

Influencing Factors of the Leadership Model of Women Leaders in Small and Medium-sized Enterprises

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Abstract

This research aims to 1) study current situation of female entrepreneurs' leadership in China, 2) To analyst the factors of foundation of the female leadership, practical consciousness, and competitive awareness direct effect female leadership model, 3) analyst mediating role practical consciousness and competitive awareness play a mediating role impact between foundation of the female leadership and female leadership model. This research was quantitative, collected data from female leadership over all China sample of 440 respondents. They were selected by simple random sampling, the instrument for collecting data was a questionnaire with a content validity (IOC) of .941 and a reliability value of Cronbach's alpha coefficient of .825. Analysis of data via SEM by AMOS.

Research found that 1) the majority of respondent 268 women entrepreneurs were born in Chinese Mainland of 64.42%, and 106 women entrepreneurs from Hong Kong and Macao SAR of 35.57%; and 42 women entrepreneurs from Taiwan Province, of 10.09%, their age between 30 to 50 years old is 184, respondents of 68.65%. 2) the direct effect were: foundation of the female leadership direct effect female leadership model, practical consciousness and competitive awareness. For the practical consciousness and competitive awareness direct effect female leadership model. 3) the mediating effect of practical consciousness and competitive awareness play a mediating impact foundation of the female leadership and female leadership model.

Keywords: Psychological Construction; Target Practice; Knowledge Transformation; Environmental Adaptation; Practical Consciousness; Competitive Awareness; Female Leadership Model

Introduction

Female leadership is the externalization of female leaders' personal qualities and abilities, and the strength and weakness of leaders' qualities and abilities are composed of female leaders' internal psychological factors, external environmental factors, knowledge transformation factors and goal practice factors, and are comprehensively reflected through organizational behaviors. In this regard, based on the social background and research environment, through theoretical retrieval and data information research and analysis, this paper summarizes the following key factors that have an impact on female leadership models: (1) Psychological construction of female leaders refers to the psychological process from unacceptable to calm acceptance in the face of things or phenomena. (2) Objective practice factors of female leaders. The goal practice problem of female leaders refers to the expected results to be achieved in a certain period of time according to the mission of the organization. (3) Environmental adaptation factors of female leaders refer to the factors that an organization's activities, products or services can interact with the environment, including those that cause actual and potential, adverse and favorable environmental impacts. (Kang, 2022). (4) Knowledge transformation factors of female leaders is closely related to their ability. Knowledge is the foundation of talent, and knowledge itself is a power given by science. (Huang, 2017) (5) Factors of female leaders' sense of practice and sense of competition refers to the knowledge base that people subconsciously use to guide their actions and explain the actions of others in the face of specific situations, which is the knowledge (conviction) of the actors about their social conditions, especially their conditions of action. (Xin, & Pearce, 2020)

My research goal is to analyze female entrepreneurs' understanding of leadership behavior by studying their cognitive range of leadership.

Research Objective

1. To study current situation of female entrepreneurs' leadership in China.
2. To analyst the factors of foundation of the female leadership, practical consciousness, and competitive awareness direct effect female leadership model.
3. To analyst mediating role practical consciousness and competitive awareness play a mediating role impact between foundation of the female leadership and female leadership model.

Research Hypothesis

Based on the variables involved in the study and the relationship between them, this paper proposes the following hypotheses:

H1: The foundation of the female leadership direct effect female leadership model.

H2: The foundation of the female leadership direct effect practical consciousness.

H3: The foundation of the female leadership direct effect competitive awareness.

H4: The practical consciousness direct effect female leadership model.

H5: The competitive awareness direct effect female leadership model.

H6: The practical consciousness plays a mediating role impact between foundation of the female leadership and female leadership model.

H7: The competitive awareness plays a mediating role impact between foundation of the female leadership and female leadership model.

Theories and Literature Reviews

The study of female leadership model as: exploring and analyzing the individual quality, thinking mode, practical experience and leadership methods of female leaders. The core of this research is to observe and analyze the formation mechanism and behavior pattern of female entrepreneurs' leadership under the multiple influences of psychological construction ability, goal practice ability, knowledge transformation ability and environmental adaptation ability, and under the dual effects of practical consciousness and competitive consciousness. And the sum of the individual psychological characteristics of the effect of leadership activities under the influence of these factors.

To find out the existence of elements, clarify the relationship between variables, summarize personal understanding, and find theoretical support for my hypothetical questions.

