



# Seminar Presentation

Friday, October 11/2024 (2:00 PM)

**BAHIR DAR INSTITUTE OF TECHNOLOGY  
FACULTY OF MECHANICAL AND INDUSTRIAL  
ENGINEERING**

Seminar topic: \_\_\_\_\_

IMPACT OF LEADERSHIP STYLES ON EMPLOYEE JOB  
PERFORMANCE MEDIATED BY JOB SATISFACTION: AMHARA  
REGION PUBLIC SECTORS, ETHIOPIA

## SHORT BIOGRAPHY

Dr. Redie Bezabih Hailu is working as plan and budget director in BiT-BDU. Recently graduated with PhD in business leadership from University of South Africa (2024), Masters of Business Administration (MBA, 2015) from university of Gondar, BA degree in management from Bahir Dar University (2006), Higher Diploma in Teaching ( HDP, 2020) from Bahir Dar University. Following his graduation, he served in small and micro enterprises, trade and industry office, and revenue office. He contributed on entrepreneurs' expansion, business and industry sectors, provided BDS (Business Development Services), and delivered trainings on job creativity, income generation and business leadership. Furthermore, he worked in project evaluation, consultancy and survey operations of NGOs and private limited organizations like with ORDA, ILO, ASMEC, ICOS, GYB. He served as a lecturer and an invigilator in various business and management colleges. He developed experiences on strategic thinking, planning, monitoring and evaluation in government and none government organizations. He has published and ongoing works in economics, leadership, employees job satisfaction and performance. He proposed research works to impact and contribute in the area of responsible leadership in business and public organization. He has 17 years experience in multidisciplinary area of expertise.

## CONTACT

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## Abstract

In order to address the issue of ineffective leadership styles used in the public sector, this study aimed to ascertain how a leader's style affected employee job performance through job satisfaction. A positivist approach and deductive reasoning in a cross-sectional quantitative survey were used to collect primary data via a structured questionnaire distributed and collected from 378 respondents with a 98% response rate. Structural Equation Modeling (SEM) and Analysis of Moment Structures (AMOS) version 27 were applied to analyze the data. The research result indicated that democratic, transformational, laissez-faire and autocratic leadership styles positively and significantly impact job satisfaction. In contrast, transactional leadership style did not significantly impact job satisfaction. Besides, democratic, transformational, and laissez-faire leadership styles showed a significant but negative impact on employees' job performance, while transactional leadership style showed a significant and positive impact on employees' performance. However, autocratic leadership style did not significantly affect employees' performance. The indirect results indicated the full mediating impact of job satisfaction between democratic and autocratic leadership styles on employee performance and the partial impact of job satisfaction between transformational and laissez-faire leadership styles on employees' performance. Job satisfaction did not mediate transactional leadership style and employee performance. The research recommended training and awareness for leaders and their focus on leadership styles, job satisfaction and performance excellence to benefit the public service sector and the community. Although the research was conducted in Ethiopia's public sectors, the results can be extrapolated to other regions and public services in Africa and the world. Finally, the study suggested longitudinal research with more mediating and moderating variables using qualitative and quantitative methods, by including leaders as participants of the study.