

## **Summary**

The primary objective of this study is to explore as to how the transformational leadership style of principals affect the job satisfaction and job performance of the teachers in Mahendergarh district of Haryana. The teachers are important in the development of the students. Hence, it is vital to understand if the transformational leadership brings out quality in them in terms of the job performance and has any impact on their job satisfaction.

To analyse the same the study has used mix of quantitative and qualitative analysis. While for quantitative analysis 100 principals and 400 teachers were surveyed using three questionnaires, for qualitative analysis focus group technique was used. For this analysis, male and female teachers of science and humanities stream were selected. The focus group interview was conducted amongst 20 principals. These principals were shortlisted as per their transformational leadership scores. For analysis of answers from the interviews thematic analysis was used. The responses of the principals were themed and coded to draw conclusion of principal's leadership. The results can be utilized to inculcate certain attributes of school principals.

Chapter one defines the transformational leadership, objectives and need of the study and background of the study while Chapter two covers the review of related literature in order to find the research gap. Chapter two also covers related studies and their results under three main domains leadership styles, job performance and job satisfaction.

Chapter three is dedicated to the research methodology and thus highlights important aspects like sample size, research tools, variables, research techniques and

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statistical tools used to draw analysis. Chapter four covers the analysis part and has separate sections for quantitative and qualitative analysis.

Lastly, Chapter five reveals the key findings drawn with the help of the analysis and its usefulness for different stake holders of Education.