

# The Impact of Leadership Skills on Food Security Intervention: A Comparative Study between Males and Females

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## Abstract

Non-Governmental Organizations (NGOs), whether international (INGOs) or local (NGOs), are the primary engines of humanitarian assistance in almost all national economies. Food security and these organizations are inextricably linked. They include a wide range of activities that need shared management or ventures to ensure food security in the Gaza Strip. Between December 2021 and January 2022, the survey was delivered online using Google forms. The target demographic for the research was those who worked for NGOs, whether it is local or international, in the Gaza Strip in the field of food security. Furthermore, 250 employees ( $N = 250$ ) were used for this research. Women's contributions to these organizations' innovation in the Gaza Strip are highlighted in this research, which has crucial ramifications for policymakers and leaders. As a first step, NGOs should encourage more female leaders to enter this organization to boost female roles in this field. Leaders in Gaza Strip could also help promote the innovative management of top female leaders. Hence, these firms should offer training programs to assist women in their advancement in innovation.

**Keywords:** Gender Diversity, Leadership Skills, Leadership Characteristics, Innovation Competency, Food Security

**JEL Classification Code:** O15

## 1. Study Background

Non-Governmental Organizations (NGOs) play a key role in almost all national economies as the principal engine of humanitarian assistance. These organizations are closely related to food security, according to Islam et al. (2018). It has a significant failure rate in its first three years of operations because of gender diversity problems. To promote these organisations' long-term viability and growth, academics

and governments are actively engaged in the process. The majority of them have difficulties with long-term viability and especially in Gaza Strip, where there is a need for humanitarian assistance to ensure food security (Sampson et al., 2021). These organizations include a wide range of activities that require shared management or ventures to ensure food security in the Gaza Strip. The organizations may be found in a variety of forms and sizes in today's increasingly complicated climate. Regarding food security and humanitarian aid, NGOs play an important role in the Gaza Strip, where they provide the majority of food security projects as humanitarian aid in Gaza. Leaders' characteristics and gender diversity among these organizations in Gaza Strip are among the issues affecting their sustainability globally. These organizations are more likely to succeed if they diversify their operations to provide more food security and humanitarian assistance.

The development of NGOs in the Gaza Strip to ensure food security was evaluated as a factor in leader competencies. This study is crucial for new NGOs to improve their possibilities of ensuring food security as humanitarian help, as well as identifying their leadership abilities. The goal of the study was to look into the impact of leaders'

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abilities on food security interventions as humanitarian aid in Gaza. Personal decision-making tools and aid to self-evaluation could be used to improve the awareness of possible humanitarian actions among potential leaders via the use of this assessment instrument; as soon as someone has a clear idea of what abilities they need to acquire; they may concentrate on studying them instead of debating where to spend their time and money. Current NGOs may analyze their capacities and see if they may be strengthened through preparation or education if any weaknesses exist. The outcomes of this study will aid non-governmental organizations in better understanding the skill sets required of leaders and how to best assist them in developing those skill sets.

## 2. Literature Review

### 2.1. Innovation Competency

It was previously determined that innovation competence was critical to the survival of Malta's NGOs (Dodd et al., 2021; Hoteit et al., 2021). Leaders who have started a firm in Malta were surveyed between January 2002 and June 2007 using extensive interviews and telephone surveys. A qualitative data collecting strategy was employed in Phase 1, and a quantitative method was used in Phase 2 to verify the findings from Phase 1. Two separate processes were used to gather and analyze the data. The data acquired in Phase 1 was thoroughly analyzed before Phase 2, as the qualitative analysis preliminary findings were integrated into the quantitative section of the research for additional assessment in Phase 2 findings demonstrate innovation is vital in early sustainability and continuous success, with numerous references to new product or service ideas, creative solutions to obstacles, and innovative company procedures (Diana et al., 2021).

