

Women in leadership positions

- Women are underrepresented
 - In economic settings
 - In political settings
 - In scientific fields



Gender And Cultural Differences In Leader S Perception

Martha Reeves



Gender And Cultural Differences In Leader S Perception:

Gender and cultural differences in leader's perception Elena Tecchiati, 2014-11-24 Master s Thesis from the year 2014 in the subject Psychology Work Business Organisation grade 10 A with honors University of Ramon Llull Organizational Psychology language English abstract The objective of this study is to evaluate the gender and cultural differences in the perception of a male and a female leader in a feedback situation The research is based upon considerations of a literature review in the fields of gender bias and stereotype conducted previously Subjects from Spain and Germany were asked to evaluate a director male or female of a fictive feedback situation that was described before a short questionnaire The questions of the questionnaire were based on previous research and findings of the literature review Results show no significance differences in the evaluation across genders and cultures We tested if previous experience with a woman leader was related to a higher evaluation of the female leader finding no significant relationship We tested if there was a relationship between the previous experience with a female leader and the preference to work for a certain leader s gender finding no significant relationship Taking into consideration the subgroup previous experience with a female leader we analyzed if personnel responsibility was related to the preference to work for a certain leader s gender finding no relationship Results from the study show that gender culture and previous experience with a female leader had no influence on the leader s evaluation A discussion with possible interpretations of the findings and implication for further research follows

Gender and Cultural Differences in Leader's Perception Elena Tecchiati, 2014-12-01 Master s Thesis from the year 2014 in the subject Psychology Work Business Organisational and Economic Psychology grade 10 A with honors University of Ramon Llull Organizational Psychology language English abstract The objective of this study is to evaluate the gender and cultural differences in the perception of a male and a female leader in a feedback situation The research is based upon considerations of a literature review in the fields of gender bias and stereotype conducted previously Subjects from Spain and Germany were asked to evaluate a director male or female of a fictive feedback situation that was described before a short questionnaire The questions of the questionnaire were based on previous research and findings of the literature review Results show no significance differences in the evaluation across genders and cultures We tested if previous experience with a woman leader was related to a higher evaluation of the female leader finding no significant relationship We tested if there was a relationship between the previous experience with a female leader and the preference to work for a certain leader s gender finding no significant relationship Taking into consideration the subgroup previous experience with a female leader we analyzed if personnel responsibility was related to the preference to work for a certain leader s gender finding no relationship Results from the study show that gender culture and previous experience with a female leader had no influence on the leader s evaluation A discussion with possible interpretations of the findings and implication for further research follows

Different Cultures, Similar Perceptions Catalyst, 2006

Stereotyping Leadership: An Investigation

about Leaders' Perception Elena Tecchiati, 2015-02 The objective of this study is to evaluate gender and cultural differences in the perception of male and female leaders in a feedback situation The research is based upon considerations from a literature review in the fields of gender bias and stereotypes previously conducted Subjects from Spain and Germany were asked to evaluate a director male or female in a fictive feedback situation that was described prior to a short questionnaire The questions of the questionnaire were based on previous research and findings of the literature review We tested if previous experience with a woman leader was related to a higher evaluation of the female leader and if there was a relationship between the previous experience with a female leader and the preference to work for a certain leader's gender Results from the study show that gender culture and previous experience with a female leader had no influence on the leader's evaluation A discussion with possible interpretations of the findings and implication for further research follows

Organizational Behavior Ning Hou, James A. Tan, Gustavo Valdez Paez, 2023-08-01 This book provides guidelines that students and professionals can relate to pointing to relevant cases and methods At the MBA Level students have proven interested and seek further exploration of the concepts learned through college and their personal experiences in the field As organizations become more diverse there is a need to discuss and reference updated academic research on all seven major OB topics Individual differences motivation teams decision making communication and conflict leadership and organizational processes The book incorporates the post pandemic perspectives on each topic Example topics include personal value changes chapter 2 challenges in motivation chapter 3 virtual teams chapter 4 decision making behavior forces during pandemic chapter 5 zoom communication fatigue chapter 6 leading in time of crises chapter 7 and organizational change chapter 8 This MBA guidebook will help students navigate the rapidly changing work landscape by tapping into some of the fundamental aspects of human behavior allowing them to approach diverse human interactions from a more personal perspective

