

The Impact Of Leadership Styles On Employees Performance In

It is now widely recognized that countries around the world are becoming increasingly interconnected, and that both public and private organizations are of necessity becoming increasingly global. As political, legal, and economic barriers recede in this environment, cultural barriers emerge as a principal challenge to organizational survival and success. It is not yet clear whether these global realities will cause cultures to converge, harmonize, and seek common ground or to retrench, resist, and accentuate their differences. In either case, it is of paramount importance for both managers and organizational scholars to understand the cultural crosscurrents underlying these changes. With contributions from an international team of scholars, this book reviews, analyzes, and integrates available theory and research to give the best information possible concerning the role of culture and cultural differences in organizational dynamics. The purpose of this study is to investigate the perceptions of

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transformational leadership and transactional leadership on groupthink among Turkish teachers in Gaziantep, one of the largest provinces of Turkey. This study examines two main research questions using structural equation modeling: (1) How does leadership style i.e., perceived transformational and transactional leadership affect groupthink of the participants? (2) How does leadership style and groupthink differ by participants' gender, education, type of school they work, the college/field they graduate, the school location of participants, the desire of being a manager, and tenure of the participants? The findings of the study revealed that the impact of the participants' perceptions on transformational leadership on all sub-dimensions of groupthink is statistically significant. Contrary to common belief, this study found that transformational leadership style led to higher groupthink among Turkish teachers. Additionally, transactional leadership is a significant predictor of the groupthink sub-dimensions of Concurrence Seeking, Group Identity, Symptoms of Defective Decision Making, and External Activities, while it is not a significant predictor of the sub-dimensions of External Activities and Team Performance.

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The book is based on exploratory research carried out by the author in Indian Business Organizations. It gives insights to Employee Empowerment and five important leadership styles namely Transformational Leadership, Transactional Leadership, Servant Leadership, Abusive Leadership and Ethical leadership and their characteristics based on the researches carried out by the scholars and gurus in these fields. Transformational leadership, servant leadership and ethical leadership style enhance the employee empowerment while transactional leadership has no role in employee empowerment. The book highlight that abusive leadership style is used by many leaders and has negative impact on employee empowerment. Employee empowerment results in Quality of Work Life, Commitment and Job Involvement in employees which enhance competitiveness of the organization. It also emphasizes the important of personal characteristics of employees required to make them empowered. Some employees like to be empowered while some others do not. This book provides guidance to new researchers in the field of leadership and employee empowerment to carry out further researches in these fields in various countries and cultures. The book will guide the managers to

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identify and enhance the required characteristics to be a successful leader. This book will be a new milestone in the above fields of research and beacon to the practicing managers to navigate them to higher success.

Personal and Organisational Transformations

Investigating the Impact of Leadership Styles and Market Orientation on Organizational Performance

Improving Organizational Effectiveness Through Transformational Leadership

Investigation on the Impact of Leadership Styles Using Data Mining Techniques

And Their Impact on Employee Motivation

A Handbook of Leadership Styles

This paper examines leadership styles at the local city level and how they impacts communication and performance. The study will examine the various leadership styles of directors within two city organizations and how they impact communication amongst mid managers. This paper will focus on the unique relationship of these management levels and how communication is accomplished. This paper will also examine the various

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leadership styles and their effectiveness on a macro level.

All around the world, information technology is evolving at an alarming rate, and it could be challenging keeping up with the growing changes that we are witnessing with it. This paper explored the relationship between emotional intelligence and leadership styles among information technology professionals. Does emotional intelligence predict leadership style and do leadership styles predict emotional intelligence components? A total of 185 participants were involved in this study. The leadership styles, which are comprised of transformational, transactional, and passive-avoidant, were measured by the Multifactor Leadership Questionnaire - MLQ 5X (Bass & Avolio, 1995). The emotional intelligence components, which are comprised of perception of emotion, managing own emotions, managing others' emotions and utilization of emotion, were measured by the Schutte Self-Report Emotional Intelligence Test -- SSEIT (Schutte et al., 2009). The demographic areas controlled in this study include gender, age, ethnicity, education, and tenure. Multiple regression was conducted on each of the seven hypotheses in this study, and it was determined that transformational leadership style and transactional leadership style were predictors of perception of emotion, managing others' emotions and utilization of emotion. This study also revealed that transformational

