

THE INFLUENCE OF DIMENSIONS FEMALE LEADERSHIP COMPETENCIES TO SMEs PERFORMANCE

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ABSTRACT

Background: Improving female leadership will have a lasting impact on the development of future female leaders. With societal advancements, the knowledge and quality of female employee representatives have significantly improved, leading to increased effectiveness of female leaders. Female leadership is closely tied to company competitiveness and gaining a competitive advantage.

Purpose: The aim of this study is to investigate the leadership of female SME owners by applying the hypothesis of competitiveness to analyze the leadership competencies that influence the competitiveness of SMEs.

Design/methodology/approach: This research adopts a quantitative approach, focusing on SMEs in Batu City. Based on Slovin's formula, the sample size for this study was determined to be 100 respondents.

Findings/Result: The research demonstrates that entrepreneurial competencies play a crucial role in business development and success, highlighting the importance of understanding the nature and role of competencies in SMEs. Strategic vision, operations management, professional knowledge, hands-on experience, and relationship building have a significant impact on performance.

Conclusion: The rapid growth of SMEs clearly illustrates the importance of leadership in achieving success. However, while leadership is often seen as a personal attribute, and better leadership is believed to result from developing individual leader competencies, it is essential to explore the relationship between competence and leadership style.

Originality/value (State of the art): This research emphasizes the importance of long-term growth over short-term profitability for SMEs. The capacity for long-term development is considered essential for SMEs, and this study investigates the impact of female leadership competencies on the growth and performance of SMEs.

Keywords: strategic visions, operations management, professional knowledge, hand on experience, relationship building

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INTRODUCTION

The commitment of female entrepreneurs to financial and social advancement has expanded quickly in later a long time. Female entrepreneurs are one of the most driving in worldwide financial development. Female entrepreneurs are a source of entrepreneurial ability (OECD, 2003) and an instrument of development. Female entrepreneurship plays an important role in the economy, which helps the economy grow and ensures a fairer sharing of money (Gulvira et al. 2024). The expanding number of entrepreneurs in different businesses counting the scale of SMEs and indeed expansive scale isn't as it was possessed and overseen by male entrepreneurs, but some are owned and managed by female entrepreneurs (Setiawati and Kartini, 2018). The improvement of society, the information, and the quality of female entrepreneurship have moved forward enormously. Adequacy is closely related to company competitiveness and competitive advantage. The idea of competitiveness proceeds to be created at three levels, specifically company, industry, and nation, and has pulled in the considerations of numerous commerce analysts (Goldberg et al. 2003).

A few analysts and researchers have connected the hypothesis of competitiveness and competitive advantage to investigate the variables that contribute to commerce competitiveness. The leaders play a critical part in forming trade objectives, procedures, and choice decisions (Asree, Zain, and Razalli 2010). It has been recognized that leadership competence is a critical factor in business success (Asree, Zain, and Razalli, 2010; Clark and Armit, 2010). The authority handle implies making a social impact to cultivate the support of all individuals in executing the visions, objectives, and mission of the company. Leadership may be a combination of knowledge, aptitudes, encounters, behavior, and demeanors to convert an organization or company into a cohesive body to guarantee fruitful competition within the advertise (Asree, Zain, and Razalli, 2010). Concerning small and medium enterprises (SMEs), leaders have a vital part in expanding competitiveness, making employment, expanding wages for workers, and mobilizing social assets for business improvement investments (Clark and Armit, 2010).

A few inquiries about come about appear that most leaders need in-depth information on financial matters, business organization, business law, and other key

ranges. These impediments were found to have a critical effect on the company's vision, objectives, procedures, and capacity to manage risks. In specific, due to their scale, SMEs are especially defenseless to an unfavorable trade environment (Chawla, Sudhir, Khanna, 2010). One of the major components causing the advancement of SMEs is the frail administration of human assets, particularly the advancement of leadership competencies for the management group and managers. The need for satisfactory thought of this viewpoint makes it troublesome for SMEs to create (Cong and Thu, 2021).

As the implementers of a company, SME leaders must carry out comprehensive and down-to-earth authority exercises. They must straightforwardly carry out the generation handle and commerce operations, as well as carry out leadership exercises in human assets management. To carry out his part viably, an SME leader needs solid leadership competencies, satisfactory information and abilities, states of mind, and qualities to lead not only as it were himself but also the group and the complete organization. Usually wiped out arrange to attain the extreme objective, specifically to preserve and create the company position within the showcase and produce pay for SMEs.

