

**THE IMPACT OF COLLECTIVE LEADERSHIP ON JOB  
PERFORMANCE AND SATISFACTION OF GOVERNMENT  
SECTOR EMPLOYEES IN AMPARA DISTRICT  
(WITH SPECIAL REFERENCE TO DIVISIONAL  
SECRETARIATS OFFICE EMPLOYEES)**

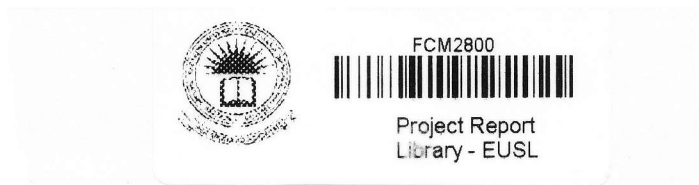


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## ABSTRACT

This study examined the impact of Collective Leadership on the Job Performance and Satisfaction of Government sector employees in Ampara District with special reference to Divisional Secretariats Office employees. The independent variable of this study is collective leadership and the dependent variables are job performance and job satisfaction. The Collective Leadership consists of three dimensions of Network Development, Communication and Leader Team Exchange. This research study relies on a data set derived from its survey of 240 employees (Secondary level) who are working in selected Divisional Secretariats Offices in Ampara District.

A structured questionnaire was used as the method of data collection. The stratified random sampling method was used to make the sampling framework and quantitative research approach used for this research study. This research has three objectives. So, the data were analyzed using descriptive statistics, correlation and simple regression analysis to achieve the objectives. The result shows that Collective Leadership, consisting of Network Development, Communication and Leader Team Exchange have a significant positive impact on Job Performance and Satisfaction.

According to the findings, there is a positive relationship and impact of collective leadership on job performance and satisfaction. According to this, collective leadership help to government sector Employees to enhance their job performance and satisfaction and then, it will help to improve the performance of the Government sector.

**Keywords:** Collective Leadership, Job Performance, Job Satisfaction, Network Development, Communication, Leader Team Exchange

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