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Original Article

Leadership Perceptions Based on Gender, Experience, and Education

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Abstract

Background: To ensure justice and fairness for all employees, ethical leaders are essential in fostering ethical behavior at work. The idea that moral leadership enhances organizational performance and work happiness is adequately supported by the available facts.

Objective: A survey-based study was conducted on educators to check their perceptions about leadership and who they prefer as their leaders or mentors.

Methodology: A total of 50 participants took part in this study. They have given their consent before getting enrolled in the study. The participants were asked to classify their leaders into different categories.

Results: Results showed that most of the participants want a well-educated, middle aged male as their leaders.

Conclusion: In the end, it has been found that education level significantly alters how people view a leader. According to certain research, higher education levels judge a leader's virtues positively compared to lower education levels. This might be the case because more educated workers tend to be more accepting of their superiors and, consequently, rank them more than less educated workers do.

Keywords

Leadership, Gender, Expertise, Perception, Education



Introduction

The relevance of something can be comprehended by examining its opposite, according to a common saying. And many academics have stated that unethical scandals in corporations have highlighted the relevance of ethics in the workplace. Ethics allow one to choose between right and wrong. Additionally, corporate ethics ensure that firms treat employees and consumers equally, make fair judgments, and balance their activities¹. In light of this, ethical leaders play a critical role in promoting ethical behavior at work to ensure justice and fairness for all employees. There is adequate data to support the claim that moral leadership improves organizational performance and job satisfaction. According to the study, fostering an ethical workplace culture has a favorable impact on employees' emotional commitment and job satisfaction². Similar findings were made by a researcher, who discovered that moral leadership increases organizational commitment and work satisfaction³.

On the contrary side, one of the most important variables affecting important core effectiveness and success is the attitudes and behaviors of its leaders⁴. Enhanced employee performance, which results in extraneous success for subordinates' customer orientation, might be considered this internal effectiveness. Also, having a varied staff is crucial for an important role in the long performance since it fosters problem-solving, successful decision, and a variety of options for organizational structure⁵. Kilic and Kuzey also discovered that a large number of the executives on the boards of the companies they researched

were men and that the financial success of the company was positively correlated with the representation of women on these boards. According to scholars, transformational leaders have a greater impact on employees' outcomes and organizational effectiveness, and female leaders tend to exhibit these behaviors more than male leaders do⁶. However, there aren't enough women in executive positions due to a variety of reasons (including employees' perceptions that women are more sensible when faced with challenges, a lack of trust in female managers, and similar stereotypes in the workplace)⁷.

Methodology

A survey-based study was conducted on educators to check their perceptions about leadership and who they prefer as their leaders or mentors. A total of 50 participants took part in this study. They have given their consent before getting enrolled in the study. The participants were asked to classify their leaders into the following categories,

- Gender
- Age
- Experience
- Education

The responses were gathered and represented in the form of graphs.

Results

Results showed that most of the participants want a well-educated, middle-aged male as their leaders.

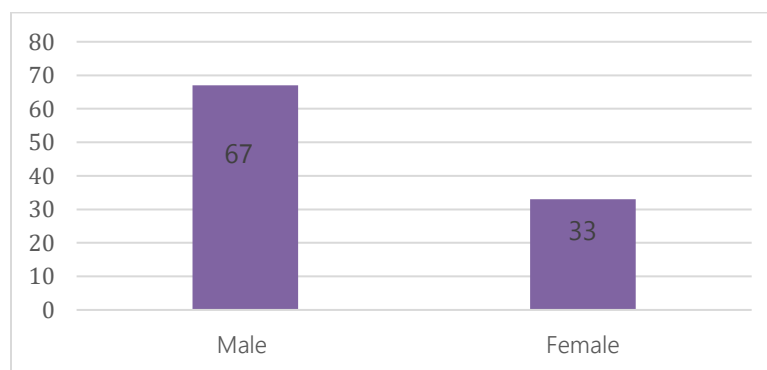


Figure 1: Gender preference for Leaders

Figure 1 shows the gender preference of leader by the study participants. 67% wanted a male as their leader.

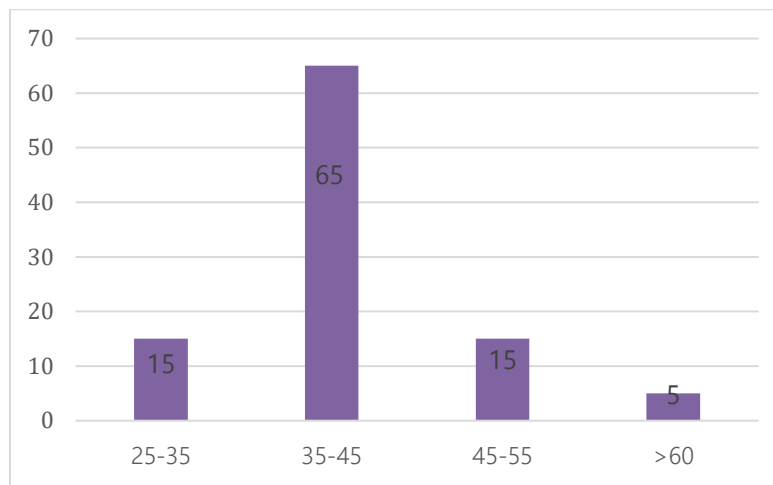


Figure 2: Age-wise Preference

Figure 2 shows the age-wise preference of leader by the study participants. 65% wanted their leader to be between 35-45 years.