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leadership style was a predictor of managing own emotions. Surprisingly, transactional leadership style was not a predictor of managing own emotions. As expected, there was no significant correlation discovered between passive-avoidant leadership style and emotional intelligence. Furthermore, the results showed that emotional intelligence was a predictor of both transformational and transactional leadership styles. This study discovered that gender was a significant variable, and females scored higher than males in the emotional intelligence component of managing others' emotions. The findings in this study coincide with the body of literature that exists, which revealed positive relationships between emotional intelligence components and transformational and transactional leadership styles.

This chapter focuses on the three major leadership styles, namely, laissez faire, transactional and transformational leadership styles and their relationship to the leadership outcomes (extra effort, effectiveness, and satisfaction). A review is conducted on related leadership theories, development of leadership styles and the relationship between leadership styles and the outcomes. The survey using convenient sampling method was carried out in the Bay of Plenty Region of New Zealand. A quantitative analysis was conducted on collected data using statistical methods (such as

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correlation and regression analysis) and state-of-the-art data mining techniques (rule-based approaches and decision tree modelling) were also used to ascertain the relationship between leadership styles and leadership outcome. The data mining techniques were used to extract hidden trends and patterns in the data to report various ways to increase the employee outcomes by fine-tuning leadership styles. The results of such research would enable the small- and medium-sized enterprises (SMEs) to identify the most prevalent leadership styles and to devise actionable strategies to improve the best suitable leadership styles for the management.

Leadership styles in comparison. Effects of the three classic leadership styles as well as transactional and transformational leadership

The Team Handbook

Leadership Styles and Communication

Leadership That Gets Results (Harvard Business Review Classics)

The Impact of Leadership Styles on Groupthink

A Look at Leadership Styles and Their Impact on Communication and Performance

How can managers bring about optimum performance from the individuals in their organizations? What leadership techniques produce the most effective organizations? This book examines the

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theory and practice of the dynamic and innovative style of transformational leadership. The transformational leader encourages followers by acting as a role model, motivating through inspiration, stimulating intellectually, and giving individualized consideration to their needs and goals. Chapters explore how transformational leadership affects important issues in today's organizations such as delegation, teamwork, decision making, total quality management and corporate reorganization. For thirty-three years and through three editions, Bass & Stogdill's Handbook of Leadership has been the indispensable bible for every serious student of leadership. Since the third edition came out in 1990, the field of leadership has expanded by an order of magnitude. This completely revised and updated fourth edition reflects the growth and changes in the study of leadership over the past seventeen years, with new chapters on transformational leadership, ethics, presidential leadership, and executive leadership. Throughout the Handbook, the contributions from cognitive social psychology and the social, political, communications, and administrative sciences have been expanded. As in the third edition, Bernard Bass begins with a

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consideration of the definitions and concepts used, and a brief review of some of the betterknown theories. Professor Bass then focuses on the personal traits, tendencies, attributes, and values of leaders and the knowledge, intellectual competence, and technical skills required for leadership. Next he looks at leaders' socioemotional talents and interpersonal competencies, and the differences in these characteristics in leaders who are imbued with ideologies, especially authoritarianism, Machiavellianism, and self-aggrandizement. A fuller examination of the values, needs, and satisfactions of leaders follows, and singled out for special attention are competitiveness and the preferences for taking risks. In his chapters on personal characteristics, Bass examines the esteem that others generally accord to leaders as a consequence of the leaders' personalities. The many theoretical and research developments about charisma over the past thirty years are crucial and are explored here in depth. Bass has continued to develop his theory of transformational leadership -- the paradigm of the last twenty years -- and he details how it makes possible the inclusion of a much wider range of phenomena than when theory

