Studying the Importance of Applying Participatory leadership in the Egyptian Travel Agencies

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Abstract:

Participatory leadership depends on involving employees in the decision-making process, identifying their opinions and suggestions, as well as respecting all employees and delegation of authority. The study aims to identify the importance of applying participatory leadership in the Egyptian travel agencies- category "A" by clarifying the impact of its application on job satisfaction, performance, morale, and organizational commitment. To achieve the objective of the study, 290 questionnaires were distributed to a random sample of employees in Egyptian travel agencies- category "A" in Greater Cairo, while 266 were validated for analysis with a response rate of 91.7%. The study found that the independent variable (participatory leadership) affects positively and significantly the independent variables (job satisfaction, performance, morale, and organizational commitment). The study also showed that applying participatory leadership in Egyptian travel agencies affect greatly job satisfaction, then organizational commitment, followed by morale, and finally performance.

Keywords: Participatory Leadership, Job Satisfaction, Performance, Morale, Organizational Commitment, Egyptian Travel Agencies.