



WOMEN'S TRANSFORMATIONAL LEADERSHIP AND EMPLOYEE'S PERFORMANCE

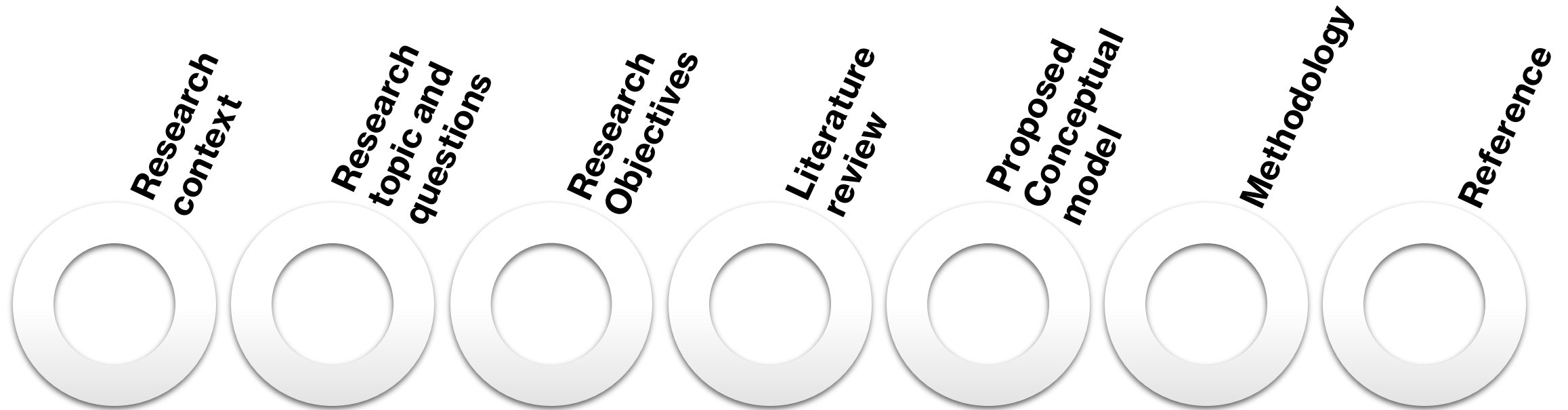
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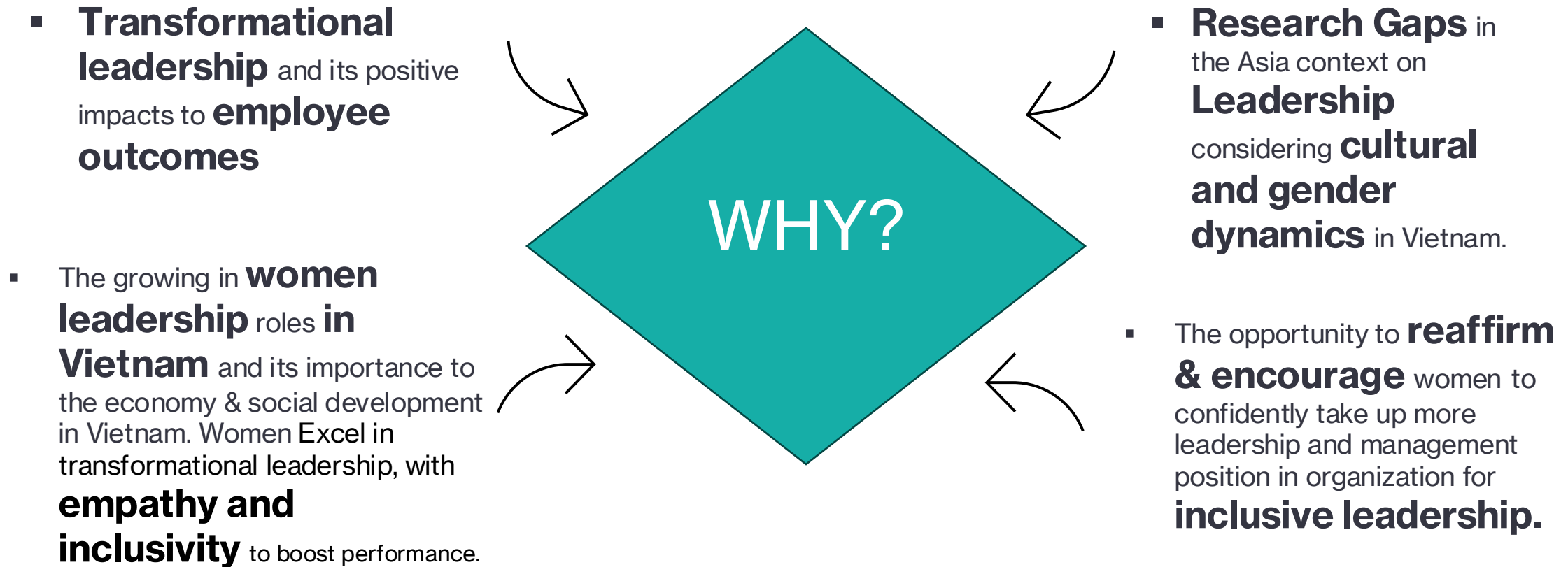
Supervised by: TBS School, France



Content



Introduction



Research Topic - Questions



Women's Transformational Leadership in Vietnam [non-state-owned organizations NSOs] and its Relative Impact on Employee Performance,

Questions:

Research
Question

*"To what extent does **Women's Transformational** leadership influence employee performance, with **Trust** as a mediator and **Empowerment** as a moderator to this relationship?"*

Research Objectives



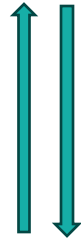
To investigate the **relationship** between women's transformational leadership and **employee performance** with **Trust** as a mediator, and **Empowerment** as moderator.

