

## **Abstract**

The difference in leadership theories and styles is still an important factor to consider as it has a direct impact on the human capital and the accomplishments of an organization. This research aimed to investigate the differences in particular leadership theories as well as leadership styles in the financial sector in order to gain insights in the motivational aspects of each one. Specific methods which might enhance the human's motivation and satisfaction have been explored and analysed. The psychological aspect of this study focused on leaders' characteristics and their influence to change the subordinate's values and perceptions. In order to acquire more knowledge, it is essential to point out different approaches of leaders and to compare diverse publications. The thesis occupied a mixed methods research approach and utilized a survey for employees in the financial sector. For the analysis part of the thesis, a non-parametric Kruskal Wallis test was performed. Prior to that, the data was cleaned, and the Cronbach's alpha as well as the normal distribution of the data was evaluated. The output gives more information based on the extrinsic as well as intrinsic motivation and workplace satisfaction of employees and whether the investigated leadership styles are recommendable or not in terms of a firm's success. It can be seen that extrinsic workplace satisfaction needs improvement, whereas other variables are constant. Limitations were the selection of the financial sector as well as the language of the survey as it decreased the number of participants.