

IMPACT OF WOMEN LEADERSHIP BEHAVIOUR ON EMPLOYEES' PERFORMANCE OUTCOMES: EVIDENCES FROM EDUCATION SECTOR

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ABSTRACT

Women are half the world's population, receive one-tenth of the world's income, account for two-thirds of the world's working hours but are the owners of only one hundred of the world's property. Women are at the heart of development process and participation of women in economic activities is essential not only for the individual development but also for the prosperity of households as well as for the economy as a whole. This research paper focuses on alluring attributes among women and its impact on employee performance outcomes in education sector in J&K State. Data of the study were gathered using purposive sampling technique through questionnaire. EFA and CFA were performed for scale purification & validation. Women leadership behaviour has a positive & significant impact on employees' trust, absenteeism and conflict. In an ever-changing environment, women leadership behaviour provides supervision, direction and control in the education department that lead their employees to follow their leaders and achieve desired goals & job satisfaction. Women leaders adopt appropriate proportion of various suitable leadership behaviour for developing trust, confidence and high morale among employees that reduces employee conflict & absenteeism.

Keywords: Absenteeism, Conflict, Employee performance, Leadership behaviour, Trust.

I. INTRODUCTION

Leadership is an art, skill and knowledge of the leader to manage the group of people which are gathered under specific goals and prompting them to realise these goals (Oguz, 2010). Women leadership in education sector plays an important role in accelerating the progress of economy and has opened new doors of opportunity for women at various administrative levels. Leadership behaviour among women has significant impact on employees' job satisfaction and organisational commitment levels in various service sectors (Chen & Silverthorne, 2005). Women tend to work better in complexity, are better listeners, emotionally intelligent and make a significant impact on different organisations by using their own behaviour of leadership. There seems to be a shift in the new management era towards more feminine styles of leadership emphasising connectedness and collaboration in public leadership, including highly visible positions. Women attributes of nurturing, self sacrificing, being empathetic, sensitive, compassionate, cooperative and accommodative are increasingly associated with effective administration. While these characteristics are inherent and valuable, women possessing the attributes of a good leader still face higher attrition and slower career mobility (Powell, Butterfield & Bartol, 2008; Amondi, 2011).