

## **The Role of Workplace Mentorship & Leadership Styles in Building Leadership Capacity and Employee Engagement across Business Organizations - A General Perspective**

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### **Abstract**

Mentoring Programs serves as a yardstick for reducing employee turnover to some extent where these mentoring programs helps the employees to be more effective and engaged on their Jobs. Job Satisfaction becomes one of the factors in shaping Employee Performance and Organizational Culture as well. By offering Mentorship, Organizations can offer a growth oriented and congenial Work Environment for their employees where they can feel valued, motivated and empowered as well to grow in their careers which will in turn Reduces Employee Turnover and enhances Employee Productivity and Loyalty where all these factors contribute towards a healthier Organizational Culture and business success in the Long Run. The Study shows both the Transformational, transactional leadership styles along with few other leadership styles have more impact on employee performance. Empirical findings are discussed based on the literature. The review of literature shows that the leaders become effective when they use both transformational and transactional leadership styles together.

### **Keywords**

Job Satisfaction, Mentoring Programs, Cordial Work Environment, Organizational Culture, Leadership Styles.

