

Self-Confidence of Police Women in Leadership Positions towards Career Progress in Moshi Municipal Police

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Abstract

The study focused on how self-confidence affects women participation in leadership position towards career progression in Moshi municipality. The study employed cross-sectional survey design. The target population was 136 of all Police women found at police stations in Moshi municipality. A sample size of 101 of women police was selected. A simple random sampling technique was used to obtain representatives of police women. A questionnaire was used for data collection. Then data was summarized using frequencies, percentages, and means then it was presented using figures and tables. Ethical issues in research were considered. The results of finding indicate the self-confidence police women were observed in the integrity in leadership position with mean value of 3.47, police women are responsible with mean value of 3.47, and police women are flexible in leadership with mean value of 3.52. However self-confidence help women police in building their own view during their daily activities also help in providing instructions for issuing enforcement orders are observed by the police officers who work under her supervision also helps her to make contact with other leaders. However, most of respondents agreed that police women have integrity in leadership position with mean value which is average to neutral response. In order to improve career progression for police women toward leadership self-confidence for police women are honest, responsible, integral, competent, respectable and self-disciplined and improve democratic in decision making. In order to improve police women toward leadership career progression police force must build self-confidence to police women through training, special course and workshop.

Keywords: women police, self-confidence, leadership, career progression

1. Introduction

Self-confidence has two aspects: general self-confidence, which is a stable personality trait that develops in early childhood, and specific self-confidence, which is a changing mental and emotional state associated with the specific task or situation at-hand. In police ranks, the number of leading men is greater than that of women. There are many steps to reach higher positions, although many women are failing to reach those positions due to various challenges. The imbalance of women's participation in leadership weakens the inspiration and impact that women are supposed to fill in an organization's management and leadership (Kumalo et al., 2021). The existence of women leaders has a positive influence on career success and offers a key influence on economic success (Lämsä & Savela, 2019). Promotion of policewomen in a gendered organization requires the adoption of strategies along the career path (Tetlow & Nakamura, 2017), the government and private companies have started encouraging female executives into major leadership roles (Anthony & Soontiens, 2019). There have been significant paces gradually increasing employment of women in the police force made through central regulation but still, female officers face barriers that hinder their career progress opportunities (Kee et al., 2020). Women in the police are confused about the way they ought to conduct themselves (Madsen, 2015). This is because women employees nearly match with males but males exceed females in senior positions and police service is mainly encouraging male-dominated (Khosha, 2019).

Wonderful development in understanding gender equality has been adopted to improve woman career (Hunt & Samman, 2016) and global investigation on the situation for authoritatively attempting the difficulties that prevent women from accessing leadership positions equally with men and fostering the channel of women leaders has been made (Hinds, 2015). Still, the effort bears no achievement for the woman to participate in leadership. Self-confidence has two aspects: general self-confidence, which is a stable personality trait that develops in early childhood, and specific self-confidence, which is a changing mental and emotional state associated with the specific task or situation at hand. We develop both types of self-confidence through automatic, mostly unconscious, internal dialogues whereby a person makes judgments about based on our experiences and others' feedback. It is the key to happiness and personal

effectiveness, source of the energy, enthusiasm, and optimism that powers personality and makes a person into a high-achieving man or woman(Benson, 2018).

In developing countries, the governments, political leaders, and private sector are announcing key measures to initiative women's leadership positions through legislation, regulation, governance provisions, innovative policies, avoiding bias, and empowerment programs (Hinds, 2015). Efforts by cooperating leaders to address woman's challenges facing in leadership management and overcoming gender biases are highly needed (Tetlow & Nakamura, 2017). A report of (Carte & Silva, 2010)from Harvardreported 40% of the workforce are occupied by the woman but less than 15%occupy in senior level. Over 60% of women are appealing in the formal sector and around 600 million of them are in the labour force. Nearly 30% only, the woman in Asia-Pacific are business owners and managers(ILO, 2018)

Alsoin British recommended women's career progress is delayed by the social situation, legal and recognized structures, inadequate employment opportunities, work-life balance, and limited access to the development of professionals(Krimmel & Gormley, 2003)found that female police officers working in agencies with less than 15% in their department reported would take up a new job, the majority were less satisfied with their job, some would not recommend a career in law enforcement to a friend if given the choice would not do the job again, felt tired their jobs were less important. The women police in India have dependably been under embodied whereby in 2001, the police share of women was only 1.8% increasing to merely 4.6% in 2010.

Around the world,the issue of women's participation in careers has been passionately discussed(Kee et al., 2020). Usually, there are many complex factors hindering women's development in leadership and management together with gendered attitudes.Studies done have not identified the role of the woman to engage in leadership that finally will develop a carrier. There are few studies done in Tanzania and other sides of Africa. So, this study intends at finding out determinants of women's participation in leadership positions toward career progressin Moshi Municipality.

