



Transformational, Transactional & Laissez-Faire Leadership Styles: A Gender Analysis

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ABSTRACT

Male leaders are bound to show different features of transformational, transactional, and laissez-faire leadership. The study investigates to discover experimental proof on whether female leadership styles contrast or like male administration styles. The study intends to distinguish female leaders from male leaders on groundbreaking, conditional and free enterprise administration styles. The Multifactor Leadership Questionnaire, dependent on Full Range Leadership Development Theory, was utilized to decide authority styles. The results identify those female leaders have more groundbreaking characteristics (with an average mean of 2.87 as compared to 2.83 for males). However, it was also found that in transactional and laissez-faire styles of leadership, male leaders have an edge over female leader. The study highlights this characteristic supports them to overcome challenges when practicing their leadership styles. It's also found to be important to fulfill women's gender gaps and fulfilling their needs to show their actual roles adjusted to their sexual orientation positions. It is recommended that



women leaders should concentrate on different aspects and parameters of leadership style.

1. Introduction

In developed countries, as more females take leadership in society, the possibility of playing a different role than men are drawing attention. Throughout the long term, the presence of ladies in corporate administrative positions has been expanding (Kanabi, 2019). While today, there are more ladies in leadership positions than at any time in recent memory, not many females are appointed to the higher positions compared to men. The male actually overwhelms the most significant level situations in the corporate world (Jamil and Mawlad, 2021).

An assessment coordinated by a settler in 2002 reveals that the presence of women in corporate managerial parts in the U.S. is around 40% with merely 5% of those in top authoritative places. For instance, the degree of female chiefs in Germany jumped to 25%, in Australia 43%, & the rates for top managerial graders in Germany, also in Australia are widely advanced at 5% and 15% separately. Talking about India, the rate is generally 4%.”

Given the overhead measurements of the existence of women leaders in the highest most situations in the world of business, an inquiry emerges concerning what impedes females from arriving at senior administrative roles in the corporate world. Do females have second-rate authority characteristics? Does prevailing difficulty from the rest of the world block them from ascending the company pecking order? Whatever the response to the inquiry might be, the viable initiative is perceived as one of the critical components that keep representatives propelled and focused on associations. In this manner, reformist associations consider understanding and advancing powerful administration a significant factor in adapting and managing ecological weights. One hypothesis recommends that people supervisors have distinctive initiative characters and characteristics. Men are concurred with forcefulness and seriousness, while ladies are the inverse. Because of these traits, people chiefs unexpectedly oversee associations. These explore show that men would, in general order and control, be serious, and like to be viewed as leaders,



frequently hesitant to examine issues with their associates and staff, were mandated and legitimate, and exhibited task direction.

Then again, ladies chiefs inclined towards groundbreaking examples utilizing relational aptitudes, effectively prompting conversations with those associated with the request to arrive at an agreement choice and dodging showdown by the utilization of consolation and bargain, worry for and comprehension of individuals, trying to create them and embracing a participative methodology.

These specialists have called attention to that people chiefs are portrayed with various characteristics in the administration writing concerning whether people directors truly utilized diverse administrative styles.

To respond to whether female' run-of-the-mill administration styles vary from or are similar to the male. Such contrasts become a resource or a hindrance to ladies who try to ascend in corporate force & impact orders, and this examination is led by 10 public cited organizations from India. People leaders were looked at on groundbreaking and conditional administration styles (Zada and Ismael, 2018).”

2. Literature Review

Present-day authority hypotheses feature those viable leaders moving their adherents and support adding to the association. This methodology at first arose in Burns' 1978 meaning of a kind of authority that he named groundbreaking.

As per Burns, groundbreaking authority consists of putting in oneself as a great instance with the aid of choosing up the consider and truth of supporters; the pioneer guarantees that adherents are deliberately mindful of the significance of sharing authoritative objectives and qualities. They likewise guarantee that adherents realize how to accomplish these objectives by coaching and engaging them. Consumes (1978) further expresses that ground-breaking chefs inspire their devotees to go past their circumstances and broaden exertion for the association by speaking to the higher request needs of supporters.

Bass & Avolio (1990b) depicted that worth-based leaders request assistants' moral obligation by setting up exchange associations with them. This sort of power



incorporates supervising in the more familiar sensation of clarifying commitments of subordinates, reimbursing them for meeting purposes, and changing them for failure to achieve targets. In various terms, the organization could be depicted in 2 features: the usage of incredible prizes and the board by exceptional cases. They depicted unanticipated pay as a prize, and a pioneer will introduce on the assistant once the last has attained destinations that were assented in.”

