

## Father Absence and Its Impact on Women's Resilience and Leadership Potential

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**Abstract :** Fatherlessness is an increasingly prevalent phenomenon worldwide, with significant implications for individual development. In many countries, a substantial portion of children grow up without a father figure, and this absence has been shown to negatively impact various aspects of emotional, social, psychological, and physical development. This study investigates the effects of fatherlessness on resilience and leadership tendencies, specifically autocratic and transactional leadership, in female leaders. The study involved 153 female leaders aged 21-44 years ( $M = 29$ ). To measure the relevant variables, several instruments were used: a self-constructed father-love absence scale, the Resilience Evaluation Scale, the Autocratic Leadership Scale, and the Multifactor Leadership Questionnaire for transactional leadership. Structural Equation Modeling (SEM) was employed for data analysis. The results indicate that fatherlessness significantly reduces resilience ( $\beta = -0.225, p < 0.001$ ), with higher levels of father absence corresponding to lower resilience. Resilience, in turn, was found to positively influence both autocratic leadership ( $\beta = 0.441, p < 0.001$ ) and transactional leadership ( $\beta = 0.447, p < 0.001$ ). Regarding the direct impact of fatherlessness on leadership styles, no significant direct effect was found for autocratic leadership ( $\beta = 0.350, p = 0.350$ ), but an indirect effect was observed through resilience ( $\beta = -0.099, p < 0.001$ ). For transactional leadership, the direct effect of fatherlessness remained significant ( $\beta = -0.172, p < 0.001$ ), with an additional indirect effect through resilience ( $\beta = -0.101, p < 0.001$ ). These findings highlight that resilience serves as a crucial mediator between fatherlessness and leadership style, particularly in autocratic leadership. In transactional leadership, the impact of fatherlessness remains significant even without resilience mediation. The results underscore the importance of interventions aimed at enhancing resilience in women affected by fatherlessness, in order to optimize their leadership potential.

**Keywords :** fatherlessness, father absence, resiliency, woman leadership

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