

The Impact of Leadership Style of Superior on Job Performance of Subordinates: A Study of the Employees of Geological Survey & Mines Bureau

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Even though there are many evidences about how leadership style effect on employee performance in the world, is reported the government sector of Sri Lanka context is little investigated about this. The main objective of current study was to assess the effect of superior leadership style (transformational, transactional and laissez-faire) on job performance of employees in Geological Survey & Mines Bureau. Which is a leading government organization.

The study was quantitative, and a cross-sectional survey design was followed. The primary data was collected through a standard questionnaire. Simple random sampling technique was applied to select the sample, and the final sample consisted of 119 employees working in Geological Survey & Mines Bureau of Sri Lanka. The collected data were analyzed with the support of SPSS. Descriptive and inferential statistical techniques were used for data analysis. Pearson correlation and regression analysis were used to assess both relationships and effects as per the hypotheses of the study. It is found that transformational, transactional and laissez fair leadership styles positively correlated with employees' job performance. Moreover, result shows that, there is a significant impact of transformational, transactional and laissez fair leadership styles on employees' job performance. According to the finding, with the combinations of the leadership styles the leaders can enhance employees' performance of the organization. Therefore, it is recommended that mix of leadership styles is most suitable than leadership styles act as separately.

Keywords: *Transformational Leadership, Transactional Leadership, Laissez - fare Leadership, Employee Performance*

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