# Leadership & Employee Satisfaction

**Abstract:**

The purpose of this research study is to provide a critical analysis of the relationship between leadership and the level of employee satisfaction reported by the workforce. Participants were instructed to fill out a questionnaire about leadership & employee satifaction. The results showed that there is not a statistically significant relationship between leadership characteristics and employee satisfaction.

## Introduction:

- The results of a Gallup study show that companies with high employee satisfaction have 86% higher customer satisfaction, 76% lower turnover, and 70% more profitable (Vardhman, 2020).
- Studies have found that "75% of people voluntarily leaving jobs don't quit their jobs; they quit their bosses" (Jessen, 2018).
- Vardhman (2020) says that 70% of workers in the United States are not happy in their job because of poor management.

**Hypothesis:**

There will be differences in employee satisfaction based on good or bad characteristics of a leader.

## Methods:

- Participants were 78.9% female & 21.1% male. There wasPa mixture of student from Southern Adventist University & from my personal instagram page.
- Particpants responded to two questionnaires:
  - QuestionPro Inc Supervisor Evaluation Survey (Bahkaran, 2002).
  - QuestionPro Inc Employee Satisfaction Survey (Bahkaran, 2002).

## Results:

- 57 people participated in the study
- The results did not support the hypothesis.
- While there was a weak negative relationship between leadership characteristics and employee satisfaction, the results were not statistically significant.

## Discussion:

- the sample was not large enough to have a statically significant result.
- More research should be done with a larger, more diverse sample size to see if there really is a weak negative relationship between leadership characteristics and employee satisfaction.

**References**

Jessen, C. (2018, June 19). 10 Shocking Stats About Employee Engagement. Retrieved from https://www.themuse.com/advice/10-shocking-stats-about-employee-engagement

Vardhman, R. (2021, April 04). 22 inspiring Leadership statistics for a Successful 2021. Retrieved from https://goremotely.net/blog/leadership-statistics/