1. about psychological construction. Psychological construction is the ideal state for female leaders to maintain mental health, and it is the ability to maintain good character, normal intelligence, correct cognition, appropriate emotion, reasonable will, positive attitude, appropriate behavior and good adaptation.

2. about target practice. Target practice has the function of pointing out the direction of practice activities, and only through practice activities can we achieve the goal.

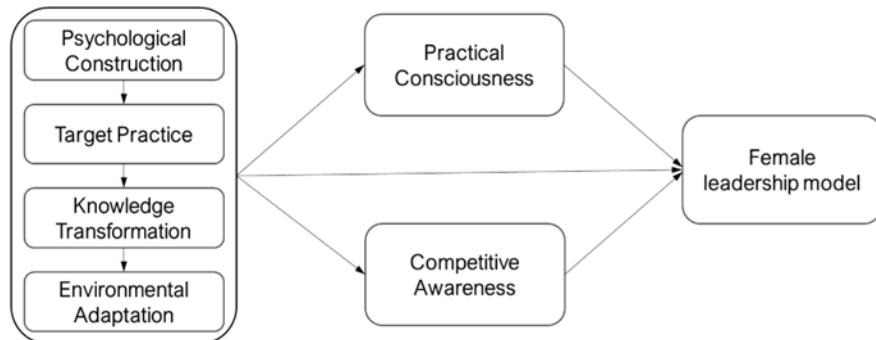
3. Knowledge conversion factor refers to the interaction and change between explicit knowledge and tacit knowledge, which is called knowledge conversion.

4. Environmental adaptation factors. It is all the psychological environmental factors (internal environment) that are relevant to the individual at a given moment. (Zhen, 2019)

5. Factors of practical consciousness and competitive consciousness. The concept of practical consciousness is that the knowledge base that people subconsciously use to guide their actions and explain the actions of others in the face of specific situations is the actors' knowledge (conviction) of their social conditions, especially their conditions of action. (Liu, 2021).

In this paper, the concept of leadership is understood as: the leader of an organization, based on the scope of responsibilities, can effectively and fully use human and material resources and other objective conditions, and according to the goals and interests of the organization to lead the members of the organization to achieve the goals of the organization at a lower cost. Leadership is a process of persuasion or demonstration. One can use this process to trigger the company to pursue a goal that the leader stands for, or that the entire community shares.

Conceptual Framework



Research Methodology

This research was quantitative research, collected data from female leadership over all China sample of 440 respondents. They were selected by simple random sampling, the instrument for collecting data was a questionnaire with a content validity (IOC) of .941 and a reliability value of Cronbach's alpha coefficient of .825. Analysis of data via SEM by AMOS.

Research Results

Research Results objective 1 found that:

The majority of respondent 268 women entrepreneurs were born in Chinese Mainland of 64.42%, and 106 women entrepreneurs from Hong Kong and Macao SAR of 35.57%; and 42 women entrepreneurs from Taiwan Province, of 10.09%, their age between 30 to 50 years old is 184, respondents of 68.65%.

Research Results objective 2 found that: Test direct effect of H1 – H 5

Table 1 the Path Coefficients of Structural Equation Models Test

Path hypothesis	Estimate	S.E.	C.R.	P value
H1: The foundation of the female leadership direct effect female leadership model.	0.214	0.050	6.334	0.000*
H2: The foundation of the female leadership direct effect practical consciousness.	0.203	0.052	6.441	0.000*
H3: The foundation of the female leadership direct effect competitive awareness.	0.217	0.056	6.522	0.000*
H4: The practical consciousness direct effect female leadership model.	0.235	0.063	6.631	0.000*
H5: The competitive awareness direct effect female leadership model.	0.242	0.072	7.132	0.000*

Note: * P<0.001

From table 1 the Path Coefficients of Structural Equation Models Test found that P value of H1 – H4 <0.001 the hypothesis was significant accepted than mean that:

- 1: The foundation of the female leadership direct effect female leadership model.
- 2: The foundation of the female leadership direct effect practical consciousness.
- 3: The foundation of the female leadership direct effect competitive awareness.
- 4: The practical consciousness direct effect female leadership model.
- 5: The competitive awareness direct effect female leadership model.

