

## ABSTRACT

Military leaders have always been responsible for the lives of subordinates and the fate of the nation. A fundamental task of fighting a war involves bringing armed force to bear effectively so as to defeat the enemy. Force will be applied most decisively when senior tactical level or operational level commanders and leaders in advance of events, establish the conditions they want to obtain at the conclusion of a battle or campaign. The prime responsibility of command is to create and maintain of an efficient and contented unit, which can be relied upon to give its best in all circumstances, be they at active service conditions or routine life in peace time. This requires that a commander to be alive and has an understanding of the needs of his subordinates in all conditions. Creating positive attitudes among subordinates is key for the long lasting leadership and productive outcome by subordinates.

This research problem focussed on "Impact of leadership on the subordinates attitudes towards work in the Sri Lanka Army" Therefore, this work intends to justify to what extent leadership plays an important role on creating subordinates positive attitudes towards work. In fact, the study was narrowed down to investigate how leaders' power and influence, values, traits and behaviour impact on creating positive attitudes among subordinates towards work . Total of 250 respondents in the Sri Lanka Army were selected for this study. Two methods were used in collecting data; self develop questionnaire and direct interview. The Operationalisation of leadership power and influence, leadership values, Leadership traits, leadership behaviour and subordinates attitudes towards work were measured by using a 5 point scale. Bivariate and Multivariate analysis were used to find out the relationship between dependent variable and independent variables. For each variable, a variable analysis was

conducted to find mean and Standard Deviation. Data analysis is done with the aid of SPSS, Excel and other statistical packages. Descriptive statistics were used to analyse each variable. Frequency distribution is counted to measure how many employees gave the same answer to the same question. 'Percentages' are used to determine the fraction of people who gave a particular response, according to the data analysis. When we consider which Leadership factor affects most, on attitudes of subordinates in the Sri Lanka Army, the empirical investigation of soldiers and officers in the Sri Lanka Army revealed that the leadership power and influence is significantly correlated with subordinates attitudes towards work than other variables.