

Ethically Approved Research - Summary Report

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Full Title of Research Study:	The impact of leadership styles on retention and employee engagement in a national social care agency.
Name of Researcher/Researchers: <div style="text-align: right;"> Surname: First Name: </div>	<div style="border: 1px solid black; height: 100px; width: 100%;"></div> <div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px;">Roberts</div> <div style="border: 1px solid black; padding: 2px;">Dolores</div> </div>

levels, and identifies if leadership styles impact employee satisfaction, and therefore promotes higher retention levels.

From literature reviewed, it is evident that there is a gap in research around the effects of leadership styles on retention levels. There is a gap in knowledge in relation to social care agencies internationally. This gap is not confined to allied health professionals but is an area of further research across public sector organisations. Following a review of research literature carried out by Burns & Lynch, (2012), Webb & Carpenter, (2012) and Bairbe et al., (2010.) which all identify retention of social workers to be an issue and an area requiring further research, it was decided that this is an area to research for this thesis. To do this, the researcher carried out primary research by way of qualitative, semi structured interviews with employees of the organisation to get an in-depth understanding of leadership styles and the impact they are having on retention levels and employee satisfaction. The researcher feels that this is an area that requires attention and hopes that the findings of the research will be considered in the delivery of leadership training going forward.

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