

Relationship with Immediate Superior, Leadership, and Career Success of Managers

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Abstract : Occupational Self Efficacy (OSE) reflects the conviction of a person's ability to fulfill his job related behavior at a perfectly acceptable level to the employer. Transformational leadership improves followers' commitment by influencing their needs, values, and self-esteem. Employees also develop a dyadic relationship with their immediate superiors. Study was conducted amongst one hundred and twenty two (122) bank managers in Sri Lanka. They were selected based on multi-stage (seniority in the hierarchy, gender, department-wise etc.) stratified random sampling. Major objectives of this study were to analyze the impact of transformational leadership style, and OSE along with socio-demographic factors, and career, job and organizational experience, to the career satisfaction of managers. SPSS software was used for parametric and non-parametric statistical analyses. Career satisfaction had positive impacts on their transformational leadership style, and their relationships with the immediate superior. Impact of socio-demographic factors, and career exposure to career satisfaction was assessed.

Keywords : career success, relationship with immediate superior, transformational leadership, occupational self efficacy (OSE)

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