The Impact of Leadership Style on Employee Productivity: A Study with Reference to HDFC Bank, Nagpur

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***Abstract*—The current research is entitled The Impact of Leadership Style on Employee Productivity: A Study with reference to HDFC Bank, Nagpur, the proposed study will focus on analyzing the correlation between various leadership styles and employee productivity in the banking industry. Leadership can significantly influence the behavior, motivation, and performance of the employees, and service-oriented organizations like banking are some of the industries where the employees directly impact customer satisfaction and the success of the organization. The paper is dedicated to such leading styles as autocratic, democratic, transactional, and transformational leadership and examines their effect on the productivity of employees, their motivation, job satisfaction, and working conditions. The study has adapted a descriptive and analytical research design. A structured questionnaire was used to gather primary data comprising of 80 employees who work in branches of HDFC Bank in Nagpur. The books, journals, and past research studies were used as secondary sources to develop the theoretical framework. Statistics tools, i.e., percentage analysis, correlation, and regression were applied to the data. The results indicate that transformational and democratic leadership styles are more effective in promoting the level of employee productivity, motivation, and job satisfaction. The paper has also found that there is a strong positive correlation between leadership style and employee productivity with statistical evidence. The study findings point to the fact that leadership practices are effective in enhancing the performance of the employees and the efficiency of the organization. The paper concludes that organizations can embrace supportive and participative leadership approaches in order to attain increased productivity and have a positive working environment.**

***Index Terms*—Leadership Style, Employee Productivity, Transformational Leadership, Democratic Leadership, Employee Motivation, Job Satisfaction, Banking Sector, Organizational Performance**

I. INTRODUCTION

The current business world is highly competitive and dynamic such that efficiency, flexibility, and innovation are key factors to survival and success. Leadership is one of the many factors that impact the performance of an organization, which determines the effectiveness of employees and success of the organization in general. Leadership does not have to be about authority or supervision, it is about the capacity to influence, motivate and direct people towards attainment of shared objectives.

The style of leadership can be defined as the way leaders guide, inspire and organize their teams. It shows the behavioral trends embraced by leaders when dealing with employees and decision making. Various styles of leadership including autocratic, democratic, transactional, and transformational have been popular in management literature. Both styles imply some peculiarities and implication to the behavior of employees and the outcomes of an organization. As an example, autocratic leadership is characterized by the centralized decision-making and control, whereas democratic leadership involves participation and collaborations. Transactional leadership is reward-oriented and performance-oriented whilst transformational leadership is oriented towards motivating the employees and influencing innovation.

The productivity of employees is a key factor in the success of any organization, especially in service-based industries such as banking where the employees are closer to the customers interacting with them, offering services and ensuring the services and operations are efficient. Productivity does not just indicate the efficiency of the employees but also the level of customer satisfaction, profitability and competitive advantage. In this regard, it is important to learn the mechanisms that drive the productivity of the employees in case organizations aim to enhance performance.

Leadership style is among the most important aspects that influence employee productivity. Leadership communication, motivation, and engagement affect employee performance, job satisfaction, and engagement directly. Good leadership would boost employee morale, decrease stress at work as well as developing a good working atmosphere thus increasing productivity. Unlike, poor leadership could result in dissatisfaction, lack of motivation and performance.

Over the last several decades, the Indian banking industry has been significantly changing due to the liberalization process, technological changes, and the growing competition. Especially the banks in the private sector have been practicing innovations and customer-focused practices in order to retain the market. Within this type of competition, employees are to be efficient in performing their duties and addressing complex issues and satisfying the customers. This puts a lot of pressure on the employees thus leadership is a key factor in performance management and upholding of productivity.

HDFC bank is one of the leading banks in the Indian economy that has good organizational structure, excellent customer service and culture of performance. The bank is in a very competitive environment where the output of employees is paramount in ensuring the quality of the services as well as attainment of the organizational objectives. The HDFC Bank managers utilize different leadership styles based on the needs of the organizations and team dynamics. It is significant to know how these leadership styles contribute to the productivity of the employees to advance the management styles and the performance of organizations.

Past studies have continually emphasized how leadership has a role to play when it comes to the effect it has on the employees including their motivation, job satisfaction and performance. Research by Bass and Avolio (1994) highlights the transformational leadership effectiveness in enhancing the productivity of employees. Equally, Judge and Piccolo (2004) concluded that transformational leadership has positive influence on performance than transactional leadership. The two other researchers have also indicated that participative and supportive leadership styles lead to increased engagement and satisfaction of employees.

