

## Women HR managers: leadership styles over their career trajectory



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## WOMEN HR MANAGERS: LEADERSHIP STYLES OVER THEIR CAREER TRAJECTORY

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Condition: New. Publisher/Verlag: LAP Lambert Academic Publishing | A leadership kaleidoscope around the HR world | Purpose of the study: to explore the leadership styles of female HR managers over their career trajectory in Ireland. The main objectives of the research are those of analysing the leadership styles of female HR managers; to examine the link between gender and leadership styles in HR managers over time; to assess if change in leadership styles occurs over the career development trajectory. A qualitative mono-research approach with semi-structured interviews with 7 female HR managers is applied to the explorative study in order to gain deep insight of these topics. Main findings: the internal and external environments, the organisational cultures were found as having the most impact on female leadership styles in HR among women. However, flexibility of approaches, employees' support and development, and reflections on HR roles are relevant themes connected to leadership change over time and along career developments. The research updates the leadership styles development of women HR managers facing the global economic challenges. It also expands comprehension of challenges women HR managers face in their career development trajectory. | Format: Paperback | Language/Sprache: english | 88 pp.

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