

## LEADERSHIP STYLES AND ORGANIZATIONAL CULTURE IN SERVICE SECTOR: AN EMPIRICAL ASSESSMENT

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### ABSTRACT

Leadership effectiveness is a topic that continues to engender considerable attention in both the popular and scholarly literature. Moreover, organizational culture is one of the most popular concepts in the field of management and organizational theory and is often considered an important factor influencing the competitive strength of a firm. However, these two constructs have been individually studied with a very few studies examining the relationship between them. Besides, the focus of previous studies has been by and large the corporate sector of the west. This study was therefore, carried out to assess the relationship between leadership and organizational culture in the Indian context with the focus on service sector. The study used the two well established scales including Competing Values Framework (CVF) adopted from Ogbonna and Haris (2000) and Multi Factor Leadership Questionnaire (MLQ) developed by Bass and Avolio (1997) to measure Organizational Culture and Leadership Styles respectively. The results of this study indicate that there is a significant relationship between specific types of Organizational Culture and Leadership Styles. Besides, contributing the study results, the paper highlights various implications as well.

**KEY WORDS:** Leadership, Organizational Culture, Service Sector, India.

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