

Effect of Leadership Style on Organizational Performance

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Abstract : This paper attempts to determine the impact of leadership style and learning orientation on organizational performance in Pakistan. A sample of 158 middle managers selected from sports and surgical factories from Sialkot. The empirical estimation is based on a multiple linear regression analysis of the relationship between leadership style, learning orientation and organizational performance. Leadership style is measure through transformational leadership and transactional leadership. The transformational leadership has insignificant impact on organizational performance. The transactional leadership has positive and significant relation with organizational performance. Learning orientation also has positive and significant relation with organizational performance. Linear regression used to estimate the relation between dependent and independent variables. This study suggests top manger should prefer continuous process for improvement for any change in system rather radical change.

Keywords : transformational leadership, transactional leadership, learning orientation, organizational performance, Pakistan

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