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THE INFLUENCE OF GENDER AND EXPRESSED EMOTIONS ON EVALUATION OF MANAGER'S BEHAVIORAL AND PROFESSIONAL COMPETEN

Abstract:

The gender issue in management is still vividly discussed (i.e. :Byron 2008; Chua; Murray, 2015; Lakshmi, Peter, 2015). Researchers are interested in both: relation between manager's gender and real efficacy, and between manager's gender and perceiving his/her efficacy.

The aim of this work is to understand the role of manager's gender and his/her emotions in the perception of his/her professional competencies and social or personal skills.

Authors try to answer the question whether the evaluation of the manager's professional and behavioral competencies depends on manager's gender and emotions expressed at his/her face.

It was expected that negative emotion, especially expressed by female manager would decrease the evaluation of her competencies.

To test the hypotheses, 4 questionnaires were developed. Each questionnaire consist of picture, short description of manager and 25 characteristics given in the form of semantic differential scale. Each version differed with an attached picture according to independent variables included to the research: gender (man vs woman) and emotion (joy vs anger). 25 characteristics referred to professional and behavioral skills.

160 subjects (employees) participated in the study.

Results show that expressed emotion more significantly determines female manager's competencies than male. In addition, negative emotion expressed by woman conduces to low evaluation. The emotion expressed by man does not influence how he is perceived, sometimes his negative emotion leads to perceiving his competencies as higher (i.e.: in decision making, or being reliable).

The results are discussed in the frame of social perception theories.

Keywords:

economic psychology, manager's competencies, gender, emotions, social perception, decision making, ANOVA

JEL Classification: A10, A13, A14