

GENDER AND AGE, MODERATORS BETWEEN EMOTIONAL SKILLS AND LEADERSHIP PRACTICES AMONG EXECUTIVES OF GROUPE FRATERNITÉ MATIN ABIDJAN, CÔTE D'IVOIRE?

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ABSTRACT

The study aims to analyze the role of gender and age in the dynamic relationship between emotional skills and leadership practices among Fraternité Matin Group executives. To this end, a representative sample of 61 executives (out of a total 87 executives in the company), including 45 men and 16 women, aged between 35 and 60, using the random sampling method, is submitted to a questionnaire. The results reveal that the two intermediate variables (gender and age) do not have a significant relationship with either emotional skills or leadership practices. The assumption that these two intermediate variables act as moderators in order to influence the two main variables (emotional competences and leadership practices), does not stand the test of fact. Thus, men and women, regardless of their age, seem similar in the deployment of emotional skills and leadership practices. However, the findings highlight connections between emotional skills and leadership practices. These results indicate the emotional underpinnings of leadership practices and establish significant correlations between components of emotional competencies and leadership practices among executives who participated in the study. In sum, these results suggest that performance in leadership practice is significantly influenced by the ability of the executive to manage their own feelings and ability to recognize and understand the feelings of others. Based on these results, we suggest that strategy for developing emotional skills be implemented by Fraternité Matin to increase leadership within it, thereby creating a social climate favorable to professional development.

Keywords: Emotional skills; Gender; age; Practices; Leadership; Fraternite Matin.

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