Entrepreneurial competencies are demonstrated to have critical suggestions for business development and success also an understanding of the nature and part of competencies for SMEs. The success, performance, survival and growth of SMEs are highly subordinate on the competence of entrepreneurs (Mitchelmore and Rowley, 2010). That there's an in general agreement on the discussion that individuals starting to change business to have entrepreneurial competencies. Entrepreneurial competence is related to business survival and success (Hidayah and Rodiah, 2021).

At the same time, fast-growing SMEs clearly illustrate the significance of leadership for success. However even though authority may be an individual quality and superior leadership is thought to result from creating person leader competencies, investigating the relationship between competence and leadership style advancement has gotten rare consideration in the past. With the increasing intrigue in female business and the part of females within the worldwide financial environment, viable entrepreneurial leadership is progressively seen as a source of competitive advantage (Yukl, 2008). Even though leadership could be a basic

issue in small business improvement. Thorpe et al. (2009) has been done on the relationship between female leadership competencies and the long-term development of SMEs. A few research before about leadership have centered on the setting of expansive companies and ignored small and medium enterprises (Cogliser and Brigham, 2004).

Based on this problem, the reason for this consideration is to investigate the leadership of females in small business proprietors in applying that hypothesis of competitiveness to analyze leadership competencies that influence the competitiveness of SMEs. This research will focus on the ability to grow in the long term rather than short-term profitability for SMEs. Female entrepreneurs mostly operate small-scale types of business which requires the business to depend primarily on the competencies of the leader (Kabir, Ibrahim, and Shah, 2017). Hence understanding the nature of such competencies within the setting of female entrepreneurship is exceptionally important. The capacity to develop is considered an essential figure for SMEs so it takes after up on investigate the impact of female cooperation in their competencies on the development and growth performance of SMEs.

METHODS

This research is quantitative research. The setting of this research is SMEs in Batu City, East Java. The determination of SMEs as the investigative setting is considered appropriate since as of now Batu may be a backbone tourist destination tour in East Java. Batu encompasses the riches of the common tourist that incorporates a wonderful and charming display, which is found in a hilly region, and it makes Batu became centre for horticulture and tourism. The population of this research considers SMEs in Batu City, East Java which are spread within the culinary trade division, fashion, souvenir, agribusiness, travel, and event organizer. In this research, the analyst limited the populace by calculating the test measure utilizing the Slovin method. Based on Slovin's calculation, the test respondents in this research were 100 individuals. Information collection this think about was carried out utilizing the taking-after strategies: 1) observation, 2) interview, and 3) documentation. The research variable and dimensions are shown on Table 1.

A leader's vision illustrates the capacity to recognize and expect changes within the future business environment. If the leader features a clear vision, the leader can create a practical methodology, execute the correct arrangement, and bring long-term benefits to commerce. Leaders must combine subjective mindfulness and outside variables to have a comprehensive see of the threats the company will confront (Bhardwaj & Punia, 2015), (Man, Lau, and Chan, 2002). In expansion, a vital vision permits leaders to be versatile in different circumstances and situations. The capacity to be versatile, delicate, and adaptable moreover empowers leaders to capture the quickly changing trade and business environment, foresee advertise patterns, and consolidate them into fitting product development (Man, Lau, and Chan, 2002). Cong and Thu (2021) investigate includes the significance of vital for commerce and business leaders. This research contends that vital vision may be a component that specifically influences the competitiveness of SMEs. In specific, the vision component incorporates the capacity to distinguish business openings, the capacity to seize opportunities to lead the company to victory, the capacity to recognize and maintain a strategic distance from risk, and the capacity to see the potential of the trade to be created.

H1: There is a positive relationship between strategic visions in Female Leadership Competencies and Growth Performance of SMEs.

As a business leader, they must have a wide understanding and capacity to oversee and lead all business units in an efficient, systematic, and comprehensive way. It will empower leaders to capture the company by and large business circumstances from arranging, organizing, and coordinating to evaluating, assessing, and altering, extending from back, human assets, promoting exercise to generation and services. Cong and Thu (2021) emphasize the competency of leader competencies such as the capacity to construct organizational structures, oversee business units, official competence, decision-making competence, execute, and assess. All of these are considered to be the center competencies of pioneers, and this way relates to the competitive advantage of small and medium endeavors.

