

LUKWAGO ANTHONY MARTIN (2014-MIO2-40015)

Leadership Styles and Employees' Performance in Local Governments of Uganda: A Case Study of Bulambuli District Local Government.

This study sought to investigate the effect of leadership styles on employee performance in Bulambuli District local Government. The specific objectives were; to determine the effect of laissez-faire leadership styles on employee performance, to establish the effect of democratic leadership styles on employee performance and to examine the effect of autocratic leadership styles on employee performance. The researcher used a case study research design. The sample size of the study was of 123 respondents drawn from a population of 178. Findings indicated that the laissez-faire leadership style had Adjusted $R^2 = .207$. This means that 20.7% (0.207×100) variations in employee performance is explained by laissez-faire leadership style, democratic leadership style had Adjusted $R^2 = .133$ (0.133×100) meaning that democratic leadership style results into 13.3% variation in employee performance and autocratic leadership style had Adjusted $R^2 = .109$ (0.109×100) meaning that autocratic leadership styles results into a 10.9% variation in employee performance at Bulambuli district local government. The multiple regression gave Adjusted $R^2 = .213$ (0.213×100) meaning that leadership styles account for 21.3% variation in employee performance at Bulambuli district local government. The study concludes that laissez-faire leadership style was the most effective in contributing to employee performance with 35.3% impact as compared to democratic leadership style with 15.6% and autocratic leadership style with 3.4%. It is, therefore, recommended that individuals with high self-capacity, self-management and good social skills be identified to take over leadership roles since they are more likely to exhibit laissez-faire leadership traits, which are much needed at Bulambuli district local government. Democratic leadership should also be integrated into the leadership mix but with proper control leaving room for the practice of other styles. The district should, however, regulate on autocratic leadership style to ensure it does not take lead given that it has a tendency to stifle employee skills, abilities and creativity.

Key Words: Leadership Styles, Employees' Performance, Local Governments, Bulambuli District