Over 100,000 South-African non-governmental organizations were studied from 2000-to 2006 to see whether Research & Development (R&D) innovation and innovative output (the percentage of innovative sales) were linked as well as the longevity of the NGO. As the census encompassed both state and non-state NGOs with sales of more than RMB 5 million (yuan) yearly, each NGO had a historical dimension in the form of an identification number (ID) for unique companies, which allowed for the evaluation of new NGO success. Clients were known as "new entities" when new IDs became accessible. In the same way, when a corporation's ID expired, it was considered closed. According to Lu and Wang (2018), innovative companies thrived longer because of R&D than because of the launch of new products in a supplemental log model with time-varying variables. Their research focused on NGOs and NGOs with a wide range of pre-sample backgrounds and the capacity to predict their

long-term viability. They identified the divide between survival and creation by concentrating on the fundamental aspects of NGO size, ownership, and industry. Researchers found a correlation between R&D or inventiveness and long-term economic viability (Morales et al., 2021).

Lawrence and Omuse (2021) conducted extensive surveys and tests to examine the impact of creative development on non-governmental organizations in Kenya. Kenya's Ministry of Industrialization and the Ministry of Trade submitted 4,560 NGOs to the study. NGO development in Kenya was studied using regression models. The core dataset was gathered via the use of questionnaires. Concise measurements and inferential approaches were used to assess the data. According to the results, Kenyan NGOs thrived because of their ingenuity. Incorporating creative thoughts, innovations, projects, and imaginative methods into the NGO owner's work led to the production of novel items, services, or technological techniques that had a substantial influence on the NGOs' (Thanh & Toan, 2018)

Hoteit et al. (2021) studied the role of innovation in the United Arab Emirates' new economy. Sample questionnaires were used to collect data. A seven-point Likert scale was employed in the sample questionnaire in this study (as an interval stage measurement). The exploratory approach was utilized to gain empirical knowledge of objects and identify latent variables. Technology is progressively being realized to strengthen the strategic advantage of the firm to flourish in the sector, similar to NGOs in Dubai, as industry development levels grow in various marketplaces. The research found that the beneficial consequences of market development are that many small businesses operate in a highly competitive environment.

Additionally, several other criteria, such as NGO age and size, have been proven to affect organizations' performance. Every study found that, in start-ups with a critical position, if both product development and process improvement are actively involved, there are increased possibilities for success. Understanding the importance of new leaders' role in acquiring new knowledge from a microeconomic perspective is critical. Strategies for a constructive economic policy, the growth, and sustainability of innovative start-ups will become one of the needed concerns, as shown and discussed in their involvement.

Akhi et al. (2020) looked into marketing policies to examine how they balance innovation and sustainability. The innovation strategies of non-governmental organizations (NGOs) may help to strike a balance between innovation and sustainability. Foreign relationships have a big influence on how creative an organization is. The impact of social excitement for innovation on the link between innovation and sustainability was also discussed.

Lawrence and Omuse (2021) examined the role of start-up innovation as a moderator on the advantages of regional

localization and Jacobs' externalities of start-up innovation. New NGOs' survival was examined in connection to externalities from a concentrated or diverse regional economy. For the study, the jury provided updated information on 6,776 German NGOs from practically every area of the economy, dating from 2007 to 2011. A semi-parametric Cox regression analysis was used to get insights into the early years of the NGOs investigated. There were independent regressions of all 6,776 organizations, 2,588 from high-tech contexts and 4,188 from non-tech environments. The research indicated that creative NGOs were more likely to succeed in a diverse economic context.

Aberman et al. (2014) studied the impact of innovation on NGOs' growth. The research was conducted to determine the effect of advancements in Bangladesh's organization technologies, commodities, and methods. The survey concluded that creativity is essential for every NGO to flourish and grow. A transformation in NGOs practices and consumer purchasing habits has occurred during the last several decades. Stratified random sampling and systematic sampling approaches were used to draw the research sample. With the help of the SPSS 20, structured questionnaires were utilized to collect data, and succinct statistics were analyzed. As a result, they created a correlation matrix showing the relationship between innovation and NGO growth, arguing that innovation has had an ongoing impact on NGOs in numerous ways and is thus an essential component of NGOs due to increased competition.

## 2.2. Gender and Innovation

In recent years, gender has taken center stage in the discussion of diversity. In 2019, more than 187 million of the 400 million leaders in the world were women. For this reason, more studies are looking at the link between women's engagement in NGO innovation activities, as well as their impact on growth. Gender diversity has been shown to have a favorable impact on creativity in several studies. Lantarsih et al. (2021) indicated that a larger number of women on the board of directors increases the likelihood of environmental innovation, which is consistent with the findings of Hoteit et al. (2021). There is also evidence that having more women on the NGO board might contribute to better performance, particularly if the NGO concentrates on creative operations.

