

Decoding the Leadership Code: A Comprehensive Exploration of Leadership Styles and Strategies Among Filipino Business Educators

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Abstract

This paper examined the recommended leadership styles of academic business leaders based on demographic and psychographic profiles. Kurt Lewin's Leadership Theory was used to understand the leadership styles preferred by business educators. The study was conducted by 381 people from the Philippines, namely Luzon, Visayas, and Mindanao. The respondents assessed academic leaders' leadership skills and traits with extrinsic motivation as mediating variables. The research revealed significant differences in the perceived leadership traits based on the generations of the respondents. Moreover, the multiple linear regression analysis results showed that Communication, Feedback Improvement, and Adaptability significantly affect Salary, Work Environment, and Interpersonal Relationships. Hence, these are all considered, given that they are all crucial in improving extrinsic motivation and overall job satisfaction. Furthermore, Physical Characteristics and Supervisory Ability have been seen to have significant effects on Salary and Job Security. Intelligence and Supervisory Ability significantly affect Work Environment and Interpersonal Relationships; these gave the researcher a multidimensional view of the results. This study revealed that the respondents' generation, as part of their demographic profile, significantly influences their perception of leadership style. Each generation has different leadership expectations and preferences. Leadership skills of academic leaders, such as decision-making, communication, team involvement, problem-solving, risk tolerance, feedback improvement, and adaptability, are essential for business educators.

Keywords: Business Educator, Leadership Style, Leadership Skills, Leadership Traits, Extrinsic Motivation