

# [Leadership determined if gender, age, experience and type](https://assignbuster.com/leadership-determined-if-gender-age-experience-and-type/)

[Business](https://assignbuster.com/essay-subjects/business/), [Management](https://assignbuster.com/essay-subjects/business/management/)

Leadership     Thearticle I have chosen focused on managers in the primary healthcare setting. The intent of this study were to describeand obtain information about the self-perception of conduct and leadershipstyles among primary health care managers. The questionnaire also helped themanagers determine their own style of leadership and the negative and positiveinfluence it has had on teamwork and job satisfaction while also helping theresearch team to get the results needed for this study to be successful. Thesurveys determined whether their styles were transformational, transactional, corrective avoidance (laissez-faire and passive management). The survey alsodetermined if gender, age, experience and type of organization had any effectson leadership and it found that a small portion of female management consideredthemselves to be a part of the laissaez-faire form of leadership.

I personally do not support this form ofleadership simply because the lack of structure that is needed for anyorganization. In laissaez-fair leadership, there is very little control anddirection of the job and its employees. Criticism is needed for betteroutcomes. I feel this form of leadership would only work well if there isteamwork present and feedback is given.      In this article I found that it left outthe opinions of the staff which I believe would have been an important factorin knowing if the leadership of each manager was effective or ineffective or ifthey enjoyed their work environment. Transformational leadershipcharacteristics has shown to have more success in work groups because theleaders will teach and coach and are willing to receive feedback to better anysituation ( pg. 298 Cherry & Jacob). Leadership affects morale and attitudesof the employee which will have an effect on customer service and patientsatisfaction.

Those managers of the primary health care setting that lean moretowards the laissaez-faire leadership style have greater chances of employeesbeing inefficient and poor patient satisfaction with services received.