Nevertheless, even though the literature concerning leadership styles is quite extensive, more particular studies within the framework of particular organizations and geographical locations are required. Specifically, there is a lack of literature related to the interaction between leadership style and the productivity of employees in the banking industry of Nagpur. This gap creates the necessity to conduct a thorough study which will investigate the effects of leadership practices on the performance of employees in this particular environment.

The current study seeks to fill this gap through examining the effect of leadership style on employee productivity using HDFC Bank, Nagpur as a reference. This research will aim at determining the leadership styles that are used in the organization, investigate their impact on the motivational levels and job satisfaction among the employees and determine their association with productivity. The research provides empirical data and adds to the current body of knowledge and practical considerations of how leadership in the banking industry can be better.

Also, the research has great implications on management and organization development. Knowing the connection between leadership style and employee productivity could assist organizations to design efficient leadership strategies, improve employee performance and long-term successful organizations. It also makes recommendations to managers on how to take the right leadership practices that can be agreeable to the organizations and the employees.

II. LITERATURE REVIEW

The literature review gives a detailed insight into the available studies pertaining to leadership styles and employee productivity. It assists in establishing the main concepts and theoretical grounds and empirical results that can be taken as the foundation of the current study. The impact of leadership behavior on employee motivation, job satisfaction and organization performance has been studied by different researchers. Leadership is already considered to be one of the most important issues that affect the behavior and the productivity of the staff. Bass and

Avolio (1994) state that transformational leadership is a key factor in the motivation of employees and their performance. In the paper, they highlighted that inspirational and motivational leaders have the ability to establish positive environment at work which contributes to increased productivity. Transformational leaders promote creativity, acknowledge employee efforts, and make personal aspirations to corporate goals.

Judge and Piccolo (2004) implemented a meta-analysis to make a comparison between transformational and transactional leadership styles. They found out that transformational leadership is positively correlated with employee performance and satisfaction than transactional leadership. Although transactional leadership emphasizes organization of tasks, rewards, and performance checks, it is not necessarily suitable in encouraging employees to be creative and grow in the long run.

According to Goleman (2000), there were several styles of leadership among them being: coercive, authoritative, affiliative,
democratic, pacesetting and coaching styles. His research found that good leaders will change their leadership style depending on the circumstances and organizational requirements. He noted that flexibility as a leadership concept is necessary in enhancing employee engagement and productivity.

Yukl (2012) pointed out that leadership behavior also plays a significant role in employee commitment and performance in an organization. Yukl suggests that leaders that are able to communicate well, support and engage in participation are more effective in attaining organizational objectives. Another element that was highlighted in the study is the concept of situational leadership in which the leaders change their style depending on the situation.

Robbins and Judge (2017) addressed the issue of leadership in organizational behavior and came to a conclusion that the element of leadership style is a determining factor of job satisfaction and employee performance. Their literature implies that both supportive and participative styles of leadership result in greater employee satisfaction and work outcome.

As Armstrong (2016), noted, the practices of the human resource management are significant in improving the performance of the employees. Armstrong believes that leadership is important in employee motivation and enhancing productivity in workplaces.

Rewarding, feedback, and growth opportunities may make a great impact on the behavior of employees as they are offered by leaders.

In their study, Podsakoff, MacKenzie and Bommer (1996) studied leadership behaviors that are transformational and its effects on the performance of employees. Their research established that transformational leaders adjust the attitude and behavior of employees positively, which translates into a better organizational performance. Another leadership aspect that was noted is trust and communication.

Avolio and Yammarino (2013) also investigated the issue of transformational and charismatic leadership and the influence on the outcomes of the organization. According to their research, vision, confidence and commitment form of leaders are more effective in motivating employees and making organizations successful.

Bhatti et al. (2012) compared the effects of autocratic and democratic management on job satisfaction. Their results showed that democratic leadership is more effective in increasing employee satisfaction than autocratic leadership. However, autocratic leadership, though successful in some cases, can result in the decrease of morale and the decrease of employee engagement

A study carried out by Khan, Nawaz, and Khan (2016) in the banking industry aimed to establish the association between leadership styles and the performance of employees. The findings revealed that leadership style has a significant influence on employee productivity with transformational leadership being the one that has a positive influence.

According to the research conducted by Gupta (2019), the role of leadership on employee engagement has been examined and it was discovered that a good leader increases employee commitment and performance. Employees who are engaged are more productive and they have positive contribution to the success of the organization.