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and modeling are limited to reinforcement strategies. He also details the new incarnations of transformational leadership since the last edition. Bass has greatly expanded his consideration of women and racial minorities, both of whom are increasingly taking on leadership roles. A glossary is included to assist specialists in a particular academic discipline who may be unfamiliar with terms used in other fields. Business professors and students, executives in every industry, and politicians at all levels have relied for years on the time-honored guidance and insight afforded by the Handbook.

This book is a comprehensive resource book that provides everything you need to know to create high performing teams.

The Case of the Ministry of Interior in the UAE

Impact of Leadership Styles on Employee Empowerment

Exploring the Relationship between Emotional Intelligence and Leadership Styles Among Information Technology Professionals

Emotional Intelligence and Leadership Styles

The Impact of Leadership Styles on Employees' Motivation and Performance in the Public Sector

The study is engaged in determining the relationship of leadership with motivation. The

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study emphasize on the impact of leadership styles on employee motivation. The study has used multifactor leadership questionnaire developed by Avolio and Bass, to study the leadership styles of the leaders in retail industry of Pakistan. The study have enlightened the impact of leadership on motivation and how the leaders behavior arouse motivation in the employees. The study highlights the view of the employees towards the behavior of their leaders and how they find their leaders. On the other hand leaders themselves have rated them for the behavior in the work place. So, the study helps in understanding the two views together.

Packed with practical information designed for business readers and managers at all levels, this essential volume offers insights on managing creativity in groups, developing creative conflict, and using technology to help foster innovation.

Annotation.

Nursing Leadership Styles and Their Impact on Leadership Outcomes

The Impact of Leader Gender, Leadership Styles, and Follower Gender on Leadership Effectiveness

Leadership in Action Within United Way of America

Creating the High-Performance Organization

Servant Leadership Styles and Strategic Decision Making

The Impact of Leadership Styles and Leaders' Competencies on Employees' Job Satisfaction

Research Paper (postgraduate) from the year 2016 in the subject Pedagogy - The Teacher,

Educational Leadership, grade: A (5.0), , course: Personal Research Project Report, language:

English, abstract: A study was done on the Impact of Leadership Styles on Academic

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Performance In Selected Secondary Schools and aim of the study was to find out the Impact of Leadership Styles on Academic Performance in Selected Secondary Schools. The aim of this study was to investigate the impact of leadership style on the secondary schools heads on their academic performance in selected secondary in Arusha city council. Theoretical framework was grouped on the types of leadership and the academic performance; the study used survey design assessing the impact of leadership style on academic performance in secondary schools in Arusha City Council. It involved seventy (70) respondents in selected secondary schools in Arusha City. Empirical data was collected using questionnaires and SPSS was used as a tool to analyze data. The findings indicated that, there is significance relationship between leadership style and the academic performance. The findings further indicated that, the types of leadership style used in selected secondary used in secondary school was participative and encourage relationship among the teachers, The study discovered that teachers are involved in decision making. There was positive impact of participatory leadership style of school heads that dominates the area on the academic performance in selected secondary Arusha City Council. In the light of this study it is recommended that the authorities are responsible for making educational policies and design to provide training and development programmes to head of schools to serve as reference policy decision on leadership.

