

The Effects of Leadership Style and Organizational Culture on Employees' Organizational Commitment

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ABSTRACT This paper investigated the effect of leadership style and organizational culture on employees' commitment at Zimbabwe Electricity Supply Authority. It adopted a quantitative research design and data was collected through self-administered research questionnaire. A sample of 250 respondents was selected using simple random sampling. The results reveal that leadership styles and organizational culture have significant positive effect on organizational commitment, and that transformational leadership style has more positive influence on employee commitment than transactional leadership style. The paper also revealed a significant positive relationship between organizational culture and organizational commitment. However, the paper recommends that organizations should not focus only on one leadership approach; a combination of both transactional and transformational leadership should be implemented. The paper also recommends that organizational leaders should be equipped with the best leadership practices to assist in boosting employees' commitment to work and their overall organizational performance.