

The Relationship among Transformational Leadership, Gender and Performance in Finance Sector

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Abstract

In today's competitive business, the performance of employees has become vital in finance sector. Some studies have suggested that employees' perceptions of the transformational leadership and gender in their organizations have relationship with organizational performance. Although a plenty of studies support this relationship in developed countries, there is scarce empirical evidence in developing countries. This study tries to examine the relationship among the transformational leadership, gender perceptions and performance in Bosnia and Herzegovina which is a developing and transitional country. Questionnaires were distributed to 150 employees in finance sector. The relationships among variables are evaluated by exploratory factor analysis, reliability test, descriptive statistics and correlations. The study demonstrated a positive and significant relationship between transformational leadership and task performance type of job performance of employees. It also found a positive gender job performance relationship among the employees working in public and private banks of BiH.

Keywords: Bosnia and Herzegovina, finance sector, gender, job performance, transformational leadership