

## **ABSTRACT**

*This study examines the comparison of leadership between female leaders from Generation X and Generation Y in the context of career development in human resources. Through in-depth interviews with 10 female leaders from various sectors, this research identifies the differences and similarities in leadership styles, challenges, and self-development strategies between the two generations. The results show that female leaders from Generation X tend to adopt a more conventional and result-oriented leadership style, while Generation Y is more inclusive and collaborative.*

*Both generations face significant challenges related to gender stereotypes and discrimination, but their approaches to overcoming these challenges differ. Generation X relies on their experience and resilience, whereas Generation Y is more adaptive and innovative. Organizational support, such as leadership development programs, mentoring, and work flexibility, is crucial for the success of both generations. This study provides deep insights into how organizations can support and develop female leaders, enhancing overall performance and productivity.*

**Keyword: Career Development, Phenomenology, Generations X and Y**