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بُست علمي او څېړنيزه مجله

بُست پوهنتون

لومړی ټوک - لومړی گڼه

کال - ۱۴۰۱

بُست علمی او خپرنیزه مجله بُست پوهنتون

د امتیاز خاوند: بُست پوهنتون

مسؤل مدیر: پوهنمل دوکتور ناصر ضیا ناصری

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ډیزاین: د بُست پوهنتون دخپرنیزو او فرهنگي چارو مدیریت

&

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د خپرولو کال: ۱۴۰۱

پته: بُست پوهنتون، لښکرگاه، هلمند، افغانستان

د بټ پوهنتون د رئيس پيغام

په نني ژوند کې د يوې علمي مؤسسې يو له مسؤليتونو څخه دا دی، چې نه يواځې خپل محصلان د پوهې په گانه سمبال کړي، بلکې د پوهنتون د لوړو زده کړو لرونکو پوهانو او استادانو د علمي زيرمتون څخه داسې څه وخت په وخت راوباسي، چې د ټولني د ژوند د اړتياوو د پوره کولو لپاره او يا لږ تر لږه د ټولني د لوستي قشر د خبرولو او که وکولای شي له هغوی څخه د عمل په ډگر کې د گټې اخيستنې په موخه، په کار واچول شي.

و دې موخې ته د رسيدلو لپاره پوهنتون بايد يو داسې علمي خپرندويه ارگان ولري، چې په هغه کې د پوهنتون ټول با صلاحيته منسوبين که هغه استاد وي، که کارکوونکی او که زده کړه يال، خپلې علمي او څيړنيزي مقالې او ليکنې د کاغذ پر مخ باندې کښيښودلای شي.

زما په شخصي آند پدې مجله کې لکه له نوم څخه چې يې ښکاري، بايد داسې مسائل را برسیره شي، چې نه يواځې په پوهنتون پورې راگير پاتې شي، بلکې په عام ډول سره د افغاني ټولني او په ځانگړي ډول سره د هلمند ولايت د اوسيدونکو نني او سبا ژوند ته په کتلو سره، برياليتونونه، ستونزي، وړانديزونه او د حل لارې- چارې، وړاندې کړل شي. هغه وخت به د بټ پوهنتون علمي مجله يواځې د بست پوهنتون نه، بلکې د ټول هلمند ولايت، آن د سيمي او ټول افغانستان په کچه د پوهې او څيړنې په برخه کې د وخت د غوښتنو سره سم، د پاملرنې وړ او و ځوان نسل ته د يوې سمې لارې د ښودلو په موخه، يوه محبوبه او پر زياتو خلکو باندې گرانه مجله وي او په ټول هيواد کې به خپل مينه وال ولري.

دا مجله به د بټ پوهنتون د مشرتابه، استادانو، محصلانو، فارغانو او ټولو مينه د علمي او څيړنيزو مقالو د خپرولو لپاره که هغوی د پوهې په هر ډگر کې چې وي، يو خپرنيز ارگان وي، چې و خپريدلو ته به يې ټول مينه وال په تمه ناست وي. څومره به پرځای او ښه خبر وي، چې د ټولني لوستی قشر په تيره بيا د بست پوهنتون محترم استادان، فارغ شوي او بر حاله محصلان د علمي او څيړنيزو مقالو وليکلو ته وهڅول شي.

زه د بټ پوهنتون د ټولو منسوبينو په استازيتوب وياړ لرم، چې د بټ پوهنتون د علمي مجلې د خپريدلو له امله د محترم مؤسس، محترم علمي مرستيال او د څيړنې له محترم آمر او همدا رنگه د مجلې له ټولو کارکوونکو او پرسونل څخه د زيار او زحمت په گاللو سره چې مجله يې و خپريدلو ته چمتو کړې ده، مننه او قدرداني وکړم، ټولو ته د زړه له کومې مبارکي وایم او هيله لرم چې د بټ پوهنتون د علمي مجلې کارکوونکي به خپل رسالت د پوهنتون او ټول هلمندې ولس او په اخری تحليل کې د ټول افغان ملت پر وړاندې په پوره او ټينگ عزم سره سرته ورسوي.

