

The Effect Of Leadership Style On Employee Engagment In Ethiopian Airlines

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Abstract : The main purpose of this study was to examine the effects of different leadership styles on employee engagement in Ethiopian Airlines head quarter located in Addis Ababa. Specific objectives of the study were stated to examine the effects of five leadership styles namely transformational, transactional, democratic, lassies fair and autocratic leadership styles on employees' engagement. The study was conducted on 288 sample size and a simple random sampling technique was employed. The quantitative findings were presented and analyzed by table, ANOVA, bivariate correlation and regression model through SPSS software version 23. Out of 288 total distributed questionnaires 280 were returned and 8 of the returned were rejected due to missing data while the remaining 280 responses were used for data analysis. Data was analyzed using the Statistical Package for Social Sciences (SPSS). The study employed both descriptive and explanatory research design. Correlation and regression were used to analyze the relationship and its effect between leadership Style and employee's engagement. The regression results showed that transformational, transactional and democratic leadership Styles have significant contribution for employee's engagement. Similarly transformational, transactional land democratic leadership style had a positive and strong correlation with employee's engagement. However lassies-fair and autocratic leadership style showed negative and insignificant effect on employee engagement. Finally, based on the findings, workable recommendations and implications for further studies were forwarded

Keywords : leadership, leadership style, employee engagement, autocratic leadership styles

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