IMPACT OF LEADERSHIP STYLES ON JOB SATISFACTION OF GOVERNMENT EMPLOYESS IN DIVISIONAL SECRETARIATS IN BADULLA DISTRICT

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ABSTRACT

The aim of the study was to find out the impact of leadership styles on job satisfaction of government employees in divisional secretariat in Badulla district. Objectives of this research were to investigate the current level of job satisfaction and what leadership styles is being practiced and how those leadership styles impact on job satisfaction of employees. Leadership style is one of important factors that have potential to improve organizational performance through increasing job satisfaction of employees. In addition, the relationship between leadership and job satisfaction has been concentrated in past investigation. In this study two types of leadership style are considered including transformational leadership and transactional leadership. Indeed, the transformational and transactional leadership was found to be the most efficient influence among the leadership style in attaining job satisfaction. The respondents were 150 employees in 10 divisional secretariats in Badulla district. The study used quantitative methodology and data were collected using questionnaires. Survey questionnaires were used in this study as a main method for data collection. The collected data have been analyzed through Statistical Package for Social Science. Among components of transformational leadership, intellectual stimulation, inspirational communication, personal recognition and supportive leadership had the significantly impact and on the other side vision did not have any significant impact. Moreover, supportive leadership had the most significant impact. Both two dimensions of transactional leadership had significant and positive impact on job satisfaction. The impact of management expectation was more than contingent rewards. The findings strongly suggest that leadership styles are significantly related to job satisfaction of government employees in divisional secretariats Badulla District.

Keyword: *Job Satisfaction, Leadership Styles, Transformational Leadership, Transactional Leadership*

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