په درنښت

ډيپلوم انجنير محمود سنگين

سريزه

بُست پوهنتون وياړ لري چې د خپل علمي پرمختگ په لاره کې يې يو بل ډير مهم او اړين گام پورته کړ او هغه د بُست د علمي او څيړنيزي مجلې د لومړۍ گڼې خپرېدل دي. تر هر څه دمخه د پوهنتون ټولو استادانو، محصلانو او د علم او پوهې د لوی کور مينه والو ته د بُست د علمي او څيړنيزي مجلې د خپرېدلو مبارکي وړاندې کوم او ددې سره جوخت د ټولو ملگرو څخه چې ددې مجلې د جواز په تر لاسه کولو، ترتيبولو او خپرولو کې يې نه سترې کېدونکې ونډه اخيستې ده د زړه له کومې مننه کوم.

د علمي کور کهول او اړوند کسانو ته ښکاره ده او پوره باور لري چې د نننۍ نړۍ هر اړخيزه پرمختگ د پوهانو د علمي څيړنو د زيار له برکته ممکن سوی او د لوړو زده کړو مؤسسي، اکادميک انستيتوتونه او څيړنيز علمي مرکزونه پکښې مرکزي او پريکنده رول لوبولی دی.

همدې اصل او ارزښت ته په کتو سره بُست پوهنتون غواړي د پرمختللو اکاډميکو نورمونو په رعايت د تدريس، علمي څيړنو او نوښتونو له لارې مسلکي کادرونه وروزي او د معياري تحصيلي اسانتياوو او زمينو په برابرولو سره د ټولني ځوانانو ته معياري او د لوړ کيفيت لوړې زده کړې وړاندې او د علمي څيړنو پر بنسټ د کره پوهنيزو اثارو د توليد زمينه برابره کړي، ترڅو د لوړو زده کړو او مسلکي پوهې په ډگر کې د گټورو مهارتونو په تر لاسه کولو او د خپلو رښتينو اهدافو په لاسته راوړلو سره د ټولني او هيواد په پرمختگ او رغونه کې رغنده ونډه واخلي او د رښتيني خدمت جوگه شي.

ژمن يو چې د هلمند ولايت، گاونډيو ولايتونو او په ټول هيواد کې ځوان نسل ته د اسلامي، ملي او کلتوري ارزښتونو په رڼا کې معياري د علمي او مسلکي لوړو زده کړو او پراخو علمي څيړنو زمينه برابره او ټولني او هيواد ته ژمن او روزل سوي کادرونه وړاندې کړو.

د اوس لپاره د بُست علمي او څيړنيزه مجله يوازي د **سائنسي علومو** په برخه کې علمي او څيړنيزي مقالې او ليکنې د چاپ او نشر د تگلارې سره سم مني او خپروي او هيله مند يو چې په راتلونکې کې به نورې برخې هم ورزياتي کړل سي.

ډاډ لرم چې د بُست پوهنتون استادان، محصلان او علمي کارمندان به انشاءالله، نن، سبا او په راتلونکې کې د خپلې علمي څيړنيزي مجلې د خپرولو له لارې خپل دغه دروند خو وياړلی دين (پور) ادا کړي. همدا ډول ټولو د علم او پوهې څښتنانو او مينه والو ته په مينه سره بلنه ورکوو چې ددې علمي او څيړنيزي مجلې او د بُست پوهنتون د پرمختگ په لاره کې خپلې علمي او څيړنيزي ليکنې، آندونه، وړاندیزونه او رغنده نيوکې او مرستې د تل په شان راولوروی او د علم ددې ستر کور په ودانولو کې د خپلې ديني، او ملي برخې د ادائينې وياړ راوبخښی.