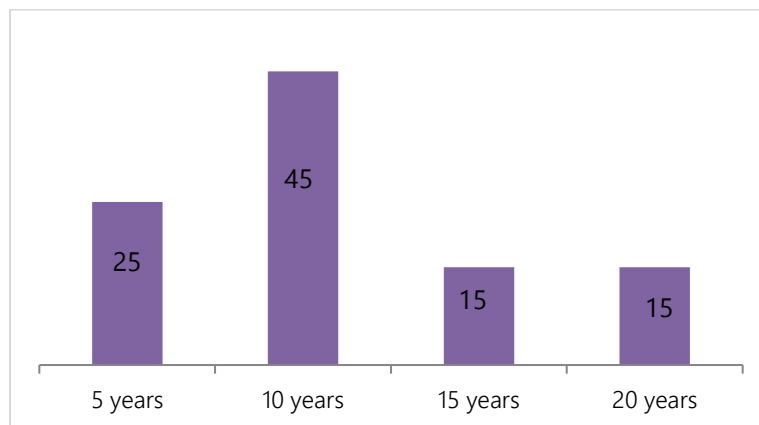


Figure 3: Experience Preference

Figure 3 shows the age-wise preference of leader by the study participants. 45% wanted their leader to have 10 years of experience.

Discussion

According to, a leader's leadership characteristics are positively impacted by the experience⁸. Moreover, it was discovered that education aids in reducing the gender pay gap. They contend that women will be able to display equal knowledge in society once they reach parity in educational attainment⁹. Furthermore, it was mentioned that a

person's educational background has an impact on their capacity for earning money and plays a big role in the employment market. In a similar vein¹⁰. Similar to this, it is asserted that education enhances civic consciousness, participation, and personal responsibility¹¹.

The performance of a team or group is significantly influenced by experience as well. When stress levels

are high, the scientist identified a favorable link between experience and team performance¹². The researchers believe that a person's prior experience as a manager has a substantial impact on their future success. According to this, the efficacy of their work and their motivational behaviors are favorably connected with the experience of leaders¹³. They also made the point that more experienced CEOs are more receptive to businesses deploying new capabilities and training. The current study aims to examine how employees in various organizations in the city of Sulaimania rate the expertise, demeanor, and morals of ethical leaders in this regard. The second goal of the study is to find out how local small firms view staff differences in terms of gender, experience, and education. There isn't a study like this one that evaluates these aspects in relation to the demographics of employees in the corpus of existing literature.

This study's main objective was to find out whether employees' assessments of their leaders' competence, attitude, and morale altered depending on the workers' biological sex, occupation, and educational background. According to the results, it does not count whether the nominee is a male or a female when judging the leader's virtue. This might be because leadership traits are valued equally by both sexes. Second, it has been highlighted that a leader's attitude, knowledge, and morale can be assessed using their experience. Also, it is somewhat true that experience at work positively influences how these three characteristics are perceived or evaluated. Experience of at least one year has a considerable impact on the perceptions of a leader. This might be because those who have less experience are initially more sensitive when appreciating their leaders. In the end, it has been found that education level significantly alters how people view a leader. According to certain research, higher education levels judge a leader's virtues positively compared to lower education levels. This might be the case because more educated workers tend to be more accepting of their superiors and, consequently, rank them more than less educated workers do.

Conclusion

The major goal of this study was to determine whether employees' evaluations of their leaders' morale, expertise, and attitude traits varied according to the workers' biological sex, career, and academic qualifications.

According to the findings, it does not matter whether a person is male or female when judging the three virtues of a leader. This may be due to the fact that all genders view leadership qualities equally. Second, it has been noted that experience can be used to evaluate a leader's attitude, knowledge, and morale. Also, it is somewhat true that evaluation or impression of these three virtues is favorably impacted by experience at a work. Particularly, perceptions regarding a leader are significantly influenced by the experience of at least one year. This may be due to the fact that people with less experience are more sensitive when it comes to complimenting their leaders in the beginning.

Ultimately, it has been discovered that education level considerably modifies how people see a leader. The virtues of the leader are also evaluated more favorably at higher education levels than at lower education levels, according to some research. This might be because when employees' education levels rise, they are more accepting of their bosses, and as a result, they rate them more favorably than less educated workers.

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