

# **The Effects of Autocratic, Democratic, and Laissez-Faire Leadership Styles on Organizational Performance**

**Ziad Ghazal**

MBA Graduate from the Lebanese American University  
Adnan Kassar School of Business  
Lebanese American University  
Beirut, Lebanon  
ziad.ghazal@lau.edu

**Manar Hammoud**

MBA Graduate from the Lebanese American University  
Adnan Kassar School of Business  
Lebanese American University  
Beirut, Lebanon  
manar.hammoud@lau.edu

**Mohamad Ali Mezher**

MBA Graduate from the Lebanese American University  
Adnan Kassar School of Business  
Lebanese American University  
Beirut, Lebanon  
mohammadali.mezher@lau.edu

## **Abstract**

Nowadays, it is crucial for leaders to implement an optimal leadership style to enhance the efficiency and effectiveness of their workforce. Through looking at the relationship between leader, follower, and situation, this study aims to investigate the effect of Democratic, Autocratic, and Laissez-Faire leadership styles on organizational performance. This study was conducted by observing the secondary data obtained through previous research studies conducted in this field. Accordingly, a total of 31 studies was extracted from different research engines. The result of the study shows that there is no one optimal way to lead; each leadership style has its advantages and disadvantages. There was a mixed relationship between the three examined leadership styles. In conclusion, the main implication of this study is that it emphasizes the importance of the leader flexibility to adapt in a changing and uncertain environment.

## **Keywords**

Autocratic Leadership, Democratic Leadership, Laissez-Faire Leadership, Situation, Organizational Performance.