

MODELING THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND, EMPLOYEE TURN-OVER AND ORGANIZATIONAL PERFORMANCE IN WOMEN OWNED SMALL SCALE ENTERPRISES IN SRI LANKA

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Abstract

The concept of women entrepreneurship is multidisciplinary in nature embodying economic, psychological, social, cultural, and political as well as environmental characteristics. The types of responses women are generating in certain circumstances highlight women as special type of entrepreneurs, away from men with distinction. This study explores the relationship between leadership styles employee turnover and organizational performance in women owned small scale enterprises in Sri Lanka. The main objective of this study is to analysis the leadership styles and organizational performance with mediating effect employee turn-over of women owned small scale enterprises. This study utilized data from 220 women owned enterprises those who are registered under the Chamber of Commerce in Sri Lanka. The results indicated that the relationship between leadership styles, employee turn-over and organizational performance have insignificantly correlated.

Keywords: Women Entrepreneurs, Leadership styles, Employee Turn-over, and Organizational performance