

# **Investigating the Relation between Managers' Leadership Styles (according to Likert theory) and Employees' Job satisfaction at Maskan Banks in Rasht and Lahijan**

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The aim of this study is to investigate the relation between managers' leadership styles according to 4 styles of Likert leadership and the Maskan bank employees' job satisfaction in Rasht and Lahijan branches. The research method is descriptive and correlative. The study population includes all of the employees and managers of Rasht and Lahijan Maskan Bank which is equal to 248 people. Sample size was ed by random sampling using Cochran formula that included 151 people. Two standard questionnaires, Smit Kendal Job Satisfaction, Halin and the Likert questionnaire of determining leadership style have been used to collect information. Spearman correlation coefficient was used to test the research hypotheses and in order to examine the effect of independent variable on dependent variable, simple linear regression was used. SPSS software has been used to analyze data. Findings show that: 1. there isn't any relation between managers' autocratic leadership style and employees' job satisfaction. 2. There is a relation between managers' good style and employees' job satisfaction and its direction is positive. 3. There isn't any relation between managers' cooperative leadership style and employees' job satisfaction. 4. There isn't any relation between managers' cooperative leadership style and employees' job satisfaction.

**Keywords :** job satisfaction, Likert leadership styles, Maskan bank

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