

THE LEADERSHIP CHALLENGE **research**

THE MOST TRUSTED SOURCE ON BECOMING A BETTER LEADER

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| TITLE | Exploring the Relationship Between Employee Motivation and Management Skills |
| RESEARCHER | Traci Aegerter College of Business and Public Administration University of La Verne Unpublished master's thesis: March 2006 |
| OBJECTIVE | The purpose of the study was to examine the relationship between employee motivation and management skills. |

METHODOLOGY

The convenience sample consisted of 71 employees (66% response rate) and 7 managers (29% response rate) from five branches within one company in the distribution industry. Respondents completed the Leadership Practices Inventory and the Job Satisfaction Survey (Warr, Wall & Cook, 1979). A group of managers also completed an online questionnaire consisting of a number of open-ended set of questions.

KEY FINDINGS

Significant correlations were found between the five leadership practices and all four dimensions of the Job Satisfaction Survey (i.e., job satisfaction, employee relations satisfaction, intrinsic satisfaction, and extrinsic satisfaction).