

How gender affects leadership style

[Sociology](#), [Feminism](#)



However, Eagly et al, (2003) warns us to take in mind the power of perception. She observes that, even though, studies reveal some differences in leadership styles, gender dissimilarity are small since leadership role carries more weight in determining an individual behaviour. She makes a conclusion that women in some ways are better leaders than men. Still, they have a disadvantage of leadership being seen as something muscular in many settings.

Removing masculinity in organisational leadership will allow psychologist to be able to have a clear image of any disparities in leadership between men and women. (Eagly et al, 2003) Participative leadership involves other people on the decision making process. The leader in this case can include one of the employees when making decisions for the organisation Gardiner and Tiggeman (1999). This involves making decisions concerning what should be done and how the tasks should be done in the organisation. This does not mean that the employees make the final decision.

It means that the leader considers the contributions of the employees but comes up with a final decision. In the studies carried out in 1990s, there is some empirical support that women lead in a more participative manner than men. This research was carried out using both women and men as subordinates and contributes to the assertion that gender affects leadership style. This gender dissimilarity may lead to leadership style which is effective or not effective; however, it may be the type of leadership which will matter most and not gender. (Gardiner and Tiggeman 1999)

Other researchers Cann, and Siegfried, (1990) also found same result when studying religious female and male leaders. Female leaders were found out

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to be more transformational. Transformational leadership style is where a leader involves his/her followers in a manner that both are elevated to higher standards of motivation with a common function thus had participative leadership style as opposed to their male counterparts. Read about Aung San Suu Kyi leadership style

Nevertheless, another study carried out by Maher, (1997) proposes that transformational leadership style may perhaps be a feminine leadership style. This type of leadership is most likely to be observed in many groups where resources are controlled by women. The outcome from the studies cited above illustrate that gender play an important role in leadership style, women are seen to opt for a more transformational style than men. (Maher, 1997)

However, when Maher, (1997) analyzed differentiation in transformational and transactional leadership style in religious leaders in accordance to gender by examining residence hall administrators and residence hall administrators assistants, he found out that, there was no noteworthy gender dissimilarity in transformational or transactional leadership style. Butterfield and Grinnel (1999) observe that, in a society, there are two basic types of societies; partnership and dominator.

She agrees that women leadership style is inclined to partnership model, a manner to develop human relationship on the basis of making links. Women seem to be operating in this manner putting emphasis on linkages and consensus. Studies in sociology also reveal that management style of women is different from that of men. Women were observed to be less hierarchical; women leaders organize their management on a broader base. Women

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groups we also observed to make a compromise quickly rather than get into self-assertion. (Maher, 1997)