Sharma (2020) investigated the issue of leadership behavior in service organizations and made the following conclusion: supportive leadership positively influences the productivity of the employees and their job satisfaction. The paper has pointed out that leadership plays an important role in regulating employee performance within service-oriented industries.

Arner, Barberis, and Buckley (2016) wrote about the development of financial technology and the impact of it onto the banking industry. Although they concentrated their research on the development of technology in the organization, there was also emphasis on the importance of adaptive leadership to address change and enhance the efficiency of the organization.

Based on the above studies, it is clear that leadership style is very instrumental in affecting the productivity of employees, their motivation as well as job satisfaction. Transformational and democratic leadership styles have always been found to be more effective as opposed to autocratic and transactional leadership. Good leadership is not only a performance enhancer to an individual, but also to the entire organization.

Nonetheless, even though the scholarly literature on the topic of leadership styles is quite vast, there is also a deficiency in research dedicated to the banking industry of Nagpur. Majority of the available studies are carried out in general organizational contexts or in other geographical location. This points to the appearance of a research gap and the rationale in the present study. III.

III. RESEARCH METHODOLOGY

In the given study, the research design will be descriptive and analytic as the objective of the study is to determine the impact of leadership style on the productivity of employees in HDFC bank, Nagpur. The descriptive research is used to study and investigate the characteristics of the leadership styles and employee productivity, but the analytical research can be applied to examine the relation between these two variables.

The combination of this allows the study to not only present the factual information but also comment on the effect of leadership practices on employee performance.

A. Nature of the Study

It is an empirical study, which is quantitative research since the primary data used in the research is collected amongst the employees. Leadership style, motivation, job satisfaction and productivity are the variables to be measured in the research.

It has adopted a cross-sectional approach, which entails the compilation of data at a time. The approach aids in the analysis of the prevailing relationship in the presence of style of leadership and workforce productivity.

B. Sources of Data Primary Data

Primary data has been gathered using a structured questionnaire and dispatched the questionnaire among the employees of the HDFC Bank branches of Nagpur. The responses will provide direct data regarding the emotions of the employees toward the leadership styles and its impact on the productivity.

C. Secondary Data

The secondary data has been collected using:

- Books of leadership and organization behavior.
- Research journals and articles.
- Reported and online data.

The data can be utilized in both constructing the theoretical background of the research and the analysis.

D. Sampling Design Population

The sample group will be the staff of the HDFC Bank branches in Nagpur.

E. Sample Size

The selected respondents who will be used in the study are 80.

F. Sampling Technique

The sampling technique that is implemented in the study is the convenience method where the respondents will be selected based on accessibility and availability. This course of action is suited due to the time and resource constraints.

G. Sampling Unit

The HDFC bank has all its employees as sampling units.

H. Data Collection Instrument

The primary tool of data collection is structured questionnaire. The questionnaire will be designed in a way that will enable it to collect relevant data in terms of the leadership approach and the productivity of staff.

Structure of Questionnaire:

- Part A: Demographic (age, gender, experience etc.)
- Section B: Style of leadership perception.
- Section C: Productivity, motivation and job satisfaction of the staff. Measurement Scale

The answers are scored through a 5-point Likert scale:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

This scale is easy to measure and analyze the responses.

II. DATA ANALYSIS TECHNIQUES AND DATA ANALYSIS TOOLS.

The descriptive and inferential statistical results were used to analyze the data obtained.

A. Descriptive Tools

- Percentage analysis
- Tables and charts

These are useful tools that are applicable in summarizing and presenting data in a clear and understandable manner.

B. Inferential Tools

1. Correlation Analysis

They were used as indicators of the strength and the direction of relationship between the leadership style and the productivity of the employees.

2. Regression Analysis

Used to determine the extent to which the leadership style influences the productivity of the employees.

C. Software Used

- Microsoft Excel
- Statistical tool(s) (where applicable).

These are powerful tools which give specific analysis of data.

Hypothesis Formulation

The following are the hypotheses that underlie the study:

- Null Hypothesis (H_0): The style of leadership is not found to be significantly related to the productivity of the employees.
- Alternative Hypothesis (H_1): The correlation between style of leadership and the productivity of employees is high.

