

The Impact of Leadership Styles on Employee Engagement: A Study with Reference to Ceylon Electricity Board

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Leadership is one of the most important factors which impact employee engagement. Generally leaders try to enhance the output of the organizations. For that, they use several leadership styles. The study was performed to determine the impact of leadership styles on employee engagement with reference to Ceylon Electricity Board Western Province South II. The researcher used a quantitative, deductive approach for the survey study. Primary data have been collected through a structured questionnaire. The study was conducted using a convenience sampling technique of Ceylon Electricity Board WPS II. The unit of analysis was individual level. Above Non-Executive level employees were taken as respondents in this study. Data were collected from 155 respondents. The results of the study showed a positive, strong relationship between leadership style and employee engagement in Ceylon Electricity Board WPS II. The impact between leadership styles on employee engagement was explored theoretically and tested empirically in service sector organizations in Sri Lankan context.

Keywords: *Leadership Style, Employee Engagement, Transformational Leadership, Instrumental Leadership, Participative Leadership*

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