

ABSTRACT

One hundred workers at the Jamaica Broadcasting Corporation and seventy-three workers at the Agency for Public Information spanning four occupational groups are studied in an effort to determine if there is any significant relationship between group cohesion, perception of leadership style and job satisfaction.

The hypothesis is that perception of leadership style and group cohesion influence job satisfaction. Scales are developed to measure each of the three concepts based on previous research findings. Other variables are introduced to observe their effect, if any, on this relationship among the four occupational groups.

The results support the hypothesis although the relationship can change with the introduction of certain background factors. Of the two influencing variables, perception of leadership style is the more important determinant of job satisfaction when the hypothesis is considered by itself. Occupation as an intervening variable can, however, change the relationship between these variables. The subhypotheses are also supported by the data and the influence is in a positive direction, meaning that perception of leadership style and group cohesion are positively related to job satisfaction. Perception of leadership as democratic and high group cohesion are the most favourable conditions for achieving job satisfaction.