

## **Individual's Leadership and Decision Making Styles: A Study of Banking Sector of Pakistan**

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The present study investigate the leadership styles and their potential influence on individual decision making styles in banking sector of Pakistan along with the role of emotional intelligence in predicting the relationship between leadership's styles and decision making styles. Questionnaire method is employed to collect data from employees working in the banking sector mainly located in two cities i.e., Islamabad and Rawalpindi, Pakistan. A total of 250 questionnaires were distributed from which 153 were received back with a response rate of 61.2 percent. Simple regression analysis and multiple hierarchal regression models are utilized to test the study hypotheses. Results showed that transformational leadership positively predicts rational, intuitive, dependant and spontaneous decision making styles. Transactional leadership styles predicted rational, dependant and spontaneous decision making styles while laissez-faire decision making style predicted avoidant and dependant decision making styles. Results also described that among leadership and decision making styles, transformational and rational decision making styles are the most preferred styles of banking sectors' employees. Findings of the study further concluded that emotional intelligence moderates the relationship among transformational leadership, transactional leadership, rational and dependant decision making styles. The research findings of the present study could be utilized by professionals, practitioners and academics for the quality improvement of banking sector in Pakistan.

*Keywords:* Banking sector, decision-making styles, emotional intelligence, leadership styles