

PDF - TRANSFORMATIONAL LEADERSHIP STYLES, DECISION MAKING TECHNIQUES AND LECTURERS JOB PERFORMANCE IN UNIVERSITIES IN SOUTH WEST NIGERIA - researchcub.info

CHAPTER ONE

1.1 Background To The Study

Transformational leadership style is propelled by vision for positive change and creativity in the environment. It boosts staff morale, motivates and facilitates high job performance among followers. Transformational leaders present themselves as role models to their followers; these endearing qualities inspire the followers' commitment to the group goals. Transformational leadership style is regarded as the most effective in the Nigerian universities system. Burns (1978) defined transforming leadership as a process which facilitates mutual commitment of "leaders and followers to assist boost the morale and motivate each other. Transformational leadership constitutes a leadership strategy which reshapes the values, expectations, perception and aspiration of employees and creates significant change in the life of the people and of the organization. The transforming approach is consistent with the leaders recognized traits, ability and personality which influences change towards the attainment of articulated goals. Consequently the research seek to investigate Transformational Leadership Styles, decision making techniques and lecturers Job Performance in Universities in South West Nigeria –

1.2 Statement of the Problem

The university system constitute as ivory tower of the nation's citadel of learning required to produce leaders to manage all sectors of the economy of the nation. Consequently the university management envisages goals and objective for the nation's educational system. It is therefore the role of leadership envisioned through the lecturers to develop and motivate young people to successful future leadership in the nation. Saal & Knight (1988) defined leadership as the social influence which leads to the attainment of organizational goals and objectives. It involves the exercise of human potentials to impact upon the attainment of organizational goals. Udegbe (1999) also proffers an insight into leadership when he postulated that leadership is a process of creating subordinates' identification and desire to achieve the organizations mission and goals. .The need for an effective leadership style cannot be over emphasized in our university system inview .It is believed that Transformational leadership style if employed will exact the much needed change we need in the university system in Nigeria. Therefore the problem confronting the research is to investigate Transformational Leadership Styles, decision making techniques and lecturers Job Performance in Universities in South West Nigeria –

1.3 Objectives of the Study

To determine the nature of Transformational Leadership Styles

To determine the impact of transformational leadership style as a decision making techniques on lecturers Job Performance in Universities in South West Nigeria –

Transformational leadership constitutes a leadership strategy which reshapes the values, expectations, perception and aspiration of employees

1.4 Research Questions

What is Transformational Leadership?

What is the impact of transformational leadership as a decision making techniques on lecturers' job performance?

1.5 Significance of the Study

The study proffers the effectiveness of the transformational leadership in decision making and enhancing lecturers' job performance

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1.6 Research Hypothesis

Ho The impact of Transformational Leadership Styles, as a decision making techniques and enhancing lecturers Job Performance in Universities in South West Nigeria is not effective

Hi The impact of Transformational Leadership Styles, as a decision making techniques and enhancing lecturers Job Performance in Universities in South West Nigeria is effective.

1.7 Scope of the Study

The study focuses on the appraisal of Transformational Leadership Styles, decision making techniques and lecturers Job Performance in Universities in South West Nigeria –

1.8 Limitations of the Study

The research was confronted by some constraints including logistics, and geographical factors

1.9 Definition of Terms

Transformational leadership

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LEADERSHIP DEFINED

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