

## **Proposal**

**Title** – The Differences in Men and Women Senior Law Enforcement Leadership Style as it Relates to Subordinate Employee Job Satisfaction

**Program of Study** – Criminal Justice

**Presentation Type** – PowerPoint

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**Category** –Theoretical Proposal

### **Abstract**

The overall purpose of this literature review is to discover the dynamics of leadership style as it varies based on gender, and how that impacts employee satisfaction in both criminal justice and other industries. One aspect of this literature review traces the history of women in various industries with the goal of evaluating the specific characteristics held by women in these roles. Seeking to understand the status of women in the professional world is vital in determining their influence as leaders and potential gaps in current research. Subsequently, it has been found that there are many intrinsic and external factors that affect the level of leadership roles women tend to take on; most notably, the fact that women police differently than men can affect whether or not they enter the field to begin with. The literature suggests the fact that women holding leadership positions in the field of public service being considered an anomaly proves to be problematic in comparing leadership styles between genders, highlighting the fact that women in such leadership positions tend to exemplify more male dominant traits.

Another aspect of this literature review is to determine how the different dynamics of leadership style impacts employee job satisfaction. This portion of the literature review focuses predominately on the various surveys and other forms of measuring job satisfaction within industries. The main job satisfaction measurements supported by the literature researched were: Job Diagnostic Survey (JDS), Job Satisfaction Survey (JSS), Job in General Scale (JIG), and the Minnesota Satisfaction Questionnaire (MSQ). All of these measurements attempt to identify and measure the various factors that attribute to an employee's job satisfaction. Such factors found in the literature include but are not limited to: pay, opportunities, immediate supervisor feedback, benefits, rewards for good work, operating policies and procedures, nature of work, and communication within the organization. The literature suggests that each instrument of measurement has been validated but may, due to the evolution of industries, may not adequately explore all aspects of job satisfaction and effectively measure it.

The conclusion of the research illustrated in the literature review suggests that the number of women in leadership roles in industries, especially in criminal justice, is lacking due to many factors. As a result, the effect of women leadership style on job satisfaction cannot be adequately measured due to lack of literature on the subject. There are numerous validated job satisfaction measurements available to industries that wish to measure the job satisfaction of employees. Law enforcement, because the nature of the job, is a field in which a universally ideal job satisfaction measurement has yet to be created.

### **Research Questions**

1. Does senior law enforcement leadership style impact subordinate employee job satisfaction?

2. Is there a difference in men and women senior law enforcement leadership style as it relates to subordinate employee job satisfaction?
3. Is there a difference in men and women senior law enforcement leadership style as it relates to subordinate employee job satisfaction between corrections organizations and police organizations?