

## **Abstract**

This thesis aimed to investigate the impact of leadership styles on employees' performance in Benghazi hospitals. It examines the importance of understanding the effectiveness of transformational and transactional leadership in employee performance at healthcare organizations. A cross-sectional quantitative approach was employed, and data were collected through a questionnaire (LSQ) from 171 employees from different hospitals. Statistical analysis was performed using SPSS software. The findings showed that transformational leadership was related to employee performance ( $r = 0.424$ ,  $p < 0.001$ ), which indicated a significant positive correlation between transformational leadership and employee performance and a significant response from the employee. However, transactional leadership, which was related to employee performance ( $r = 0.241$ ,  $p < 0.001$ ), showed a weak positive correlation between transactional leadership and employees' performance. The study suggests that managers of the examined hospital must focus on transformational leadership to improve and motivate performance to provide high-quality health services and to enhance the healthcare system.

### **Keywords:**

Healthcare, transformational leadership, transactional leadership, employee performance, Benghazi -Libya