

Mediating Effect of Employee Engagement on the Relationship between Leadership Styles and Employee Commitment

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Employee Commitment and leadership have become an uproar in every organisation. This study aims to assess the mediating effect of employee engagement on the relationship between leadership styles and employee commitment in the engineering sector in Sri Lanka. This study adopted a quantitative research approach; thus, a self-administrated survey questionnaire was used for a sample of 282 engineers. Simple linear regression analysis was performed using Statistical Package for Social Science (SPSS) 23.0 version to test the hypothesised relationships between the constructs. The study results revealed a significant effect of transactional leadership & transformational leadership on engineer's commitment. Further, employee engagement act as a partial mediator on the above relationships. The current study helps employees appropriately select and use their offered suitable leadership style to ensure their employee commitment in terms of productivity and Faithfull. Further, it guides to the development of mechanisms to enhance employee engagement, thus enhancing commitment that leads to achieving a people-oriented and harmonious society.

Keywords: *Transformational Leadership, Transactional Leadership, Employee Engagement, Employee Commitment*

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