Research by Dodd et al. (2021) showed that gender diversity may have an indirect impact on NGO innovativeness by influencing the decision-making culture component of cognitive conflict and board participation. Gender diversity in the top management team has a beneficial effect on knowledge combination capabilities and innovation performance (Morales et al., 2021). According to his research, a diverse management team has a favorable influence on innovation performance by enhancing the

NGO's management skills. Innovative idea creation and new product or service development might be boosted by a more diverse top management team.

## 2.3. Leadership Competency and Gender Diversity

In the success of Malaysian NGOs, researchers have found that transformational leadership, corporate competence, and technology expertise all play a role. According to the study, three factors (transformational leadership, corporate knowledge, and technology competence) were important to the success of NGOs. The Malaysian NGOs were asked to fill out self-reported questionnaires to obtain data. Both SPSS and SmartPLS were used for data analysis and hypothesis testing, respectively. Because of leadership transition, strategic capabilities, and technical knowledge, NGOs have a significant impact on growth.

The study indicated that NGOs will utilize their limited resources and capabilities to survive and grow as more successful NGOs, particularly with transformational leadership, leader, and technical skills in place. According to the report, there were 138 Polish executives and NGOs who were surveyed. The study found that leadership was a critical component of success. Analysis of the relationship between NGO management, its long-term development and leadership also evaluated theoretical hypotheses (Radu et al., 2017).

A company's culture is shaped by its leadership, not only by the person at the top but by the whole organization as a whole. To put it another way: The Board of Directors, Presidents, or management of an organization have an official duty in guiding it toward a certain goal, which may be financial, quality-related, or any other kind of objective. In addition, they play a critical role in establishing a sense of purpose and values. Because the NGO's top management can prohibit suppliers who utilize child labor as well as the ability to sack those workers who have enabled it, they have a significant impact on NGOs' overall morale. Management frequently has the most influence on how funds are dispersed at a high level, thus they also have a lot of power over how their NGOs should behave in this regard (Dwiri & Okatan, 2021).

Lower-level leaders will be more willing to meet the needs of the top management if the NGOs choose to invest in diversifying by setting KPIs for quantifiable diversity elements. It is a fact that the steering committee of NGOs is an ideal place to get the values that guide the rest of the NGO's operations. By having shared standards, individuals may concentrate on the duties that are most essential to them and not spend time seeking methods to execute their jobs. The importance of a shared set of values cannot be overstated since this provides workers with a framework in which to operate and make decisions.

According to Abdulrahman et al. (2020), if males have a negative perspective of women, this has to be produced by implementation and clear communication from top management to the bottom of the NGOs that this is not an acceptable opinion of others. Setting an example for others may necessitate removing a person with these ideas from the NGO leadership. A study by the Conference Board found that having women in leadership positions increases the board's leadership palette by providing a fresh viewpoint and constructive resistance. Three or more women on the board result in 94% of boards monitoring corporate strategy implementation and 74% of boards identifying criteria for measuring strategy. In contrast, only 66% of all-male boards monitor strategy implementation and just 46% identify criteria for measuring strategy when all board members are male, according to Wille et al. (2018). For the sake of morality, more women should be in leadership positions. Ninety-four percent of board members provide standards for dealing with conflicts of interest when there are three or more women on the board. Almost all boards have a code of conduct in place. In contrast, 68 percent of all-male NGOs ensure that conflict of interest standards are in place, and 66 percent ensure that a code of conduct is in place.

#### **2.4. Feminine and Masculine Leadership Characteristics**

Since one of the primary study questions is whether or not having a more gender-diverse workforce, particularly in management roles, is beneficial, it is critical to know how men and women vary in their approach to leadership. Women are more likely to create coalitions in competitive activities than males, who are more likely to use coalitions for their benefit. The idea is also put up that women's leadership styles are more loving and cooperative than men's, who tend to project an image of being domineering and in charge. Men were seen as aggressive, energetic, and authoritarian, while women were perceived as more docile, accommodating, and intuitive.

