

**THE STUDY ON THE INFLUENCE OF LEADERSHIP STYLES OF
MANAGERS' ON MANAGERIAL PERFORMANCE,
WITH SPECIAL REFERENCE TO PUBLIC SECTOR
ORGANIZATION IN THE TRINCOMALEE DISTRICT.**



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Abstract

Leadership has fascinated people since the dawn of recorded history. The concept of leadership is relevant to any aspect of ensuring effectiveness in organizations and in managing change. This study focuses on "The influence of leadership styles of managers' on managerial performance to the public sector organization in the Trincomalee district".

The objective of this study is to identify an appropriate leadership style that would result in achieving the effective performance of the public sector organizations. This study will help the public sector organizations in other districts to identify, understand, and improve the level of performance of the managers.

For the purpose of data collection, a sample of (100) employees were selected on the basis of systematic random sampling from the various public sector organizations, in the Trincomalee district and questionnaire were issued to them to collect the data. The collected data were analyzed using the univariate method & central theorem tendency analyses were done for all variables and also used SPSS package. The collected data were presented in the form of tables and pie charts.

There are three variables considered for this study which include autocratic style, democratic style & laissez-faire style. On the three scales decision rules, the first variable (autocratic style) founded that the influence of this leadership style on the level of managerial performance was agree level in the public sector organization. The second & third variables (democratic style & laissez-faire style) founded that the influence of those leadership styles on the level of managerial performance was disagree level.

Some recommendations are proposed to increase the quality of services and the performance of the managers. The managers must perform their role effectively and efficiently, focusing on the differing level of leadership styles.

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