

Elevating Leadership Excellence: An In-Depth Examination of '*The Significance of Leadership Coaching Skills on Enhancing Employee Happiness and Reducing Turnover Intentions*'

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Article Reviewed:

Romão, S., Ribeiro, N., Gomes, D.R. Singh, S. (2022). The Impact of Leaders' Coaching Skills on Employees' Happiness and Turnover Intention. *Adm. Sci.* 2022, 12(3), 84; <https://doi.org/10.3390/admsci12030084>

Abstract:- This review critically examines the journal article titled "The Impact of Leaders' Coaching Skills on Employees' Happiness and Turnover Intention," authored by Soraia Romão, Neuza Ribeiro, Daniel Roque Gomes, and Sharda Singh (2022). The study explores the relationship between leaders' coaching skills, employee happiness, and turnover intention in various organizations. The article presents empirical findings and discusses the implications for both theory and practice in the context of leadership and employee well-being.

I. CRITICAL REFLECTIONS

The article by Romão et al. (year) addresses a crucial aspect of organizational behavior and leadership, focusing on the influence of leaders' coaching skills on employee happiness and turnover intention. This review critically assesses the article in terms of its methodology, theoretical framework, research contributions, and practical implications.

II. METHODOLOGY

The authors employed a quantitative approach, utilizing surveys to gather data from a sample of 271 employees in diverse organizations. While quantitative research allows for generalizability, there are some limitations. The use of self-report measures could introduce response bias, and the cross-sectional design limits the ability to establish causality (Rosenman, et.al. 2011). However, the authors acknowledged these limitations and provided thoughtful insights into their methodology.

III. THEORETICAL FRAMEWORK

The study is grounded in relevant theories, primarily emphasizing the importance of leaders' coaching skills in influencing employee outcomes. The integration of coaching skills with employee happiness and turnover intention provides a robust theoretical foundation for the research. However, the article could benefit from a more extensive literature review to situate the study within the broader context of leadership and organizational behavior.

IV. RESEARCH CONTRIBUTIONS

The article makes several notable contributions to the existing literature. First, it introduces the concept of leaders' coaching skills as a crucial determinant of employee happiness and turnover intention. This original perspective extends previous research by emphasizing the mediating role of happiness in the relationship between coaching skills and turnover intention (Kaur and Kaur, 2023). The study's findings offer valuable insights into the significance of coaching leadership in promoting positive employee outcomes.

V. PRACTICAL IMPLICATIONS

The practical implications of the research are particularly relevant for organizations and leaders. The study highlights the importance of leaders' coaching skills in creating a positive work environment, increasing employee satisfaction, and reducing turnover intention. This information can guide leadership development programs and organizational policies aimed at enhancing coaching skills among leaders. It emphasizes the need for organizations to prioritize coaching leadership styles to foster a more engaged and committed workforce.

Overall, the article by Romão et al. makes a valuable contribution to the field of organizational behavior and leadership by examining the relationship between leaders' coaching skills, employee happiness, and turnover intention. While the methodology has some limitations, the theoretical framework, research contributions, and practical implications provide a comprehensive understanding of the subject matter. Future research could explore the effectiveness of coaching interventions and delve deeper into the mechanisms through which coaching skills influence employee well-being and retention.

VI. CONCLUSION

In conclusion, the article "The Impact of Leaders' Coaching Skills on Employees' Happiness and Turnover Intention" by Romão et al. (2022) offers valuable insights into the critical role of leadership in shaping employee well-being and organizational success. While the study's methodology has its limitations, such as the use of self-report measures and a cross-sectional design, the research contributions and practical implications it presents are substantial.

This article advances our understanding of leadership by highlighting the significance of leaders' coaching skills in fostering a positive work environment, enhancing employee satisfaction, and reducing turnover intention. By emphasizing the mediating role of happiness in this relationship, it provides a nuanced perspective on the complex interplay between leadership and employee outcomes.

The practical implications of this research are especially relevant for organizations and leaders seeking to improve their leadership practices. It underscores the importance of investing in leadership development programs and organizational policies that promote coaching leadership styles. By doing so, organizations can create a more engaged and committed workforce, ultimately contributing to their overall success.

As we move forward, future research in this area can delve deeper into the effectiveness of coaching interventions and explore the underlying mechanisms through which coaching skills influence employee well-being and retention. This ongoing exploration will further enrich our understanding of leadership's role in shaping the dynamics of the modern workplace and the well-being of its inhabitants. In sum, Romão et al.'s article is a valuable contribution to the field of organizational behavior and leadership, inspiring continued exploration and improvement in leadership practices for the benefit of employees and organizations alike.

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