According to Wille et al. (2018), female leaders face a conundrum since they are high achievers and want to do a good job, but they are also afraid of being seen as less feminine if they achieve significant success in a field dominated by males. As a result of their increased visibility due to their status as a minority in the workplace, women in leadership positions face an increased level of scrutiny. Identifying features that are innately male and female against those that are influenced by societal and cultural norms makes it difficult to tell the difference between the genders (Radu et al., 2017). Studies show that both men and women behave by what society expects of them.

Radu et al. (2017) found that there was no difference between the leadership styles of men and women in his two groups of

leaders: one civilian and one military. A high score suggests a leader who is focused on building relationships, whereas a low score shows a leader who is focused on completing tasks. In general, female leaders tend to be more relationship-oriented, while male leaders are more task-oriented. Men are often seen to be more aggressive, domineering, and determined to take charge of their surroundings, so they are more likely to engage in starting structural leadership behavior. While males are seen to be more self-centered, studies show that women are more likely to demonstrate leadership traits like compassion, kindness, and generosity.

A more democratic or participatory approach is used by women, whereas a more authoritarian or directing style is adopted by males. Abdulrahman et al. (2020) asserted that men are more likely to concentrate on the errors their subordinates make, whereas women prefer to focus on the successes of their colleagues. According to Dwiri and Okatan (2021), female leaders tend to adjust toward more male-dominated leadership qualities. Female leaders are reported to be more stressed as a result of this adjustment since they are unable to perform to their full potential.

As a result, women in male-dominated occupations are more likely to suffer from stress and mental health issues than males. There are several reasons behind this. The ability to work in a minority position has been cited as a major benefit for women, compared to males. Women are better able to deal with people who are different from themselves since they have been a minority in the workforce for a period than males. When looking at data from 1984 to 2002, Wille et al. (2018) found a narrowing of the gap between men's and women's competitiveness in the leadership arena. Since males have become less competitive as leaders, while women have stayed at the same level, why this has occurred is still unknown. One theory is that leadership training has evolved through time to encourage greater cooperation, which has resulted in a shared leadership style between male and female executives.

Other options include laws and school programs that encourage women to participate in formerly male-dominated disciplines like science, mathematics, and competitive sports, which are now more open to women. There may be another reason why males do not have to compete as hard as they consider their female counterparts as being weaker (Dwiri & Okatan, 2021). In contrast, women believe that they must perform better than their male colleagues must and hence do not relax their guard.

### **3. Methodology**

#### **3.1. Sample**

Between December 2021 and January 2022, the survey was delivered online using Google forms. The target



demographic for the research was those who worked for NGOs in Gaza Strip. The poll will conduct in English, the second language of the Gaza Strip. Furthermore, 250 workers ( $N = 250$ ) were utilized for this research. The next sections describe the various tools utilized to measure the research variables. The below model (Figure 1) explains the relationship between the dependent and independent variables and the effect of gender diversity on this relationship. It can be noted that the independent variables in this model include the leadership and innovation skills among leaders in NGOs in Gaza Strip the dependent variable is the food security in Gaza Strip, and the middle variable is the gender diversity that tends to affect the relationship between the independent and dependent variables.

### 3.2. Instruments

The questionnaire aimed to investigate the impact of leaders' characteristics in NGOs whether it is local or international, and their impact on food security intervention as humanitarian assistance in the Gaza Strip. The survey is made up of four parts. The first section includes 7 demographic questions. This questionnaire asked about gender, the governorate of residence, age, marital status, type of organization, academic qualification, as well as years of work experience. In the second section, leadership was assessed using Radu et al. (2017) questions. Answers ranging from 1 (Strongly Agree) to 7 (Strongly Disagree) were evaluated on a 7-point Likert scale. The third part of the questionnaire related to innovation competency using the scale of Dwiri and Okatan (2021). Six questions with a 7-point scale ranging from 1 (Strongly Agree) to 7 (Strongly Disagree) were addressed to participants. The last section of the questionnaire aims to study the leadership style of the respondent.

To assess the reliability of the sample variables, Cronbach's alpha was measured and considered for validity purposes. In particular with the use of Likert

scales, this instrument will be used to test how accurate the constructs are.

The results were collected using google forms and analyzed using SPSS statistical tool. The analysis relied on a descriptive methodology and on comparing means among males and females for both variables, which are leadership and innovation, taking into consideration both gender and age. The results are viewed in terms of descriptive tables and chi-square non-parametric tests in addition to the implementation of normality tests (Shapiro Wilk) to check whether the data collected are normally distributed or not.