This study examines the impact of leadership styles on employee performance and productivity in the oil and gas industry in Nigeria. Specifically, it seeks to investigate and describe the different types of leadership styles practiced in the Nigerian gas industry and the extent to which

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these impact on employee performance and productivity. The styles of leadership employed in managing employees have an effect on the morale and productivity of workers. This study obtained and analyzed the perspectives and opinions of Nigeria LNG employees on impact of Leadership styles on employee performance. To do this, Data were collected via a structured questionnaire from a randomly selected 450 (Four Hundred & Fifty) respondents who have worked more than 5 years in the company and regression analysis was conducted to analyze the data using SPSS 21. The results of the correlation analysis showed that there is positive and significant relationship between autocratic leadership style and employee work quality ($r=0.772$; p

Master's Thesis from the year 2011 in the subject Business economics - Business Management, Corporate Governance, grade: A, , course: Management Sciences, language: English, abstract: The purpose of the dissertation is to analyze the relationship between leadership styles and organizational effectiveness of IT firms in Karachi. After the survey sent in the IT firm in Karachi it has been come into notice that leadership style affects the effectiveness of IT organization. Four different types of leaders are found which are listed as dictator, democratic, visionary and free rein leader. All these styles have an impact on organizational effectiveness. Dictator and visionary styles influence positively, whereas others negatively. The visionary or transformational style yield most organizational effectiveness. So this is the best style to be used. The different dimensions used to define organizational effectiveness in IT industry are employee morale, organizations competitive position, customer satisfaction, management

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satisfaction, ability to introduce organizational change, market share of the firm. It is better to use transformational leadership style in most cases but sometimes autocratic style can also be used. Autocratic leadership style should be used when the employee is young/fresh in the industry. They actually need direct guidance and concrete explanation about task.

Business Strategy and Leadership Style: Impact on Organizational Performance in the Manufacturing Sector in Ghana

Analytical study of selected organizations in IT sector in Karachi

The Impact of Leadership Style on Organizational Effectiveness

The Case of Turkish Teachers

What Is the Impact of a Certain Leadership Style on Business? A Closer Look On a Business Unit

Analysing the Impact of Leadership Styles and Employee Engagement on Job Satisfaction of Salespeople in the Speciality Chemical Industry

A leader's singular job is to get results. But even with all the leadership training programs and "expert" advice available, effective leadership still eludes many people and organizations. One reason, says Daniel Goleman, is that such experts offer advice based on inference, experience, and instinct, not on quantitative data. Now, drawing on research of more than 3,000 executives, Goleman explores which precise leadership behaviors yield positive results. He outlines six distinct leadership styles, each one

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springing from different components of emotional intelligence. Each style has a distinct effect on the working atmosphere of a company, division, or team, and, in turn, on its financial performance. Coercive leaders demand immediate compliance. Authoritative leaders mobilize people toward a vision. Affiliative leaders create emotional bonds and harmony. Democratic leaders build consensus through participation. Pacesetter leaders expect excellence and self-direction. And coaching leaders develop people for the future. The research indicates that leaders who get the best results don't rely on just one leadership style; they use most of the styles in any given week. Goleman details the types of business situations each style is best suited for, and he explains how leaders who lack one or more of these styles can expand their repertoires. He maintains that with practice leaders can switch among leadership styles to produce powerful results, thus turning the art of leadership into a science. The Harvard Business Review Classics series offers you the opportunity to make seminal Harvard Business Review articles a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world—and will have a direct impact on

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you today and for years to come.

This study uncovered and analyzed the relationship between districts' percentage levels for special education identification, according to a state level measure, and leadership profiles of current special education administrators within Texas Region 10 school districts. The leadership profiles were measured using the Multifactor Leadership Questionnaire 5x (mlq 5x). The districts' percentage levels for special education identification were provided by the state's Performance-Based Monitoring Analysis System (pbmas). The purpose was to identify the leadership profiles exhibited by the sample and to determine those profiles' correlation with the district reported special education accountability measure. Spss 16.0 was used to organize and analyze the data. The tests of the hypotheses involved estimating Pearson Product Moment Correlation for each hypothesis. For all three hypotheses, no statistical significance was achieved. No relationships between the independent, or predictor, variables and the dependent, or outcome, variable were found. Therefore, null hypotheses #1, #2, and #3 were retained as stated in the hypotheses statements #1, #2, and #3. No statistically significant correlations occurred between the pbmas indicator and the three levels of

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leadership. Due to the seminal nature of this investigation, determining whether a significant relationship was found between the independent and dependent variables was critical for framing future research. [The dissertation citations contained here are published with the permission of ProQuest llc. Further reproduction is prohibited without permission. Copies of dissertations may be obtained by Telephone (800) 1-800-521-0600. Web page: <http://www.proquest.com/en-US/products/dissertations/individuals.shtml>.]