III. COMPANY PROFILE

A. Introduction to the Organization

One of the best Indian banks in the private sector is HDFC Bank that originated in 1994 and started its operations in 1995 following its approval by the Reserve Bank of India. The bank has established over the years a good reputation in its customer-focused strategy, technological development, and stable financial performance. It provides a broad portfolio of banking and financial services, such as retail banking service, corporate banking service, loans, credit and debit cards, and digital banking services. The bank has a wide network of branches and ATMs all over the country and is highly prevalent in the urban and semi-urban locations, Nagpur is one of them. The bank of HDFC has a formalized organizational structure that comprises of the top management, middle level management and operational staff that ensures effective operations and service provisions. Employees are critical in ensuring customer satisfaction and delivery of organizational goals because they are directly attached to service delivery, handling and management of transactions and relationships. The HDFC Bank is performance-based and competitive work environment, where the employees have to deliver the targeted results and high service standards. The organizational leadership is very important in terms of employee guidance, motivating employees and raising employee output. The transformational, democratic, and transactional styles of leadership are different approaches that managers use under various circumstances and the requirements of a team. Leadership practices are effective in enhancing performance of employees, job satisfaction and performance of the organization in general. Thus, it is important to comprehend the significance of leadership in telnetting employees to work in a particular environment, in this case, HDFC Bank, Nagpur.VI. Conceptual Framework

conceptual framework is a theoretical structure to explain the relationship between the key variables that are going to be considered during the research study. It is useful in determination of the interaction of different factors with each other and their influence on the results under study. In the present study, the conceptual framework is developed with an understanding of the relationship between the business analytics practices, the insights about the consumer behavior and the sales performance within the organizational. The framework is focused on the importance of analytical tools and methodologies that make use of data in order to help organizations analyze historical data and understand patterns of consumer behavior, and to predict future patterns of sales.

Business analytics is the central part of the framework which means that organizations can collect, process and analyze a huge volume of sales and customer data. Through the use of analytical tools and data visualization techniques, businesses are able to spot patterns relating to product demand, purchasing frequency, seasonal variations and customer preferences. These insights can help organizations to better understand the behavior of consumers, what drives people to buy in diseases and can thus be used for the better understanding of price sensitivity, promotional strategies, products availability and brand perception.

Consumer behavior analysis leads to another important of the conceptual framework. By analyzing the buying habits and preferences of customers, organizations are able to segment their target market and develop marketing strategies that are effective in addressing the needs of customers. Understanding consumer behavior can help businesses to create targeted marketing campaigns, better engage their customers, and improve their overall customer satisfaction. The knowledge gained by analyzing the data from consumers also help the organizations to alter the product offering and promotion strategies accordingly as per the demand in the market.

The conceptual framework also brings out the effect of these analytical insights to sales performances and business decision making. For example, for organizations, when business analytics are applied to the study of consumer behavior and sales trends, they are better able to predict demand and manage inventory and carry out sales strategies. As a result of it, predictive analysis is part of the better forecast accuracy in sales, better marketing and improved resource allocation. Overall, the conceptual framework show that the integration of business analytics and the insights of consumer behavior are valuable to the enhancement of sales performance and in supporting strategic decision making in organization.

IV. DATA ANALYSIS AND RESULTS

The statistical analysis tools being used are analysis of percentage, correlation, and regression to analyze the data obtained of 80 workers of HDFC Bank, Nagpur. The findings are shown below in a table and interpretation of the tables.

1. Leadership Styles Consciousness.

Table 1: Leadership Styles Awareness.

Awareness Level	Respondents Received Number	percent (%)
Highly Aware	30	37.5%
Moderately Aware	28	35%
Slightly Aware	15	18.75%
Not Aware	7	8.75%
Total	80	100%

Interpretation:
The table above shows that most of the employees are knowledgeable on leadership styles exercised in the organization with 37.5% of the respondents being highly knowledgeable and 35% being moderately knowledgeable. This indicates that employees are well versed in leadership behavior which enables them to react in the best way to managerial practices.

2. Styles of leadership in use.

Table 2: Leadership Styles Exercised.

Leadership Style	Respondents number	Percentage (%)
Autocratic	10	12.5%
Democratic	22	27.5%
Transactional	18	22.5%
Transformational	30	37.5%
Total	80	100%

Interpretation:
It can be seen in the table that transformational leadership has the most common style (37.5%), then democratic leadership (27.5%). The least practiced leadership is autocratic leadership. This implies that employee motivation, participation, and development are of more concern in the organization.

3. It is the level of productivity exhibited by employees.

Table 3: Productivity Level of the employees.

