

Analysing Differences in Leadership Styles Between Male and Female in Business

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Abstract: *The examination of leadership styles among male and female leaders in business highlights important differences that can influence organizational effectiveness and dynamics. Studies show that male leaders typically adopt more autocratic and directive styles, focusing on task achievement, assertiveness, and risk-taking. In contrast, female leaders often favor transformational and participative approaches, prioritizing collaboration, empathy, and team unity. These differences can stem from a mix of socialization, cultural norms, and inherent personality traits. Female leaders frequently emphasize relationship-building and inclusive decision-making, which can create a supportive work environment and boost employee morale. Additionally, research suggests that having female leaders can lead to enhanced organizational performance, particularly in areas like innovation and employee engagement. However, women still encounter obstacles in leadership roles due to stereotypes and biases that challenge their authority and abilities. As organizations increasingly acknowledge the importance of diverse leadership, it is crucial to adopt strategies that promote gender equality in leadership roles. This can include mentorship initiatives, bias awareness training, and policies that support work-life balance, allowing both male and female leaders to excel. Ultimately, recognizing and appreciating the unique leadership styles of both genders can result in more effective management practices and a more inclusive workplace culture, benefiting organizations overall*

Keywords: Leadership Styles, Gender Differences, GenderEquality, Stereotypes, Bias, Work Life Balance