H2: There is a positive relationship between Operating Management on Female Leadership Competencies and Growth Performance of SMEs

Table 1. Variable and dimensions

Variable	Dimensions	Source
Strategic Vision	<ul style="list-style-type: none"> • Business opportunities • Opportunities to lead the company • Recognizing threats • Lead the company to overcome threats • Recognize potential resources • Recognize opportunities compared to competitors 	Cong and Thu (2021)
Operation Management	<ul style="list-style-type: none"> • Establish organization structure • Manage all units inside • Leading the company • Directing the company • Make key choices • Monitor exercises • Evaluating exercises • Adjusting the company line 	Cong and Thu (2021)
Professional Knowledge	<ul style="list-style-type: none"> • Business development • Market and competitors • Marketing • Globalization • Integration in business • Society, community and environment 	Cong and Thu (2021); Chawla, Sudhir, Khanna (2010)
Hands on experience	<ul style="list-style-type: none"> • Holds many management positions before • Have experience • Holding the position of the previous leader for a certain period of time • Enjoy a position as a leader 	Cong and Thu (2021); Goldberg et al. (2003)
Relationship Building	<ul style="list-style-type: none"> • Building inner connections • Build connection with vital accomplices • Build connection with clients • Build connection with providers • Build connection with authoritative teach 	Cong and Thu (2021); Chawla, Sudhir, Khanna (2010); Tho and Trang (2009)
SMEs Performance	<ul style="list-style-type: none"> • Achieved success • Higher income • Bigger market share • Higher profit • Higher profit margin • Higher return on investment • Higher customer loyalty 	Cong and Thu (2021)

A business leader can oversee and lead the organizations viably as it were if genuinely obtain information about their range of business. In expansion to requiring essential information, leaders must too continuously be enthusiastic to extend mindfulness, and information and upgrade unused data (Bhardwaj & Punia, 2015) to develop. Their competence in managerial and entrepreneurial aspects (Man, Lau, and Chan, 2002). The leader plays a critical part in the arrangement,

survival, and maintainable improvement of the organization. The strong influence of the leader himself on the competitiveness of the company. The leader's proficient information relates to a few viewpoints such as business improvement, mindfulness of advertising and competitors, information on showcasing, and information on globalization and integration. This competency moreover incorporates information on viability in creating and actualizing in general

methodologies. Bhardwaj & Punia (2015); Chawla, Sudhir, Khanna (2010); Cong and Thu (2021) show that the competence of SME leaders will affect competitiveness.

H3: There is a positive relationship between professional knowledge on Female Leadership Competencies and Growth Performance SMEs

Bhardwaj & Punia (2015) research result that involvement, information and leadership abilities are vital particularly the competence of pioneers to make strides the competitiveness of SMEs. Chawla, Sudhir, Khanna (2010) contend that involvement and key introduction are two imperative authority components that emphatically influence the competitiveness of SMEs. On the other hand, a few considers allude to variables included in their characteristic such as age, sexual orientation, instructive foundation or their mental and behavioral characteristics and administration abilities, all of which have a major effect on the competitiveness of SMEs. Involvement and information picked up over time have a positive impact on the competitiveness and execution of SMEs, the age figure is still hazy and disputable. Goldberg et al. (2003) recommended that the more seasoned the business person, the superior their capability to create choices. Subsequently, differentiating with the comes about of past thinks about requires an observational consider to distinguish the leader natural variables that influence the competitiveness of SMEs.

H4: There is a positive relationship between Hands on Experience on Female Leadership Competencies and Growth Performance of SMEs

Today, connection building in business is one of the keys to a successful business technique and a vital figure for business coherence. Successful companies and successful leaders most continuously have a key vision in building and creating connections and the capacity to communicate successfully in looking for, creating, and keeping up future connections. For business leaders, building connections is additionally considered one of the imperative criteria. This incorporates the capacity to construct great connections not as it were with vital accomplices, clients, and providers but also inside the organization. Company managers bolster differentiated and comprehensive human assets that contain a positive relationship with business execution (Kundu, Bansal,

and Pruthi, 2019). In expansion, to hold productive clients and pick up competitive advantage, leaders ought to develop a culture of development that empowers and cultivates incentives considering representatives (Hanifah et al. 2019). In specific, building connections with neighborhood authoritative teach is additionally a major figure.