The surprising prize is the exchange of compensation for achieving agreed-on targets. The worth-based pioneer can finish things by preparing and fulfilling affirmation certifications, paying additions, and moving to laborers who execute well. Bass (1985a) thusly fights that by giving incredible prizes, a worth-based pioneer may animate a realistic degree of promise, devotion, obligation, and execution from the subordinates. Worth put together leaders may similarly depend concerning dynamic organization by exclusion which happens when the pioneer screens enthusiasts to ensure bungles are not made. Yet, something different grants the same old thing to exist without being watched out for.” (Hasan and Ahmed, 2021).

Bass & Avolio (1990b) recommend that momentous bosses move allies with a fantasy of what can be refined through extra individual effort, in like manner prodding specialists to accomplish more than they speculated they would attain. The association between a noteworthy boss and followers is depicted by respect and pride. The staff consistently constructs a considerable degree of trust in such a pioneer. The laborers are satisfied to separate themselves from the pioneer and construct a solid sensation of endurance. Accomplices of Bass have been perceived five components which address direct portions of notable organization: 1) respected effect (credits); 2) celebrated effect (lead); 3) convincing motivation; 4) academic affectation, and 5) individualized idea. Respected effect credits happen when identifying and copying leaders whose followers are trusted and believed to have an achievable vision and mission. Celebrated effect lead suggests pioneer direct which achieves allies recognizing with leaders and expecting to duplicate them. Leaders displaying celebrated effect or charm confer pride in their subordinates and merit profound admiration. The celebrated effect is joined with an enthusiastic association



of followers to find through the pioneer. Accommodating motivation recommends that leaders carry on in habits that push and stir individuals around them by giving challenge and noteworthiness to their allies' endeavors.”

In aloof administration by a particular case, the pioneer mediates just when things turn out badly. As a rule, one can infer that value-based authority is a trade relationship that includes the compensation of exertion, profitability, and unwaveringness. The pioneer causes the adherent to distinguish what should be done to achieve the ideal outcomes. The pioneer, in any case, just considers the devotee's fundamental requirements. Consequently, as Bass (1985a) fights, conditional authority fulfills lower request needs as the fundamental reason for inspiration. The spotlight in the value-based initiative is on job explanation. The pioneer helps the supporter see precisely what should be done to meet the association's targets and objectives. The victory of the value-based initiative would be a typical result.

While exploring these two dynamic types of initiative, one finds that they frequently appear differently concerning a third style of administration, termed free enterprise authority. Bass portrays the free enterprise pioneer as an extraordinary uninvolved pioneer who is hesitant to impact subordinates' extensive opportunities to the point of surrendering their obligations. As it were, this amazingly inactive kind of initiative shows the nonattendance of administration. The initiative's free enterprise style is also alluded to as the executives' by-special case. The board by-exemption describes how leaders screen subordinates' hostile conduct and apply remedial activity when subordinates neglect to achieve goals. Leaders who oversee by exemption intercede just when strategies and norms for achieving undertakings are not met. Consequently, 'free enterprise' means that the pioneer does not have sufficient motivation or talent to carry out administrative tasks (Khan and Ismael, 2021).

The set up sexual direction contrasts among individuals can affect, to an approximate degree, the organization styles adept by each, because of the components of employment equivocalness similarly as the effect of gender parts on lead by techniques for the flood and mask of gender express principles. This way, females



might support a pivotal style since it gives them techniques for vanquishing the issue of occupation quirk. Changing in accordance with their employment as pioneers can discourage their ability to meet the necessities of their evident sexual direction work.

Exploratory confirmation help that the historic activity adds to the objective's achievement of affiliations, hence at all gender qualification the propensity to show this style may make a gender contrast in the reasonability of leaders. A Meta – assessment on 39 examinations finished as of late demonstrated positive associations between bosses' sufficiency and all pieces of considerable power. The unanticipated prize piece of the significant worth-based organization was, in a like manner, definitely related to incredible power. An examination driven by the Center for Studies on Leadership in 2000 utilizing MLQ measure made relative revelations. This examination further exposed a negative association between leaders' feasibility and two of the abundance authority styles, independent organization by extraordinary case, which is one of the pieces of significant worth-based activity, and free endeavor organization.”