موږ هوډ کړيدي او هيله مند يو چې انشاءالله د وخت په تيريدو سره به د خپل هيواد و بچيانو او ځوان نسل ته د تدريس، ښه روزني او څيړنيز هاند لپاره اړينې او د پام وړ اسانتياوې برابرې کړو تر څو په لومړي پړاو کې خپلو هلمندوالو بيا د سهيل لويديځې حوزې او په پای کې و ټولو هيوادوالو ته د يو داسې چوپړ مصدر وگرځي چې زموږ د ځوريدلي اولس او ويجاړشوي هيواد اقتصادي، فرهنگي، سياسي او ټولنيزي ستونزې حل او افغانستان د نړي د پرمختللو هيوادونو په ليکه کې ودريري.

لړليک

د مقالې عنوان

د صفحې

شميره

1	د هلمند ولايت بۇست روغتون كي د بولي طرق انتاني ناروغی د واقعاتو مطالعه ډاکټر نثار احمد راسخ، پوهندوی ډاکټر علي احمد، ډاکټر ذبيح الله انوری او ډاکټر سيد بسم الله سجادی
9	په مارچې ولسوالۍ كي د غنمو د توليد اقتصادي تحليل پوهندوی ډاکټر علي احمد، حميد الله هدايت او پوهنيار بريالی رفيع
16	د سازمان پر کارکردگی باندي د رهبري د طريقو تاثير نوماند پوهنيار عصمت الله قانع
24	په روغتيايي خدماتو كي د تکنالوجي د نوبت اغيزې او تحليل فيروز احمد بلوچ او خان محمد وفا
35	د شبکي امنيت اهميت، راتلونکي او پلي کول حسن خان مخلص او خان محمد وفا
45	د غټو معلوماتو تحليلونه او د هغوی امنيتي مسئلې خان محمد وفا او فيروز احمد بلوچ
54	د نړۍ د مصنوعي سپورمکي لنډه پيژندنه سيد نصير احمد اغا او خان محمد وفا
60	د مېخي تهدايونو مهم ډولونه انجنير نثار احمد احمدي، انجنير حيات خان مخلص او انجنير ولي جان سروري
72	نړيواله تودوخه، د اقليم بدلون، لاملونه، اغيزي او حل لاري انجنير عزت الله سلطاني او انجنير ولي جان سروري
80	د کندهار په ميرويس حوزوي روغتون كي د نري رنځ ناروغی د واقعاتو مطالعه ډاکټر عبدالوکيل اکرم، پوهندوی ډاکټر علي احمد، ډاکټر عبدالمنان مفتی زاده او ډاکټر ذبيح الله انوری
86	د هلمند ولايت بۇست روغتون كي د نيږروتیک سندروم د واقعاتو مطالعه ډاکټر معاذالله زاهد، ډاکټر ذبيح الله انوری، پوهندوی ډاکټر علي احمد او ډاکټر سيد بسم الله سجادی
92	مطالعه واقعات کسور بسته ثلث متوسط عظم عضد در شفاخانه حوزوی پروفيسور دوکتور عزيز الله ډاکټر محمد مسعود موسوی، پوهندوی ډاکټر علي احمد، ډاکټر ذبيح الله انوری او ډاکټر سيد بسم الله
98	د کندهار ميرويس حوزوی روغتون داخله اطفالو په څانگه كي د شري ناروغی د واقعاتو مطالعه ډاکټر عبدالعزيز صافي، پوهندوی ډاکټر علي احمد، ډاکټر ذبيح الله انوری او ډاکټر سيد بسم الله سجادی