Culture and Gender in Leadership J. Rajasekar, L. Beh, 2013-10-18 The overall aim of this volume is to present the research studies carried out in the Middle East and Asia in the fields of culture and gender and their influence on leadership in particular The cultures and practices of these geographical regions are very much varied and this book *Culture and Gender in Leadership Perspectives from the Middle East and Asia* brings together analyses of these themes in selected countries of these two regions The chapter authors use detailed descriptions case studies and vignettes to speak to the cultural relativism and gender in leadership in these countries and provide a unique and comparative perspective drawn from their own cultures This volume also contributes to the development of theory and empirical research found in these regions and through the collective efforts presented in this book attempts to strengthen the body of knowledge and practice in the fields of culture and gender in leadership As Asia is becoming the engine of economic growth for the world and Arab Spring is opening up new vistas in the Middle East this book is a must read

Leaders in a Global Economy: Talent Management in European cultures. , *Annotated Bibliographies Combined: Global Diversity And Inclusion, Hazing and*

Bullying, LGBT, Sex-Related Behaviors & Toxic Leadership, 2019-03-05 CONTENTS I Global Diversity And Inclusion Diversity and Gender Diversity Generational Differences Implicit Association Women in Military II Hazing and Bullying Bullying Cyberbullying Hazing III LGBT LGBT and Family Support LGBT Military Integration IV Sex Related Behaviors Military Sexual Trauma Predictors of Sexual Harassment IV Sexism Related Behaviors Military Sexual Trauma Predictors of Sexual Harassment Sexism Sexual Harassment Technology Sexual Harassment Training Methods VI Toxic Leadership Toxic Leadership and Related Constructs *Handbook of Research on Innate Leadership Characteristics and Examinations of Successful First-Time Leaders* Guah, Matthew Waritay, 2021-02-05 For hundreds of years different leadership theories have been explored to try to explain exactly how and why certain people become great leaders Research spans a discussion of personality traits the characteristics of the situation at hand and qualifications of the leader to try to determine what causes people to become more likely than others to take charge This can be in various settings CEOs presidents and prime ministers managing directors governors senators head coaches and more Through the examination of first time leadership new theories and ideas on leadership are explored The Handbook of Research on Innate Leadership Characteristics and Examinations of Successful First Time Leaders is a comprehensive reference source that focuses on what qualities distinguish first time leadership from traditional leaders while furthering leadership theories that look at other variables such as situational factors knowledge base skill levels etc It reviews the various approaches used by first time leadership and how each of them uniquely approaches effective leadership key outcomes and the strengths and weaknesses of each approach Furthermore it distinguishes between the traditional route for leadership the gradual moving up of an individual over time to higher positions and a first time leadership in which an individual begins right away in a position without climbing the professional ladder This book will attempt to draw lessons from existing first time leadership experience and provide evidence for the appropriateness of such a route to leadership Topics highlighted include transformational leadership political leaders ethical and unethical leadership and leadership development This book is ideal for young professionals leaders executives managers graduate students practitioners government officials researchers academicians and students

Women and Men in Political and Business Elites Mino Vianello, Gwen Moore, 2004-09-18 Awarded the Descartes Prize 2004 of the European Commission How do gender inequalities translate at the top of politics and business Is the gender gap eliminated for the most influential players in industrial democratic society This informed and compelling analysis examines the demographic characteristics family circumstances and career paths of a group of elite women The book is noteworthy for being one of the first empirically based studies of women elites Drawing on a sample from no less than 27 countries a convincing and highly original picture is constructed that informs readers of career paths values social networks and gender battles for women elites Co ordinated by Mino Vianello and Gwen Moore the research fills in a huge gap about how power actually operates in industrial democratic societies It enables us to test the view that substantial equality between

the sexes has been achieved in the twenty first century It constitutes a landmark work both in the study of gender difference and the analysis of power The findings will be of interest to academics and advanced students in a wide range of disciplines including stratification globalization political science international relations gender sociology organizational studies and much more

