

RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND LEADERSHIP STYLES OF SCHOOL PRINCIPALS

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Abstract

The aim of this research is to analyze the relationship between perceived organizational support and leadership styles of school principals according to high school and primary school teachers' perceptions. Data were collected through Perceived Organizational Support Scale (POSS) Leadership Behavior Questionnaire (LBQ). POSS was developed by Eisenberger et al (1986) and composed of 36 questions, the short form of this scale includes 8 questions and used by Eisenberger et al (1997) and Rhoades, Eisenberger and Armeli (2001). This short version of the scale adapted to Turkish language by Akalın (2006) was used. LBQ used in the study was developed by Terzi (2012). According to study findings, it was found that the school principals have democratic leadership behaviors. Also, it was found that perceived organizational support and democratic leadership are in a positive and significant relationship. Results demonstrate that democratic leadership is a strong predictor of perceived organizational support.

Keywords: Leadership styles, perceived organizational support, democratic leadership, autocratic leadership, laissez-faire leadership.