## 4. Results

### 4.1. Comparing Means Leadership vs Gender vs Age

The following test aims to measure the impact of gender and age on leadership. This will rely on implementing a comparing means analysis among both genders and ages concerning leadership to study the leaders' characteristics in NGOs in Gaza Strip and their role in ensuring food security and humanitarian assistance in Gaza Strip.

Table 1 measures the relationship between gender, age, and leadership. For instance, it can be noted that the males who fall under the age category of < 25 years old scored a mean of 2.9236 and those who fall under the age range of 25–39 years old scored a mean of 3.1158, and those who fall under the age range of 40–54 years old scored a mean of 2.4857 and at last, the males who are greater or equal to 55 years old scored a mean of 2.6667. These findings indicated that the males who are between 25-and 39 years old tend to have more leadership skills than other age ranges since they are bit experience more than the ones who are lower than 25 years old. They are more flexible in the workplace more than their older colleagues. This means that according to our sample, it can be noted that the males which fall under the age range of 25–34 years old tend to have the required leadership

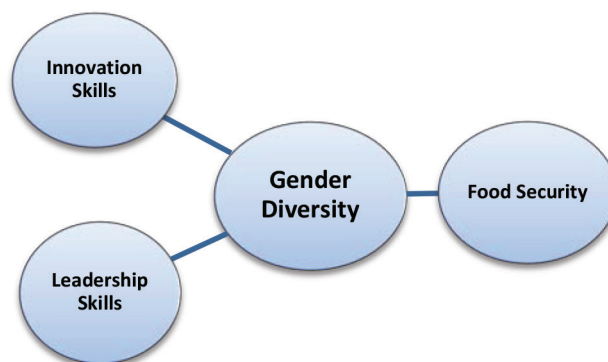


Figure 1: Research Model

**Table 1:** Comparing Means Between Male, Age, and Leadership

Gender	Age	Mean	N	Std. Deviation
<b>Male</b>	Below 25	2.9236	38	0.83262
	25–39	3.1158	50	0.99454
	40–54	2.4857	7	0.89336
	Greater or equal to 55	2.6667	3	1.41892
	<b>Total</b>	<b>3.0356</b>	<b>98</b>	<b>0.95835</b>
<b>Female</b>	Below 25	2.8174	95	0.90371
	25–39	3.3023	43	0.85230
	40–54	2.9000	14	0.74730
	<b>Total</b>	<b>3.1184</b>	<b>152</b>	<b>0.87990</b>
<b>Total</b>	Below 25	3.1383	133	0.88803
	25–39	3.0977	93	0.94596
	40–54	2.7619	21	0.80155
	Greater or equal to 55	2.6667	3	1.41892
	<b>Total</b>	<b>3.0859</b>	<b>250</b>	<b>0.91046</b>

skills in the workplace in the NGOs they are working in to ensure food security and humanitarian assistance in Gaza Strip.

As for the females, it can be noted that females who are < 25 years old scored a mean of 2.8174 and those who are in the age range of 25–39 years old scored a mean of 3.3023, and those who fall in the age range of 40–54 years old scored a mean of 2.9. The above analysis indicated that the females which fall in the age range of 25–39 years old tend to have the leadership skills required in NGOs in the workplace more than their colleagues, and this is because their skills are mixed of updated education and work experience in the NGOs which provides them with the priority in the workplace concerning their colleagues.

However, comparing the means of the males who fall in the age range of 25–39 years old and the females who fall within the same age range, it can be noted that females scored a mean of 3.3023 while males who fall within the same age range scored a mean of 3.1158 which means that females tend to have higher leadership skills according to the sample addressed in this study who are working in food security project in NGOs in Gaza Strip, and they tend to have more passion in achieving the social and humanitarian mission in ensuring food security in Gaza Strip.

