



Midocean University

Faculty of Management
Final Project 1

The Impact of Leadership Style on Employee Performance:

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Previous Studies

Many researchers have examined the relationship between leadership styles and employee performance. Leadership plays an important role in motivating employees and improving their productivity.

Northouse (2019) explained that transformational leadership encourages employees to achieve higher levels of performance by motivating them and creating a positive work environment.

Robbins and Judge (2017) stated that leadership behavior significantly affects employee satisfaction and productivity. Employees tend to perform better when they feel supported and valued by their leaders.

Another study by Yukl (2013) showed that democratic leadership improves communication between managers and employees, which leads to higher employee engagement and better organizational performance.

These studies highlight the importance of effective leadership practices in improving employee outcomes and achieving organizational goals.



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Analysis of Previous Studies

Previous studies generally agree that leadership style plays a crucial role in influencing employee behavior and performance. Transformational and democratic leadership styles are often associated with higher employee motivation and productivity.

However, authoritarian leadership may reduce employee satisfaction and creativity in the workplace. This research aims to further explore these findings within the context of modern organizations.



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Research Gap

Although many studies have explored leadership styles, there is still a need to examine how these styles influence employee performance in different organizational contexts.

This study aims to contribute to existing research by analyzing leadership practices and their impact on employees in the service sector.



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Conclusion of Literature Review

Based on previous studies, leadership style appears to be a key factor affecting employee motivation and productivity. Organizations that adopt supportive leadership approaches are more likely to achieve better employee performance and organizational success.

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References

Northouse, P. (2019). Leadership: Theory and Practice.

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Yukl, G. (2013). Leadership in Organizations.