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AN INVESTIGATION INTO THE INFLUENCE OF LEADERSHIP STYLES ON ORGANIZATIONAL PERFORMANCE IN UGANDAN PUBLIC UNIVERSITIES

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ABSTRACT

The purpose of this study was to investigate the influence of the three leadership styles which include transformational leadership style, transactional and laissez-faire leadership style on organizational performance using Kyambogo University as a case study. Specifically, the study aimed at addressing three objectives; first to examine the influence of transformational leadership style on organizational performance, secondly to examine the influence of transactional leadership style on organizational performance and thirdly to examine the influence of laissez-faire leadership style on organizational performance. The study employed a desk method using secondary data. Basing on the past studies conducted by various scholars on different types of organizations including Universities regarding the influence of leadership styles on organizational performance, it was found that both transformational leadership style, transactional leadership style and laissez-faire leadership style had a positive and significant influence on organizational performance. The researcher argued that these similar findings may as well apply to Kyambogo University since some of the previous studies were conducted also in a University setting. The researcher concluded by recommending that people in the leadership position in any kind of organization need to study the different kind situation or environment that they are operating in apply the kind of leadership style that fit the situation at hand owing to the fact that a given leadership style may succeed in a particular situation yet the same style of leadership might fail in another operating environment..



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