

Impact of Leadership Styles on Employee Performance: A Study of Staff Level Employees in ABC Private Limited

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Although the direct effect of leadership styles on employee performance is well documented, the relationship's historical, theoretical explanations and empirical findings were not consistent. Thus, drawing upon the theory of authentic leadership, servant leadership, and theory of ethical leadership, the current study examined the impact of leadership styles such as authentic, servant, and ethical leadership on employee performance. The study was quantitative, and a cross-sectional survey design was followed. The data were collected through a structured questionnaire. The convenience sampling technique was applied to select the sample, and the final sample consisted of 152 staff-level employees in ABC Private Limited. The data were analyzed using Descriptive, Multicollinearity, Correlation, and Regression analysis with the aid of SPSS.

It is found that leadership styles such as authentic, servant, and ethical leadership significantly impact employee performance. In addition, there is a moderate positive correlation between employee performance and such leadership styles. Finally, it is concluded that through authentic, servant, and ethical leadership, employees would be able to achieve high performance. Not only was that it suggested that managers and supervisors could adopt a positive leadership style to improve employee performance. It is recommended that the results of this study be cross-validated in different industries and leadership styles compared with a larger sample in subsequent studies.

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