

This is the hallmark of
the organization
goals



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

The common purpose that motivates leaders is the overall accomplishment of the organization or the system. After recognizing leadership as a system, it becomes clear that an understanding of the relationship between leaders and their constituents is essential. In addition, developing and maintaining successful organizations require leaders to understand the culture of the organization to adapt to the challenges of the environment and to respect the constituents that make up the organization. The responsibility of leadership extends from the executive officers and beyond " the-local levels of the public. The possibilities and limitations of leaders must be understood so that the workers can intelligently strengthen and support " good" leadership. Many have described the skills and the tasks necessary to

be a leader and it is likely that these skills are widely distributed throughout the society. An important question is how this reservoir can be tapped. A leadership style is a leader's way of providing direction, implementing plans and motivating people.

Leadership styles include autocratic, bureaucratic, charismatic, participative, transactional, laissez-faire, task-oriented, people-oriented, servant, and transformational styles. These styles can be grouped into three broad categories of authoritarian, democratic or liberal leadership. This study investigated the leadership styles librarians in regional libraries based in Arusha, Tanzania apply as well as the impact of the styles on the performance of their libraries. From the foregoing, the authors conclude that there is a 50-50 preference and use of both liberal and democratic leadership styles by the library leaders in the regional libraries in Arusha. None of the leaders use authoritarian leadership style. The liberal and democratic leadership styles are suitable for these libraries because their staff are highly trained and have been leaders in their own countries before joining the regional institutions. Thus, they are capable to make valuable contributions to the strategic and operational agenda of the libraries.

These leadership styles have enhanced the performance of the libraries by mainstreaming the contribution of the staff to the vision and mission of the libraries and their parent organisations; enhanced the quality and effectiveness of the services delivered by the libraries; improved cost-effectiveness and efficiency of the service delivery approaches; and increased the capacity of the libraries to grow by managing change through innovation. Authoritarian leadership is not suitable for the libraries of the

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regional institutions in Arusha, Tanzania. This researchwork is a finding that examines the impact of leadership style on organizational productivity in study of Benue links Nigeria limited Makurdi. The objective of the study is to examine the impact of transformational leadership style on productivity, impact of transactional leadership style on productivity and impact of laissez-faire leadership style on productivity. The research problem among others includes the style of leadership that improve productivity and ones that hampers productivity. The population of this study involve 232 staffs of the study organization with the sample size of 147. Probability sampling techniques was adopted and the questionnaire method was used in collecting the data.

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