

## ABSTRACT

The relationship between leadership and productivity has been critically evaluated in variety of organizational settings all over the world. The leadership is often regarded as the most critical factor in determining the organizational productivity. Nevertheless, in recent times some scholars have challenged this preposition by saying that leadership has only a minimal impact on productivity, as organizational outcomes are largely determined by external factors. Based on these circumstances, this dissertation attempted to explain whether the leadership style have any significant influences on productivity and explains the variations in the productivity.

This dissertation was limited to a monographic site. Hence, an aircraft flying squadron located in the Air Force Base Katunayke was selected for the study. Leadership styles of seven Aircraft Trade supervisors were assessed in relation to three dimensions of leadership known as task orientation, people orientation and shared leadership. Productivity was assessed with the help of four performance criteria, **efficiency, effectiveness, quality observation and employee absenteeism.**

Both primary and secondary sources of data were used for the study. Data were analyzed by using both quantitative and qualitative techniques together with descriptive statistics where appropriate.

The findings of the study reveal that the leadership styles..... Influence the productivity and explain the variations in the productivity. And these findings have been explained by the methodological issues and contextual variables.

It was suggested to use at least interpretations from three parties namely, leaders in parallel, subordinates and leader's superior in assessing leadership style. Further, the nature of the task, organizational culture and motivational factors had been identified as contextual variables which could have an impact on the findings of the study.