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DO LEADERSHIP STYLES IMPACT ORGANIZATIONAL PERFORMANCE IN THE UAE CONTEXT? A STUDY

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Abstract

This study was conducted to investigate the relationship between leadership styles and organizational performance. It also examined the impact of different leadership styles on the performance of an organization. This study focused on understanding the effect of Autocratic, Democratic, Laissez Faire, Transactional and Transformational leadership styles on organizational performance in UAE based organization.

The relevant data was collected with the aid of a structured questionnaire which was distributed to 150 respondents. Convenient sampling was used to select the respondents. Pearson correlation was used to examine the relationship between leadership styles and organizational performance. Regression analysis was performed to study the significance of the impact of the different leadership styles on organizational performance.

The study showed that leadership styles have both positive and negative influence on the performance of an organization and that leadership styles alone were responsible for 25% of organizational performance. The study concluded that Democratic leadership and Transformational leadership had a positive and significant influence on organizational performance in UAE based Organization.

Author Keywords

Leadership; Participative; Autocratic; Democratic; Employee performance

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