

ABSTRACT

Provincial councils are expected to formulate operational policies, programmes and budgets, provision of technical guidance to Pradeshiya Sabhas and on monitoring and evaluation of programme implementation. This has a direct bearing on the calibre of personnel who man the councils. Therefore, it is necessary to understand the leadership characteristics of the top level and the middle level officials who work there.

Any analysis of leadership requires exploration of what makes the leader function, but equally important is an examination of the culture and context of an organization, and also of follower ship. Unless the requirements of colleagues, subordinates and the overall mood of teams are taken into account, any leadership effort may be ineffective, or even counter productive.

Two dimensions of leadership, namely, Leadership Opinion and Supervisory Behaviour Description are taken as independent variables to measure the actual supervisory behaviour of Top level and Middle level officials of the NEPC.

To find the level of difference between the actual and ideal leadership performance, structure and consideration were selected measures for the attainment of organizational goals. Likert scale was used to collect data in addition to personal interviews and observations.

In this study, it was revealed the fact that most of the superiors lack in initiating structure at both levels. Though consideration scored high points that should also be tested with some additional variables.

Culture has influenced on supervisory behaviour, which needed to be changed in order to attain organization goals successfully. Hence proper recruitment criteria, healthy and creative as well as competitive working environment with exposure to international arena is recommended.