

# [This is the hallmark of the organization goals](https://assignbuster.com/this-is-the-hallmark-of-the-organization-goals/)

This study examines the impact of leadershipstyle on employees performance in an organization. It went ahead inascertaining the relationship between employees’ performance and productivity, which is the hallmark of the organization goals and objectives. The studyrevealed that there is significance relationship between leadership style andemployees’ performance in the attainment of organization goals and objectives. Effectiveleadership and management are widely heralded as key priority for national andregional development, yet the process by which they are enhanced by trainingand development and how they impact upon performance remain poorly understood. There is lack of reliable data to link management and leadership developmentwith leadership capability and individual and organizational performance and theevidence ‘ suggest a more complex relationship between them’ than often assumed. Leadership exists on many levels; throughout all aspects of the society.

Thecommon purpose that motivates leaders is the overall accomplishment of theorganization or the system. After recognizing leadership as a system, itbecomes clear that an understanding of the relationship between leaders andtheir constituents is essential. In addition, developing and maintainingsuccessful organizations require leaders to understand the culture of the organizationto adapt to the challenges of the environment and to respect the constituentsthat make up the organization. The responsibility of leadership extends from theexecutive officers and beyond “ the-local levels of the public. The possibilitiesand limitations of leaders must be understood so that the workers canintelligently strengthen and support “ good” leadership. Many have described theskills and the tasks necessary to be a leader and it is likely that theseskills are widely distributed throughout the society. An important question ishow this reservoir can be tapped. A leadership style is a leader’sway of providing direction, implementing plans and motivating people.

Leadership styles include autocratic, bureaucratic, charismatic, participative, transactional, laissez-faire, task-oriented, people-oriented, servant, andtransformational styles. These styles can be grouped into three broadcategories of authoritarian, democratic or liberal leadership. This studyinvestigated the leadership styles librarians in regional libraries based inArusha, Tanzania apply as well as the impact of the styles on the performanceof their libraries. From the foregoing, the authors conclude that their a 50-50preference and use of both liberal and democratic leadership styles by thelibrary leaders in the regional libraries in Arusha. None of the leaders useauthoritarian leadership style. The liberal and democratic leadership stylesare suitable for these libraries because their staff are highly trained andhave been leaders in their own countries before joining the regionalinstitutions. Thus, they are capable to make valuable contributions to thestrategic and operational agenda of the libraries.

These leadership styles haveenhanced the performance of the libraries by mainstreaming the contribution ofthe staff to the vision and mission of the libraries and their parentorganisations; enhanced the quality and effectiveness of the services deliveredby the libraries; improved cost-effectiveness and efficiency of the servicedelivery approaches; and increased the capacity of the libraries to grow bymanaging change through innovation. Authoritarian leadership is not suitablefor the libraries of the regional institutions in Arusha, Tanzania. This researchwork is a finding that examines the impact of leadership style onorganizational productivity in study of Benue links Nigeria limited Makurdi. The objective of the study is to examine the impact of transformationalleadership style on productivity, impact of transactional leadership style onproductivity and impact of laissez-faire leadership style on productivity. Theresearch problem among others includes the style of leadership that improveproductivity and ones that hampers productivity. The population of this studyinvolve 232 staffs of the study organization with the sample size of 147. Probability sampling techniques was adopted and the questionnaire method wasused in collecting the data.

Data were analysed using simple percentage and SPSS. The findings show that there is a significant relationship betweentransformational leadership style and productivity, hypothesis 2 shows astronger relationship between transactional and productivity, also hypothesis 3shows that there is a strong relationship between laissez-faire leadership andproductivity. It is recommended that transformational and transactionalleadership style should be more adhered to since it have strong effect onorganizational productivity and leaders with laissez-faire leadership styleshould always be available for group members for consultation and feedback.