

An Examination of the Role of Perceived Leadership Styles on Job Satisfaction among Selected Bank Employees

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Abstract : The study set out to investigate the role of perceived leadership style on achievement motivation of selected bank employees. The study was a cross-sectional survey. A total of 585 bank workers took part in the study; 283 (48.4%) were males while 302% (51.6%) were females. Mean age of 31.8 yrs (SD = 7.8 yrs) was reported for the participants for the study. Questionnaires were used for data collection. Data was analyzed using both descriptive and inferential statistic. The t- test for independent measures was used to test all the hypotheses, using the statistical package for social sciences version 21.0. The results in the study revealed that bank employees who perceived their leaders as high on consideration style of leadership reported more job satisfaction than bank employees who perceived their leaders as low on consideration style of leadership [t(583) = 16.43, p<.001]; bank employees who perceived their leaders as high in initiating structure style reported more job satisfaction than bank employees who perceived their leaders as low in initiating structure style [t(583)=12.06, p<.01]. The results showed further the influence of perceived leadership styles on all measures of job satisfaction. First, the result showed that bank employees who perceived their leaders as high on consideration style reported more satisfaction with hours worked each day than bank employees who perceived their leaders as low on consideration style [t(583) = 9.23, p<.01]. Second, the results revealed that bank employees who perceived their leaders as high on consideration style reported more satisfaction with flexibility in scheduling than bank employees who perceived their leaders as low on consideration style [t(583) = 8.80, p<.01]. Third, it was shown that bank employees who perceived their leaders as high on consideration style reported more satisfaction with location of work than bank employees who perceived their leaders as low on consideration style [t(583) = 14.17, p<.01] e.t.c. The results were extensively discussed in relation to relevant body of literature.

Keywords : leadership styles, job satisfaction, bank employees, perceived

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