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University of Colombo

# Assessment of Leadership Style that Leads to Better Performance in Public sector Organizations

Special Reference to Public Sector Organizations in the Jaffna District

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ACC NO	29836
CALL NO.	352.236 THI

A research Submitted to Faculty of Management of  
Rajarata University in partial fulfillment of the  
requirements of the degree

Of

Master of Business Administration

30.12.2011

Rajarata University

SriLanka

## **Abstract**

This research is about the relationship between leadership styles and employee performance in the public sector.

This study will investigate the effects of leadership styles on the performance of public sector employees. The investigation will be conducted in public sector organizations. The present study, within the context of a work environment, will be concerned with the following questions and what type of leadership style has greater impact on the employees' performance

The literature provided discusses the two variables of performance and leadership styles. Information was gathered, using three instruments, from a sample of 211 raters working in various environment of the public sector. The Multifactor Leadership Questionnaire was used to determine leadership style and measure the level of performance. Leadership styles were identified as the independent variable and employee performance as the dependent variable. Data obtained from each of the research instruments was then statistically analyzed. Through linear regression analysis it was concluded that there is a significant relationship between employee performance and leadership styles.

Simple Correlation analysis showed that there is a relatively weak significant linear relationship between performance and task oriented leadership style. Moreover, it was found that there is relatively strong significant linear relationship between performance and people oriented leadership. As a result we found that there is a positive relationship between the leadership styles and the performance of the employees.

This research therefore adds a new dimension to employee performance and leadership, since no similar study has been conducted. As this research takes place in the Sri Lankan public sector context, it contributes to the collection of findings relating to the concepts.

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