#### 4.2. Comparing Means Innovation vs Gender vs Age

Table 2 measures the relationship between gender, age, and innovation. For example, it can be noted that the males who fall under the age category of < 25 years old scored a

mean of 3.7105 and those who fall under the age range of 25–39 years old scored a mean of 3.2811, and those who fall under the age range of 40–54 years old scored a mean of 3.3333 and at last, the males who are greater or equal to 55 years old scored a mean of 3.4444. It can be noted that from these findings, the males who are < 25 years old tend to have more innovation skills than other age ranges since such is considered a new generation in NGOs in Gaza Strip and tend to have new ideas to implement to help their organizations achieve food security in Gaza Strip. This means that according to the sample, it can be noted that males < 25 years old tend to be innovative in the workplace and can provide the top management with new ideas and skills to develop their operations and achieve their social mission of ensuring food security and humanitarian assistance in Gaza Strip.

As for the females, it can be noted that females who are < 25 years old scored a mean of 3.8465 and those who are in the age range of 25–39 years old scored a mean of 3.4729, and those who fall in the age range of 40–54 years old scored a mean of 3.5476. It can be noted from the above analysis that the females who fall in the age range of < 25 years old tends to have the innovation skills required in NGOs in the workplace more than their colleagues, and this is because their education is updated and new and can be circulated in the workplace to ensure better operations and help the management achieve their social mission in providing food security and humanitarian assistance.

However, comparing the means of the males who fall in the age range of < 25 years old and the females who fall within the same age range, it can be noted that females scored a mean of 3.8465 while males who fall within the same age

**Table 2:** Comparing Means Between Age, Gender, and Innovation

Gender	Age	Mean	N	Std. Deviation
Male	Below 25	3.7105	38	0.92730
	25–39	3.2811	50	1.19843
	40–54	3.3333	7	0.79349
	Greater or equal to 55	3.4444	3	2.11695
	<b>Total</b>	3.4564	98	1.10774
Female	Below 25	3.8465	95	0.99917
	25–39	3.4729	43	1.00326
	40–54	3.5476	14	0.99234
	<b>Total</b>	3.4320	152	0.99435
Total	Below 25	3.4862	133	0.98602
	25–39	3.3698	93	1.11071
	40–54	3.4762	21	0.91634
	Greater or equal to 55	3.4444	3	2.11695
	<b>Total</b>	3.4416	250	1.03815

range scored a mean of 3.7105 which means that females tend to be more innovative and passionate in their work than males and they are ready to exert efforts to achieve the social mission of their NGOs in Gaza Strip to ensure food security and humanitarian assistance.

### 4.3. Regression Analysis

A regression analysis was conducted to study the relationship between innovation, leadership, and food security based on gender. To do so, the data split was implemented on SPSS to generate a regression analysis for the mentioned variables (Innovation, Leadership, and Food Security) based on gender.

Referring to the above regression analysis (Table 3), it can be noted that leadership skills among males scored  $P = 0.00 < 0.05$ , Beta (0.503) as for innovation skills among males scored  $P = 0.018 < 0.05$  and Beta = 0.109 which means that Food Security = 0.503 leadership skills among males + 0.109 innovation skills among males.

This means that:

- For every one-unit increase in males leadership skills, food security tends to be impacted by 50.3 units.
- For every one-unit increase in males' innovation skills, food security tends to be impacted by 10.9 units.

As for females, it can be noted that leadership skills scored  $P = 0.00 < 0.05$ , Beta (0.430) as for innovation skills

among females scored  $P = 0.021 < 0.05$  and Beta = 0.144 which means that Food Security = 0.430 leadership skills among females + 0.144 innovation skills among females.

This means that:

- For every one-unit increase in females' leadership skills, food security tends to be impacted by 43 units.
- For every one-unit increase in females innovation skills, food security tends to be impacted by 14.4 units

### 4.4. Structure Equation Model

Structure Equation modeling had been implemented by splitting the data on AMOS between males and females to study the impact of leadership skills and innovation skills on food security and to compare the results of the analysis between males and females.

Referring to the above path analysis (Figure 2), it can be noted that the leadership skills of males tend to impact food security by 0.43 units, and this means that for every 1 unit increase in males' leadership skills, the food security will increase by 43 units in Gaza Strip.

On the other hand, it can be noted that males' innovation skills tend to affect food security by 0.12 units. This means that for every one-unit increase in males' innovation skills, food security increases by 12 units in Gaza Strip.

