



Midocean University

Faculty of Management
Final Project 1

The Impact of Leadership Style on Employee Performance:

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Introduction

The Impact of Leadership Style on Employee Performance:

Leadership plays a significant role in shaping the success of organizations. Effective leadership influences employees' motivation, productivity, and overall job satisfaction. In modern organizations, leadership styles vary depending on management strategies and organizational culture. Some leaders focus on employee empowerment, while others emphasize authority and strict supervision.

Employee performance is considered one of the most important factors that determine the success and competitiveness of organizations. When employees are guided by supportive and effective leaders, they are more likely to achieve higher levels of productivity and commitment.

This research focuses on examining the relationship between leadership styles and employee performance. The study aims to understand how different leadership approaches influence employees' motivation and their ability to achieve organizational goals. Understanding this relationship can help organizations improve management practices and develop better leadership strategies.



Research Problem

Many organizations struggle with low employee productivity and weak motivation. In some cases, the issue is not related to employees' skills but to the leadership style used by managers.

Some leaders adopt authoritarian leadership styles, which may negatively affect employee morale and creativity. On the other hand, supportive and transformational leadership styles may encourage employees to work more efficiently and contribute positively to organizational goals.

Therefore, the research problem focuses on identifying how leadership styles influence employee performance and determining which leadership approaches are most effective in improving productivity within organizations.



Importance of the Study

This study is important for several reasons.

First, it helps organizations understand the role of leadership in improving employee performance and motivation. Effective leadership practices can increase productivity and job satisfaction.

Second, the research provides useful insights for managers and decision-makers about how different leadership styles influence employee behavior and performance in the workplace.

Third, the study contributes to academic knowledge in the field of business administration by exploring the relationship between leadership styles and employee performance.

Finally, the results of this research may help organizations develop better leadership training programs that support employee development and organizational success.



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References

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