

## TRANSACTIONAL LEADERSHIP STYLE AND EMPLOYEE JOB SATISFACTION

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**Abstract** - Leadership can be defined as the art of inspiring a group of people to work toward shared objectives and maximize their individual potential. It is a tool that people can use to motivate and advance both themselves and other people. There are many different ways that modern leadership ideologies and work satisfaction interact. In contrast to transformational or laissez-faire leadership, transactional leadership, according to extensive research, promotes better levels of job satisfaction. In the divisional secretariats of the Nuwara-Eliya District, this study sought to examine the effect of transactional leadership style on job satisfaction among government employees. A standardized questionnaire was used to collect data from 150 respondents, which SPSS was then used to analyze. To evaluate the major impact of leadership style on job satisfaction, regression analysis was used. The results showed that 58.2% of the variation in job satisfaction was significantly explained by transformational leadership. Furthermore, a favorable association between transactional leadership style and job satisfaction was found. These results highlight the role that leadership style plays in determining job satisfaction among public servants working in divisional secretariats. In order to gain a deeper understanding of the underlying mechanisms and boundary conditions governing this relationship, the study suggests future research areas, offering useful guidance for effective leadership techniques and worker wellbeing.

**Keywords:** *Transactional Leadership Style, Employee Job Satisfaction*