Referring to the above path analysis (Figure 3), it can be noted that females' leadership skills had a path of 0.38 which means for every one unit increase in females' leadership

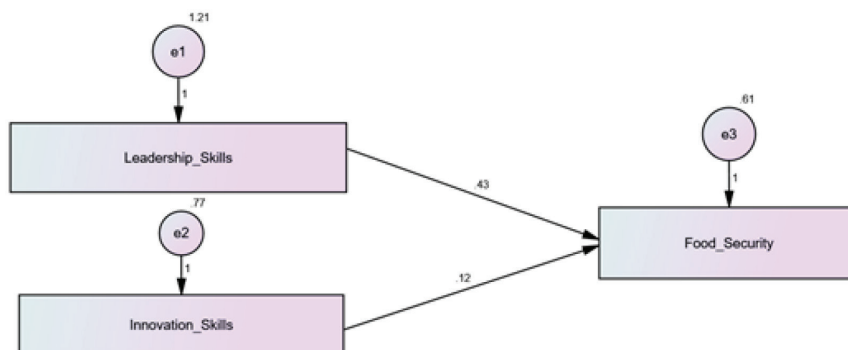
**Table 3:** Regression Analysis Between Males and Females

Model Summary					
Gender	Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Male	1	0.578 <sup>a</sup>	0.334	0.320	0.79004
Female	1	0.537 <sup>a</sup>	0.289	0.279	0.74701

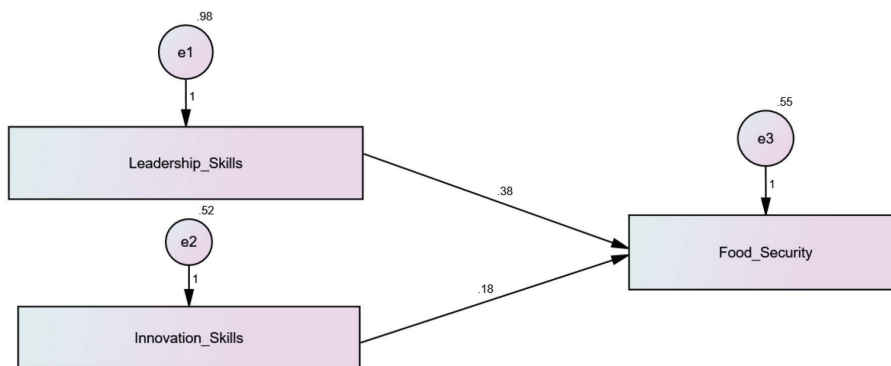
a. Predictors: (Constant), Innovation Skills, Leadership Skills.

Coefficients <sup>a</sup>							
Gender	Model	Unstandardized Coefficients		Standardized Coefficients	Beta	T	Sig.
		B	Std. Error				
Male	1	(Constant)	1.151	0.314		3.663	0.000
		Leadership Skills	0.435	0.094	0.503	4.623	0.000
		Innovation Skills	0.118	0.018	0.109	6.555	0.018
Female	1	(Constant)	1.220	0.291		4.197	0.000
		Leadership Skills	0.381	0.082	0.430	4.647	0.000
		Innovation Skills	0.176	0.013	0.144	13.53	0.021

a. Dependent Variable: Food Security.



**Figure 2:** Males Path Analysis



**Figure 3:** Females Path Analysis



skills, the food security in the Gaza Strip tends to increase by 38 units. As for females' innovation skills, it showed a path of 0.18 on food security, and by that, this means for every one unit increase in females' innovation skills, food security tends to increase by 18 units.

## 5. Findings and Practical Contributions

### 5.1. Innovation Competency

Women's contributions to NGO innovation in Gaza Strip are highlighted in this research, which has important ramifications for policymakers and leaders. As a first step, NGOs should encourage more female leaders to enter these organizations to boost female roles in this field. Leaders in Gaza Strip could also help promote the innovative management of top female leaders in the country. Top female leaders tend to be more risk-averse than top male executives, particularly in cultures that value conservatism and traditionalism. However, the capacity of top female leaders to objectively analyze problems without overconfidence may lead to higher success in innovation than top male leaders. Women in positions of leadership in Gaza's NGOs might break free of cultural constraints and contribute to the growth of their innovative capabilities if given the necessary organizational support. NGOs should provide training programs to help women advance in their careers in innovation. The first step to innovation is to explore new ways to break out of established patterns. However, the standing of women in NGOs is generally lower than that of males, resulting in a passive attitude on the part of women. NGOs should seek to overcome this cultural barrier to increase their innovation performance.