The Impact of leadership Styles on Organizational Performance

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Abstract

The study which assumes the Impact of leadership style on Organizational performance, leadership is one of the key determinants associated with the success and failure of any organization. The leadership styles which are investigated in this study, which were developed by Kurt Lewin, were considered in this study. And the main objectives of the study is to examine the relationship of leadership styles on organizational performance. It is a qualitative research which is carried out by primary data using a likert scale questionnaire which is sent out both by Google Forms and physically to respondents, The Yamen's formula is used for the determination of sample size. For more credible results, the autocorrelation, multi-collinearity, and reliability tests were applied before running of multiple regression using SPSS Version-24. From applied tests, the Cronbach's alpha coefficient of alpha was 0.870 showing high internal consistency, 2.052 of Durbin Watson statistics showing almost no autocorrelation, and the average VIF is around 1.52 showing no multi-collinearity. For final result the multiple regression was applied. The regression model shows that all three independent variables have a positive relationship with the independent variable and are significant at 0.10 confidence interval, in which H1, H2, and H3 are accepted. the autocratic leadership style with a coefficient of 0.196, democratic leadership style with a coefficient of 0.242 and Laissez-fair with a coefficient of 0.352. It is concluded that among the three leaderships, laissez-fair mostly impacts organizational performance democratic leadership is second and autocratic leadership has less Impact on organizational performance.

Keywords: Organizational performance, Autocratic, Democratic, Laissez fair and Leadership Style.

Introduction

According to (Griffin, 2015) leadership as a process, the use of non-coercive influence to shape the group's or organizational goals and motivate behavior toward the achievement of those goals. leadership is one of the key determinants associated with the success and failure of any organization (Hasan, 2018). performance is the ratio between output and the total of factors required to achieve it. (Sougui, Bon. & Hagi, 2015) Employee performance depends on employee's satisfaction (Insan et al., 2013) and it directly impacts organizational performance. The leadership style in nature is a manner by which direction and motivation are applied by a leader to achieve organizational goals. The leadership style in any organization has given managers the ability to ask employees about matters, make decisions and participate with others (Bhargav & Yaseen, 2016). Organizations use leadership styles that enhance the abilities and capabilities of people. The role of leadership in an organization is crucial in terms of creating a vision, mission, determination, and establishment of objectives, designing strategies, policies, and methods to achieve the organizational objectives effectively and efficiently along with directing and coordinating the efforts and organizational activities (XU and wang, 2008). leadership has a cause and effect relationship with organizational performance (Akpapere, Jengre, & Mogre, 2019).

Many organizations face problems related to unsound practices, poor financial performance, high labor turnover etc (Hasan, 2018). Leadership style influenced organizational modernization and organizational learning completely and considerably. Organizational modernization and organizational learning also completely and considerably influenced organizational performance (Hariswaran, Nawaz, and Gajenderan, 2020). The leadership styles have a Direct Relationship with performance (Beakana, 2017), further said leadership styles with a significant positive relationship with organizational performance (Saleh, Nusari, Habtoor, Isaac, 2018).

Research Hypothesis:

H1: There is a significant relationship between laissez-faire leadership and organizational performance.

H2: There is a significant relationship between autocratic leadership and organizational performance.

H3: There is a significant relationship between democratic leadership and organizational performance.

Research Problem:

Leadership style determines subordinates' participation in making the decision and the way organization is run administratively (Muchiri & Hazel, 2017). How leadership styles Affect organizational performance is the issue many specialists and researchers working in leadership scope are interested in (Bhargav & Yaseen, 2016). So the main reason for conducting research is to reveal, whether leadership styles effects organizational performance in different organizations or not.

Research Questions:

Is there relationship between leadership styles and organizational performance, and if so how much?

To what extent do leadership styles affect organizational performance?

Which leadership style Is the effective one in organizational performance?

Research Objectives:

The main objective of the research is to determine the impact of democratic, autocratic, and laissez faire organizational styles on organizational performance. The main objective of the study is to assess the influence of leadership styles on organizational performance from scholars of different organizations. as said objectives are:

To examine the impact of the autocratic leadership style on organizational performance.

To examine the impact of the democratic leadership style on organizational performance.

