

THE IMPACT OF LEADERSHIP STYLES OF PRINCIPAL ON JOB PERFORMANCE OF TEACHERS IN BATTICALOA



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ABSTRACT

Leadership is the most powerful concept in any organization since it affects the organizational performance and employees performance at the work place. Thus it a need to identify the proper leadership styles should play at each organization and to identify the impact of each leadership styles on job performance of employees. Even though there are research on testing this area, still there is lack in testing in education sector. Therefore, this attempt was made to fill the empirical gap in testing the relationships and strength of those relationships among the leadership styles and job performance of teachers.

The objectives of this research are to identify the leadership styles which mostly use by the principals; to identify the association if any and the strength of those relationships between autocratic and democratic leadership styles on job performance of teachers; and to identify the level of job performance of teachers in Batticaloa zonal. Current study sample was limited to one hundred teachers and ten principals from ten selected schools due to the manageability of the research. Convenience sampling technique was used to identify the sample of the study. The structured questionnaire was used to collect data and those data has been analyzed using the techniques of univariate and bivariate analysis through SPSS package.

The current study found that democratic leadership style is mostly followed by principals. Also it was found that there is positive association between the democratic leadership style and job performance of teachers. However, there was a negative relationship found between autocratic leadership and job performance of teachers. Further it was found that job performance of teachers are higher levels at Batticaloa zonal schools.

Thus, the current study suggests that the schools should consider the democratic leadership styles in order to enhance job performance of teachers. However, the current research has few limitations and further study could be developed by considering the sample from different schools or by taking as comparative studies with all other private schools.

Key words: leadership styles, autocratic leadership, democratic leadership, job performance

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