2. Statement of the Problem

Self-confidence varies considerably, with most people describing it as how we feel about ourselves and our capabilities. Self-confidence plays a role in every aspect of a leader's thoughts,

feelings, behaviour, relationships and job performance, through an internal psychological mechanism (Marques et al., 2017). Despite the significant career progress made by women police, still they face problems in entering into senior leadership (Soontiens & Anthony, 2015). The competencies and capabilities of women in police are not recognized by their male matching (Sabat & Mishra, 2018). There is little transformation evident in executive leadership for women participation in leadership to sustain their talents and career progress and not accepted as full professionals by male co workforces (Risse, 2020). In recent years progress to inspire women and participation in leadership has been made but remains slow (EY, 2014). Globally, executive women are scarce, fewer CEOs, and only a small proportion of organizations with three or more women on the board (European Commission, 2015). Few countries on aggregate, have reached 30% on positions for women in institutions (Marques et al., 2017). Though there is a growing number of women participating in the leadership sector still women face many challenges in a situation conquered by feminine culture. The socio-cultural background influences women's career progress in diverse ways (VOICILA et al., 2018). Many studies have shown that gender inequality is one of the fundamental causes hindering women's participation in leadership (Ministry of Community Development Gender and Children, 2003). Few studies were done in Africa particularly Tanzania on the impact of women's participation in leadership on career progress. Hence, this study intends at finding out Self-confidence affects police women participation in leadership positions towards career progress in Moshi municipal Police.

3. Research Objective

To examine how Self-confidence affects police women participation in leadership positions towards career progress in Moshi municipal Police.

4. Theoretical framework

The study was guided by lifespan theories and trait-factor theories of career choice. These theories provide information about women's career paths. Woman's career progress studies have long recognized that the career path of women is different from that of (Holland, 1966; Parsons, 1909; Super, 1957). Numerous early woman career progress theories were created before 1960. Though most of these theories have been altered to try to include the involvements of women

and underground groups, criticism still exists for the neglect of these groups in career progress (Much et al., 2006).

The Lifespan theory developed by Sharif (2002) further enhances attention to gender-role issues in adulthood, adolescence, and childhood. The trait factor theory suggests minimal information on gender differences. Additionally, consideration has been rewarded to such women career issues in the workplace and social class for women working (Meara et al., 1997; Richie et al., 1997). The theory explains more on woman character and life factors that enhance woman participation in development career (Morgan & Brown, 1991). Also, the theory adds knowledge on career success for women (Bimrose, 2001). Furthermore, the theory wished for a life stage that emphasizes the importance that gender roles and respect play in making career choices. Women's career progress suggests incorporation of work and family roles rather than a choice amongst.

The earlier "male models" of career paths do not seem to fit learning about career decision-making in women and minority groups. This is because women represent over half the population particularly in the United States and the role of women in the office has changed significantly since the 1960s (Sharif, 2002). The bias contradiction of seeing women's issues as significant to career theory exists.

Strength of the theory, The theory explains almost all current issues relation with this study on the fact that "newly, consideration has been rewarded to woman career issues in the workplace" Major impacts on women's career decisions appear to come from what is referred to as care everyday jobs that will result in developing the career. The theory considered career progress from childhoods up to adulthood. This means when parents or the community can consider the career path from small age probable will have impact in old age and career choice.

Weakness of the theory, the lifespan theory considered career progress can last forever but not true because at certain point the affiliation of career can change depending to location, altitude influence and other factors. The theory sighted women's career paths are that not only are women's paths different than men's, but they are just complex.

Applicability of the theory to the study, the theory is real life in current world where people in development of their professional depends on experience. Also, the theory is applicable because nowadays different institutions and non-government institutions are fighting for equal right

between men and woman. Regardless of some gains in family representation, in educational and employment surroundings, women still remain the primary caregivers, responsible for both homemaking and childrearing responsibilities. Hence the theory is tallying the current study and role of community to fight against woman equal participation in all daily activities.

5. Review of Empirical Studies

The study examined the ideas or views of various authors who took a keen interest in the subject matter. The review was done on Self-confidence affects police women participation in leadership position towards career progress.