H5: There is a positive relationship between Relationship Building on Female Leadership Competencies and Growth Performance of SMEs

RESULTS

The normality test is to see whether the residual value is normally distributed or not. The regression model requires normality in its residual value, not in each variable. The normality test is carried out to test whether the independent variable and the dependent variable in the regression model have a normal distribution or not. A good regression model has a normally distributed residual value. Based on the results of the normality test in Table 2, all data are normally distributed.

Multicollinearity test is conducted to test whether there is a correlation between independent variables in the regression model. Multicollinearity means that there is a perfect linear relationship between some or all variables that explain the regression model. A good regression model there is no multicollinearity. Based on the multicollinearity test in Table 3, it shows that all VIF values are around 1 and do not exceed 10. And have a tolerance number close to 1. So this value indicates that the model does not have multicollinearity problems.

The heteroscedasticity test is performed on the regression model to test whether there is inequality of variance from residuals from one observation to another. The heteroscedasticity test is performed with the aim of testing whether there is inequality of variance or residuals from one observation to another. A good regression model is one that is homoscedastic or does not have heteroscedasticity. Based on Table 4, it shows that all variables have a significance value greater than 0.05. So this value indicates that the model does not have a heteroscedasticity problem.

Autocorrelation test that can appear due to sequential observations over time and are interrelated with each other. Autocorrelation can be detected using Durbin Watson Test by determining The Durbin Watson (DW) value. A regression model can be said to be good when it is free from autocorrelation. Based on the Table 5, the Durbin-Watson value is 2.060 and 2.055. Based on the criteria that there is no autocorrelation problem ($du < dw < 4-du$) then the value for equation 1 is $1.400 < 2.060 < 2.600$. and for equation 2 that is $1.400 < 2.055 < 2.600$. So based on these results, the model does not have an autocorrelation problem.

Entrepreneurial skills are considered the foremost crucial perspective of the survival, continual growth, and success of the business organization (Klyver and Arenius, 2022). SMEs play an important role in business growth, but they need specific skills and abilities to succeed (Bansal et al. 2023). Entrepreneurial competencies make organizations work better, giving them an advantage over others. To have a successful business, SMEs also need competencies (Kitsios and Kamariotou, 2023).

Table 2. Normality Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	0.0000000
	Std. Deviation	1.28565810
Most Extreme Differences	Absolute	0.189
	Positive	0.189
	Negative	-0.130
Kolmogorov-Smirnov Z		1.887
Asymp. Sig. (2-tailed)		0.062

a. Test distribution is Normal; b. Calculated from data.

Table 3. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Strategic Visions	0.255	3.917
Operations Management	0.496	2.016
Professional Knowledge	0.191	5.236
Hands on Experience	0.341	2.928
Relationship Building	0.379	2.639

Table 4. Heteroscedasticity Test

			Abs_Res
Spearman's rho	Strategic Visions	Correlation Coefficient	0.157
		Sig. (2-tailed)	0.119
	Operations Management	Correlation Coefficient	0.133
		Sig. (2-tailed)	0.053
	Profesional Knowledge	Correlation Coefficient	0.121
		Sig. (2-tailed)	0.059
	Hands on Experience	Correlation Coefficient	0.100
		Sig. (2-tailed)	0.058
	Relationship Building	Correlation Coefficient	0.075
		Sig. (2-tailed)	0.456

Table 5. Autocorrelation Test

	Durbin-Watson
1	2.060
2	2.055

Strategic visions result in a significant positive effect on the growth performance of SMEs. This implies that if the strategic visions are prepared by female leadership well, it can increase the growth of performance. Typically in line with the research conducted by (Cong and Thu, 2021). The success of the growth of SMEs is profoundly subordinate to the competence of business visionaries. The competency hypothesis is based on learning how to end up an effective leader, by analyzing theory behaviors, attitudes, and abilities and also finding ways to bring them together to make people with predominant execution (Mitchelmore and Rowley, 2010). Every organization has a unique purpose and reason for being. This uniqueness should be reflected in the vision (David, 2019). Businesses work in a quickly outside environment due to political financial and social conditions and mechanical advancements, competitive, tall crude fabric cost, and internationalization. Females in their main roles and work functions as leaders in SMEs must have conceptual skills, technical skills, and human skills to contribute to their business performance.

