



Midocean University

Faculty of Management
Final Project 1

The Impact of Leadership Style on Employee Performance:

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Research Questions

1. What is the relationship between leadership style and employee performance?
2. How do different leadership styles influence employee motivation?
3. Which leadership style is most effective in improving employee productivity?
4. Does leadership behavior affect employees' job satisfaction?



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Research Objectives

The objectives of this study are:

- To examine the relationship between leadership style and employee performance.
- To identify how leadership behavior influences employee motivation.
- To determine which leadership style is most effective in improving employee productivity.
- To provide recommendations for improving leadership practices in organizations.



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Research Hypotheses

H1: Leadership style has a significant impact on employee performance.

H2: Transformational leadership positively affects employee motivation.

H3: Democratic leadership improves employee productivity more than authoritarian leadership.



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Research Model

Independent Variable
Leadership Style

Dependent Variable
Employee Performance

Relationship
Leadership Style → Employee Performance

Leadership Style → Employee Performance



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Proposed Field Study

The proposed field study will be conducted in a private company in the service sector. The study will target employees working in administrative departments.

A questionnaire will be distributed among employees to collect data about their perceptions of leadership styles used by their managers and how these styles influence their work performance.



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Research Methodology

This research will use a quantitative research approach. Data will be collected using a structured questionnaire distributed to employees.

The sample will include approximately 50–100 employees from different departments. The collected data will be analyzed using statistical methods to determine the relationship between leadership style and employee performance.



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