

EVALUATING THE LEADERSHIP STYLE OF OFFICERS IN A GOVERNMENT AGENCY: BASIS FOR IMPROVEMENT PLAN

ABSTRACT

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This study aimed to evaluate the leadership styles exhibited by officers within a government agency, serving as the foundation for a targeted improvement plan. Drawing on Kurt Lewin's Leadership Framework, the research focuses on three primary leadership styles: autocratic, democratic, and laissez-faire. The study's central objective is to investigate the impact of these distinct leadership approaches on employee productivity, thereby providing insights to enhance organizational effectiveness. This study used a quantitative descriptive research design to investigate the relationship between leadership styles and employee productivity. A total of sixty (60) respondents were selected through a random sampling method to ensure unbiased representation. Data were collected via a carefully structured survey questionnaire designed to capture relevant variables effectively. Descriptive statistical techniques—including percentages, frequencies, weighted means, and rankings—were employed to summarize the data. Additionally, respondents' perceptions were measured using a Likert scale. To assess the strength and significance of the association between leadership styles and employee productivity, Pearson's correlation coefficient (Pearson r) was applied. This comprehensive analytical approach allowed for a nuanced understanding of the impact of different leadership styles on workforce performance. The findings of this study substantiate the significant influence of leadership styles on employee productivity. Democratic leadership was identified as the most effective approach, as it fosters employee participation, facilitates transparent communication, and encourages constructive feedback, thereby enhancing motivation and performance. In contrast, autocratic and laissez-faire leadership styles were found to detrimentally affect employee engagement and productivity, largely due to their restrictive involvement and lack of consistent direction. The study underscores the importance of comprehensive leadership development programs, including coaching and mentorship, as pivotal strategies to cultivate leadership competencies, support employee growth, and ultimately improve organizational productivity. The findings indicated that embracing a democratic leadership style can substantially improve organizational outcomes by fostering inclusive decision-making, effective mentorship, and transparent communication, which collectively contribute to heightened employee productivity. Conversely, autocratic and laissez-faire leadership approaches were shown to undermine productivity by limiting employee involvement and failing to provide consistent guidance. In light of these insights, the study strongly recommends that government agencies adopt democratic leadership frameworks that prioritize open dialogue and mentorship programs to boost employee engagement and performance. Ultimately, this research underscores the pivotal influence of leadership styles on employee productivity and advocates for the strategic adoption of democratic leadership to enhance overall organizational effectiveness and resilience.

RECOMMENDED CITATION

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