

Different Leadership Styles: Impact On Organizational Performance

Introduction:

Leadership style is a key determinant of the success or failure of any organization. Different leadership styles, such as transformational, transactional, and laissez-faire, have diverse impacts on organizational performance. This research aims to compare these leadership styles and their effects on key performance indicators (KPIs) inside organizations.

Research Problem:

The research problem revolves around the essential to understand how various leadership styles influence organizational performance. Despite global recognition of the importance of leadership in organizational success, there is still debate and insufficient empirical evidence regarding the most effective leadership styles. This study aims to address this gap by comparing transformational, transactional, and laissez-faire leadership styles to ascertain their effects on critical performance indicators within organizations. Identifying the most effective leadership styles can help organizations formulate improved leadership development programs and enhance employee's performance.

Research Objectives:

- 1- Analyzing the relationship between transformational leadership and organizational performance.
- 2- Identifying best practices for leadership development programs based on the results.
- 3- Studying the impact of transactional leadership on KPIs such as employee satisfaction and productivity.
- 4- Evaluating the effectiveness of laissez-faire leadership in organizations.

Study Questions:

- 1- What is the effect of transactional leadership on key performance indicators (KPIs) such as employee satisfaction and productivity?
- 2- In what ways does laissez-faire leadership influence organizational outcomes?
- 3- How does transformational leadership impact organizational performance?

Methodology:

This study will utilize a mixed-methods approach. Quantitative data will be collected through surveys distributed to employees in multiple organizations to assess their perceptions of leadership styles and organizational performance. Qualitative data will be gathered through interviews with organizational leaders to gain deeper insights into the leadership styles employed and their impact on performance.

Timeline:

Literature Review: 1 month

Survey Design and Data Collection: 3 weeks

Data Analysis: 1 month

Report Writing: 1 month

References:

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