

**IMPACT OF COLLECTIVE LEADERSHIP ON EMPLOYEE  
PERFORMANCE AND JOB SATISFACTION IN THE BANKING  
SECTOR IN BATTICALOA DISTRICT**



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## ABSTRACT

This study aims to investigate the impact of Collective Leadership on Employee Performance and Job Satisfaction in the banking sector in the Batticaloa district. The research uses a quantitative research approach to collect data from employees working in five banks in the Batticaloa district. The study employs a structured questionnaire to collect data on Collective Leadership, Employee performance, and Job satisfaction. The collected data was analysed using descriptive and inferential statistics to identify the relationship between Collective Leadership, Employee performance, and Job satisfaction.

The key findings of this study revealed that Collective Leadership behaviour positively impact on Employee performance and employee Job satisfaction. In additionally to this, the researcher identified that there is strongly positive relationship between collective leadership behaviours, job satisfaction and Employee performance and high level of Contribution to Collective leadership between their dimension to the Employee performance and Job satisfaction respectively in the surveyed banks in Batticaloa district. This survey is administered among 250 employees who are working in the banking sector in Batticaloa district of Sri Lanka.

The findings of the study are expected to contribute to the existing literature on leadership and its impact on Employee performance and Job satisfaction in the banking sector. The results of the study will provide insights to bank managers and policymakers on the importance of Collective Leadership in improving Employee performance and Job satisfaction in the specific context of the Batticaloa district. Furthermore, the study will provide a framework for future research on the same topic in different regions.

Overall, the study will help to enhance my understanding of the role of Collective Leadership in the banking sector in the Batticaloa district and its impact on Employee performance and Job satisfaction. The results of this study will have important implications for the development of effective Leadership practices in the banking sector in the Batticaloa district and potentially in other regions as well.

**Keywords:** *Collective Leadership behavior, Leader-Team Exchange, Communication, Network Development, Job satisfaction, Employee performance.*

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