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# THE IMPACT OF WOMEN PARTICIPATIVE LEADERSHIP STYLE ON EMPLOYEES' SATISFACTION AND EMPLOYEES' PERFORMANCE: EVIDENCE FROM J&K EDUCATION SECTOR

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## ABSTRACT

*The growth of the education sector and its contribution to income & employment generation are the indices of progress. This organisation provides a tremendous source of employment for many women in recent years but its significance and representation within these industries varies across different places almost in all countries of the world. Women leaders develop and adopt different leadership styles as per their qualification, training & experience in order to sustain healthy interrelationship, which enhances employee job satisfaction and employee performance. This research paper focuses on examining the impact of women participative style on employee satisfaction and employee performance in education sector in J&K State. Sample size was selected by using purposive sampling and data were collected by distributing questionnaire to 60 women HOD's and 120 immediate employees working in Government degree colleges. Data Collected were purified and validated by applying Exploratory Factor Analysis (EFA) & Confirmatory Factor analysis (CFA). Reliability and validity were also assessed by applying techniques like Composite reliability, Convergent Validity and Discriminant Structural Equation Modelling was used to test the hypothesised relationship. The research results revealed that participative style adopted by women leaders positively influences employees' satisfaction which further significantly & positively influences employees' performance. In particular, the research findings provide an insight into the importance of accepting and implementing women participating leadership style necessary for improving their relationship and enriching employee satisfaction & employee performance.*

**Keywords:** Participative Leadership Style, Employee Satisfaction, Employee Performance, Education Sector