

Management Styles and Employee Performance Among Small and Medium Enterprise in Lira City, Uganda: A Case Study of Ngetta Tropical Holdings LTD

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This study sought to establish the management styles and employee Performance at Ngetta Tropical Holdings in Lira City. The study was guided by three objectives namely: to identify the management style employed by managers at Ngetta Tropical Holdings to assess the level of employee performance of employees at Ngetta Tropical Holdings, to determine the relationship between Management style and employee performance of employees at Ngetta Tropical Holdings. Literature was reviewed in line with the specific objectives.

The study used a cross sectional descriptive survey design which employed a quantitative approach. The study targeted a population of approximately 150 employees with a sample size of 108 (Morgan and Krejcie, 1970), simple random sampling was used on 104 employees and purposive sampling was used (managers). Data was collected using a closed ended 5-point likert scale questionnaire on both managers and employees. The validity of the instrument was tested using content validity and validity index of 0.8 was obtained and reliability of the instrument was found to be 0.71 reliable. Data was analyzed descriptively for objective one and two and Pearson correlation was used to determine the relationship that exists between the variables.

Response rate of the respondents was found to be 100%, The Demographic characteristics of the respondents revealed there were more female (50.9%) than males, with the highest percentage being youth (36.1%) aged between 25-35, majority of the respondents were diploma holders (31.5%) though other level were represented. Of the respondents the greatest number were casual employees (60.2%) and most of the respondents had working experience of 5-10 years (42.6%). All styles were employed but with varying percentages: Autocratic management style (mean 3.31), Democratic (mean 3.29) and Liaise faire (3.14). While performance was slightly high; time management (mean 3.84), productivity (mean 3.32), Efficiency (mean 3.42), and correlation ($r=0.042$)

The finding revealed that the most employed management style was Autocratic, though Democratic style was also used besides, however Liaise faire was used at a minimum level. The level of employee performance was revealed to be high. There was also a strong positive relationship between the variables.

It was recommended that managers employ the various styles accordingly in order to enhance employee performance.

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