**THE ROLE OF LEADERSHIP SYSTEM ON GROWTH OF AN ORGANIZATION**

**(A STUDY OF ASSUR GLOBAL NIGERIA LIMITED, UYO)**

**ABSTRACT**

This study attempts to determine “The Role of Leadership Systems on Growth of an organization” in Assur Global Nigeria Limited, Uyo. With employed of the survey research method, Its main tools of requiring was a structural questionnaire. The population comprises all employed /stats in the organization. Adopting the simple and statistically random sampling methods with simple percentage and chi-square. Test as the statistical methods. The study pivoted by the managerial Gird theory and Blake and mouton (1991) shows the positive test of the hypothesis and findings shows that other is a significant relationship between leaderships systems and organizational productivity. It was recommended that management should atically manipulate their workers by choosing appropriate leadership procedures that will enhance their efficiency and management should as matter of fact see promotion, training, giving incentives, service different ration, research and development and of course as a sin-quinoa of breaking even in today’s competitive climate, in summary, emphasis should not only be place on task production to the detriment of the employees.

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**CHAPTER ONE**

**INTRODUCTION**

**1.1** **BACKGROUND OF THE STUDY**

One of the basic ingredients of all good and roleive social organizations and. human groups is leadership.

Even in the family the father must be up to the task of tasking the lead of his wife and children. Little wonder that good leaders have found way had to find.

Leadership begins when a man or a woman discovers the purpose for his/her life, which creates a passion and for which cause others are inspired to follow voluntarily. It is an attribute of the mind that enables a man to task himself to appreciate a problem, proffer solutions, and more him and the group or society forward.

It is no wonder, therefore that many have lost hope when it comes to finding good leadership. It is clear that people expect to their leaders to be competent and to make honest efforts to try to improve things.

It is true that some leaders have achieved a measured of success. A rural can usually count on the respect and support of his subject if the brings them a reasonable measure of peace and secures living conductions.

However, if people lose confidence in him for any reason, someone else may be sitting in the seat of power. the earlier conception of leadership tends to border on two major ideas about how leaders emerge in groups or organization. first is the “Great man theory of history which assigns more event in history to the activities of great leaders.

It is a known fact great man of history only assumes power and authority to lead others by virtue of their leadership capabilities. That was why leaders like Hite Napoleon and De Gualle who influenced world history were “Great man” Model leaders.

Early studies on leadership believed good leaders are born with some traits; therefore, one should be able to identify those qualities possessed by roleive leaders and assume that all persons who are endowed with these traits would be roleive leaders. For example the Greek Philosopher, plate, was among the first to suggest that great leaders were born with their greatness.

Therefore, leadership is the process of influencing others to work willingly towards an organizational goal with confidence and Keenness.

The essence of leadership followership. In other words, it is the willingness of people to follow that makers a person an roleive leader.

Moreover, people tend to follow those whom they perceive as providing a means of achieving t heir own desire, want and need. As a consequence, we can see that leadership and motivation are closely interconnected. By understanding motivation, we can appreciate better what people want and why they act as t hey do.

Leadership may be associated with the building blocked that relate to people such as communication and social skill, personal drive ability to motivate, honesty and integrity, innovation inspiring trust, intelligence, knowledge of business, deviance interest in other and then orientation. Management is generally used to describe the wide range of influence that bring about improved capability and performance for individual and organizations (Characterized institute of personnel development, 2002).

Leaders are people who make change to happen. Most leaders lack the most commonly desired characteristics of leadership, inspiration. This is something most people look for at work, which is often absent from the management.

A good leadership is understood as a atic process which is distributed across the whole organization with a good leadership between leaders and followers at all levels, rather than rust concentrated in the behaviors of these in most senior leadership position. Most people use the terms “leader” and “manager” inter-changeable.

Their mission is to ensure that the organization achieves specific objectives by people who are energized and excited about the vision and direction.

**1.2** **STATEMENT OF STUDY**

In our society, most organizations both large and small hardly function roleively. Even when they strive some of the leaders lack the require skills for efficient management for productivity.

These are because they do not have enough braining for the management team to enable them function roleively.

The management function is complex and for a number of reason, on individual in the interest of the organization to prepare people for the task of holding fort or partaking in the management process.

Also, understanding the human factor in enterprises is important for the management function of leading. How a manager views human nature influences the selection of motivational and leadership systems or approaches according to Cole, (1996).

Accordingly, leaders must motivate their worker to achieve specific goals by engaging specific kinds of behavior according to (House 1991).

There is no way that manager can litilize their desire and goals of individuals to achieve enterprise objectives without knowing what individuals want.

Most private and public organization like Assur global Nigeria limited, Uyo have experienced a lot of motivational problems.

**1.3** **OBJECTIVES OF THE STUDY**

The general objectives of this study are to determine the role of leadership system on organizational growth and productivity in Assur global Nigeria limited, Uyo. These are:

1. To determine the role of leadership on the growth and productivity of an organization through Assur global Nigeria limited, Uyo.
2. Determine the appropriate management skills requires of a leader for role organizational management
3. To compare leadership roles and management skills on the productivity of an organization.
4. To examine the employees attitude towards leadership system and its role on the development and growth of the organization.
5. To determine the influence of leadership system on the marketability of the organization’s products.
6. To recommend the strategies for efficient leadership systems that would enable good productivity in the organization.
   1. **RESEARCH QUESTIONS**
7. Does Assur Global Nigeria limited have proper leadership system that could enhance an roleive productivity in the organization?
8. What is the appropriate leadership systems require of a leader for roleive organizational management?
9. Does leadership roles and management skills affect the organizational productivity?
10. Does the employee’s attitude towards leadership systems have an role on the development and growth of the organization?
11. What are the strategies recommended for efficient leadership systems that could enhance good productivity in organization?

