

Effect of Followership on Transformational Leadership: Study of Non-Executive Level Employees in Central Bank of Sri Lanka

Sanjeevani, W. N.¹ and Janadari, M. P. N.²

Leadership is the art of encouraging a group of people to achieving a common goal. Transformational leadership is a very important leadership style. Because they create a vision for their followers and guide the change through inspiration and motivation. Followership is a critical role of achieving common goals of the organization. Leadership and followership is supportive bond. Without followers there are no leaders. The prime purpose of this paper is to investigate the effect of followership on transformational leadership in Central Bank of Sri Lanka. The current study was adopted a quantitative research approach and to collect data a self-administrated questionnaire was used. Final sample included of 108 non-executive level employees in Central Bank of Sri Lanka. This study was found that there is a moderate positive correlation between followership and transformational leadership. Furthermore, it shows that there is a significant impact of followership on transformational leadership. Based on the findings of the study emphasizes the prime importance of followership plays in shaping transformational leadership behavior. Banking sector need to pay more attention to follower's development to provide better followership outcomes and it leads to build strong relationship between followers and leaders.

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¹ 1995nimalisanjeevani@gmail.com

² njanadari@kln.ac.lk