

Gender In Leadership and Organizational Performance in Uganda: A Case of Nwoya District
Local Government

Akello Agnes Ebong

Dr. Mary Ejang (PhD)

Gilbert Obici

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Background: The study investigated the influence of gender in leadership on organizational performance focusing on Nwoya District Local Government.

Methods: The study adopted a cross sectional design, which was both quantitative and qualitative in nature and a sample of 123 respondents were studied.

Findings: The findings of this study revealed that gender parity enhances the performance of the organization, a positive significant relationship exists between gender parity and organizational performance. The study also indicated that gender is positively and significantly correlated with the leadership style and lastly gender in leadership affects the performance of the organization.

Conclusions: The study concluded that; gender parity in the organization is vital for the performance of the organization, gender determines the leadership of the organization and gender in leadership is very important in the performance of the organization.

Recommendations: the study therefore made the following recommendations; organizations should develop a policy framework that gives equal opportunity for the different gender in the leadership position; the leadership of Nwoya District Local Government should encourage both males and females to equally take part in the leadership of the different organizations within the district and finally, the issue of the gender stereotype should be fought as studies and literature reviewed have indicated that it has a negative effect on gender in leadership.

Keywords: *gender, performance, leadership, organizational performance*

