

## **The Impact of Leadership Style on Employee Intention to Quit of Brandix Lanka**

Udayanga, B. I. and Wijewantha, P.

The garment sector plays an important role for the economic development of the country. Employee turnover, which is considered to be one of the challenging in business nowadays, creates a similar challenge to organizations in the apparel industry as well. High employee turnover rate is a critical problem to the companies. This study attempted to examine the impact of leadership styles (Autocratic, Democratic and Laissez faire) on employee turnover measured in terms of intention to quit in Brandix Lanka Ltd, Ratmalana. This organization was selected as an organization which suffers largely from employee turnover. Data were collected from employees regarding their intention to quit and leadership styles of their supervisors through self-administered anonymous questionnaire. The sample consisted of 100 employees who are working in Brandix Lanka Ltd in Ratmalana. Preliminary analyses were performed initially evaluate the suitability of the data for hypotheses testing and later regression analysis was performed for hypotheses testing. It was identified that there is a positive relationship between autocratic leadership, a negative relationship between democratic leadership and a negative relationship between laissez faire leadership and intention to quit of employees.

**Keywords:** *Leadership Styles, Autocratic Leadership, Democratic Leadership, Laissez Faire Leadership, Intention to Quit*