Research Paper

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Research Paper

# Women Leaders

It is a misperception that women cannot be leaders, while leadership starts from the home, where a mother guides her children to differentiate right from wrong actions. A child follows his/her mother, because it is believed that the guidance from a mother cannot be wrong.

Women are stereotyped based on their physical appearance, and their ability to work in challenging working environments. Several career paths are not meant for women, however, women have successfully proven to be eligible for that particular task related to that field of work. The engineering sector is mostly considered as a future career path for men and women are under-represented when it comes to leadership roles in this career path. Gender stereotypes that lead also set limitations on gender roles of women, but women who act against these stereotypes are hated the most, as compared to men who act identically. Women who are looked upon as violent against the traditional stereotypes, reduce their chances of becoming leaders and getting promotions and/or professional rewards in their organizations (Dasgupta & Stout, 2014). Stereotype behavior prevents women from having lead roles in their departments, even though they possess leadership roles.

# Careers that are not Women Friendly

Physical differentiation of men and women is the main reason for stereotypical behavior towards gender roles and this sometimes cannot be denied because women are not as strong as men to perform heavy tasks like carpentry, firefighting, sheet metal works, etc. Medical fields in particular to surgeons, and physicians are considered as non-traditional careers for women. This may be, because women are more emotional and tend to feel others’ pain. Patients who are in pain and grief may affect the emotional attachments between doctors and patients. There is a need for an exposure to opportunities so that individuals may understand these relations, which should not influence decisions (Vries, Erich et al., 2016). Furthermore, fields in engineering are, sometimes demanding, like automobile production and petroleum engineering, where women may not be able to put enough energy because of heavy load carrying. Some limitations in careers, that are not women-friendly, may be social engineering and computer sciences.

# Gender Bias

Women are underrepresented and they do not get an equal share, despite putting effective efforts in their field of studies related to engineering. The average wage for women, is less as compared to **men** (Kurniawan, Nurhaeni, Mugijatna, & Habsari, 2018). Practices by people, whether they are organizations, institutions, societies, or communities, have to face biases and discrimination. While biases cannot be limited to only women, a major problem is that women are more in population, so in comparison to men, a majority have to face and experience these biases.

Gender biases are the practices of prejudices and preferences toward one gender while ignoring the existence of the other. They are the actions that differentiate people based on their roles, functions, and responsibilities which leads to burden and unjust benefits in societies. Individuals may be bias towards others consciously or unconsciously and practice these biases in various ways, i.e., directly, or indirectly, by making some preferences and priorities. These preferences of biases may lead to small or larger consequences, for which individuals are unaware. However, it hurts the sentiments of a person who experiences this. Bias is also an issue like sexism, gender-stereotype, and har\assment, for which people need to be sensitized to reduce these certain issues.

# Transformational Leadership Theory

The transformational theory of leadership is defined as the influencing factor, which makes impacts, changes one’s values, approaches, and principles of followers to a point where they start achieving their organizational performances, beyond expectations (Ghasabeh & Provitera, 2017). This theory suggests that people, when influenced by their leaders, start working efficiently and get motivated to achieve better outcomes. While transformational leaders tend to be more creative and possess a charismatic nature.

# James MacGregor Burns

For the first time, philosophy of the Transformational Leadership Theory was presented by James MacGregor Burns. In 1978, he founded a leadership study in which, he introduced two theories; Transactional Theory and Transformational Leadership Theory focusing on the influencing factor of leaders on followers.

# Concepts

James MacGregor Burns introduced the concept of transforming leadership for the first time in 1978, and this was developed after conducting a research study on politicians, but this can be also used in organizational psychology. Burns claimed that there is a differentiation in an individual's attitudes, behaviors, and characteristics, while he found difficulty in management and leadership. These concepts make changes in an individual's lifestyles and organizational environments and

1. Individualization Consideration: This concept states that leader interacts with each follower to meet their needs as a mentor, listens to concerns and expectations of followers.

2. Intellectual Stimulation: A leader challenges assumptions made concerning him/her, challenges issues and takes risks on the ideas presented by followers (Odumeru & Ogbonna, 2013).

3. Inspirational Motivation: Leaders always have followers and it is a characteristic of leaders to inspire them and makes such visions, which are appealing. They prefer to communicate in an optimistic way to achieve future goals and challenge followers who have high standards.

4. Idealized Influence: Gaining trust and good ethical behavior is what influences people, so a leader has to influence his followers by gaining their trust and adopt good ethical behavior.

# Attributes of a Transformational Leader

A transformational leader possesses charismatic characteristics of influencing people, giving motivation; help them inappropriate decision-making and admire them to work effectively. This leader makes an impact on followers to come up with innovative and creative ideas to challenge the systems of the status quo and become successful by altering environment. Political attributes of a leader contribute towards transformational leadership enhancing higher levels of job satisfaction (Mencl et al., 2016)**.**

# Behavioral Theory

Behavioral theory is a unique scientific discipline, which states about human behaviors, which can be observed, and this studies human development. Human behaviors and developments are observed according to their outcomes and antecedents, which exist in the surrounding of individuals. These also may be observed by analyzing learning processes and knowledge acquired by individuals from their experiences. The behavioral theory suggests that leadership skills are not inborn; they can be gained during learning processes. These can be developed very easily and anyone may possess leadership skills to become successful in life and influence people and followers.

# Hallo Effect

Halo effect is the oldest phenomenon in psychology which is unknown to people and they have little knowledge about it. Hallo effect is the skill or tendency of an individual, a product, or any company, which influences people by making positive impressions. This impression changes the decision-making factor and changes opinions positively. This is a type of cognitive bias, in which our feelings and opinions change with a period after having exposure to an event, people, or a product. Halo effect makes an impact on individuals, for example, we get impressed by a more sociable person, we portray that s/he must be intelligent regardless of having an interactive session with that particular person (Kerger, Bernal, Paustenbach, & Huntley-Fenner, 2016). In Halo Effect an individual conducts, a global evaluation regarding others' attributes and these evaluations may include specific traits, characteristics, and values of other individuals (Gräf & Unkelbach, 2016). These global evaluations may also make an impact on perceptions of individuals resulting in stronger judgments and confident decision-making.

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