

Preferred Leadership Style among Employees of Five Different Hispanic Cultures

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Abstract

Preferred leadership style among Hispanic employees was examined in a sample of 119 participants composed of 32 Cubans, 21 Mexicans, 23 Puerto Ricans, 22 Venezuelans, and 20 Colombians. Hispanic employees voluntarily completed the Ideal Leader Behavior Form, a specific version of the Leadership Behavior Description Questionnaire (LBDQ). The instrument measured which leadership style the Hispanic employee preferred; relationship-oriented leadership or task-oriented leadership. It was hypothesized that employees of Cuban and Puerto Rican descent would prefer a relationship-oriented leadership style while employees of Colombian, Mexican and Venezuelan descent would prefer a task-oriented leadership style. ANOVA yielded significant differences between Hispanic groups: Cubans scored highest in relationship-oriented leadership style while Colombians scored highest in task-oriented leadership style. These findings indicate that Hispanics are not a homogenous group in respect to leadership style preference. Given a lack of cross-cultural research regarding preferred leadership style, the results of this non-experimental study can be immediately applied by leaders of global organizations.

Keywords: leadership style, preference, Hispanics, task-oriented, relationship-oriented

