

IMPACT OF GENDER BIASNESS ON LEADERSHIP STYLE AND EFFECTIVENESS - A STUDY WITH REFERENCE TO PAKISTAN

BY

**USMAN SHAKOOR
45860**

A thesis submitted to the Business Studies Department, Bahria Business School, Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree



FALL, 2022

BUSINESS STUDIES DEPARTMENT

BAHRIA BUSINESS SCHOOL

Bahria University Karachi Campus



MBA Thesis 1st Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
1	Oct 15, 2022	Faculty cubicle	Calculations and Findings	
2	Nov 13, 2022	Faculty cubicle	Result and Analysis	
3	Dec 15, 2022	Faculty cubicle	Final discussions	

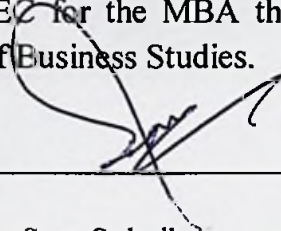
APPROVAL FOR EXAMINATION

Candidate's Name: Usman Shakoor

Registration No.: 45860

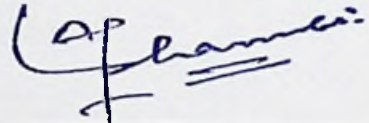
Thesis Title: _____

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at ___ that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Business Studies.

Supervisor's Signature:  _____

Date: 27/2/23

Supervisor's Name: Dr. Sara Sohaib

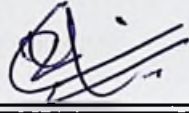
HoD's Signature:  _____

Date: _____

Declaration of Authentication

I hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

Student's Signature: _____



DEDICATION

Dedicated to:

My Parents,

Mr. & Mrs. Abdul Shakoor (Late).

My Brother

Adnan Shakoor

My friend

Arooba Nawed

And

To my respected supervisor,

Dr. Sara Sohaib

(Who provided motivation, guidelines, and valuable suggestions to me and gave me inspiration along the progression of my research).

ACKNOWLEDGEMENT

I was able to finish my assignment thanks to the mercy of ALMIGHTY ALLAH, the Most Beneficent and the Most Merciful.

I want to express my deep gratitude to my supervisor, Dr. Sara Sohaib, for her assistance, acceptance, direction, and commitment.

I am really grateful to all of my respected professors for their inspiration, assistance, and support during my entire academic career.

I want to thank my parents, Mr. & Mrs. Abdul Shakoor, from the bottom of my heart. I owe them thanks for their assistance and cooperation.

I want to thank all the responders, family members, and friends that took part in the research and assisted. I want to thank all the open-access literature sources that made my research easier and more meaningful.

ABSTRACT

Purpose:

The purpose of this research was to investigate and study the effects of independent variables, i.e., Gender Difference, on the dependent variable i.e., Leadership effectiveness. We have also studied the mediating effect that leadership style has paid at all the variables, especially the dependent variable.

Methodology and Design:

Research was conducted forming questionnaire which was floated amongst Leader and subordinates of textile sector of Karachi, Pakistan. Sample size was 277 respondents. The data was further analyzed through SPSS software where statistical tools were used to organize the data in the form of tables and figures discussed the findings of the study.

Findings:

Based on the tests conducted over the gathered data (structured modeling i.e., cronback alpha reliability and correlation) findings were generated accordingly so that to know the impact of gender differences on leadership style and effectiveness.

Key Words:

Gender Biasness (GB), Leadership Style (LS), Leadership Effectiveness (LE).

TABLE OF CONTENTS

CHAPTER 13

INTRODUCTION.....3

 1.1. Introduction.....3

 1.2. Background3

 1.3. Problem Statement5

 1.4. Research Objectives6

 1.5. Research Questions7

 1.6. Significance of the Study.....7

 1.7. Scope of the Research.....8

 1.8. Organization of the Thesis8

CHAPTER 29

LITERATURE REVIEW9

 2.1. Leadership Styles9

 2.2. Gender Biasness and Leadership Styles10

 2.3. Leadership Effectiveness12

 2.4. Factors Contributing to Gender Biasness14

 2.5. Summary of Literature Review15

 2.6. Research Hypotheses16

 2.7. Conceptual Framework.....16

CHAPTER 317

Research Methodology17

 3.1. Research Approach & Type.....17

 3.2. Research Design.....17

 3.3. Research Population18

 3.4. Sample Size & Sampling Technique18

 3.5. Research Instrument18

 3.6. Data Collection.....19

 3.7. Data Analyses Method.....19

CHAPTER 420

Results20

 4.1. Respondent Profile20

 4.2. Reliability Analysis21

 4.3. Regression Analysis21

 4.3.1 Model Significance21

 4.4. Hypothesis Testing22

 4.4.1 Hypothesis 124

 4.4.2 Hypothesis 224

 4.5. Summary of Hypotheses Testing24

CHAPTER 525

Discussion25

 5.1. Discussion25

 5.1.1 Hypothesis 1 Discussion.....25

 5.1.2 Hypothesis 2 Discussion.....26

CHAPTER 628

Recommendations and Conclusion28

 6.1. Recommendations28

 6.2. Limitations of the Research28

 6.3. Future Research.....29

 6.4. Conclusion29

References.....31

Appendices.....35

 Appendix 1: Questionnaire for Leaders35