

**COMPARATIVE STUDY ON LEADERSHIP BEHAVIOUR AND
EMPLOYEE PERFORMANCE IN PUBLIC AND PRIVATE
SECTOR ORGANIZATIONS IN SRI LANKA**



By

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ABSTRACT

This study explores the impact of leadership behaviour on employee performance within public and private sector organizations in Nuwara-Eliya, Sri Lanka. The research aims to identify the level of leader behaviour, their relationship with employee performance, and the extent of their influence. A sample size of 281 employees was selected using a stratified sampling method to ensure representation across various job positions. Data was collected through a structured questionnaire, which assessed five key leadership behaviours: leading by example, participative decision-making, coaching, informing, and showing concern/interacting with the team. The results, analyzed through correlation and regression techniques, indicated significant positive relationships between all five-leadership behaviour and employee performance. The Pearson correlation values for each behaviour ranged from 0.672 to 0.870, demonstrating strong positive relationship. The regression analysis further confirmed the substantial impact of leadership behaviour on performance, with leading by example emerging as the most influential factor. The study concludes that effective leadership significantly enhances employee performance and recommends that organizations prioritize leadership development programs to foster this behaviour. This research contributes valuable insights for HR practices in both public and private sectors, emphasizing the need for strategic leadership interventions to improve organizational outcomes.

Keywords: Leadership Behaviour, Employee Performance, Public Sector, Private Sector

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