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A STUDY ON THE RELATIONSHIP BETWEEN LEADERSHIP
BEHAVIOR AND ORGANIZATIONAL COMMITMENT:
LEASING COMPANIES IN BATTICALOA DISTRICT



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Abstract

A study on Relationship between Leadership Behavior and Organizational Commitment: Leasing Companies in Batticaloa district.

Employees commitment are very crucial to support the overall growth of the organizations, thus leaders should take close attention on the level of employees commitment to ensure that continuous contributions can be sustained throughout the career stage of employees in the organization.

This research aims to investigate the relationship between leadership behavior and organizational commitment. In addition to that, the study tries to examine managers Leadership level in the leasing companies and to which extent to difference in the level of commitment with Leasing companies, gender, age group and job position.

The research framework of study consist two variables such as leadership behavior and organizational commitment which are used to determine relationship between leadership behavior and commitment was conduct among 82 employees of leasing companies. The structured was administered to collect data and analyzed by using bivariate analysis. The result of first objective Shows the positive relationship between leadership behavior organizational commitment in leasing companies. in cross tabulation the level of organizational commitment on Leasing companies, People leasing and LOLC in higher and moderate level in Asset line. When comparing the gender with organizational commitment in high level in both male and female. in the age group 45-54 years in high level commitment. When comparing job position recovery and documentation staffs in higher level commitment. in overall level of commitment based on mean value in moderate level with leasing companies, gender, age group and job position. so, there is a relationship between leadership behavior and organizational commitment in leasing companies.

Key words: Leadership behavior, relation oriented leadership, task oriented leadership behavior and organizational commitment.

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