

## Leadership Styles in the Hotel Sector and Its Effect on Employees' Creativity and Organizational Commitment

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**Abstract :** Leadership is crucial for hotel survival and success. It enables hotels to develop and compete effectively. This research intends to explore the implementation of six leadership styles by frontline hotel managers in four star hotels in Cairo and assess its impact on employees' creativity and organizational commitment. The leadership patterns considered in this study includes: democratic, autocratic, laissez-faire, transformational, transactional, and ethical leaderships. Questionnaire was used as a research method to gather data. A structured survey was established and distributed on employees in Cairo's four star hotels. A total of 284 questionnaire forms were returned and usable for statistical analysis. The results of this study identified that transactional and autocratic leadership were the prevalent styles used in four star hotels in Cairo. Two leadership styles proved to have significant high correlation and impact on employees' creativity and organizational commitment including; transformational and democratic leadership. Besides, laissez-faire leadership was found had a smaller effect on employees' creativity and ethical leadership had a lesser influence on employees' commitment. The autocratic leadership had strong negative correlation and significant impact on both dependent variables. This research concludes that frontline hotel managers should adopt transformational and/or democratic leadership style in managing their subordinates.

**Keywords :** creativity, hotels, leadership styles, organizational commitment

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