

**“EFFECTIVENESS OF DEMOCRATIC LEADERSHIP STYLE IN
IMPROVING THE MANAGERIAL PERFORMANCE OF
ORGANIZATION IN BATTICALOA DISTRICT”**



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ABSTRACT

This study focuses on the influence of leadership styles of managers' on their managerial performance to organization in the Batticaloa district. The purpose of this study is to identify an appropriate leadership style that would result in achieving the effective performance of the managers as well as the organizations. This study will help the organizations in other districts to identify, understand, and improve the level of performance of the managers.

Research problem is there influence of leadership styles of manager and their managerial performance in the organization in the Batticaloa district. Objective of this research is to identify the appropriate leadership style that would result in achieving the effective performance of the managers' in the organizations.

In this study the autocratic leadership style, democratic leadership style and free-reign leadership style are defined as independent variable and the managerial performance is depend variable.

This research mostly based on the qualitative data. To fulfill this study the researcher have selected 100 respondents in five selected organizations in the Batticaloa district and the questionnaires each consisting of 40 questions related with the subject information other than the personal information were used to collect the data.

This study has been categorized by seven chapters. The first chapter shows the introduction and the significance of the study. The second describes the concepts and the theories which can be used to develop the study where as the third describes the conceptualization and operationalization. The fourth chapter methodology and sampling methods which the researcher is going to use to collect the data. The fifth chapters describe the data presentation and analysis of the collected data and the sixth chapter explains the discussion and final chapter explains findings, conclusions and the final chapter gives the recommendations which can be useful to the in order to develop the quality of services and the performance of the managers.

I believe if the organizations consider the conclusions and recommendations given in the final chapter, they can be able to improve and they can easily succeed in quality of services and the performance of the managers.

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