To examine the impact of the laissez-faire leadership style on organizational performance.

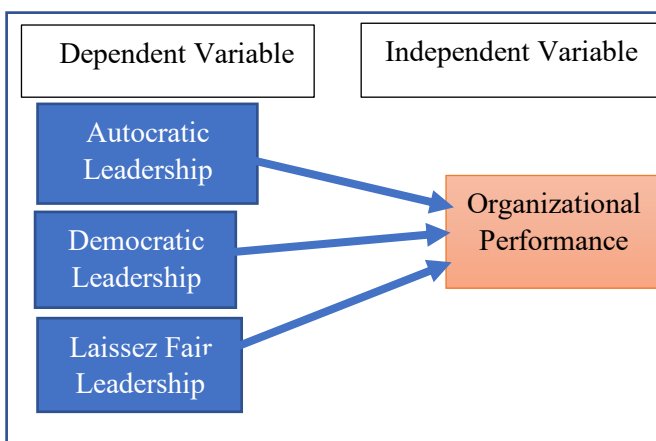
Materials and Methods

The research conducted on the impact of leadership styles on organizational performance is qualitative research carried out by primary data using a likert scale questionnaire which is sent out both by Google Forms and physically to respondents. The Yamen's formula is used for the determination of sample size, which is used for different confidence intervals (Anokye, 2020).

$$n = \frac{N}{1+N(e)^2}$$

Where n is the sample size, N is the size of the population, and e is the level of precision (significance (e = 0.05). according to population. From 90 samples, 75 responses were obtained. The research is carried out qualitatively in which autocratic, democratic, and laissez-fair leadership styles are independent variables and organizational performance is a dependent variable. The following conceptual framework illustrates the study structure.

Figure 1: Conceptual framework of study

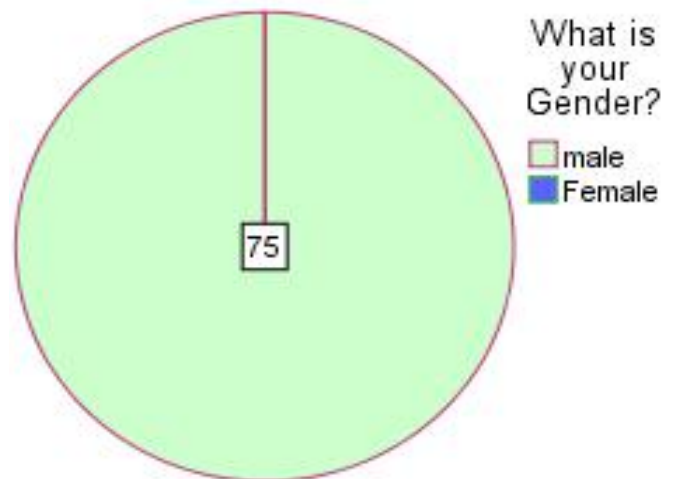


For more reliable results, some tests before multiple regression were performed. The Cronbach's alpha for internal consistency, Durbin Watson test for checking autocorrelation, and Yif test for checking multi-collinearity. All the analyses are being done by SPSS (v.24).

Results and Discussion

As mentioned the research is conducted through primary data using a likert scale questionnaire including the first section of general information about respondents which is being brought as follows.

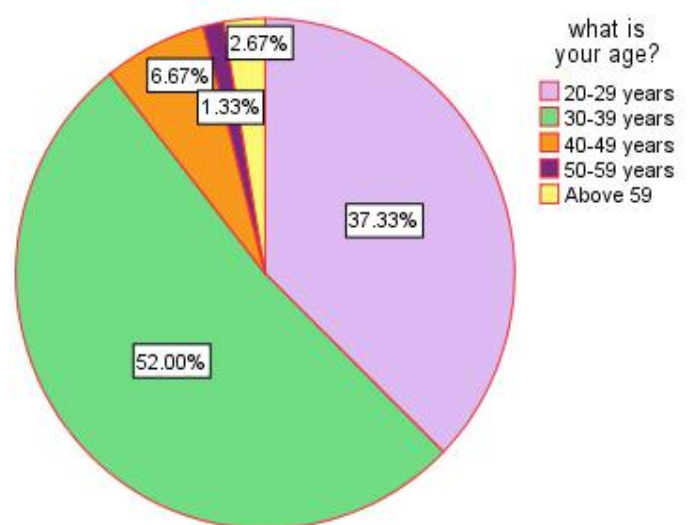
Figure 2: What is your gender?