Massachusetts curriculum frameworks in English/Language arts (ELA) aligned to the Common Core State Standards were issued in 2011 and full implementation is expected for the 2014-2015 school year. Teachers have been tasked with aligning their curriculum such that their lessons and units will prepare their students for state assessments aligned with the new frameworks. This study utilized a casual-comparative "ex post facto" design to examine, through the lens of Piderit's (2000) multidimensional response to change in conjunction with Chin and Benne's (1961) leadership strategies of planned change, the extent to which a teachers' perceptions of leadership style affect that teacher's cognitive, emotional, intentional and behavioral response to the state-mandated changes in

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literacy instruction across content areas. Leadership style was operationalized as one of the following: power-coercive, rational-empirical, or normative-reeducative. An online survey was distributed to all K-12 members of the Massachusetts Teachers Association. Data were analyzed via MANOVA; significant Pillai's trace indicated the need for one-way ANOVA and "post-hoc" tests for each independent variable. Results indicate a significant difference exists in teacher responses between leadership styles. Teachers responded cognitively, emotionally and intentionally more positively when they perceived a normative-reeducative or a rational-empirical style versus a power-coercive style. Discussion centers on effective leadership during changes in policy and practice in public education.

The impact of leadership styles on organizational effectiveness
Renewing Yourself and Connecting with Others Through Mindfulness,
Hope and Compassion

Leadership Styles

Theory, Research, and Managerial Applications

The Impact of Leadership Styles and Communication on the
Implementation of a Training Program on Inclusion of Children with

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Special Needs in Community Childcare Centers

The impact of leadership styles on academic performance in selected secondary school in Arusha City Council, Tanzania

The definitive classic on high-performance teams The Wisdom of Teams is the definitive work on how to create high-performance teams in any organization. Having sold nearly a half million copies and been translated into more than fifteen languages, the authors' clarion call that teams should be the basic unit of organization for most businesses has permanently shaped the way companies reach the highest levels of performance. Using engaging case studies and testimonials from both successful and failed teams—ranging from Fortune 500 companies to the U.S. Army to high school sports—the authors explain the dynamics of teams both in great detail and with a broad view. Their conclusions and prescriptions span the familiar to the counterintuitive:

- Commitment to performance goals and common purpose is more important to team success than team building.
- Opportunities for teams exist in all parts of the

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organization. • Real teams are the most successful spearheads of change at all levels. • Working in teams naturally integrates performance and learning. • Team “endings” can be as important to manage as team “beginnings.” Wisdom lies in recognizing a team’s unique potential to deliver results and in understanding its many benefits—development of individual members, team accomplishments, and stronger companywide performance. Katzenbach and Smith’s comprehensive classic is the essential guide to unlocking the potential of teams in your organization.

The impact of leadership styles on organizational effectivenessAnalytical study of selected organizations in IT sector in KarachiGRIN Verlag

This book serves to provide a detailed exploration of the various leadership styles exhibited today. In order to better comprehend the organic link between styles of leadership, this book deals with almost all models of leadership and demonstrates how dynamic these forms of

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leadership actually are. It is an essential and extensive reference point for both academics and practitioners.

