

ASSESSMENT OF LEADERSHIP STYLES ON EMPLOYEES WORK EFFECTIVENESS OF MANAGING DIRECTOR IN SMBARRAMEDA ENTERPRISE

ABSTRACT

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This study assesses the leadership styles of the Managing Director and their impact on employees' work effectiveness at SMBarrameda Enterprise. Effective leadership shapes workplace productivity, adaptability, teamwork, and efficiency. The assessment examines five leadership styles—autocratic, democratic, laissez-faire, transformational, and transactional—to determine their influence on employee performance and organizational success. A quantitative research design is employed, utilizing a structured survey questionnaire to collect data from thirty employees of SMBarrameda Enterprise. Participants are selected through purposive sampling to ensure relevance to the study's objectives. Data are analyzed using frequency distributions and weighted means to profile leadership styles and employee effectiveness, while Pearson correlation is used to examine relationships between leadership approach and work outcomes. Transformational leadership emerged as the predominant style (weighted mean = 3.15), reflecting emphasis on vision, motivation, and change facilitation. Transactional leadership followed closely (weighted mean = 3.14), highlighting contingent rewards and clear performance expectations. Democratic leadership scored moderately (weighted mean = 3.05), indicating participative decision-making. Autocratic leadership received a lower rating (weighted mean = 2.75), reflecting directive control. Laissez-faire leadership scored lowest (weighted mean = 2.45), suggesting limited guidance and autonomy. In assessing work effectiveness, employees demonstrated high teamwork (weighted mean = 3.25) and operational efficiency (weighted mean = 3.31), while adaptability (weighted mean = 3.09) and problem-solving (weighted mean = 2.86) were comparatively weaker. The findings indicated that structured leadership approaches—particularly transformational and transactional—enhanced overall efficiency and teamwork but constrained employee independence and creative problem-solving. As a result, leadership development programs were recommended to foster greater inclusivity, participative decision-making, and innovation. Emphasizing a balance between guidance and autonomy was proposed to improve adaptability and problem-solving capacities among staff.

RECOMMENDED CITATION

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