Source: Analyzed with SPSS

The figure-1 shows that all 75 respondents are males, in which 52% are 30-39 years, 37.33% are 20-29 years, 6.67% are 40-49 years, 2.67% are above 59 years and 1.33% are 50-59 years old.

Figure 3: What is your age?

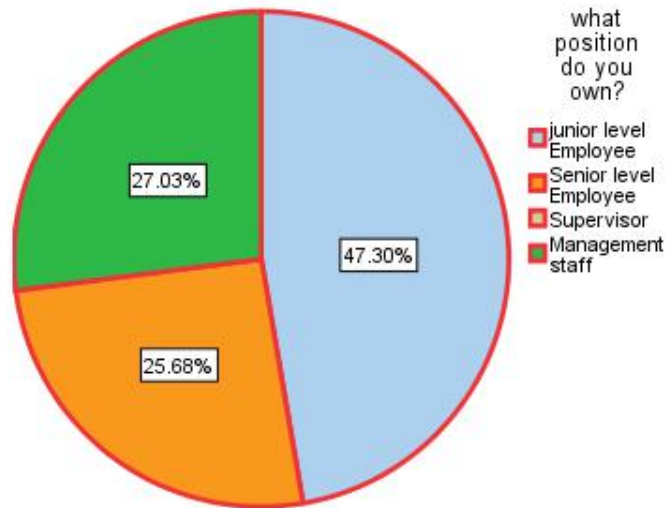


Source: Analyzed with SPSS

The figure-2 illustrates that out of 75 Respondents 52%, 37.33%, 6.67%, 2.67%, 1.33% are 30-39, 20-

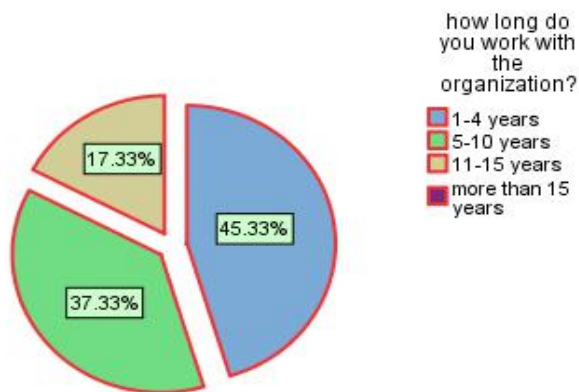
29, 40-49, above 59 and 50-59 years old respectively.

Figure 4: What position do you own?



Source: Analyzed with SPSS

Figure 5: How long do you work with the organization?



Source: Analyzed with SPSS

The most commonly used indicator of internal consistency is Cronbach's alpha coefficient. Ideally, the Cronbach alpha coefficient of a scale of above 0.7 shows adequate Reliability (DeVellis 2012).

Table 1: Cronbach's Alpha

Reliability Statistics	
Cronbach's Alpha	N of Items
.870	21

Source: Calculated by SPSS

So in this study, internal consistency is measured through cronbach's alpha in which the coefficient of alpha is 0.870 which shows that there is high internal consistency among the grouped scale data shown in table-1.

Multi-collinearity Analysis:

Multi-collinearity refers to relationships among independent variables. (Pallant, 2016) states that Multi-collinearity exists when the independent variables are highly correlated ($r=.9$ and above).

