

# A Study on Influence of Leadership Styles on Employee Performance

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## ABSTRACT

Leadership is defined as the skill or ability of an individual to lead or influence other individual or group or an organisation to achieve a certain goal. It is the process of setting an objective and achieving it by tackling competition and solving problems decisively and quickly. Productive leadership shows optimism and provides positive motivation to the employees. Good leaders are supportive and concerned about the well being of the fellow employees. They always find ways for employees to work together and achieve maximum results efficiently and effectively. They act in line with how they speak and earn the right to be responsible for each other's success in the company. The relationship between the leadership and employees has a great impact. This empirical study explores the impact of transformational, transactional, and laissez-faire leadership styles in corporate settings, focusing on their effectiveness in driving employee engagement and productivity. Data was collected through a structured questionnaire from corporate employees, particularly at Intellect Design Arena Limited, Siruseri SIPCOT, Chennai. The study employs a descriptive research design and utilizes validated leadership assessment scales to analyze leadership approaches and their influence on workplace outcomes. The findings reveal that transformational leadership is highly effective in fostering a motivated and high-performing workforce. Transactional leadership provides structure and goal-oriented performance reinforcement, whereas laissez-faire leadership demonstrates lower efficiency, with a lack of direction impacting engagement levels. These insights contribute to developing leadership strategies that enhance employee satisfaction, retention, and overall organizational success, ultimately fostering a productive and performance-driven work environment.

**Keywords:** Transformational leadership, Employee performance, Workplace leadership effectiveness.