Additionally, some elements of groundbreaking authority with the female job might allow those practices to be cultivated in ladies through the overflow of its requirements onto hierarchical behavior and several ladies' very own acknowledgment of these levels as principles for their actions. Groundbreaking administration style might be friendly to females, not just because probably a portion of its segments are shared moderately, yet additionally because these particular shared practices help address the unique problem of female leaders facing less power and credibility to a bigger extent compared the male partners.

Predictable with the discussed presumptions considers have proved that subordinates see more prominent generally speaking correspondence among leaders' ladylike character ascribes and their groundbreaking style than their value-based style.”

Furthermore, an extensive assortment of exploration has indicated that females can be loathed and viewed as conniving in influential positions, in particular, if they apply



authority over males, display elevated skill levels, or use a corresponding predominant style.”

Although certain leadership practices might help the oddness among the lady gender orientation and influential positions, females might need to satisfy an advanced guideline compared to men to achieve the jobs. Better expectations are forced on ladies to accomplish influential positions and maybe hold them. As groundbreaking styles are exceptionally able in most hierarchical settings, a propensity to have an additional groundbreaking style compared to males might mirror the determination of ladies who have fulfilled the advanced guideline that ladies force. Women’s leadership might likewise display an outstanding amount of the powerful, unexpected prize conditional practices and less of the inadequate practices on value-based (i.e., latent administration by particular case) and free enterprise practices. Also, to be steady with the theory of a twofold norm, ladies who showed these ineffectual styles and consequently accomplished insufficiently might be deselected from an administration more rapidly over their gents’ partners.”

3. Study Hypothesis

Empirical studies show a solid connection among leadership styles & overall performance of subordinates and that a transformational style of leadership contributed to the overall subordinate’s performance. What empirical proof does now no longer clarify is whether or not females’ leadership style varies from or is comparable to the male style of leadership. Therefore, the below hypothesis was framed to check whether Female leadership style varies from or is similar to men’s style of leadership whether or not any variations can be an asset or a barrier to females looking for upward thrust in the hierarchy of strength, and influence. Grounded on the above argument, the following hypothesis has been developed:

Hypothesis 1:

H₁₀: In comparison to the male leaders, female leaders do not show more transformational leadership.



H₁₁: In comparison to the male leaders, female leaders show more transformational leadership

Hypothesis 2:

H₂₀: In comparison to male leaders, female leaders do not show more transactional qualities.

H₂₁: In comparison to male leaders, female leaders show more transactional qualities

Hypothesis 3:

H₃₀: “Female leaders do not exhibit more laissez – fare leadership qualities than male leaders.”

H₃₁: “Female leaders exhibit more laissez – fare leadership qualities than male leaders.”

4. Methods

This research employed a quantitative research approach to collect and administer data. The data was generated from primary sources to provide initial responses to the questions raised in this current study. The sample size was derived from corporates in India, where 15 public registered companies in the FMCG area were taken. A structured questionnaire was distributed to 150 employees and all of them have completed the survey in all aspects making the sample size 150 respondents.

Demographic Data

Data about demography has been collected in various aspects, & the summary of the result is shown in tables no. 1, 2, 3, and 4. According to the statistics, 67% are male participants, 53% have at least 11 years of organizational experience, and 62% have higher education. In addition, statistics show that only 10% of the respondents are over 50 years of age.

Table (1): “Demographic data: Gender”

	“Frequency”	“Percentage”
“Male”	90	60%
“Female”	60	40%

Source: Survey Calculation

Table (2): “Demographic data: Educational Level”

Education	Frequency	Percentage	Cumulative Frequency	Cumulative Percentage
Master Degree	“8”	“5.3%”	“8”	5.3%
Bachelor Degree	“18”	“12%”	“26”	17.3%
Professional Qualification	“25”	“16.7%”	“51”	34%
Diploma	“42”	“28%”	“93”	62%
A/L	“57”	“38%”	“150”	100%

Source: Survey Calculation

The table above shows that most of the respondents are well qualified, with 38% being A-Level qualified. 17% of the total population is professionally qualified, 12% have a master’s degree, and 18 respondents have bachelor's degrees.

Table (3): “Demographic data: Age”

Age	Frequency	Percentage	Cumulative Frequency	Cumulative Percentage
20 -29	“57”	38%	“57”	38%
30 – 39	“48”	32%	“105”	70%
40 – 49	“30”	20%	“135”	90%
50 - 59	“15”	10%	“150”	100%

Source: Survey Calculation

Table no. 3, shown above, reveals that 57 of the 150 participants are in the early stage of 20 – 29 years. 32% are in the age bracket of 30 to 39 years. However, few senior respondents were also above the age of 50 years.

