

MEO05

WOMEN LEADERS: THE INTERACTION BETWEEN EMOTIONAL INTELLIGENCE AND POLITICAL IDEOLOGY ON LEADERSHIP STYLE

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Abstract

Women leaders have a significant impact on their organizational performance. While the importance of women leaders has been acknowledged, there is a dearth of research on how the interaction between emotional intelligence (EI) and political ideology affects firm leadership styles. To reduce the gaps, this research aims to provide a theoretical framework to understand the relationship between EI and leadership style among women leaders. Specifically, we propose that women leaders with a high (vs. low) level of EI are more likely to exhibit a transformational (vs. transactional) leadership style via interaction satisfaction. However, the interaction effect between a high level of EI and transformational leadership is attenuated when women leaders identify with a conservative political ideology. This study contributes to the women leadership literature by describing how EI affects leadership styles.

Conference Track

Management, Entrepreneurship, and Organization