

## THE IMPACT OF LEADER ON JOB SATISFACTION: AN EMPIRICAL RESEARCH

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### ABSTRACT

A huge change has been witnessed in the expectations of 21st century workforce consisting of millennials and Gen X. The current study unravels the relationship between the aspects of job satisfaction and the kind of leadership (bureaucratic, consultative and laissez faire), one is working under. The sample consisted of 90 young millennials (less than 30 years of age) who were assessed on the type of leader they were working under along with the job satisfaction level that they experienced. The results of the study were analyzed using the descriptive and inferential statistics. For this study, statistical analytical tools like one-way ANOVA were used. This research indicates that there is a strong relationship between job satisfaction levels that the participants experienced while working under bureaucratic, consultative and laissez faire styles of leadership. It was observed that the Indian millennial who work under a consultative leader are most satisfied. And those working under a bureaucratic leader are least satisfied. The results of the study can be further used by academicians for building upon new models for understanding and theories on the effect of leadership on the experience of job satisfaction better. It is an attempt to include and study the aspects of bureaucratic, consultative and laissez faire styles of leadership, relating it with the job satisfaction among millennials, specifically in the Indian context.

**KEYWORDS:** Bureaucratic, Consultative, Indian Millennial, Job Satisfaction, Laissez Faire, Leadership Style

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