Level of productivity	Respondents Number	Percentage (%)
High	34	42.5%
Moderate	30	37.5%
Low	16	20%
Total	80	100%

Interpretation:
Most employees (42.5%), indicate that they are highly productive and 37.5% indicate that they are moderately productive. This implies that the general performance of the employees is good, but there is a possibility to improve it.

4. Influence of Leadership on Motivation.

Table 4: Leadership Effect on Worker motivation.

Response	Number of Respondents	Percentage (%)
Strongly Agree	32	40%
Agree	26	32.5%
Neutral	10	12.5%
Disagree	8	10%
Strongly Disagree	4	5%
Total	80	100%

Table 4: The effects of Leadership on the Motivation of the employees.

Interpretation:
The table indicates that 72.5 percent of the employees concur that the leadership style impacts on motivation. This validates the fact that the leadership is important in boosting employee morale and engagement.

5. Relationship between Leadership Style and Productivity.

Table 5: Correlation Analysis

Variables	Correlation Coefficient (r)
Style of leadership and productivity 0.68	

Interpretation:
The correlation coefficient of 0.68 implies that the relationship between the style of leadership and the productivity of employees is strong with positive correlation. It implies that the greater the leadership practices the greater the productivity.

6. Regression Analysis Table 6: Regression Results

Variable	Coefficient of (b)	p-value
Leadership Style	0.72	0.001

Interpretation:
The regression findings indicate that the leadership style is strongly positively related to the productivity of the employees. The p- value has a value below 0.05, which means that the relationship is significant.

7. Job Satisfaction Level

Table 7: Level of Job Satisfaction.

Level of satisfaction	Respondent number	Percentage (%)
Highly Satisfied	28	35%
Satisfied	30	37.5%
Neutral	12	15%
Dissatisfied	7	8.75%
Highly Dissatisfied	3	3.75%
Total	80	100%

Interpretation:
Most of the employees (72.5%) are contented with the leadership practices. This shows that good leadership will increase job satisfaction.

V. FINDINGS

Based on the analysis and interpretation of the data gathered from the respondents, there are several important findings that have been revealed as a result of analyzing the role of business analytics for understanding sales trend and consumer behavior. The results are based on the response of survey as well as the percentage analysis and interpretation of the collected data. The majority of respondent are aware of the use of business analytics tools in sales and marketing activities and that data driven decision making is becoming an important part of business operations. A huge percentage of those interviewed are of the view that business analytics plays an important role in identifying the future trends in sales and identifying demand patterns. This means the growing importance of predictive type of analysis in the sphere of sales forecast. The result of the analysis showed that one of the most influential factors that influence the purchasing decision of the consumers is quality of the product followed by pricing and brand reputation. These factors contribute in an important way towards the development of the customer's preferences and buying behavior. The results show that the usage of analytical tools help the organization to better monitor the performance of the sales and find the variation of the demand for products in different time period.

Data visualization tools like excel, power BI and Tableau are common with the employees and analyze the data of the sales and provide meaningful insights. These are tools to be good in trying to show complicated data in the most simplified and understandable way. The study also found that businesses that make use of business analytics are better able to recognize customer preferences, segment target markets and design effective marketing strategies. Business analytics help in identifying the high demand products and improvement in inventory management by predicting the change in the demand of the consumer. The results indicate that integration of data analytics in the sales operations helps in better decision making, customer satisfaction and business performance.

Overall, the results of the study show that application of business analytics can be an incredible tool for organizations to gain valuable insights on the trends in sales and consumer behavior that can be utilized to make more informed and strategic business decisions.

VI. CONCLUSION AND FUTURE SCOPE

A. Conclusion

The current research work, which was taken under the name of The Impact of Leadership Style on Employee Productivity: A Study with Reference to HDFC Bank, Nagpur, was conducted to study the various impact of the different leadership styles on employee performance, motivation and job satisfaction in the banking industry.

The report of the research makes it evident that leadership is a major factor that determines the productivity of employees. Transformational and democratic leadership were identified to be more efficient in improving the motivation of the employees, the job satisfaction and productivity. These types of leadership make participation, openness of communication, and development of employees possible, which are paramount in success of goal attainment in an organization where people are involved such as in a service-oriented organization like the banking industry. Correlation and regression analysis also indicated that there was a significant positive correlation between the style of leadership and employee productivity. This proves that good leadership practices will result in high performance of employees. Employees who get mentored and motivated leaders will perform better and more efficiently within the organization.

