Female managers’ core competencies and leadership effectiveness on the impact of job involvement of employees

ABSTRACT

As globally economic developments and working environmental changes, highly educated female population increases every year. Especially, the female labor participation rate is significantly higher than the male’s. Therefore, it is no doubt that more and more female managers would be promoted and needed in the near future. Female managers have specific personality and soft leadership that could assist enterprises to formulate a unique management style. It makes the female working force become the indispensable group of human resources.

Due to gender role stereotypes and glass ceiling effects, female leaders and their leadership effectiveness would often be underestimated. In this paper, the core competency and leadership effectiveness of female executives would be carefully examined, and how did they interfere the job involvement of employees would be discussed. Four preliminary results would be: the core competence of female managers had positive impact on leadership effectiveness. Second, core competencies of women managers have positive impact on job involvement. Third, the leadership effectiveness of female managers has positive impact on job involvement. Fourth, women in charge of the core competencies of employees through leadership effectiveness have positive effects on job involvement. More detail discussions would be presented in this research.

Keywords: Female manager, Soft leadership, Core competencies, Leadership effectiveness, job involvement