

Leadership styles and challenges facing women in career progression in Kenya: a case of the manufacturing sector in Nairobi.

by

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LEADERSHIP STYLES AND CHALLENGES FACING WOMEN IN CAREER
PROGRESSION IN KENYA: A CASE OF THE MANUFACTURING SECTOR IN
NAIROBI.

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I declare that this thesis is my original work and has not been submitted to any other college or university for academic credit.

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DEDICATION

I dedicate this work to the Lord God Almighty who has given me the strength to take me through the post graduate degree and the knowledge and wisdom that he has enabled me to gain within this course.

To my husband, Jones Musyoki, and our sons, Gamaliel Muuo and Ariel Musumbi, for their support and understanding which has enabled me to remain focused.

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ACRONYMS AND ABBREVIATIONS

BPA	-	Beijing Declaration and Platform for Action
GDP	-	Gross Domestic Product
KAM	-	Kenya Association of Manufacturers
PMA	-	Precision Metalforming Association
UNIFEM	-	United Nations Development Fund for Women
USA	-	United States of America
SPSS	-	Scientific Program for Social Sciences

ABSTRACT

The research explored the leadership styles and challenges facing women in career progression in the manufacturing sector in Nairobi. The key objectives of the study were to identify leadership challenges facing women within the manufacturing sector, to explore the leadership styles employed by women in the manufacturing sector and to evaluate the various aspects of career success for women in the manufacturing sector. The leadership designs used in the study were behavioural and skills approach to leadership. The target population was companies from different economic sectors based in Nairobi and with an ordinary membership with KAM. The data collection tools that were used are questionnaires and interviews. A total of 97 questionnaires and 5 personal interviews were analyzed. The study found out that women struggle more than men to attain career success and that some leadership challenges affect women alone. The most prominent leadership challenge facing women is gender related like

male dominance at the work place and women negative stereotyping. The study also found out that women use different leadership styles from men and that they prefer leadership styles which are collective and support teamwork. From the study, majority of the leaders have progressed in their career and that gaining of new skills and technical expertise was the most prevalent measure of career success. The study recommends holding of more trainings and women forums which would serve as an avenue for enlightening people on the possible leadership challenges and propose possible leadership styles and ways of career growth. Women also need to use affiliative and democratic leadership styles which encourage teamwork. Another recommendation is to have the manufacturing sector deploy a friendly work environment in order to attract more women into the industry and incorporate them into leadership.

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