

# Leadership determined if gender, age, experience and type

[Business](#), [Management](#)



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

I personally do not support this form of leadership simply because the lack of structure that is needed for any organization. In laissez-fair leadership, there is very little control and direction of the job and its employees. Criticism is needed for better outcomes. I feel this form of leadership would only work well if there is teamwork present and feedback is given. In this article I found that it left out the opinions of the staff which I believe would have been an important factor in knowing if the leadership of each manager was effective or ineffective or if they enjoyed their work environment.

Transformational leadership characteristics has shown to have more success in work groups because the leaders will teach and coach and are willing to receive feedback to better any situation ( pg. 298 Cherry & Jacob). Leadership

affects morale and attitudes of the employee which will have an effect on customer service and patient satisfaction.

Those managers of the primary health care setting that lean more towards the laissez-faire leadership style have greater chances of employees being inefficient and poor patient satisfaction with services received.