

Analysing the moderating role of sociocultural context in between leadership styles and employees engagement

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ABSTRACT

Purpose: Increasing business competition exerts top-down pressure on organisational executives to search for methods that could improve productivity and reduce systemic challenges. Leadership is propounded to occupy a central role in this regard. However, its effectiveness depends upon the context and technique it is applied through. The current research aimed at analysing the influence of leadership styles on employee engagement with respect to moderating effect of sociocultural contexts.

Method: In the present study, relevant ethical norms were also upheld. Using a survey questionnaire, the researcher ensured that the key participants who were a part of the analysis gave their consent

Results: The analysis determined that there is a substantial impact of employee orientation leadership, production orientation leadership and transformational leadership style over the employee engagement. However, the moderating effect of sociocultural context was identified over the relationship of employee orientation leadership style, production-oriented leadership style and employee engagement. While the moderating effect of Sociocultural context was identified insignificant over the relationship of transformational leadership style and employee engagement.

Keywords: *Socioculture, Leadership, leadership styles, employees engagement*