024). In this context, the concept of clan allyship culture has emerged as a vital element in fostering the growth and progress of women employees (Peguese, 2022). Rooted in anthropological studies of kinship and community support systems, clan allyship manifests the importance of social networks and collective responsibility in incubating inclusivity (Tang & Chan, 2024). Recent empirical research has increasingly linked allyship to improved career outcomes for women, manifesting that women who receive support from allies are 50% more likely to seek leadership positions and report greater job satisfaction (Moser & Branscombe, 2022). As well as, despite these encouraging outcomes, practical challenges remain. Women often encounter systemic obstacles, such as biases and underrepresentation in leadership functions, which can diminish the effectiveness of allyship (Stephenson, 2024c). Additionally, there is a lack of research focusing specifically on the Ethiopian context, where cultural factors may shape the expression and impact of clan allyship (Masrie, 2024; Adula et al., 2024). This gap in research is noteworthy, as manifesting local cultural nuances is essential for creating effective interventions (Hemmert et al., 2024).

This chapter aims to tackle these issues by inspecting the function of clan allyship culture in the learning as well as growth of women employees in Ethiopia, with a focus on how this interaction is mediated by continuous commitment (Masrie, 2024). By exploring this dynamic, the chapter seeks to proposition understandings that could guide both future research and policy progress. A central research question driving this inquiry is: *“How does clan allyship culture, mediated by continuous commitment, affect the learning and professional growth of women employees in Ethiopia?”*

### **Chapter Objectives Are:**

How does clan Allyship culture effect on the learning as well as growth of women employees?

How does clan Allyship culture effect on continued commitment?

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