

Abstract

Leaders and staff are the most important resources for every organization. The study about leadership is more popular and interesting to everyone especially when it affects the productivity of the firm and the satisfaction of employees. This research was designed to concentrate on examining the relationship between leadership styles and employees' job satisfaction of the Target International Bank, Bangkok branch. The study employed a questionnaire, which was administered to 140 employees, and 138 out of 140 sets of questionnaires were collected back.

SPSS statistics methods were utilized for statistical analysis. The statistical methodology used was Average Weighted Mean, Pearson Correlation Coefficient, Paired-Sample T Test, Chi-square to analyze the data and test hypotheses.

The findings of the study revealed that the differences between actual and preferred perceptions of leadership styles were statistically significant especially participative and support styles. In addition, the study showed that there was significant relationship between leadership styles and employees' job satisfaction. In the same direction, both participative and supportive leadership styles have nearly positive correlation with job satisfaction. Applicable recommendations such as Promote group thinking, Promote leadership role model, Promote working across functions, and Interim recognition and rewards were suggested in order to enhance job satisfaction, and hence increase organizational effectiveness.