

## **Proposal**

**Title** – Gender Differences in Law Enforcement Leadership Style: Implications for Job Satisfaction

**Program of Study** – Criminal Justice

**Presentation Type** – PowerPoint

**Mentor and Mentor Email** - Dr. Joel Cox (jmcox5@liberty.edu)

**Student name(s) and email(s)** – Kristina Bird (klbird@liberty.edu), Ashley Dawson (amdawson1@liberty.edu), Amber Gonzalez (agonzalez32@liberty.edu), Felix Hernandez (fhernandez7@liberty.edu), Alex Karman (aekarman@liberty.edu), Emily Kolacz (ekolacz@liberty.edu), Abby Lokkesmoe (alokkesmoe@liberty.edu), Gillian Oley (gpoley@liberty.edu), Sophie Steele (ssteele26@liberty.edu), Emily Weatherholt (eweatherholt@liberty.edu)

**Category** –Applied Proposal

### **Abstract**

The examination of the relationship between leadership style and subordinates' job satisfaction is an important trend in organizational research. Research suggests that an employee's job satisfaction is positively correlated with subsequent productivity, job performance, loyalty to the employer, and positive affectivity. Furthermore, higher levels of job satisfaction are correlated with lower levels of burnout, turnover, and absenteeism. Previous research has suggested that an individual's job satisfaction is significantly impacted by his or her leader's leadership style, and preliminary research suggests that leadership style may differ on average between men and women. In a nonexperimental survey design, the researchers utilized the Leadership Practices Inventory and the Job Descriptive Index to study the influence of leadership style on job satisfaction in a law enforcement context, while also testing for gender differences in results. Participants were recruited from the top 100 largest police agencies in the United States. They completed the instruments for two leaders of different genders: one current and one recently past. Correlation and regression analyses were conducted to determine the

nature and extent of linear relationships between job satisfaction and leadership style. Matched-pairs analyses were conducted to identify possible gender differences, and their implications in terms of job satisfaction scores. It was hypothesized that leadership style and direct report job satisfaction would be strongly correlated. It was also hypothesized that there would exist a significant difference in the leadership scores of male leaders versus female leaders, and in the job satisfaction scores of their direct reports. These results are beneficial in adding to the body of knowledge on the topic, and in understanding the dynamic relationship between these three variables in the context of local law enforcement. At this time, instruments have been deployed and results are pending.