Table 2: Multi-Collinearity

Model	Coefficients	
	Tolerance	VIF
Autocratic Leadership	.734	1.362
Democratic Leadership	.590	1.695
Laissezfair_Leadership	.656	1.525

a. Dependent Variable: Organizational performance

Source: Calculated by SPSS

The VIF is a tool to measure and quantify how much the variance is inflated by statistics (Daoud 2017). Here (table-2) is calculated by SPSS showing there is almost no Multi-collinearity among predictors.

Autocorrelation

The most common test for checking autocorrelation of errors in the regression model is the Durbin-Watson test (dufour and dagenais, 1984).

Table 3: Durbin Watson Statistics

Durbin-Watson	
Statistics	2.052

Source: Calculated by SPSS

The Durbin-Watson statistics calculated by SPSS in table-3 is 2.052 shows, there is almost no autocorrelation for following the final regression.

Table 4: Model Summary Table

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.690a	.476	.453	.519
a. Predictors: (Constant), Laissezfair_Leadership, Autocratic Leadership, Democratic Leadership				

Source: Calculated by SPSS

The Model summary table-4 which is calculated with SPSS shows R square with 0.476 value indicating that the dependent variable is explained or influenced with predictors of 47.6%.

Table 5: ANOVA Table

ANOVA a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	17.311	3	5.770	21.462	.000b
Residual	19.089	71	.269		
Total	36.400	74			
a. Dependent Variable: Organizational performance					
b. Predictors: (Constant), Laissezfair_Leadership, Autocratic Leadership, Democratic Leadership					

Source: Calculated by SPSS

The ANOVA table-5 having sig. Value which is 0.000, shows the Overall significance of the Model.

Table 6: Coefficient Table

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	-.125	.431		-.289	.773
Autocratic Leadership	.196	.103	.191	1.906	.061
Democratic Leadership	.242	.098	.276	2.465	.016
Laissezfair_Leadership	.352	.101	.370	3.490	.001
a. Dependent Variable: Organizational performance					

Source: Calculated by SPSS

The coefficient table-6 of the regression model shows that the all three independent variables have a positive relationship with the independent variable and are significant at 0.10 confidence interval, in which H1, H2, and H3 are accepted. autocratic leadership style with a coefficient of 0.196, democratic leadership style with 0.242, and laissez-faire leadership style with a coefficient of 0.352, it concludes that among the three leaderships, laissez-fair mostly impacts organizational performance and democratic leadership is second and autocratic leadership has less impact on organizational performance.

Conclusion

The study was conducted on the impact of leadership styles on organizational performance by scholars of different organizations. The leadership styles in this study are assumed which are introduced by (Lewin. K., Lippit. & White, 1939). a Likert scale questionnaire was prepared and sent out to respondents by Google form and physically having three autocratic leadership, democratic leadership, and laissez-fair leadership styles as independent variables and organizational performance as the dependent variable. In which 90