Table (4): “Demographic data: Working Experience”

Experience of Working	Frequency	Percentage	Cumulative Frequency	Cumulative Percentage
21 and more	“15”	10%	“15”	10%
16 to 20	“36”	24%	“51”	34%
11 to 15	“28”	18.7%	“79”	52.7%
6 to 10	“38”	25.3%	“117”	78%
1 to 5	“33”	22%	“150”	100%

Source: Survey Calculation

Table 4 represents the long stretches of experience working with the participants had with the particular association. As indicated by the assembled information, most of the respondents have 6 to 10 years' involvement in their present business. The next most elevated gathering of participants has a place with 16 - 20 years of experience. Thirty-three individuals have 1 to 5 years of experience in working inside the association. Consequently, a large portion of the members was found to be the particular association for over 21 years.”

A multifactor Leadership Questionnaire was utilized to accumulate data from the participants. The survey contained 45 explanations, each comparing to one of the nine segments of either groundbreaking, value-based or laissez-faire authority style.”

The ground-breaking authority style is isolated into admired magnetic practices and traits, including glorified impact, romanticized impact, persuasive inspiration, individualized thought, and intellectual incitement. Conditional administration style is isolated into two variables: unforeseen prizes and the executives by a particular case. The board by the exemption is also separated into the board by-special case dynamic (MBEA) and the board-by-exemption inactive (MBEP). Along these lines, MLQ 5X (overhauled) contains nine variables. The members utilized the Likert Scale on 5 points to check the utmost appropriate reply, the scale was going from 0 – 4 (0 – not in the least, 1 – when some time 2 – now and then, 3-off and on again, 4-habitually if not generally). Leader’s gender was assembled by requesting the members to embed the gender from the pioneer.”

“Table (5): Definitions of Transformational, Transactional and Laissez-Faire Leadership Styles in the MLQ – 5X”

MLQ – 5X scales along with the subscales	Description of Leadership Styles
Transformational	
Idealized Influence (Behaviour)	Communicate the values, goals, and meaning of an organization’s mission
Idealized Influence (Attribute)	Show characteristics that inspire respect and pride in relation to him/her
Inspirational Motivation	Shows optimistic and enthusiastic about the future situation and goals
Individualized Consideration	Focus on development and guidance to meet your distinct needs
Transactional	
Contingent Reward	Offers rewards by followers for their satisfying performance
Management by Exception (Passive)	Wait for the problem to get serious, then deal with the problem and intervene
Management by Exception (Active)	Attend to followers’ failures and errors to satisfy standards
Laissez-Faire	Show repeated absences at critical times indicate a lack of commitment

5. Analysis of Data

The collected questionnaire data was evaluated and analyzed using Excel 2010 and SPSS-17.

“Descriptive Statistics - Mean and Standard Deviation Scores”

“Table (6): Transformational Leadership”

	Overall			Female			Male		
	N	M	SD	N	M	SD	N	M	SD
“Idealized Influence (Attributed)”	150	2.84	0.88	60	2.86	0.86	90	2.83	0.89
“Idealized Influence (Behavior)”	150	2.9	0.93	60	2.90	0.93	90	2.89	0.92
“Inspirational Motivation”	150	2.81	0.94	60	2.84	0.98	90	2.81	0.95

“Individualized Consideration”	150	2.85	0.85	60	2.92	0.80	90	2.8	0.85
“Intellectual Stimulation”	150	2.88	0.96	60	2.87	0.95	90	2.85	0.97

Source: Output of SPSS

Table 6, depicts the transformational leadership style of men and women leaders. For this, as depicted in the table above 5 sub-factors were used. It is evident from the table above that women leaders show a more transformational style of leadership in all the five factors discussed above.

“Table (7): Transactional Leadership”

	Overall			Female			Male		
	N	M	SD	N	M	SD	N	M	SD
“Contingent Rewards”	150	2.89	0.97	60	2.91	0.96	90	2.86	0.99
“Management-by-Exception-Active”	150	2.80	0.90	60	2.75	0.87	90	2.98	0.91
“Management-by-Exception-Passive”	150	2.87	0.90	60	2.70	0.88	90	2.90	0.92

Source: Output of SPSS

Table 7 is about the Transactional leadership style of men and women. It is clear from the table above those male leaders have a more transactional type of leadership as compared to female leaders. In all the 3 sub-factors used for the study, male leaders show dominance over the women leaders

“Table (8): Laissez- Faire Leadership”

	Overall			Female			Male		
	N	M	SD	N	M	SD	N	M	SD
“Laissez- Faire”	150	0.97	0.94	60	0.08	0.87	90	1.13	0.98

Source: Output of SPSS



The table above shows the laissez-Faire Leadership styles of men and women. Here males show more of this style as compared to their counterparts i.e., female bosses

Table no 06, 07, and 08 comprises enlightening information for five groundbreaking authority subscales, three conditional subscales, and laissez-faire subscales. All administration factors embrace an example size of 150.”