**1.5** **RESEARCH HYPOTHESIS**

In this study, the following hypothesis is formulated:-

Ho: There is no significance relationship between leadership system and organizational productivity.

Hi: The is significance between leadership system and organizational productivity

Ho: There is no significance relationship between leadership system and employees attitude towards development and growth of the organization

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Ho: There is no significance relationship between leadership roles on productivity of the organization.

Hi: There is significance relationship between leadership roles on productivity of the organization.

**1.6 SIGNIFICANCE OF THE STUDY**

The basic of this study is to contribute and add to the existing literature on the leadership system and its roles on organizational productivity in Assur Global Nigeria limited, Uyo. And as a matter of fact, the role of leadership systems have gone far long way in helping organizations to realize its dream in his view, after conclusion, the outcome of the research will be significance to the organization and environment in the following ways:-

1. The management of organization – Assur Global Nigeria limited; the results will help to equip the manager’s to update their knowledge of the skill in the efficient management of the establishment to enhance greater growth and productivity of the organization.
2. The employees – The results of the study will be significant to the employees, the worker’s welfare will be properly considered as priority.
3. It will encourage staff development in Assur Global limited, Uyo and other organizations.
4. It will broaden my knowledge on the role of leadership system on the growth and productivity of an organization and training will be given adequate attention by the management.
   1. **SCOPE AND LIMITATION OF THE STUDY**

This study is carried out to determine the role of leadership system on worker’s productivity of the Assur Global Nigeria limited, Uyo, located at No: 11 Nyong Essien Street, Uyo, Akwa Ibom State.

In any research, it is not uncommon for the researcher to encounter a number of problems while collecting data.

This work is limited to information obtained from the respondents in form of questionnaire and interviews.

It is also limited to the secondary information obtained from libraries and others text books etc. also, the research has limited time and space in the conduct of the project. Personality of leaders, it is the term used to describe the manner in-which a person exercise leadership especially in relation to the treatment of people and task according to (Cole 1995).

* 1. **HISTORICAL BACKGROUND OF ASSUR GLOBAL NIGERIA LIMITED, UYO**

The Assur Global Nigeria limited was incorporated as a private limited company on 20th April, 2004.

It is an indigenous company registered in Nigeria with the corporate affairs commission to provide professional service in the area of private and corporate /business asset acquisition as well as alternative energy solution.

The Assur global Nigeria limited have gained extensively /valuable experience in their chosen area of business and an appreciation of the challenges faced in developing the third world countries since they came into operation.

The companies have accomplished a good measure of their goals, putting smile on the faces of their chiefs with the professional services and products that elevates their standard of living and improve their quality of life and increase their purchasing power through elimination of the cash barrier.

The company started somewhere like every other company with a global trade mark. Today, Assur trademark or brand is soaring in the market.

Ranging from Assur refrigerator’s, Assur water dispenser, Assur Deep freezer’s and Assur phones etc.

This services ranges from assets acquisition and hire purchase financing, alternative energy production, supply and installation as well as distinctive especially in a small business development.

**1.9 DEFINITION OF TERMS**

**LEADER:** It is an individual who is able to influence group or organizational members to help the group or organization achieve its goal.

**MANAGEMENT:** Management denotes employers of labour and these who formulate policies and executing business through the frictional activities.

It is the process of planning, organizing, leading and controlling an organizations human, financial, material and other resources to increase it roleiveness.

**MANAGERIAL SKILLS:** Managerial skills are the study of organization behavior that provides tools that mangers can use to increase their ability to perform their functions and roles. A skill is an ability to act in all man that allows a person to perform well in his order role.

**ORGANIZATION:** Is a collection of people who work together to achieve a wide variety of goals. Organization refers to formal organization, which includes institution, business, company or corporate body.

**ORGANIZATIONAL BEHAVIOUR:** It is the study of factors that affect how individuals and groups act in organizations and how organizations manage their environments.

**BEHAVIOUR:** Anything that a person does, such as talking, walking, thinking or daydreaming. The action that results from an attitude.

**PRODUCTIVITY:** It is a quantitative or statistically weightier measure of how efficiently a given set of resources is used in achieving a given set of objectives (Odinegueu, 1987).

**ROLEIVENESS:** This means doing the right choice and following through to their logical conclusions.

**GROWTH:** Is an increase in the size, amount or degree of something. It also an increase in economic activity.

**MOTIVATION:** It is the term used to describe those processes, both instinctive and rational by which people seek to satisfy the basic drives, perceived needs and personal, goals, which trigger human behavior.

**EFFICIENCY:** This means doing things right it results from prudent use of available resources that is using resources in such a way as to reduce or completely eliminate waste.

**1.10 ORGANIZATION OF THE STUDY**

This project consists of five chapters, arranged in logical and concise manner. In chapter one, this chapter concerned with the background of the study, statement of the problem, objectives of the study, Research Question, Research Hypothesis, Significance of the study, scope /limited and discussed.

In chapter two, we take a literature survey of some related works. In chapter three, we examined research methodology. In chapter four, we present data presentation, analysis and interpretation, while in chapter five we conclude with a summary and conclusion of the future research with appropriate recommendation.