

## **IMPACT OF NATIONAL CULTURE ON THE FEMALE LEADERS IN OMAN: AN EMPIRICAL STUDY**

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### **ABSTRACT**

Multiple studies indicate that national culture has a profound impact on female leadership. However, there is no evidence of such study in Oman. This research attempts to fill the gap and evaluate the Omani cultural implications on female leadership. The analysis of qualitative data, gathered from 35 female leaders working in Omani organizations, confirm the theoretical base that national culture of Oman does impact the female leaders and their development. But, with the changing times and subsequent initiatives taken by the sultanate, backed by sound awareness of the power of women leaders, the negative cultural norms are showing a down trend. It is concluded that the female leaders in Oman are exploring their potential and are taking up the challenges thus redefining the culture.

**KEYWORDS:** Women, National Culture, Female Leadership