

Leading with Diversity: Unveiling the Impact of Demographic Variables on Leadership Styles in Kuwait's Public Sector

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Abstract: This study investigates the influence of demographic variables on leadership styles among male and female managers within Kuwait's public sector. A random questionnaire survey was conducted, focusing on a group of managers from the public sector in Kuwait. The quantitative analysis included 100 managers, comprising 40 males and 60 females, who represented various ministries within the Kuwaiti government. The study reveals a notable inclination towards transformational leadership among female managers, aligning with existing literature that underscores the significance of collaboration and emotional intelligence. It also reveals that both nationality and education play a significant role in shaping transactional leadership behaviours. Furthermore, regression analysis highlights age and marital status as key determinants of leadership styles among male leaders. The results underscore the importance of integrating demographic considerations into leadership development initiatives to improve effectiveness in diverse organizational environments. This study offers valuable insights for promoting inclusive and adaptable leadership practices in the contemporary workplace.

Keywords: Leadership, Leadership style, Transformational leadership, Transactional leadership, Kuwait,

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