

Abstract

Title: Effects of Different Leadership Styles on Employee Satisfaction

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The leaders based on their roles, power, such as cognitive differences, formed the different leadership styles. The leadership in a group is not using the same way to create their leader role. Leaders usually use different leadership styles and these have various impacts on job performance and job satisfaction. Enterprise managers' personality and leadership styles also alleviate employees' emotions, arouse the enthusiasm of employees, and motivate employees to work hard. Leadership style is a gradually formed and consistent thought, style, and artistic characteristics in the process of the implementation of the long-term leadership which includes leadership thinking, the methods to solve the problem and attitudes towards people, things, and life. In other words, it is interpersonal ways.

The study aimed at the correlation on leadership styles and job satisfaction. Questionnaires and interviews of small and medium enterprises are utilized, and 3 main scales are used to collect the data. Reliability and validity analysis, correlation analysis, regression analysis and path analysis are also used in exploring the interaction and correlation of leadership styles and job satisfaction.

The last part of the thesis is conclusions and suggestions. In general, from the average analysis of employees' satisfaction, the job satisfaction of employees is high and the average value is the highest in the satisfaction of the managers and colleagues.

Employees get more satisfaction on the decision-making ability and the relationship between colleagues. But there is less satisfaction in salary structure. The suggestions are to enhance leading of respecting people's values, needs and humanistic management; to complete the leading communication skills; to vary the control abilities in different situations; to use various leadership styles flexibly.

Keywords: leadership styles ; employees ; satisfaction ; impact