

**A Study on the Relationship between Leadership Styles and Employee Engagement****Dr. (Mrs.) K. Vidyakala**Assistant Professor, Department of Business Administration,  
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kvidyakala@gmail.com**ABSTRACT:**

Leadership has gained importance in every walk of life, from politics to business, and from education to social organizations. Leadership style is crucial for encouraging employee engagement. When employees decide to leave a company, they leave their managers, not the company. This brings the assumption that leadership practices have strong implications in the harbored intentions of employees to quit. In the current recessive times, in which the war for talent is rife, organizations and researchers are increasingly taking interest in how not only to retain their talent, but also to optimize their leadership and engagement practices. Research on the circumstances that contribute to turnover behaviour have brought to light the impact of employee engagement and job characteristics on turnover behaviour, and suggest a strong link with leadership behaviour as a determining factor for the ideal environment that mitigates turnover behaviour. This study explored the relationship between leadership style and employee engagement using 150 employees employed in various sectors in Coimbatore. The study concludes that the leadership styles influence the employee engagement and has a significant relationship with all the factors in Job engagement.

**KEYWORDS**

Leadership styles, employee engagement, talent, job engagement.

**EMPLOYEE ENGAGEMENT:**

Employee engagement has been called the most useful idea for human resources practitioners in the 21st Century (McBain, 2006), and the "ultimate prize" for employers (Perrin, 2003). It has also been argued that employee engagement is not a new concept, but rather a new framing of the issues that surround the phenomenon (Corace, 2007). In the current economic downturn, organizations are experiencing tremendous challenges to maintain a competitive advantage on the global front. Change has become a constant, as organizations need to reinvent themselves and become more innovative to deal with more competitive pricing structures and branding strategies to position themselves optimally in a cutthroat environment (Landman, 2012).

**LEADERSHIP:**

Leadership emphasizes teamwork, collaboration and connectedness and removing barriers to communication and original thinking. Leadership, with its varied definitions, is one of the most studied fields in the social sciences. It has gained importance in every walk of life, from politics to business, and from education to social organizations. Leadership has not only been well recognized as a critical component in the effective management of employees (Liu, Lepak, Takeuchi, and Sims, 2003), but has also been suggested as one of the single biggest elements contributing to employee perceptions in the workplace and workforce engagement (Wang and Walumbwa, 2007; Macey and Schneider, 2008).