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Leadership Styles and The Impact They Have on Employee Satisfaction

Molly Elizabeth Inman

MS in Leadership

Spring 2017

- Leadership styles have a significant impact on employee satisfaction, which results in either success or failure in business growth. This study sought to investigate the effect of leadership styles practiced in organizations and their effect on employee satisfaction.

Leadership

The process of influencing for the purpose of achieving shared goals.

Leadership is not just using people to their potential for achieving an organization's goals. It has the ultimate aim of raising the level of human behavior, ethical objective and employee satisfaction of both the leader and those being led.

Granite State College

The Results

- The research showed that *transformational leadership* is the most effective leadership style in creating employee satisfaction and fostered an environment to create growth and success for organizations.
- It is a leadership style in which the leader works along side the employee to identify areas of improvement and create a vision in which to guide employees through the change using inspiration and executing as one with their team.
- While *transactional leadership* was shown to be least effective in creating job satisfaction. It is a leadership that focuses mainly on supervision, organization and performance. Leaders often promote compliance from employees strictly through rewards and punishments.

Going Forward

A Leader's job is to use support, consistency and rewards to create a work environment that helps employees reach their personal and organizational goals.

I plan to use my findings for the success of the organization for which I work at staff meetings to foster a transformational environment but also share with the Warner Historical Society and use it to help lead new members through change and in return make the Historical Society become more successful.