Research result objective 3 as follow:

By Boos Trapping test mediating roll

Table 2 Test mediating role by Boos Trapping

Parameter	Estimate	Lower	Upper	P value
H6: The practical consciousness plays a mediating role impact between foundation of the female leadership and female leadership model.	0.063	0.015	0.135	0.008
H7. The competitive awareness plays a mediating role impact between foundation of the female leadership and female leadership model.	0.064	0.017	0.151	0.007

The role of practical consciousness and competitive awareness play a mediating impact foundation of the female leadership and female leadership model. Were confidence interval upper and lower of .015 and .0135, .017 and .171, corresponding to a 95% the upper and lower interval values do not contain 0, indicating that the mediating effect of practical consciousness and competitive awareness play a mediating impact foundation of the female leadership and female leadership model.

Discussion

The core of this paper is as follows: It is the quality (independent variable) composed of female leaders' internal psychological construction ability, goal practice ability, knowledge transformation ability and environmental adaptation ability based on personality factors, and the subjective meaning (intermediate moderating variable) composed of practical consciousness and competitive consciousness that have an impact on the formation mechanism of female leaders' leadership ability (dependent variable). The results are reflected in the following aspects:

1. Healthy mind and good attitude, It is the basis for the formation of women's leadership models.
2. Correct goals and scientific practice, It is the embodiment of the management ability of female leaders.
3. Knowledge mastery and practical transformation, is a sign of the competitiveness of female leaders.

4. Attentive and flexible disposal, It is the underlying logic of the female leadership model.

In the process of research and analysis, this paper noted that rooted theory pays special attention to and emphasizes the promotion of theory from data, and believes that only through in-depth analysis of data, gradually form a theoretical framework. This is a process of abstract generalization and induction, from the bottom up to the continuous enrichment of text data until the formation of systematic and complete structured concepts, and based on these concepts to form basic conclusions. (Schumpeter, 2020).

Conclusion

For this study, the first-hand data (qualitative research data) obtained through interviews is information of research and analysis value, which can not only reflect the psychological state of the interviewees, but also reflect the impact of social reality on the psychology of female entrepreneurs. Then the figure concludes:

1. The majority of respondent 268 women entrepreneurs were born in Chinese Mainland of 64.42%, and 106 women entrepreneurs from Hong Kong and Macao SAR of 35.57%; and 42 women entrepreneurs from Taiwan Province, of 10.09%, their age between 30 to 50 years old is 184, respondents of 68.65%.

2. The direct effect were: foundation of the female leadership direct effect female leadership model, practical consciousness and competitive awareness. For the practical consciousness and competitive awareness direct effect female leadership model.

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Contribution

With the emergence of women leaders around the world, their impact on social life is rapidly expanding. Correspondingly, the female leadership carried by female leaders is also attracting more and more attention in the field of leadership research, and has become an important factor to enrich and improve the development level of organizational and social leadership. (Zhen, 2019).

Dong Xiaoying, an associate professor at Peking University, came to an even more incredible conclusion in a survey: in the formulation of strategy, women are more strategic and tend to adopt more forward-looking and future strategies. In organizational management, I am good at delegation in the team, have more attempts in experimental learning, have stronger ability of continuous improvement, and have a higher awareness of innovation and change ability. (James, 2018).

The proportion of female entrepreneurs in the global business community has also risen rapidly from less than 10% in the 1980s to 20% today. A shocking new survey from the China Women Entrepreneurs Association shows that female managers are more likely to succeed than their male counterparts. Among businesses run by female entrepreneurs, the profit ratio is 7.8 percentage points higher than that of male entrepreneurs, 4.3 percentage points higher than that of flat enterprises, and 12.1 percentage points less than that of loss-making enterprises. (Song, 2007)

Suggestion and Recommendation

This paper is to look at the tasks and roles of female leaders in social organizations from a new perspective. Because leadership is a fundamental and strategic category in the leadership system, it is the personality cohesion and charisma generated by the leader for a specific individual or organization under certain conditions by virtue of the comprehensive effect of his personal qualities, and is an important driving force to maintain the growth and sustainable development of the organization. In today's era, leadership has become one of the indispensable components of comprehensive leadership.

According to various definitions of leadership, leadership is the unity of power and influence, the combination of science and art. Influence is a person's ability to change the psychology and behavior of others in the course of interacting with them. It is a kind of natural leadership style, and the affected people are convinced, showing the characteristics of voluntary and active in psychology and behavior; while power is a kind of leadership with compulsion, subordinates show the characteristics of passivity and obedience in psychology and behavior.

The theoretical research carried out in this paper focuses on the construction of the psychological mechanism of female leaders, because this is the only thing that can be distinguished from male leaders in the research of leadership theory, and it is rarely studied in the theoretical field. Therefore, I look

forward to adding some colors to the development of leadership theory and making some academic contributions through my research.

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