The Relationship between Manager’ Leadership Style with Job Satisfaction and Burnout in Staff of Shomal Health Center of Tehran

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Abstract

**Background and Objective:** Leadership style or behavior is an effective factor in employee performance. The purpose of the study was to determine heads' leadership style and its relationship with job satisfaction and burnout in staff of Shomal health center of Tehran.

**Materials and Methods:** In this cross-sectional study, 207 subjects, including 16 heads and 191 health care staff of Shomal health center of Tehran participated. Data were collected using three questionnaires (leadership style, job satisfaction and burnout questionnaires). Statistical analysis was conducted using SPSS-18 software. Descriptive and analytic methods such as Pearson's correlation coefficient and t-test were used for analysis.

**Results:** In this study 85.9% of heads of health centers use consideration leadership style. Overall job satisfaction of staff score was 50.1 (from 100), 48.6 in women and 55.1 in men. Managers’ leadership style had direct and significant relationship with job satisfaction of employees (P<0.001). 17.3% of staff had average job burnout and 2.6% of them had high job burnout. Average job burnout in men and women were 32.5 and 37.5, respectively. Managers' leadership style had significantly inverse relationship with job burnout in staff (P<0.001).

**Conclusion:** Selecting leadership style according to the working conditions and attention to modern management methods can lead to increased job satisfaction.

**Keywords:** Leadership style, Job burnout, Job satisfaction, Shomal health center of Tehran