

Transformational Leadership Style and Middle Level Civil Servant Performance in Public Health Sector in Lira District Local Government

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The study sought to determine the influence of transformational leadership on the performance of middle level employees in Lira District Local Government Health Sector. The objectives of the study were: to determine the influence of individualized consideration on the performance of middle level employees in Lira District Local Government.; to investigate the influence of inspirational motivation on the performance of middle level employees in Lira District Local Government; and to assess the influence of intellectual stimulation on the performance of middle level employees in Lira District Local Government.

The study adopted a cross sectional survey design while incorporating both quantitative and qualitative methods. The study used stratified, purposive sampling and simple random sampling procedures to select health facilities, supervisors and middle level employees respectively. A total of 164 respondents were selected. Data was analyzed using STATA 15.

The findings suggest that inspirational motivation ($\beta=0.144$, $p<0.01$), and individualized consideration ($\beta=0.190$, $p<0.05$) have positive and significant influence on employee performance while intellectual stimulation has a negative insignificant effect on employee performance. The conclusion of the study was: - leaders should always apply individualized consideration and inspirational motivation leadership style since they positively affect the performance of middle level employees in Lira District.

The study therefore recommends that management of health facilities should focus their efforts of management strategy on attracting, developing and retaining transformational leaders which could impact the organization in a more positive regard as employees become and remain engaged.