The Impact of Thinking and Leadership Styles on the Advancement of Women

The Wisdom of Teams

The Bass Handbook of Leadership

Managing Creativity and Innovation

The Impact of Leadership Styles on Employee Performance in the Consultant Civil Engineering Industry

Cambridge Handbook of Culture, Organizations, and Work

The implementation of a proper leadership style can contribute to the increase in motivation and performance among employees in the public sector. Understanding which leadership style to use will depend on many factors such as the function of the organization, the need of each employee, and the current situation of the organization. Based on information obtained through the literature review, this research paper proposes to develop a descriptive research design to analyze the impact of transformational and laissez-faire leadership on employees' motivation and workplace performance within the Los

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Angeles County Department of Public Social Services (DPSS). The research study will utilize a mix-method research methodology to collect data from a sample of 600 employees and five executive managers. The results obtained from the study will help DPSS to incorporate leadership strategies that can benefit employees to increase their motivation and performance.

Seminar paper from the year 2015 in the subject Leadership and Human Resource Management - Management Styles, grade: 1,0, University of Frankfurt (Main), language: English, abstract: The history of leadership research and leadership theory goes far back into the past. Ever since people have lived together in groups, there have been leaders and those who are led. The many different leadership styles have also been discussed and criticized since the 1950s. The question arises which style is the most efficient or the "right" style for leading people. For a company it is of great importance with which behavior their managers can influence or motivate the employees to the best possible performance and thus achieve the company's goals. Empirical studies show that the leadership style has a great influence on the work and well-being of

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leaders and employees and thus also on the economic success of the company. However, there is no one optimal leadership style as several studies and publications have already proven. Each of the styles can achieve both positive and negative results, depending on the situation and the individual employee. The leadership styles should be adapted according to the situation. In this paper, after defining the terms leadership and leadership style, on the one hand the classical leadership styles and on the other hand the transactional and the transformational leadership styles are explained and compared. Possible advantages and disadvantages as well as their influence on employee motivation, willingness to perform and leadership success will be shown. In addition, results of current studies will provide an insight into the state of research. Finally, the most important points are summarized and a concluding conclusion is drawn on the basis of the knowledge gained.

The blockbuster best seller Primal Leadership introduced us to "resonant" leaders--individuals who manage their own and others' emotions in ways that drive success. Leaders everywhere recognized the validity of resonant leadership, but struggled with how to achieve

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and sustain resonance amid the relentless demands of work and life. Now, Richard Boyatzis and Annie McKee provide an indispensable guide to overcoming the vicious cycle of stress, sacrifice, and dissonance that afflicts many leaders. Drawing from extensive multidisciplinary research and real-life stories, Resonant Leadership offers a field-tested framework for creating the resonance that fuels great leadership. Rather than constantly sacrificing themselves to workplace demands, leaders can manage the cycle using specific techniques to combat stress, avoid burnout, and renew themselves physically, mentally, and emotionally. The book reveals that the path to resonance is through mindfulness, hope, and compassion and shows how intentionally employing these qualities creates effective and enduring leadership. Great leaders are resonant leaders. Resonant Leadership offers the inspiration--and tools--to spark and sustain resonance in ourselves and in those we lead.

Resonant Leadership

Unleashing the Power of Emotional Intelligence

Through Action Inquiry

The Impact of Leadership on Employee Engagement at a Chemical

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Manufacturing Company in the United States

The Impact of Leadership Styles of Special Education Administrators in Region 10 on Performance-based Monitoring Analysis System

The Impact of Leadership Styles on Employee Satisfaction Within the Public Sector

Leadership style -- Job satisfaction -- Employee engagement -- Transformational leadership style -- Transactional leadership style -- Laissez-faire leadership style.

