Recent studies have suggested that women opt-out of the workforce at a greater rate than do men. To better understand this phenomenon, this study examines the manner in which men and women prefer to work and the manner in which they perceive they are required to work to determine if there are gender-based differences. The results of the study suggest that men and women differ in the manner in which they prefer to work. Differences were also suggested in the manner in which men and women perceive they are required to work. Although differences were indicated, analysis of the data set suggests the relationships between gender and work style preferences and requirements are weak. Based on the analysis of the data set, the null hypothesis that no differences exist in the degree of alignment of preferred and required work styles between men and women managers could not be rejected.
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