

# Examining the Relationship between Managers' Leadership Styles and Employees' Job Satisfaction in a Georgian Gambling Organization

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## Abstract

Working on the topic to what extent the managers' leadership styles influence employees/subordinates' job satisfaction brought me to an existing gap in an empirical research as this topic has not been explored neither in Georgian context nor in gambling industry. Being a team member of a gaming organization the research topic serves my professional interest as well. Thus the purpose of this research is to reveal the relationship between the leadership styles and employees' job satisfaction in a Georgian gambling organization.

In general, the leadership styles can vary, but for the purposes of this research only three leadership styles are considered in relation to employees' job satisfaction, namely: Transformational, Transactional and Laissez-Faire leadership styles. Using a non-probability purposive sampling strategy, one of the leading Georgian gambling organization was selected for examination. Analyzing the results was beneficial not only for the research purposes but also for promoting certain leadership styles which can positively affect subordinates' job satisfaction, resulting in healthier corporate culture and work environment.

For the research purposes 4 hypotheses were created in order to accept or reject these hypotheses a research was conducted using a survey as a searching instrument represented by a questionnaire. The questionnaire consisted of 3 components: demographic part, leadership styles, and job satisfaction. In this case, the leadership styles were the independent variables, and job satisfaction was the dependent variable. 107 respondents took part in the survey and according to the results descriptive and correlational analysis were done. As a result, 3 hypotheses were confirmed out of 4.

The results of the study showed that there is a positive relationship between transformational and transactional leadership styles and employees' job satisfaction. And a negatively low correlation was revealed between laissez-faire leadership style and job satisfaction. As for the employees' work satisfaction in regards to direct manager, the results showed that the leaders with transformational and transactional leadership styles have a more positive association while laissez-faire leadership style has negative.

Keywords: Leadership, Leadership styles, Job satisfaction, Laissez-faire, Transformational leadership, Transactional leadership, Correlational analysis, Descriptive statistics.