

## **LEADERSHIP STYLES AND JOB STRESS : A STUDY OF ADMINISTRATORS IN THE CIVIL ADMINISTRATION SECTOR IN JAFFNA DISTRICT**

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### **ABSTRACT**

The leader's leadership type plays an important role in achieving performance of the civil service organizations. The leader's ability to lead a group of cordial subordinates to work efficiently is the key to success. The civil administration sector focuses on close interaction with people in the particular region. It is a public sector, for which the experienced leaders inspire the people through continuous training and encouragement and lead them to work hard to achieve their goals. This paper investigated leadership styles of administrators as perceived by employees and employees' job stress in the civil service organizations, named Jaffna District Secretariat and Divisional Secretariats. The study population comprised the employees working in various sections. Out of this population, drawing a sample of 80 employees on a random basis, relationships between transformational and transactional leadership styles and facets of stress were tested. Two instruments were used to collect data, Multi factor questionnaire (Bass and avolio, 2000), (rater form) was used to measure the employees' perception of leadership style of their leader. Job Stress Questionnaire (Parker & Decotiis 1983) was employed to measure employees' stress. The data were analyzed using descriptive statistics, correlation and regression. Results revealed that employees' job stress was found to be at a moderate level. Employees who perceive that their leaders' leadership style was transformational found to have lower stress and transformational leadership has a significant negative impact on job stress. It was recommended that administrators in the District Secretariat should imbibe transformational leadership styles in their administration in order to enhance better job performance through reduced stress among.

**KEYWORD:** Transformational leadership style, Transactional Leadership style, job stress.

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