The study done by (Kee et al., 2020) conducted a study looking at career decisions of women in higher education. The study basically determined how women actually made their career decisions. An open-ended survey tool developed for sample size of 50 women sent an email requesting for their participation in accomplishment. The researcher encouraged to forward the email to other women in higher education where those aged 20 to 60+ find an email. The study found all groups had essential same career goals at the beginning but later in life those essential goals absorbed on personal and less on professional goals. The study reported participants had conflicts between personal and professional goals depending on level of age. The group under 31 age indicated current conflicts while those over 50 indicated conflict between professional, personal demands and within their professional lives. The method of data collection by using email cannot capture enough information and suggestion of participants. In this study self-administering of tools will be done and face to face interview will be conducted to collect different information that will help to determine how woman self-confidence and esteem encourage woman participation into leadership and finally develop career.

However the study conducted in Pakistan by (Veihmeyer et al., 2015) assessed the social factors and women's career advancement in public sector universities. Focus group discussion and in depth semi-structured interviews were undertaken from sample size of 48 women working in junior and senior level management positions. The findings showed woman had difficulties in their career progression as they faced negative attitudes and societal beliefs in frequent indirect ways that had the effect of compelling their progression in management careers. The study used small sample size and the design of the study were not clear of which the current study will

consider so as to come up with study findings that will have an impact to the society through solution to the problem.

Another the study done by Singh, (2015) conducted a mixed research in India to investigate factors that facilitate women to participate in leadership and management. The study used purposively sampling to select 30 women with administration experience. Also, a total of 414 academic staffs of which 321 males and 93 females were administered with structured questionnaire. The result reported assertiveness, self-confidence in leadership (Singh, 2015). The study indicated pull factors for woman leadership but failed to indicate how they influence into development of woman career.

According to (Marques et al., 2017) Self-confidence plays a role in every aspect of a leader's thoughts, feelings, behaviour, relationships and job performance through an internal psychological mechanism called self-leadership. The practice of self-leadership enables us to influence those conclusions by consciously inserting selected information into the deliberative process; in other words, by attempting to persuade ourselves of something that we want to believe. Most effects of self-confidence are mediated by self-leadership but some are directly affected by the leader's belief in his competencies. Since both general and specific self-confidence influence these self-beliefs, they were not distinguished in most of the research that is relevant to leadership.

The study done by (Jantan et al., 2018) Improving self-confidence is a significant factor to overcome with influences, which create barrier to climb up into higher/leadership positions in organizations. The lack of lack of self-confidence are seems as the implications can be addressed from the perspective of organisational to female progression in leadership also it create barriers for women holding leadership positions including seeking mentors and building leadership capacity.

6. Knowledge gap

There is lack of role model for women to assume leadership positions. Women in some cases are even ignored and isolated from academic matters and decisions. Literature not indicated how self-confidence has impact on woman leadership participation towards career progress. Studies not considered career progress though indicated challenges or factors for woman participation in

leadership. Studies relating to the woman participation in leadership have been carried out in western countries but not in Africa contexts. Few studies used small sample size which is difficult to generalize the findings on factors for woman participation in leadership. Also, the methodology used particular in data collection is not convenience to bear the findings presented. The literatures failed to explain clear what self-confidence factor for woman participation in leadership towards career progress. This studybase on how Self-confidence of police women in leadership positions towards career progress in Moshi municipal Police.

7. Research Methodology

This study employed a cross-sectional survey design. Quantitative approach was used to determine how Self-confidence affects police women participation in leadership positions towards career progress in Moshi municipal Police. The target population of 136 women police officers working at Moshi municipality Police stations which are Police headquarter Central police station and Majengo. The total sample of 101 participants was divided into all police station canters. A simple random sampling technique was used to obtain representatives women police officers. Whereby 88 women police were non leader and 13 were leaders. The study used questionnaires and interviews were administered to the respondents. Interview was done to 3 representatives of women police leaders who also participated in questionnaire. The instrument was consisted of closed-ended questions. The study used the content validity to evaluate the instrument and see whether items truly measure the same concepts and the accurate information, and valid results. The Cronbach's-Alpha reliability was used in the study to assess the stability and consistency of the instrument. The collected data were analysed by SPSS version 23. Then data were summarized using frequencies, percentages, and means, and presented using tables. While interviews was analysed by content analysis.

8. Finding and Discussion

To examine Self-confidence affects police women participation in leadership positions towards career progress in Moshi municipal Police. To answer this objective frequency distribution, percentage and mean scores of the police women were calculated as shown in the table 1.

