

**THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND
EMPLOYEES' ORGANIZATIONAL COMMITMENT**

**(WITH SPECIAL REFERENCE TO PRIVATE BANKING
SECTOR IN COLOMBO DISTRICT)**

*This dissertation is submitted as a partial fulfilment of the degree of Bachelor of Business
Management in Entrepreneurship and Management*



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Registration number:UWU/ENM/09/0030

Year 2013

ABSTRACT

Leadership style and employees' organizational commitment

The effective leaders are enablers that directly points to competent and committed employees. Studies in the organizational psychology and organizational behaviour literatures have shown that leadership styles and employee commitment are of major factors to the organizational success or failure. The purpose of this study was to investigate the relationship between leadership styles (transactional, transformational, and laissez-faire) and employee commitments (affective, continuance, and normative commitment) in private banking sector in Sri Lanka. Total participant in this research were 60 employees who are working in junior executive level in the private bank. Two separate instruments, namely multifactor leadership questionnaire (MLQ) and organizational commitment questionnaire (OCQ), were used to measure leadership styles and employees' organizational commitment respectively. The findings suggest that transformational leadership is positively related with organizational commitment. Transactional leadership also positively related with the organizational commitment. Laissez fair leadership has negative relationship with overall commitment. The leadership style is better predictor of the organizational commitment