

Abstract

This study examined the effects of gender stereotypes on the career success of managers in Hong Kong. Gender differences in factors contributing to one's career success and the managerial style expected from male and female managers in order to attain higher managerial levels were investigated. Questionnaires assessing leadership style (LDBQ), organizational commitment (OCQ) and occupational stress (The Stress Diagnostic Survey) were completed by 69 male and 54 female managers working in organizations in Hong Kong. Consistent with past research, results provide support that there is apparently no gender difference in leadership style, organizational commitment and occupational stress at the managerial level but different managerial styles are expected from the two sexes because of the existence of gender stereotypes.