THE EFFECTS OF LEADERSHIP STYLES ON EMPLOYEE PERFORMANCE IN UGANDA; CASE STUDY OF UMEmE

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ABSTRACT

The study examined the influence of Leadership Styles on Employee Performance at Umeme Uganda Limited. Three objectives were pursued and they related to establishing the existing leadership styles used by Umeme Uganda limited, their influence of leadership styles on the employee performance and other factors that lead to effective performance other than leadership styles.

The study, being cross sectional in nature, used both qualitative and quantitative approaches. Data was collected using self administered questionnaires, an interview guide and Focus Group Discussion from staff of Umeme Uganda limited. The data was analyzed using frequency, percentages, mean, standard deviation, and correlation techniques.

The study confirmed a positive significant relationship between leadership styles and employee performance, personal background being contributory in the development of trust to moderate the relationship.

The study concluded that, since leadership styles influence employee performance, the management of Umeme needs to build dynamic styles to enable them cope with continuous improvement, these would include viewing juniors as equals in terms of supporting their new ideas and to also implement the values of supportive, participative, instrumental, achievement oriented leadership behaviors accompanied by their decision oriented goal setting.

The study recommended that to enhance Employee Performance, the management of Umeme Uganda limited should always provide for a reasonable Transformational leadership style that would promote joint planning and decision making processes.