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ABSTRACT

The effect of leadership styles on employee readiness is highly concerned in management. Different leadership styles will have diverse impacts on employees' readiness at different levels. Identifying the readiness level and application of appropriate leadership style has an immense impact on how employees perform and achieve organisational outcomes. Therefore, this study aimed to explore the effect of leadership styles on sailors' readiness in Sri Lanka Navy. In present context, if the sailors are not properly directed through instructions, and motivated them, they would not take the responsibility and willingly discharge their duties. As a result the Navy would not achieve their organizational goals at desired levels. The study has focused on 28 Divisional Officers of major ships and 180 sailors who perform duties attached to Seaman, Engineering and Electrical branches. The study has been conducted under the qualitative and quantitative approaches to analyse the effect of leadership styles on sailors' readiness. Thus this study has tested the impact of Autocratic leadership, Democratic leadership and four leadership approaches under Situational leadership style such as Directing, Coaching, Participating and Delegating on sailors' readiness. This study recognised three main leadership styles and discussed how it effects on sailors' readiness and outlined the Situational leadership as the suitable leadership style for the major ships in Sri Lanka Navy that have positive impact on delivers desired readiness level of sailors to perform their duties.

Key words: Leadership Styles, Readiness, Directing, Coaching, Participating, Delegating