INFLUENCE OF LEADERSHIP STYLES ON EMPLOYEE PERFORMANCE IN ORGANIZATIONS IN NAIROBI, KENYA

BY

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Declaration

This project is my original work and has not been presented for the award of Diploma in Business Management in any institution.

DATE: 22/4/14

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This project has been submitted for examination purposes with my approval as a supervisor.

DATE: 22/4/14

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Abstract

This study seeks to examine the influence of leadership styles and their influence on the employee performance in organizations in Nairobi. The study investigated the value that work environment adds on leadership styles and employee performance in terms of; outcome, effectiveness, and efficiency. The purpose of this study was to examine the influence of leadership styles on employee performance in organizations in Nairobi and establish how these styles influence employee performance. The study also determined the extent to which leadership styles affects employee performance in organizations in Nairobi. The study objectives was to establish the influence of leadership style on employee performance, to examine the existing relationship between the leaders and employee, identify the channels of communication and relationship machinery between the leader and employee performance and to investigate the techniques used to motivate employee to perform in organizations in Nairobi. The study engaged a survey research design using both quantitative and qualitative approaches with a parent population of ninety (30) respondents. A simple random sampling was employed for purposes of triangulation which was the same for all organizations in Nairobi. Data was collected by use of questionnaires. SPSS version 20 was used to analyze quantitative data while thematic analysis was used to analyze the qualitative data.