Organizational Culture and Social Equity Stephanie Dolamore,Angela Kline,2023-06-01 Social equity or the lack of social equity is practiced in all of our organizations By focusing on advancing social equity in organizational culture public and non profit organizations can create more inclusive operations correct historical injustices and fulfill their mission to serve the community Social equity is often explored as a grand theory but it is critical for organizations to identify and practice strategies to apply theory into action Organizational Culture and Social Equity An Experiential Guide is the first book of its kind to provide the public service minded reader with an opportunity to practice social equity The chapters are designed to be both theoretical and practical helping the reader develop knowledge to analyze social equity efforts in their own organization as well as the tools to act The contributing chapter authors in this book explore social equity through various dimensions of organizational culture physical characteristics and general environment policies procedures and structures socialization leadership behavior rewards and recognition discourse and learning and performance Each contributor provides a thorough overview of their respective culture category along with important theories and concepts definitions and strategies for practice The chapter authors then examine social equity in each area of organizational culture through a learning activity discussion questions and a call to action Each chapter further reinforces concepts with a vignette featuring a public administrator who has faced a situation related to that chapter Organizational Culture and Social Equity is a timely and essential read for all those who wish to study or practice public administration through an equity lens

School Culture Development in China - Perceptions of Teachers and Principals Kai Yu,Xiangyun Du,Xiaoju Duan,2022-09-01 School culture is playing an increasingly important role in school performance and educational development Within the national campaign in China for the innovative and sustainable development of education local governments in Beijing Municipality have encouraged and facilitated educational innovation toward better school culture In recent years various initiatives have been undertaken by a select group of schools to develop strategies and further action toward innovation and change This book documents an investigation of how teachers and principals perceive school culture development in China A survey was conducted among 1 992 informants from 37 schools located in four different districts in Beijing Municipality The results of this study indicated that the respondents had overall positive perceptions of school culture construction and development in the educational change process In general they showed a positive attitude toward the school culture improvement initiatives reported satisfaction about their current school culture and held confidence in the direction their school culture is heading The study demonstrated that certain factors such as school geographical location and respondents job duty job title and gender make a difference in how participants perceive their school s culture Teachers

and principals from a less economically developed district had less awareness of involvement in and understanding of school culture development in all its aspects A notable gap between teachers and principals was identified in their perception of the core values and norms of the school and of communication between teachers and principals This study suggests that for educational development to be further carried forward successfully there is an urgent need for better distribution of educational resources both financial and leadership common understanding agreed upon goals and efficient communication between principals and teachers

Keywords Educational philosophy Ethics Chinese context Gender Learning

The SAGE Encyclopedia of Leadership Studies George R. Goethals, Scott T. Allison, Georgia J. Sorenson, 2023-02-14 This book presents key concepts and research illuminating leadership and many of the most important events in human history that reveal the nuances of leadership good and bad

Moral Leadership Cam Caldwell, 2012-09-21 The challenge facing leaders in the 21st century is to restore stakeholder trust build employee commitment and create organizations that are able to sustain long term competitive advantage Great leadership combines both character and competence but corporate values must include excellence and quality as well as integrity and honesty Creating organizational systems that reinforce and support core values and that achieve outstanding performance must be founded upon principles that work on the street in the office and on the shop floor Ethical leadership that honors a commitment to world class standards is a mandatory requirement for today's incredibly competitive global business environment but ethical leadership encompasses far more than avoiding polluting the environment or misrepresenting product features to customers This book clarifies the duties and obligations that leaders owe to their many stakeholders as they seek to create long term wealth but it also provides insights about how to build the organizational culture and systems required to sustain highly ethical organizations that inspire commitment and compete successfully

Emotions and Leadership in Organizations and Educational Institutes Osman Titrek, Anna Stavicka, Ana Campina, Gozde Sezen-Gultekin, Carlos Francisco De Sousa Reis, 2023-11-28 Emotion management is an important source of social capital and synergy for organizations Managers have a great role in the creation of this synergy A manager who can cope with their emotions indirectly contributes to organizational effectiveness This situation is especially important in human oriented organizations providing services rather than goods such as educational institutions Leadership is a process of social influence which maximizes the efforts of others towards the achievement of a goal Leadership stems from social influence rather than authority or power In terms of system approach the input output process and feedback of educational organizations are always related to human behaviors Therefore organizations must address the nature of human beings in all of their managerial processes Although organizations in which people are at the foreground try to continue their functioning on a rational and formal basis throughout the managerial process they sometimes have to manage emotional and informal phenomena In this case there is a need for managers and school leaders who can shape the rationale in line with the requirements of human nature What is expected from this administrator is that they do not ignore

