

The Discrepancy of Gender-based Self-leadership and Entrepreneurial Intent

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Abstract

Participative management, employee involvement, and self-managing work teams are frequently the banners of contemporary leadership practices (Manz,1992) . Effective leaders should be judged more on their ability to tap the self-leadership potential within each person. Self-leadership could effective change individuals' thinking pattern, challenge their behaviors at work and get better natural rewards. Individuals differ in their skills and use of self-leadership strategies and these differences can influence how effectively they achieve their goals (Manz, 1986; Neck and Manz, 1992, 1996; Prussia, Anderson, and Manz, 1998). Nevertheless we still have little understanding the level of self-leadership are utilized by undergraduates on campus to step up their performance on study and employment.

The first purpose of the study is to explore the discrepancy existed in self-leadership between male and female undergraduates. And the second purpose is to testify the relationship between self-leadership and entrepreneurial intent. Thereafter, we have to answer several questions. The first question is whether self-leadership has impact on individual goals and their study performance in china context. Then the question is whether there exists significant discrepancy between male and female undergraduates in term of self-leadership. Lastly, we try to figure out whether undergraduates with higher self-leadership have more intention to start up their own business than those counterparts with lower self-leadership after graduation.

The Revised Self-Leadership Questionnaire RSLQ was administered to 300 Chinese undergraduates, which come from four distinguishing universities in China.

We found that students generally have high level of self-leadership, and female students significantly performed significantly higher self-leadership than male. The undergraduates with higher self-leadership have better academic achievement, which prove that the self-leadership plays a positive role to performance. Lastly, we found there is a positive correlation between self-leadership and entrepreneurial traits. Male undergraduates with higher self-leadership have more entrepreneurial intent than male counterparts with lower level of self-leadership. However, females whoever with high or low self-leadership undergraduates have the low entrepreneurial intent.

As we know, everyone practices self-leadership to some degree but not everyone is an effective self-leader. In addition, specific self-leadership strategies can be learned and

improved upon. Undergraduates will benefit from better understanding the use of self-leadership and how to make excellent performance through master self-leadership skills. And thereafter they can be served as greater examples for the followers and other people around themselves. Entrepreneurs could develop their self-leadership from the very beginning, when they still are undergraduates on campus, so as to initiatively be motivated by themselves to start up their own business and have a potential influence on their leadership and form a shared leadership style rather than the traditional authoritarian control.

Keywords: self-leadership, entrepreneurial intent, gender, undergraduates