Provide insights for leadership practices, focusing on **gender-specific styles** and improving organizational effectiveness through **inclusive leadership**.

Research Theories



- **Transformational Leadership** (Burns, J. (1978); Bass (1985), Avolio & Bass (1999)], Burns (2003).



- **Gender and Leadership** (Bass & Avolio, 1994a; Eagly & Johnson, 1990; Angelakis et al., 2024; Rosch et al., 2024).

- **Leader-Member Exchange theory** (Dienesch & Liden, 1986; Graen & Uhl-Bien, 1995; Keskes et al., 2018; Wang et al., 2005; Yuan et al., 2023)

Research Contribution



Contribution to Theory:

Expands on transformational leadership and gender in organisational behaviour.

Highlights women's leadership traits (empathy, inclusivity) and their positive impact.

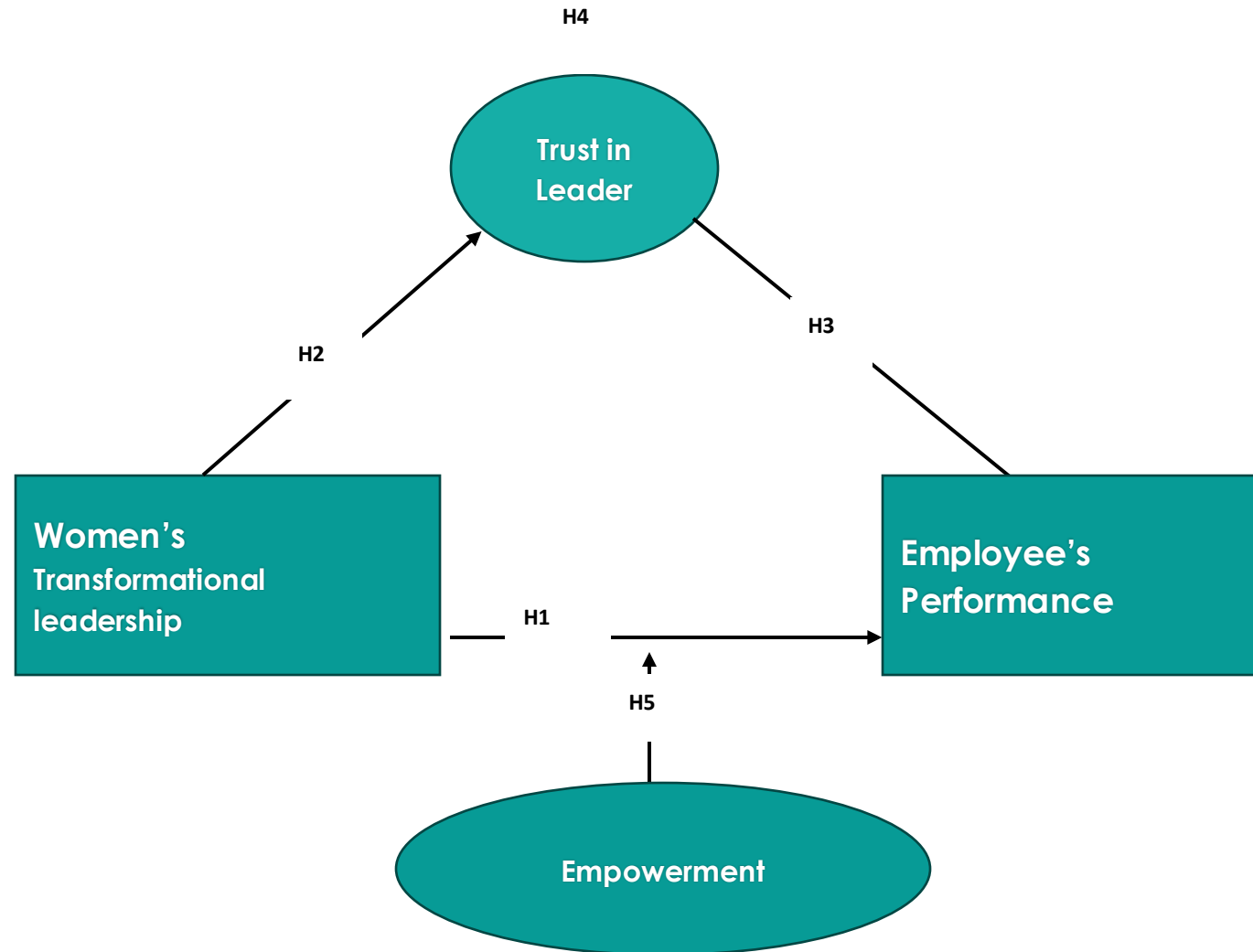
Provides new insights from non-Western perspectives and contexts, narrowing the research gaps.

Contribution to Practice:

Guides **gender-inclusive** leadership in organizations.

Informs policies in Vietnam to **boost women's leadership roles**.

Proposed Conceptual Model



Methodology:

- Quantitative research is conducted via an online survey using Qualtrics.
- Cross-sectional design
- Validated scales, including Multifactor leadership questionnaires 5X Likert scale, are used for transformational leadership.

Sampling :

- Employing stratified random sampling for sector representation to ensure precision and accuracy, targeting about 400 samples.

Analysis

- Data analysis will be conducted using Structural Equation Modeling (SEM) to test the hypothesised relationships among transformational leadership, trust, empowerment, and employee performance.



THANK YOU 

