

# MODELING THE RELATIONSHIP BETWEEN LEADERSHIP STYLES, DECISION-MAKING, AND ORGANIZATIONAL PERFORMANCE IN FAMILY OWNED SMALL SCALE MANUFACTURING INDUSTRIES IN SRI LANKA.

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## Abstract

This study explores the relationship between leadership styles, decision-making and organizational performance in family owned small manufacturing enterprises in Sri Lanka. This study utilized data from 220 small scale manufacturing industries those who are registered under the Chambers of Commerce in Sri Lanka. The fact statically significant correlations were only found between leadership styles and organizational performance. The significantly correlations were found between leadership styles and decision-making, and decision-making have positive relationship with performance. The research was found that the relationship-oriented leadership style is higher significant effect on decision-making than task-oriented and participative leadership style in family owned small manufacturing industries in Sri Lanka.

**Keywords:** Task-oriented Leadership, Relationship-oriented Leadership, Participative Leadership, Decision-making, Performance.