

**INFLUENCE OF LEADERSHIP STYLES ON EMPLOYEE
PERFORMANCE IN MINISTRIES, DEPARTMENTS AND AGENCIES**

BY

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DEGREE IN PUBLIC ADMINISTRATION

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Influence of Leadership Styles on Employee Performance in Ministries, Departments and Agencies" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined influence of leadership styles on employee performance in ministries, departments and agencies, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of influence; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with influence and leadership. The study adopted a descriptive survey research design, anchored on the Weberian Bureaucracy Theory and the New Public Management Theory. A sample size of 389 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 351 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 3.0). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.536$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 5.51, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.31$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on influence.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of influence of leadership styles on employee performance in ministries, departments and agencies is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

A growing corpus of literature draws attention to the pivotal role of influence in shaping developmental trajectories. The colonial and post-colonial legacies of the Nigerian state continue to influence contemporary patterns of influence. Longitudinal research by Dauda and Umeh (2016) revealed that sustained attention to influence yields appreciable dividends over time. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. Findings reported by Alade and Musa (2018) observed that respondents with greater exposure to influence recorded markedly different results. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

Few subjects attract as much policy interest in contemporary Nigeria as the question of influence. Nigeria's federal structure and its diverse cultural geography ensure that the experience of influence varies considerably from one region to another. Evidence assembled by Nwosu and Ogunlana (2015) across twelve states underscored the heterogeneity of outcomes linked to influence. Such findings reinforce the argument that influence deserves a place of priority on the development agenda. An examination by Adekunle and Aderemi (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. Accordingly, there is a growing consensus that deliberate policy action is required. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

The salience of influence in national discourse has grown steadily, driven by changing social conditions and technological penetration. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of influence. Field evidence gathered by Adekunle and Aderemi (2016) suggested that stakeholder engagement materially improves the results achieved in matters of influence. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. The work of Chukwu and Ekwueme (2023) extended earlier analyses by demonstrating that leadership reinforces the effects of influence. Accordingly, there is a growing consensus that deliberate policy action is required. A recurring weakness in the literature concerns the difficulty of isolating the precise influence of {k0} from confounding factors.

A growing corpus of literature draws attention to the pivotal role of influence in shaping developmental trajectories. Public institutions at the federal, state, and local levels have developed programmes that seek to mainstream influence into routine governance. Famuyide and Osinachi (2020), in a survey of relevant stakeholders, concluded that the benefits of influence are unevenly distributed across groups. The practical