sample size was determined by Yamen's formula. From 90 questionnaires 75 responses were obtained. As mentioned the research is conducted through primary data using a Likert scale questionnaire including the first section of general information about respondents which is being brought as all 75 respondents are males, in which 52% are 30-39 years, 37.33% are 20-29 years, 6.67% are 40-49 years, 2.67% are above 59 years and 1.33% are 50-59 years. out of 75 respondents 52%, 37.33%, 6.67%, 2.67%, 1.33% are 30-39, 20-29, 40-49, above 59 and 50-59 years old respectively. The qualification of respondents, 78.67% are bachelors, 17.33% are masters and 4.00% are having Ph.D degrees. Working in different positions in organizations in which 47.30% are junior level employees, 27.03% are management staff and 25.68% are senior level employees. The respondents were also asked about working with the organizations, out of 75 respondents 45.33%, 37.33%, and 17.33% are working with the same organization for 1-4, 5-10, and 11-15 years respectively. For more credible results, the autocorrelation, multi-collinearity, and reliability tests were applied before running of multiple regression. From applied tests, the cronbach's alpha coefficient of alpha was 0.870 showing high internal consistency, 2.052 of Durbin Watson statistics showing almost no autocorrelation, and the average VIF is around 1.52 showing no Multi-collinearity. For final result the multiple regression was applied. The regression model shows that the all three independent variables have a positive relationship with the independent variable and are significant at 0.10 confidence intervals in which H1, H2, and H3 are accepted. The autocratic leadership style with a coefficient of 0.196, the democratic leadership style with 0.242, and the Laissez-faire leadership style with a coefficient of 0.35. which is the same as found by (Saleh, Nusari, Habtoor, and Isaac, 2018), (Hasan,2018), (Méndez, José, Monserrat, 2013), (Owani, Ogwang & Mwesigwa, 2020), (Karacsony, 2021), Akparep., Jengre, & Mogre, 2019), (Ojokuku, Odetayo, and Sajuyigbe, 2012), (Iqbal, Anwar, and Haider, 2015), (Bhutto, Kanwal and sethar, 2022). And opposed found by (Amal and Nosheen,2014), (Alkhaled, Fenn j. 2020), (Chris 2016), (Shafie, Baghersalimi, &

Barghi 2013), (Fakhri, 2018) It is concluded that among the three leaderships, laissez-fair mostly impacts organizational performance and the democratic.

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د سازمان پر کارکردگی باندې د رهبري د طريقو تاثیر

نومانند پوهنيار عصمت الله قانع

اقتصاد پوهنځی، بُست پوهنتون

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لنډيز

په دې څېړنه کې د رهبري د ډولونو تاثیر د سازمان پر کارکردگی باندې په نظر کې نیول سوی، رهبري د یو ادارې/سازمان د بریا یو مهم ټاکونکي عامل بلل کېږي. په دې څېړنه کې د رهبري هغه طریقې چې د Kurt Lewin لخوا رامنځته سوي وې په نظر کې نیول سوي دي چې د څېړنې اساسي هدف هم دادی چې د رهبري د ډولونو تاثیر د سازمان پر کارکردگی باندې معلوم کړي. د یو کيفي څېړنې په صفت ددې څېړنې ډاټا د ترتیب سوي پوښتنپانې له لارې ترلاسه سوي چې د Google Form او فزيکي شکلونو ځواب وپونکو ته وړاندې سوي او د نمونې شمير يې د Yamen's فورمول له لارې محاسبه سوی دی. د لا باوري نتایجو لپاره تر Multiple Regression مخکې د Autocorrelation, Multi-collinearity او Reliability ټیسټونه د SPSS سافټ ویر په مرسته عملي سوي دي. د موندنو په نتیجه کې د Cronbach's Alpha ارزښت ۰.۸۷۰ چې د پوښتنو داخلي ټرټیا ښيي، د ۲.۰۵۲ د Durbin Watson احصایوي رقم يې چې د Autocorrelation نه موجودیت او د VIF ارزښت ۱.۵۲ چې تقریباً د Multi-collinearity نه موجودیت په گوته کوي. د رهبري د طريقو تاثیر د سازمان پر کارکردگی باندې د Multiple Regression د ضریبونو په واسطه سره وړاندې سوي، چې په نظر کې نیول سوي د رهبري درې طریقې د سازمان پر کارکردگی مثبتې اړیکه لري او درې واړه متبادلي فرضیې موثره او د قبول وړ دي چې ازاده رهبري د ۰.۳۵۲ ضریب په درلودلو سره لومړی، ولسواکه رهبري د ۰.۲۴۲ ضریب په درلودلو سره دوهم او امرانه رهبري د ۰.۱۹۶ ضریب په درلودلو سره په دریم قدم کې د سازمان پر کارکردگی تاثیر لري.

کلیدي کلیمې: د سازمان کارکردگی، امرانه رهبري، مشارکتی رهبري، خپلواکه رهبري او د رهبري ډولونه.



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