Having a clear vision, and serving as a direct to coordinate the business within the chosen course is critical for all businesses. Vision centers the business procedure and it is the root of economic victory (Srivastava, Shervani, and Fahey, 1999). Organizational vision is important for helping to create new and useful ideas. The company's leader creates a vision that outlines the goals and actions needed to help the company reach its vision and the goals and actions needed to help the company reach its main aim and achieve its vision. Vision helps us make decisions (Heitzig and Mestrovic, 2020). Kotter (2009) explains that without a strategic vision, companies can go in the wrong direction.

In addition, a good strategy vision empowers leaders to be versatile in several circumstances, environments, and situations. The capability to have a good strategic vision enables leaders to be adaptive in different circumstances, situations, and environments. The ability to be adaptable, sensitive, and flexible also enables leaders to capture the rapidly changing business environment, predict market trends, and incorporate them into

appropriate product development (Man, Lau, and Chan 2002). Cong and Thu (2021) include the significance of vital vision for business leaders. Key vision may be a component that straightforwardly influences the economic advancement of an organization. This competency moreover incorporates information on the community, society, and the environment on viability in creating and actualizing general techniques that will unequivocally influence the competitiveness of SMEs (Bhardwaj & Punia 2015; Man, Lau, and Chan 2002; Cong and Thu 2021; Chawla, Sudhir K.; Khanna 2010). Leaders need to have a long-term perspective supported by short-term strategies and processes to realize the vision. Understanding women's leadership the spirit of competence within needs to be developed so that the business that is built can progress and develop advance (Setiani, Maretha, Esy, 2023).

Operations management has a significant effect on the Growth Performance of SMEs. This implies that if operations management can be carried out properly, it can increase the growth of SMEs' performance. Operation management can influence customer services, product and service quality, fitting useful techniques, competitiveness within the showcase, technological advancements, and benefits. This is often done persistently and continuously, to extend the development of SME execution. Usually in line with inquiries about conducted by (Cong and Thu, 2021; 2021). Operation management is an ideal management exertion within the utilization of different assets inside the company, which comprises labor, apparatus, hardware, crude materials, and so on within the preparation of changing over assets into items within the shape of products or services. Operations management includes production operations and service operations which together produce the desired output in SMEs. The quality of the output is related to the quality of the input, the completeness of the operation design, the accuracy of the design implementation, and the accuracy of the production process.

Performance has become an important idea in management studies and is often used as an outcome measure (Tavoletti et al. 2021). Performance means how well a company uses its resources to reach its goals. It shows how a company does better than its competitors (Gutiérrez-Broncano et al. 2024). All of them require the right synergy between resources, and operations management practices to generate sustainable company growth and generate profitability. Even SMEs operating

in a hostile environment must use this synergy to maintain their growth. SMEs must be able to utilize resources to improve the company's overall capabilities and allow for increased efficiency. Research results (Goldberg et al. 2003) emphasize the competency viewpoints of leaders such as the capacity to construct organizational structures, oversee commerce units, official competence, administration and course, decision-making competence, actualize and assess. It is considered a core competency of leaders and hence relates to the competitive advantage of SMEs.

Professional knowledge has a significant relationship with the growth of SMEs. This implies that if professional knowledge of female leadership of SMEs can be carried out well, then the growth of SMEs' performance will increase, and the same with research (Bhardwaj & Punia 2015; Man, Lau, and Chan 2002). Knowledge represents a strong factor in the firm performance (Omerzel, 2019). With the knowledge that incorporates the capture, receipt, and exchange of data within the company taking into consideration employee procedures, knowledge, and experience. In addition, technological systems influence employee behavior and reinforce a culture based on the use and transfer of information (Davenport, 2013). Incorporating knowledge into business practices by integrating key strategies, policies, techniques, and procedures (Davenport, 2013; Martin-Ruiz, 2016).

Knowledge will influence business frameworks by expanding productivity, making an agreeable environment among workers, and guaranteeing commerce supportability and competitiveness. Nowadays, knowledge is a crucial asset for organizations. In addition, with the ever-increasing amount of knowledge, effective and efficient acquisition and exploitation of knowledge are basic for organizations to create a sustainable competitive advantage (Sima et al. 2022). Knowledge theory created by Wesley and Daniel (1990) involves the absorption of employees to be more innovative. Knowledge is critical to business value. Knowledge can encourage information transfer to increase employee capabilities and strengthen organizational culture (Davenport, 2013).

