

## **Abstract**

In this master's thesis, we present a theoretically-critical analysis of the current academic thinking with regard to the differences between men and women as the lead workers in terms of specific stressors and the use of specific coping strategies. In the theoretical part, we analysed the topic of the specific requirements managers need to meet and the associated stressors. The empirical part analysed the differences in the use of coping strategies between men and women. Probands (of sample size 2105, men N = 1307, women N = 798) completed the Stress Management Questionnaire consisting of twelve coping strategies. The questionnaire distinguishes strategies aimed at resolving situations from those that protect mental well-being. Regarding the use of these twelve coping strategies, the results of the one-way MANOVA multivariate analysis revealed a significant difference ( $F(12,2092)=10.7, p<0.001$ ) between men and women. A significant difference was revealed on the scale of strategies aimed at resolving situations, in which case men used these strategies significantly more than women. Univariate tests revealed significant differences in specific strategies, on the scales *Self-Control* (used more by men), *Sharing*, *Someone Else's Fault*, *Relaxing*, *Avoiding*, *Reconciling*, and *Self-reflection* (reported more by women compared to men).

## **Keywords**

leading position, gender, stress, coping strategies