

Big-five Personality and Transformational Leadership in the Private Sector in the Northern Province of Sri Lanka

Raveendran, T.¹ and Jasintha, N.²

^{1,2} *Department of Human Resource Management, University of Jaffna*

¹ rthanes@univ.jfn.ac.lk, ² jasinthabn@univ.jfn.ac.lk

Abstract

Purpose: The objective of the current study is to identify the association between big-five personality traits and transformational leadership style of the leaders in the private sector in the Northern Province of Sri Lanka. Present study attempts to investigate which factors of big five can predict transformation leadership.

Design/ methodology/ approach: The sample for this study consisted of 119 leaders from the private sector in Northern Province of Sri Lanka. The leaders from construction firms and business organizations were covered in this study. Questionnaires were distributed to a random sample of 119 leaders and 82 usable surveys were returned.

Findings: The research has revealed that extraversion, conscientiousness and agreeableness are positively related with transformational leadership. At the same time, there is weak negative relationship between neuroticism and transformational leadership. Openness and transformational leadership are not correlated.

Practical implication: This study will extend the knowledge regarding the linkage between personality and transformational leadership. This, study will help the managers to identify which traits they have to improve in order to be a transformational leader and to develop such traits themselves.

Research Limitations: The results of this study may be not consistent with the studies in various other sectors and at different time period. Future researchers may consider the other factors that affect the leadership styles such as values, attitudes, etc.

Originality Value: The findings will help the organization in carrying out their functions related with human resource effectively. This study empirically proves that the positive consequences of personality traits are dominated with effective styles of leadership. Therefore, this study can aid in identifying and selecting the prospective leaders who are more suitable to the positions in the organization.

Keywords: *Big-Five Personality, Transformational Leadership, Private Sector*