

Leadership Style of Principals and Job Satisfactions of Teachers: an empirical study of perception of teachers with special reference to Sammanthurai Zonal Education Division

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Abstract

This study was to investigate the teachers' job satisfaction and their perceptions of principal's leadership styles in schools in Sammanthurai Zonal Educational Division and to understand how well the perception of teachers about the principals' leadership styles relate to the levels of teacher job satisfaction in these schools. The study was conducted by using a random sample of eight schools in Sammanthurai educational division. Data were collected from 216 teachers. The data collected from the instruments were analyzed using factor analysis. Pearson product-movement correlation used to find the relationship. The combined effects of the independent variable were used as predictors for multiple regression analyses. The results of univariate analysis revealed that the level of variables such job satisfaction was moderate. Autocratic leadership, democratic leadership and Laissez-faire leadership were weak, high and moderate. The result of the correlation analysis showed there is significant positive relationship between democratic leadership styles and job satisfactions ($r=0.647$). There is positive relationship between Laissez-Faire leadership style and job satisfactions ($r=0.439$). There is poor positive relationship between autocratic leadership and job satisfactions ($r=0.024$) it is does not significant at 0.05level. The multiple regression analysis revealed that the three independent variables have significantly explained 30% of the variation in the employee job satisfaction.

Keywords: Leadership styles, Job Satisfaction.

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