

The Impact of Leadership on Employee Wellbeing and Mental Health in the Workplace.

In today's uncertain, complex and volatile global work environment, organisations are increasingly recognising the effect of leadership on employee wellbeing and organisational outcomes such as job satisfaction, organisational commitment and turnover intention. Globally employee wellbeing and organisational outcomes are of strategic importance for organisation outcome. Indeed, there is a need for a greater understanding of what leadership is, and how leadership may affect employee wellbeing and organisational outcomes.

A review of the literature on organisational leadership has highlighted that researchers have either focused on the relationships between specific leadership styles and wellbeing, leadership styles and a particular organisational outcome, or the relationship between employee wellbeing and organisational outcomes. Therefore, there is a need for an extensive study exploring the inter-relationships between leadership styles, employee wellbeing, and organisational outcomes.

Key Words: leadership, wellbeing, organisational outcome, transformational leadership, transactional leadership, laissez-faire leadership.

Purpose of the Research

The aim of the present study is to examine how different leadership styles within the organisation affect both employee wellbeing and organisational outcomes and whether employee wellbeing mediates the effect of leadership on organisational outcomes. The proposed research aims to answer the following research questions:

1. **Research question 1:** *How do different leadership styles affect employee wellbeing.*
2. **Research question 2:** *How do different leadership styles within an organisation affect outcomes of job satisfaction, employee organisational commitment and turnover intention.*
3. **Research question 3:** *Does employee wellbeing mediate the effect of different leadership styles on organisational outcomes such as job satisfaction, employee organisational commitment and turnover intention.*

The conceptual framework for this study is shown in Figure below