"This book explores how managers use autocratic styles in eastern organizations so there is need to bring servant leadership in order to promote new leadership because person have to be servant first and priorities of employees are first objective of servant to serve then he/she become the leader"--

The book is based on exploratory research carried out by the author in Indian Business Organizations. The book is based on exploratory research carried out by the author in Indian Business Organizations. It gives insights to Employee Empowerment and five important leadership styles namely Transformational Leadership, Transactional Leadership, Servant Leadership, Abusive Leadership and Ethical leadership, and their

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characteristics based on the researches carried out by the scholars and gurus in these fields. Transformational leadership, servant leadership and ethical leadership styles enhance the employee empowerment while transactional leadership has no role in employee empowerment. The book highlights that abusive leadership style is used by many leaders, and it has negative impact on employee empowerment. Employee empowerment results in Quality of Work Life, Commitment and Job Involvement in employees, which enhances competitiveness of the organization. The book also emphasizes the role of personal characteristics of employees required to make them empowered. Some employees like to be empowered while some others do not. This book provides guidance to new researchers in the field of leadership and employee empowerment to carry out further researches in these fields in various countries and cultures. The book will guide the managers to identify and enhance the required characteristics to be a successful leader. This book will be a new milestone in the above fields of research and beacon to the practicing managers to navigate them to higher success.

Investigating the Impact of Leadership Styles on Organizational Performance

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The Impact of Leadership Style on Massachusetts Teachers' Cognitive, Emotional, and Intentional Response to Mandated Curriculum Change The Impact of Leadership Styles on Employee Productivity in Nigerian Oil & Gas Industry a Case Study of Nigeria LNG Limited Primal Leadership

Doctoral Thesis / Dissertation from the year 2014 in the subject Business economics - Business Management, Corporate Governance, grade: B, Atlantic International University (Department Of Business Administration, Atlantic International University, USA), course: Business Management, language: English, abstract: This study sought to investigate the impact of leadership styles and business strategy on the organizational performance of Small-Medium Scale Enterprises (SMEs) in the manufacturing sector of Ghana. This had become necessary due to the fact that available literature on the subject matter lacked precision in terms of the specific leadership style and strategy which could better be employed to improve performance in the chosen area of study. A field survey (by means of questionnaires) was conducted in Accra, involving 60 CEOs and Senior managers drawn from 10 organizations, which were randomly sampled for the study. In addition, a time series data from 2008 to 2013 on sales, profits before tax and employment from the 10 organizations were collected to develop

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performance indices for the organizations. Regression and analysis of variance (ANOVA) were then run to examine the relationship between leadership, strategy and organizational performance. The study revealed that leadership and business strategy statistically and significantly impacted on organizational performance but strategy had the greater influence. Again, transformational leadership style and cost leadership significantly influenced organizational behaviour ($p=.000$)

Bachelor Thesis from the year 2020 in the subject Leadership and Human Resource Management - Management Styles, grade: 10.00, , language: English, abstract: The purpose of this thesis is to determine the impact of leadership styles on the business. Specifically, the paper is aimed at defining the relationship between the leadership style and a certain unit performance. To this objective, the first chapter introduces the reader to the leadership concept, shows its importance in the daily life and its correlations with the HR field. The theoretical insights into the leadership phenomena and its effects on the business are provided by the paper's state of the art. Subsequently, the chapter of methodology presents the objective of the research and briefly the chosen company that the study is conducted on. It also defines the variables and describes the process of data collection and the participants. The chosen

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company is NN Group Romania, specifically, the NN subsidiary in Brasov, from which one of its units was empirically analysed. The analysed leadership styles are transformational and transactional types as I consider them to be the fundamentals of the styles. They serve as independent variables in the study. The SPSS software tests these variables for a potential correlation with the dependent variable, which is unit performance. The data was provided by twelve participants, consisting of one leader and eleven followers, who answered an online survey constructed in Sosci Survey. Further, the chapter of practical approach starts with the explicit description of the company. Moreover, in order to generate numerical values for describing the relation between the variables, a linear regression model was implemented and interpreted. This chapter ends with recommendations to the company after proving that there are two positive correlations between the leadership styles and the unit performance in the chosen unit of NN Romania. Both transformational and transactional leadership influence the unit performance, and thus they have a positive impact on the business. Eventually, the conclusion of this paper summarizes the most significant concepts and findings as well as offers a personal perspective on the study.