Hypothesis H₁₀ of the study is equated to male leaders, & female leaders do not show more transformational leadership.

Heads of the two genders have gotten mean qualities more like 3 in all the groundbreaking administration sub-categories. Anyway, it tends to be seen that lady boss has acquired higher mean qualities for all the classes of groundbreaking administration sub-scales.”

The most elevated mean worth has been gotten for the sub-classification individualized thought with 2.92, and the most elevated hole between implies is likewise noticeable in this classification. The next most noteworthy class of mean figures has been acquired in the sub-scale of Idealized Influence (conduct) with a mean score of 2.90, while the leaders (male) have gotten a mean figure of 2.89 for this specific classification.”

Likewise, it may be contended that lady chiefs have more groundbreaking administration characteristics than male leaders. In this manner, the analyst rejects Hypothesis H₁₀ and acknowledges H₁₁ and infers that female chefs have more groundbreaking administration characteristics than male leaders.”

Hypothesis H₂₀ – Equated to males, female leaders do not show more transactional qualities.

The input concerning value-based initiative demonstrates transactional qualities that the two sexual orientations have been evaluated near an average of 3. Additional investigation demonstrates that while women leaders drove the sub-scale of Contingent Rewards with a 2.91 mean score, the subclasses Management by Exception – passive and Management by Exception – active were driven by the guys with mean qualities 2.99 and 2.90.”



Appropriately, it may be contended that men chiefs have more conditional administration characteristics than women leaders. Subsequently, the researcher accepts theory and hypothesis H_{20} and reasons that female chiefs have fewer transactional qualities than male leaders.”

Hypothesis H_{30} - Female leaders do not exhibit more Laissez-Faire authority characteristics than male leaders.”

The general means an incentive for Laissez-Faire administration is 0.94 & the male chiefs have gotten a higher mean of 1.13 while women leaders have acquired a normal of 0.08 for the class.”

Subsequently, it tends to have contended that male chiefs have elevated laissez-faire initiative characteristics than female leaders. Consequently, the researchers accept Hypothesis H_{30} and presumes that female chiefs have more minor laissez-faire administration characteristics than a male leader.”

The scores for the groundbreaking initiative sub-scales for the two sexes are marginally not as much as what Bass & Avolio (1997) think about ideal levels for powerful authority. For the best administration, they propose mean scores of more noteworthy or equivalent to 3.0 for individualized thought, scholarly incitement, admired impact (conduct), glorified impact (ascribed), and rousing inspiration. Bass & Avollo (1997) likewise proposed a mean score of 2 for the unexpected prize, which is lesser than the present investigation's mean scores for the two gender. The proposed range for the board by exemption (dynamic) was 1.0 to 2.0, & the mean scores for the present investigation were 2.87 for females and 2.85 for males, which is marginally outside the reach. The proposed score for the executives–by–particular case (latent) is 1.0; the scores acquired in the investigation are .91 for females and .89 for guys; both are underneath essentially over the recommended score. Finally, the proposed score for free enterprise is 0.0; anyway, mean scores acquired in the present examination were higher with 0.78 for female leaders and .89 for gents leaders.”

6. Conclusion

The exploration discovered those female chiefs show more ground-breaking authority than male leaders, who exhibit enhanced value-based and laissez-faire initiative characteristics. Female leaders have acquired better mean qualities for all the sub-scales of groundbreaking initiatives, particularly for romanticized impact and personalized thought. The romanticized impact (conduct) represents the leaders' capacity to convey qualities, reason, and significance association's main goal and individualized thought speak to administration characteristics of zeroing in on the turn of events and tutoring supporters, and taking care of adherents' disappointments and errors and disappointments to fulfill the guidelines. It tends to have contended that those traits are ordinary to women leaders because the female gender orientation job exemplifies imparting, mindful, steady, and accommodating practices. Unlike parts of groundbreaking initiative don't appear to be lined up with the gender job of one or the other gender.”

