

Final Project 1

Code: MGM 496-PMG496

Faculty of Management
Midocean University

Midocean University

Faculty of Management

Department/ Specialization



Project title

**The Impact of Leadership Style on Employee
Satisfaction**

Student name

Muna Salem Ba Faqer

Graduation Project – 1

Faculty of Management - Midocean University

Dr. Abdullraheem Nader

Faculty member- Faculty of management- Midocean University

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1 Introduction

The role of leadership is critical in the construction of the behaviors, performance, and attitudes of the employees toward their jobs. Employee morale, their productivity, and commitment to their jobs are based on the behavior and communication style of a leader (Robbins and Judge, 2019). One of the most crucial aspects of motivation and employee loyalty to their organization is productivity of employees (Yukl, 2013). When employees are satisfied, they will become satisfied and productive and this will assist in improving the overall performance of the firm. Transformational and transactional as well as autocratic styles of leadership influence employee satisfaction differently. Transformational leaders are visionary, motivational and inspirational whereas transactional leaders follow structure, rewards, and rules (Bass and Riggio, 2006). The knowledge of the impact such styles have on the level of satisfaction assists organizations in identifying leadership strategies that lead to the formation of supportive and positive environments (Northouse, 2021).

1.1 Research Problem

Most organizations are suffering from failing employee satisfaction as a result of poor practices by organizational leaders. When the leaders fail to adopt appropriate management styles, it often causes frustration, low morale, and disengagement among the employees (Robbins & Judge, 2019).

1.1.1 Theoretical Gaps

While past research has emphasized either leadership or satisfaction separately, the focus on how specific leadership styles directly impact satisfaction, given the variety of organizational contexts, is limited (Yukl, 2013). This is a theoretical gap and there are no integrated models that link leadership behavior with psychological and emotional aspects of employee satisfaction.

1.1.2 Practical Gaps

Most organizations fail to relate leadership theories to practical workplaces. Managers in most cases use outdated management or autocratic strategies that may not be influential to the employees (Northouse, 2021). This practical gap calls for the creation of leadership training and development programs based on proven leadership frameworks.

1.2 Research Significance

1.2.1 At the Theoretical Level

This research will add to the existing literature by connecting leadership theories with employee satisfaction outcomes. It contributes to an understanding of which leadership approaches best enhance motivation and well-being. (Bass & Riggio, 2006)

1.2.2 At the Practical Level

The findings will enable the organization to adopt a leadership style that will enhance satisfaction, teamwork, and performance. It presents an avenue for managers and HR professionals in the development of strategies for leadership that will facilitate positive workplace cultures.

References

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