The knowledge possessed by SME owners can provide a competitive advantage. Knowledge is the primary commodity, and the sharing of knowledge is seen as the most important part of the economy. Knowledge is an important and valuable resource. It was discovered that

in an economy where the only certainty is uncertainty, the one sure source of lasting competition is knowledge (Samir, 2020). The performance and viability of the company are determined by the speed at which the company develops knowledge-based competencies. Nonaka and Lewin (1994) the main competitive advantage of a company lies in its knowledge. Firms that compete in a knowledge-based economy can maintain their competitive advantage by leveraging knowledge and building on their ability to learn faster than their competitors.

Hands-on experience had a significant relationship with the growth of SMEs' performance. This shows that if female leadership has good entrepreneurial experience, the growth of SME performance will increase, and the same with research (Bhardwaj & Punia, 2015; Chawla, Sudhir K.; Khanna 2010; Cong and Thu, 2021; Bhardwaj & Punia, 2015) expressed that involvement, information, and administration aptitudes are exceptionally imperative competencies for pioneers to move forward with the competitiveness of SMEs. Encounters and information picked up over time have a positive impact on competitiveness and SMEs performance (Goldberg et al. 2003). Kim, Shin, and Park (2021) show that there is a significant relationship between managerial experience and firm performance. Having a wealth of experience allows the owner/manager to build a good network for the success of the company. Dorris et al. (2023) found that experience has a significant impact on performance. The work experience of SME owners can help identify new market opportunities and turn them into profits, and sales, increasing the number of employees and customers. Experience allows owners to develop a kind of growth-determining business base such as entrepreneurial understanding, network of business connections, and business information culminating in product creation and service delivery (Westhead, Wright, and Ucbasaran, 2001).

The results show that relationship buildings have a significant effect on the growth of SME performance. Relationship building could be a characteristic of a leader. Female leadership in SMEs has relationship building, namely by maintaining relationships with internal parties, clients, customers, suppliers, employees/teams, and the cooperative service and other government agencies. Success at work requires us to form compelling connections, both internal and external business. This is in line with the research conducted

by (Kundu, Bansal, and Pruthi, 2019; Hanifah et al. 2019; Cong and Thu, 2021). Relationship competency means that a business owner can effectively handle a company's many resources (Sakib et al. 2022). SME owners need to be great at talking with people and building good relationships.

Within the current drift of worldwide integration, building connections in business is one of the keys to compelling business continuity. Successful companies and leaders too must continuously have a key vision in building and creating connections and the capacity to communicate successfully in looking for, creating, and keeping up the future connections. For SME proprietors to construct and keep up great connections not as it were with vital accomplices, developing and providers but too inside the organization. The network will provide several benefits by increasing the flow of information. Not only serves to exchange information and experiences but also as a means to access innovation and foreign culture. (Khan et al. 2020) revealed that the network owned by female SME owners with clients, suppliers, and colleagues can be useful for expanding innovation. Utilization of a broad network for female entrepreneurs in SMEs is considered a strong pillar of entrepreneurial activity.

Network connection gives to get to different sources of data, in this way advertising more openings for learning than depending on information from inside the company. Networks can make strides in financial effectiveness in production, distribution and also development. Networks that include organized connections between business visionaries and the exterior world are exceptionally important for SMEs. Inclusion in organizations together like alliances and other agreeable course of action, SMEs can pick up individual quality and measures of individual and collective freedom.

Managerial Implications

SME leaders and proprietors can understand the significance of forming a business vision, how strategic making can decide key success or disappointment within the market, know how to take advantage of the opportunity, procure and apply information to construct ideal methodologies, to actualize this strategy for each unit to guarantee productivity, to assess comes about and viability as well as to adjust these techniques to adjust to changing within current business.

CONCLUSION AND RECOMMENDATIONS

Conclusions

SME leaders and proprietors can understand the importance of shaping the vision for their business, how strategic management can decide success or disappointment within the market, know how to take advantage of the opening and make competitive points of interest, procure and apply information to construct ideal techniques, to actualize these strategies for each unit to guarantee effectiveness, to assess comes about and viability as well as to adjust these techniques and adapt to changing conditions within the business. The come about appears that vital dreams, operations management, proficient information, hands-on encounters, and relationship building have a critical impact on business performance.

Recommendations

This research is empirical proof that particularly investigates women's leadership competencies in progressing performance. With expanding intrigue in female entrepreneurship and the part of woman within the worldwide financial global environment, viable entrepreneurial leadership is progressively being seen as a source of competitive advantage.

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