

## Leadership of People with Physical Disabilities in Virtual Teams

**Authors :** Fatemeh Jafari Hemmat Abadi

**Abstract :** Through empathy, caring, and nurturing, benevolent leaders can help people with disabilities overcome the stigma of disability and smile at their work environment and work. The main purpose of our research is to examine the performance of people with physical disabilities in virtual teams across geographical, cultural and linguistic barriers around the world. Our results show the relationship between benevolent leadership and the three components of well-being among administrative staff, disability including perceived discrimination, job satisfaction and the need for improvement. The two factors identified for productivity are pervasive team attitudes in the team and proper leadership by the team leader.

**Keywords :** benevolent leadership, virtual teams, group attitudes pervasive, climate including disability

**Conference Title :** ICAFEM 2021 : International Conference on Accounting, Finance, Economics and Management

**Conference Location :** Istanbul, Türkiye

**Conference Dates :** November 08-09, 2021