NGOs are notorious for their reluctance to change, which makes it difficult to implement new procedures. However, leaders working in NGOs must make a concerted effort to increase the percentage of women who own, run, or work in their organizations. As a means of achieving this objective, organizations should examine how expanding the roles of women might help motivate, methodize, and educate the next generation of innovators. An organization's culture must also be focused on this transition to establish the right leadership and employee engagement in this process. This shift should be accompanied by cultural agreement and social measures that promote the inclusion of women.

NGOs in Gaza Strip are the focus of this research, and addressing other NGOs' outcomes might be different because of cultural variations. In addition, since we only look at NGOs in Gaza Strip, the findings may not apply to other sectors, such as finance, telecommunications, or hospitality.

### 5.2. Leadership Competency

Gender diversity must be a priority for leaders, and they must devise a strategy to ensure that their boards and leadership teams are more varied. Based on a thorough assessment of board members' present abilities and experiences or leadership teams, this strategy should be developed to identify any possible weaknesses. While more women have joined the NGOs sector recently, several studies have shown that just doubling the number of women in an organization does not create a gender-justifiable working environment; rather, policies and processes must be modified to the requirements of women.

Women should participate in leadership development programs for women. They who want to become leaders or executives should attend both women-only and mixed-gender leadership programs to understand the rules of the game set by their male counterparts. In addition, they must be taught the rules of the organization since males have created them. Otherwise, it will be difficult for them to conform to the leadership style that is required. To help women thrive in their new roles, NGOs should provide training programs.

Diversity programs need to include mentoring, corporate orientation, and in-depth briefings on important business and industry challenges. It is imperative that women actively seek positions at the executive or board level of NGOs. Women must inform people about their achievements, develop and utilize their contacts, and seek out chances to expand their credentials. Directors and senior leaders should then aggressively seek out female individuals who can fill these gaps inside and outside the NGOs. New directors need to be sought out in detail and the hiring process enhanced. Educating and empowering executives and entrepreneurs will improve the organization's health and well-being and firms engaged in bridging the leadership gender gap. All firms should be examined with a gender-sensitive critical eye to unlock untapped leadership potential and modernize antiquated rules and processes. To have quicker growth, the NGO director must show true interest in inequality and not simply speak about it.

The authors recommend dealing with diversity by looking at other organizations and their diversity initiatives, and the ratio of women to men in such organizations might give you an indication of what works and what does not. Further study might be done to locate institutions that are actively eliminating the obstacles highlighted in this paper and see whether it has resulted in any change within NGOs.

### 5.3. Contributions To Knowledge

Based on this research, the role of NGOs in achieving their humanitarian assistance in ensuring food security in the Gaza Strip was examined. The leaders' talents included in this study were innovation competence and leadership competency. To better understand the success of NGOs, extra competencies, such as knowledge and managerial abilities, should be studied. A similar investigation on the impact of leadership skills on other critical facets of NGOs, such as management and productivity, might be conducted. To conclude, the success of NGOs may be directly linked to leadership abilities.

### 6. Conclusion

The finding showed that NGOs in Gaza Strip relied heavily on leaders with innovative talents to ensure food security as humanitarian assistance. Furthermore, referring to the above research findings, it was concluded that NGOs could stay sustainable due to the leadership's creativity and since innovation is recognized as a necessary element for the sustainability of NGOs to ensure food security in Gaza Strip. These organizations can sustain food security via innovation since they rely on it as a means of creating new characteristics and gaining long-term strategic advantage. They may be able to negotiate more effectively with their established counterparts, allowing them to operate for a longer period and this can only be done using innovation in the workplace.

The findings showed that NGOs Leaders in Gaza Strip should have strong leadership skills to ensure food security as humanitarian assistance including support, guidance, involvement, and attaining the goals of the NGOs Management's development is boosted by effective leadership, which is a long-term strategic advantage. Furthermore, NGOs can achieve their aims more efficiently when they link their work achievements to valued incentives and they also can increase their effectiveness and by that their survival thanks to the effective listening and management talents of successful leaders. It can be concluded that leaders in NGOs in Gaza Strip are more likely to make strategic choices and take action if they believe that their leaders are capable of making them.

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