

Abstract

Leadership seems to be the most operational tool of influencing people so that they strive willingly and enthusiastically towards the accomplishment of goals. Leaders design motivation systems not only to encourage employees to perform in the most effective way but also to draw potential candidates. The key to create a conducive atmosphere in the school is an answer to the question what really enhance performance of teachers.

The main objective of this study is to investigate significant relationship between leadership style and performance of teachers in the schools of zonal education Batticaloa. For this study 250 teachers have responded from 64 schools of zonal education Batticaloa in Batticaloa district. Further the researcher use simple random proportionate sampling technique to design the sample. The instrument for data collection was five point likert structured questionnaire. Autocratic leadership style, Laissez-faire leadership style, and Democratic leadership style were taken as a independent variable as a leadership style while performance of teachers was taken as a dependent variable.

The collected data was analyzed by using SPSS version 20 software and also correlation analysis, regression analysis, Independent sample t test, one way ANOVA test and principal component analysis were carried out. The findings shows that there is no significant relationship between autocratic leadership style and performance of teachers ($r = 0.068$, $\text{sig}=0.283$), Laissez-faire leadership style and performance of teachers ($r = 0.251$, $\text{sig}= 0.000$) and Democratic leadership style and performance of teachers ($r = .465$, $\text{sig} = 0.000$). Further the findings revealed that there is no significant difference between the democratic characteristics (gender, age, civil status, and numbers of children and length of service) and performance of teachers. And also the findings showed that most of the principal in zonal education Batticaloa used democratic leadership style (mean value = 4.04657) compare with other styles.

Keywords Democratic leadership style, Autocratic leadership style, Laissez-fair leadership style, Teachers' performance,