

Leadership Style & Affecting Variables

(Comparative Gender Analysis)



Presented By: Saira Qamar
Enrollment # 001MB030
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Executive Summary

The project under taken by the researcher is partial requirement of MBA degree. It deals with the status, empowerment, and leadership qualities, styles of both genders in Pakistan.

The methodology for investigating the subject was mainly personal interviews and self-completion questionnaire. This two-way approach is used to gain their opinion as well as insight through observation technique.

The project is based on following hypotheses:

- **(A) Women are effective leaders in Pakistani organizations?**
- **(B) Gender of the leaders affect their leadership style?**

The study revealed that hypothesis women are effective leaders working in Pakistani organizations holds ground . The hypothesis gender of the leader effect their leadership style does not hold ground because leadership styles are affected by many other variable like education, culture, opportunity to work, attitude of followers, working environment etc. So gender cannot be a leading factor or variable in identifying leadership styles.

In the findings author came to know that:

Women are taken up as leaders in Pakistani organizations. Gender makes no difference in leadership style .Women are as good as their counter parts in their managerial and leadership qualities.

The followers identify these factors that theses are essential for their success.

- Widespread education
- Elimination of gender bias

- Trust and appreciation by the family

Although the study is exploratory in nature, the author benefiting from the opinion gathered from open-ended questions had given the following recommendations.

- Real successful leaders should follow Participative along with Delegative style of leadership.
- Honesty is the most appreciated trait; almost 95 % of respondents want leaders and their followers to be honest in their deeds.
- Education, coaching and counseling are very important as well leaders should educate train and counsel their followers to make them more self directed and motivated towards work.
- Organization cultural change is vital for successful leaders because it helps them eliminate gender discrimination, negative attitude and criticism from the organization.

As leadership study is very vast subject, this study basically focuses on the female side of leadership. This study is not an attempt to bash males or to claim women are perfect leaders but an unbiased attempt to study the changing environment of workplace. In the male dominated sanctum of business and industry only a certain level of opportunity and recognition appears to await most females in the traditional workplace.