Moreover, the findings also show that leadership is not only effective in determining productivity but also the work environment and satisfaction of the employees. Positive leadership style promotes good working environment, less stress and employee engagement.

B. Future Scope of the Study

Despite the useful information in the study, some opportunities of conducting further research in the field are present:

1. Geographical Expansion

It is possible to carry out future research in other cities or areas where the leadership practices and the employee productivity can be compared in different locations.

2. Integration of Several Organizations.

The research can be expanded to other banks in the private and public sector to offer a wide perspective of the effectiveness of leadership.

3. Larger Sample Size

It is possible to enhance the reliability and the generalizability of the research results by using a larger sample size in future research.

4. Additional Variables Inclusion.

Other issues that can be taken into account in future research include organizational culture, payments, employee participation, and technological assistance which can affect productivity.

5. Use of Qualitative Methods

Qualitative methods like interviews and case studies can be introduced into the researcher to have more profound insights into the perception of employees and their views on leadership.

6. Longitudinal Studies

It is possible to develop future studies with an extended time frame to examine how the leadership styles and the productivity of the employees could change in the long run.

7. Effect of Digital Transformation.

As more banks continue to get digitalized, future research can be conducted on the influence of technological changes and leaders who are digital to employee productivity.

VII. LIMITATIONS OF THE STUDY

The current report has given useful information on the correlation between the leadership style and employee productivity in HDFC Bank, Nagpur. Nevertheless, by any means, such research is not free of limitations, which must be taken into account when interpreting the results.

1. Limited Geographical Scope

The research is limited to selected divisions of HDFC bank at Nagpur. Accordingly, the results cannot be applied to other areas and regions where the organizational culture and leadership practices might be different.

2. Limited Sample Size

The research is founded on the sample consisting of 80 respondents. Even though it is helpful, the sample might be expanded to increase the trustworthiness and external validity of the findings.

3. Use of Convenience Sampling

The convenience sampling method is employed in this study that can lead to bias because the respondents are not randomly chosen, but they are chosen because they are available.

4. Dependence on Primary Data

The research is primarily based on the information gathered by way of questionnaires. The validity of the results is determined by the integrity and the knowledge of the respondents and at times, the results might be biased.

5. Time Constraints

The study was carried out in a short period of time. It was not possible as a result to do an in-depth or longitudinal study to determine changes over time.

6. Minimal Variables taken into account.

The paper particularly dwells on leadership style as the primary influence on the productivity of employees. The other factors like organizational culture, compensation, training and the work environment were not considered in detail.

7. Absence of Qualitative Analysis.

It is principally a quantitative study. It lacks a qualitative approach like interviews or case studies that would have given more insight into the perception of the employees and the behavior of the leaders.

8. Organizational Constraints

Confidentiality and organization policies restrained access to some internal data and managerial information which in turn might have limited the extent of analysis.

VIII. FINAL CONCLUSION

The current research paper on The Impact of Leadership Style on Employee Productivity: A Study with Reference to HDFC Bank, Nagpur shows the importance of the role of leadership in shaping the performance of employees and the effectiveness of organizations. Leadership comes in to the picture as a major driving force in a highly competitive and service-based industry such as the banking industry where efficiency of the employees directly translates to customer satisfaction and business results.

The research confirms that leadership style plays an important role in influencing the productivity and motivation of employees and their job satisfaction and the overall working environment. Out of the different types of leadership styles studied, the transformational leadership style and democratic leadership were identified to be stronger in improving the performance of employees. The styles facilitate involvement, facilitate innovation and help in the creation of a supportive work environment, which increases the motivation and productivity levels among employees.

The correlation and regression analysis conducted to test the hypotheses prove the existence of strong and positive correlation between leadership style and employee productivity. This shows that not only is good leadership desirable, but it is also necessary in accomplishing the organizational goals. When workers are under the leadership of motivational and supportive leaders, then they are likely to give their best and be involved in any way that benefits the company.

The paper also highlights that leadership is more than task management, it also entails employee’s needs, guidance and positive organizational culture. Balanced leadership style is able to minimize workplace stress, enhance communication, and enhance teamwork.

To sum up, the effectiveness of the leadership is one of the main factors which contribute to the success of any organization and especially the banking industry. Companies must strive to build leadership competencies, participateative and transformational leadership, and provide employees with an environment that helps them grow and perform.

The study results can be of benefit to managers and policymakers who need to develop more effective leadership strategies to enhance productivity and achieve a successful organization in the long run

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