human needs and emotions while providing the management of educational institutions For this reason these managers should be leaders rather than executives who only work in a formal framework of organization management Moreover principals and teachers should also be leaders in all educational processes Emotions are the main catalyst of positive organizational culture Leaders can create an effective organizational culture with the main source of positive emotions between employers Positive emotions also motivate employees for organizational purposes If a leader wishes to create and maintain an effective organizational culture it is essential to support positive behavior and emotional climate in their institutes and schools Leaders school managers and teachers therefore need to develop emotion management abilities Educational organizations need to shape their organizational culture climate and psychology to support their leaders in efficiently managing their employees emotions Up to now this topic has been usually addressed as the main catalyst and a sub dimension of emotional intelligence Moreover current evidence classifies social and empathy skills as other sub dimensions of emotional intelligence For this reason this collection of peer reviewed articles will draw attention to the contemporary term emotional management and contribute to educational fields by means of exploring the relationship between emotions and leadership

The Oxford Handbook of Leadership and Organizations David Day,2014-05-20 As the leadership field continues to evolve there are many reasons to be optimistic about the various theoretical and empirical contributions in better understanding leadership from a scholarly and scientific perspective The Oxford Handbook of Leadership and Organizations brings together a collection of comprehensive state of the science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and research and looks to the future of the field It provides a broad picture of the leadership field as well as detailed reviews and perspectives within the respective areas Each chapter authored by leading international authorities in the various leadership sub disciplines explores the history and background of leadership in organizations examines important research issues in leadership from both quantitative and qualitative perspectives and forges new directions in leadership research practice and education

Women as Transformational Leaders Michele A. Paludi,Breena E. Coates,2011-09-22 This compilation of scholarly reviews and personal reflections on women and leadership styles focuses on multicultural and organizational issues empowering information that female leaders can use to break through the glass ceiling Secretary of State Hillary Clinton and Supreme Court Justice Sonia Sotomayor are just two of the most visible examples among the hundreds of thousands of women nationwide today in leadership positions Female leaders at the grassroots to global levels are everywhere lending credence to the idea that the glass ceiling for women may finally be thinning This two volume work provides an exhaustive examination of the scholarly research on women leaders and the leadership philosophies that have enabled their success Volume one of Women as Transformational Leaders From Grassroots to Global Interests presents an overview of stereotypes attributions and stigma about women leaders that focuses on social and psychological reasons for discrimination against

women leaders The second volume addresses cultural and organizational issues including global leadership to eliminate violence against women and international insights on women and transformational leadership The subject of transformational leadership is viewed within several disciplines including women's studies religion the public sector and private sector documenting how far women have advanced and how their leadership style typically differs from that of men

Women in Business Martha Reeves, 2016-12-23 This book combines theory empirical research and practical international case studies to provide students with a comprehensive resource that demonstrates theories on gender alongside their operation in everyday workplace situations Reeves's new edition provides a thorough review of issues important to women in the workplace including gender discrimination and the legal framework for equity at work The book uses case studies to illustrate key themes and introduces several new features including Updated statistics on women's participation in the workforce Updated examples of resources for women in business Two new chapters covering negotiation and influencing skills and women in STEM fields New case studies featuring comparisons between the position of women in the United States and in other countries An instructor's manual with advice suggested answers to the end of chapter questions and additional resources This is a one stop resource for any student interested in gender theory and issues that affect women in the workplace

Culture and Leadership Across the World Jagdeep S. Chhokar, Felix C. Brodbeck, Robert J. House, 2007-04-05 Culture and Leadership Across the World The GLOBE Book of In Depth Studies of 25 Societies is the second major publication of GLOBE Global Leadership and Organizational Behavior Effectiveness a groundbreaking large scale project on international management research featuring contributions from nearly 18 000 middle managers from 1 000 organizations

Elgar Encyclopedia of Leadership Benjamin Laker, Lebene R. Soga, Yemisi Bolade-Ogunfodun, 2025-02-12 The Elgar Encyclopedia of Leadership is a comprehensive resource that explores the multifaceted nature of leadership across various contexts and cultures Providing insights into both classic and contemporary leadership theories and practices each entry delves into key concepts models and ethical considerations that shape effective leadership It aims to provide readers with a deeper understanding of the dynamic and evolving field of leadership equipping them with the knowledge to navigate and excel in diverse organizational settings

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