Male leadership had better mean qualities for the two sub-scales, the executives by an exemption – dynamic and the board by particular case – detached (2.97 and 2.90 separately). Administration at these two sub-scales is described as paying attention to followers’ confusion and disappointment to meet the policy, enduring until the problem becomes extreme, and intervening. Given that male chiefs were given higher average scores in these two categories, maybe it very well may be contended that these two characteristics are more male mutual.”

Ground-breaking authority, just as the unforeseen prize part of conditional administration, may give an especially suitable setting for ladies' competency in the initiative. Their fitness in these characteristics of administration, which are expressly strong of subordinates and in this manner of associations, all in all, are indisputable evidence of the worth that ladies chiefs add to the elements of hierarchical turn of events and development.”



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ستایلی سه‌رکردایه‌تی گۆراو و مامه‌له‌کار و ئازاد: شیکاری ره‌گه‌زی

پوخته:

سه‌رکرده پیاوه‌کان زیاتر وابه‌سته‌ی نیشاندانی خه‌سه‌له‌ته جیاوازه‌کانی سه‌رکردایه‌تی گۆراو (transformational) مامه‌له‌کار (transactional) و ئازادن (laissez-faire). ئەم تووژینه‌وه‌یه لیکۆلینه‌وه ده‌کات تاوه‌کو به‌لگه‌ی راسته‌قینه بدوژیته‌وه که ناخۆ ستایلی سه‌رکردایه‌تی به‌ریوه‌بردن له‌لای ژنان جیاوازه یان وه‌کو ستایلی سه‌رکردایه‌تی پیاوانه. ئەم تووژینه‌وه‌یه ئامانجی ئەوه‌یه جیاوازی له‌نیوان سه‌رکردایه‌تی ژنان و پیاواندا بکات له‌سه‌ر بنه‌مای ده‌ستپیشخه‌ری داھینان و به‌ریوه‌بردنی مه‌رجدار و ئازادانه‌ی دامه‌زراوه‌کان. راپرسی هه‌مه‌چه‌شنی فاکته‌ره‌کانی سه‌رکردایه‌تی به‌پشت به‌ستن به‌ تیۆری پیشقه‌چوونی سه‌رکردایه‌تی ته‌واو به‌کارهاتوووه تاوه‌کو بریار له‌سه‌ر ستایلی ده‌سه‌لات بدیئت. ده‌رئه‌نجامی تووژینه‌وه‌که ده‌ریده‌خات که‌وا سه‌رکرده ژنه‌کان خه‌سه‌له‌تی ده‌ستپیشخه‌ری و داھینانی زیاتریان تیدایه. ئەم خه‌سه‌له‌ته به‌پیی ده‌رئه‌نجامی تووژینه‌وه‌که یارمه‌تی ژنان دعات تاوه‌کو له‌کاتی جیبه‌جیکردنی خه‌سه‌له‌تی سه‌رکردایه‌تیان زالبن به‌سه‌ر ئاله‌نگاریه‌کانی به‌رده‌میان. هه‌روه‌ها ئەمه‌ش گرنگه بۆ پرکردنه‌وه‌ی بۆشایی جینده‌ری و پرکردنه‌وه‌ی

پیداویستییه کانیان و نیشاندانی رۆلی راسته قینه یان و لکاندنیان بهو پۆستانی کهوا په یوهندی به ره گه زیانه وه هه به.

أسالیب القيادة التحويلية والمعاملات و عدم التدخل: تحليل الجنسی

الملخص:

یلنزم القادة الذکور بإظهار سمات مختلفة للقيادة التحويلية والمعاملاتية وقيادة سياسة عدم التدخل. تبحث الدراسة في اكتشاف دليل تجريبي على ما إذا كانت أنماط القيادة النسائية تتعارض أو تشبه أساليب الإدارة الذكورية. تهدف الدراسة إلى التمييز بين القيادات النسائية والقادة من حيث الأساليب الرائدة والمشروطة والحررة في إدارة المشاريع. تم استخدام استبيان القيادة متعدد العوامل ، المعتمد على نظرية تطوير القيادة الكاملة ، لتقرير أنماط السلطة. تشير النتائج إلى أن القائدة تتمتع بخصائص رائدة أكثر. تسلط الدراسة الضوء على أن هذه الخاصية تدعمهم للتغلب على التحديات عند ممارسة أساليبهم القيادية. وقد وجد أيضًا أنه من المهم سد الفجوات بين الجنسين وتلبية احتياجاتهن لإظهار دورهن الفعلي بعد تعديله وفقًا لمواقف ميولهن الجنسية.