Table 1: how Self-confidence affects women's participation in leadership positions towards career progress in Moshi municipal Police. (n=101),

Self-confidence	SA		A		N		D		SD		Mean
	f	%	f	%	f	%	f	%	f	%	
Does self-confidence help women police in making independent decision	7	6.9	40	39.6	16	15.8	18	17.8	20	19.8	2.96
self-confidence help women police leader to be flexible	17	16.8	45	44.6	23	22.8	6	5.9	10	9.9	3.52
Self-confidence reduce police women to be approachable	8	7.9	39	38.6	39	38.6	9	8.9	6	5.9	3.34
Self-confidence influence police women confident	7	6.9	41	40.6	40	39.6	3	3.0	10	9.9	3.32
Self-confidence enable self-discipline to women police leader	5	5.0	49	48.5	31	30.7	10	9.9	6	5.9	3.37
Self-confidence increase the responsibility of police women in leadership	9	8.9	50	49.5	29	28.7	5	5.0	8	7.9	3.47
Self-confidence facilitate police women to be honest in leadership position	5	5.0	47	46.5	35	34.7	11	10.9	3	3.0	3.40
Self-confidence facilitate police women leader to be respectable	5	5.0	51	50.0	25	24.8	7	6.9	13	12.9	3.28
Self-confidence increase competence of women police in leadership position	7	6.9	47	46.5	36	35.6	6	5.9	5	5.0	3.45
Does Self-confidence influence police leader in integrity	8	7.9	51	50.5	31	30.7	2	2.0	9	8.9	3.47

Key: SA=strongly agree, A=Agree, N= Neutral, D=Disagree, SD= strongly disagree

Source: Field data (2022)

Results in table show that 62 out of 101 majority which is more than 50 % were agree that self-confidence help women police leader to be flexible in leadership with mean value of 3.52. The flexibility in police women have positive influence in participation of leadership position. Self-confidence However most of respondent 58.6% agree that police they are integrity in leadership position with mean value of 3.47 which is average to neutral response. Also majority of respondents 58.4% agree that police women are responsible with mean value of 3.47. Also

40.6% agree that Self-confidence influence police women confident. This is similar to study done (Madsen, 2015) shows that Women need to be more confident with mean scale of 6.3, moreover lack of confidence is a problem for Utah girls and women. However 38 respondent out of 101 were disagree with the police women leader are independent in making decision while 16 respondents were neutral with small mean of 2.96. They disagree because police women leader are guided by general police order (PGO) this is form of police command. This relate to the study done by Genet describe that women having low self- confidence for leadership they Affecting in women Participation in Leadership, this was positive effect to women in participation in leadership with mean value of 3.887 (Yemenu, 2020). However there other organizational factor which affect women in leadership position participation such as Women face un-equal treatment during assignment of individuals in leadership position.

The interview done on how Self-confidence affects police women participation in leadership positions on career progress in Moshi municipal Police. Women Police leader in headquarter said that;

Self-confidence help women police in building their own view during their daily activities also help in providing instructions for issuing enforcement orders are observed by the police officers who work under her supervision also helps her to make contact with other leaders. Self-confidence is one of the essentials of active coping, a set of behaviours central to executive success that I've identified in my work assessing executives for senior leadership roles. Again self-confidence helps to solve the challenges that women police faces and make quick decisions.

The views from interview by police women leader suggest that Self confidence in police women leader can facilitate them to build their own view will contribute in providing of instruction, daily supervision which will positive change toward women participation in leadership. Other women police leader from central police station said that ;

Self-confidence for police women it helps in the ability to identify and face difficulties in the external work area openly and non-defensively predicted leadership beyond any chance occurrence. And there is correlation between self-confidence and leadership effectiveness to police women. Also self-confidence enabling the police women in force to do more, with the active support of those we keep safe and comforted.

The opinions women police central station describe that self confidence in police women will help police women's in finding solutions when they face challenges during their daily activities. This agrees with (Marques et al., 2017) Self-confidence plays a role in every aspect of a leader's

thoughts, feelings, behaviour, relationships and job performance. Leaders who have a strong sense of self-confidence tend to be comfortable disclosing their personal values and beliefs. This enables them to act authentically rather than hiding behind masks, as people with low self-confidence often do. Result from (Ali et al., 2017) on interviews and questionnaire, the lack of confidence is usually easily overcome and is not considered to be a major obstacle by women. Women seem to lack confidence and often under evaluate their skills and competences when it comes to leading.

9. Conclusion and Recommendation

Conclusion

Based on results of the findings, self-confidence is important primarily in new and unusual circumstances while specific self-confidence is pertinent to our every-day performance. Self-confidence will help police women have self-discipline to women police leaders, help women police leader to be flexible, increase competence and respectable towards leadership career progression. In order to improve career progression for police women toward leadership self-confidence for police women must be honest, responsible, integral, competent, respectable and self-discipline and improve democratic in decision making.

Recommendation

Based on the findings of the study, the study suggest that in order to improve police women toward leadership career progression police force need to figure self-confidence to women police through training, special course and workshop. More education is needed earlier in life about confidence and leadership.

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