

The gender influence on leadership style practiced in the Romanian Government's working apparatus (Office)

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Abstract: Nowadays, the societies are still dominated by masculine values, prejudices and stereotypes still aggravate the situation of women, who want to possess more and more power of decision. Even if the gender policies are highly promoted with the purpose of stopping the discrimination amongst genders, they don't really have the expected result. Following this idea, this paper analyses gender influence above leadership styles practiced in the Romanian Government's Working Apparatus (Office), in order to see if women practice different leadership styles than their masculine gender counterparts, or this is only an opinion influenced by social values, and if they possess the necessary qualities to be performant, efficient and even better leaders than men. The research is based on theories about transformational, transactional and laissez-faire leadership styles (Burns, 1978, Avolio, 1998; Bass, 1998) and has been conducted by using the Multifactor Leadership Questionnaire (Bass and Avolio, 1994). The research results show that the leaders of the Romanian Government's Working Apparatus (Office) do not practice a predominant leadership style. They display a mix of characteristics of all three leadership styles which were studied, but manifest most strongly the transformational and transactional styles, fact that makes leaders effective and able to achieve performance. Another important result of the study is that, gender does not influence the leadership styles and the way that leaders act is influenced by other variables, that weren't studied in this paper.

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