

TITLE: A Study of the Relationship Between Leadership Behaviors of Pastors and the Job Satisfaction of the Church Staff in Southern Baptist Churches with Resident Membership Over 1500

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OBJECTIVE: To determine the relationship between specified leader behavior of pastors and the job satisfaction of ministerial staff members in Southern Baptist churches with resident membership greater than 1500.

METHODOLOGY: Pastors of large Southern Baptist churches participated (N=52; 73% response rate). In addition to completing the LPI, at least three other staff members (N=287) completed the LPI-Observer and the Job in General Scale.

KEY FINDINGS: Correlations between job satisfaction of ministerial staff members and the leadership practices ranged from .49 for Modeling to .65 for Enabling. Pastors rated themselves as most frequently engaged in Enabling and least frequently engaged in Encouraging, which were the same end points in the ranking from church staff members.