

Strategic Leadership and Case Resolution Performance in Police Departments in Juba City, South Sudan

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Abstract

The purpose of this study was to investigate the association between strategic leadership and crime clearance performance, measured through the number of cases resolved per quarter, within police divisions in Juba City, South Sudan. The contention of the study is that crime clearance performance remains a central indicator of policing effectiveness, particularly in post conflict urban environments where institutional capacity, coordination, and leadership practices directly influence investigative outcomes. A mixed methods explanatory sequential design was adopted, integrating quantitative survey data from 235 law enforcement personnel with qualitative insights from key informant interviews. Structured questionnaires measured perceptions of leadership practices and investigative performance, while interviews provided contextual explanations of supervisory processes and operational challenges. Descriptive findings indicated moderately strong clearance performance, with a composite mean score of 3.81. Leadership contribution to case clearance recorded the highest mean of 4.05, suggesting that supervisory direction and oversight are perceived as central drivers of investigative productivity. Reliability analysis confirmed strong internal consistency of the measurement scale, with Cronbach alpha values exceeding 0.79. Pearson correlation analysis revealed statistically significant positive relationships between case resolution and all leadership dimensions, with inclusive leadership showing the strongest association ($r = .659$), followed by accountable leadership ($r = .570$), visionary leadership ($r = .552$), and adaptive leadership ($r = .516$). Multiple regression results demonstrated that leadership variables collectively explained 48.0 % of the variance in case resolution performance ($R^2 = .480$, $F = 53.141$, $p < .001$). Inclusive leadership emerged as the strongest independent predictor ($\beta = .462$, $p < .001$), while visionary leadership also showed a significant positive effect ($\beta = .226$, $p = .001$). The findings confirm that collaborative leadership practices and clear strategic direction substantially enhance investigative throughput and case completion within policing institutions operating under complex operational conditions. The study recommends strengthening participatory supervisory structures, improving communication of investigative targets, and institutionalizing routine performance monitoring systems to enhance crime clearance performance in Juba City.

Keywords: South Sudan, Juba, Strategic Leadership; Crime Clearance Performance; Police Investigations

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1.0 Introduction

Case resolution performance represents one of the most fundamental indicators of effectiveness within law enforcement agencies because it reflects the ability of policing institutions to translate investigative processes into successful criminal justice outcomes. High levels of case resolution strengthen public safety, reinforce institutional legitimacy, and enhance confidence in the rule of law, while low clearance rates often signal operational weaknesses, procedural inefficiencies, or leadership challenges within investigative systems. Across contemporary policing scholarship, the resolution of criminal cases is increasingly viewed not merely as a technical investigative function but as an organisational outcome shaped by leadership direction, strategic planning, and institutional coordination (Cordner, 2016; Reiner, 2010).

Globally, empirical studies demonstrate that leadership quality plays a decisive role in shaping investigative performance and case resolution outcomes. Police organisations that operate under leaders who provide clear strategic priorities, structured supervision, and effective accountability mechanisms consistently report higher clearance rates compared to agencies characterised by fragmented command structures or weak oversight systems (College of Policing, 2021; Bureau of Justice Statistics, 2020). Strategic leadership influences case resolution by guiding investigative resource allocation, establishing procedural standards, strengthening communication across investigative units, and reinforcing professional responsibility among officers. Leadership decisions concerning case prioritisation, workload management, and investigative monitoring therefore directly affect whether cases progress to successful completion or remain unresolved.

Within developing and transitional policing environments, the importance of leadership in shaping investigative outcomes becomes even more pronounced. Law enforcement agencies operating in resource constrained or institutionally fragile contexts often face significant challenges related to personnel shortages, limited investigative infrastructure, and complex security demands. Under such conditions, effective strategic leadership can compensate for structural limitations by improving organisational coordination, enhancing investigative discipline, and ensuring that available resources are deployed in a focused and accountable manner (Owusu and Mensah, 2020; African Policing Civilian Oversight Forum, 2020). Conversely, weak leadership structures may result in inconsistent supervision of investigations, delays in evidence processing, and reduced motivation among investigative personnel, all of which contribute to lower case resolution performance.

South Sudan presents a particularly complex policing environment shaped by recent conflict, rapid urbanisation, and ongoing institutional reform processes. In Juba City, which serves as the political and administrative centre of the country, law enforcement agencies are required to respond to increasing levels of urban crime while operating within evolving organisational systems and constrained operational capacities. Monitoring reports from national and international agencies indicate that investigative delays, limited coordination, and uneven supervisory oversight remain persistent challenges affecting criminal case outcomes within the city (Saferworld, 2020; United Nations Mission in South Sudan, 2021).

Although technical assistance programmes have focused largely on training and equipment provision, less empirical attention has been directed toward understanding how leadership practices influence the ability of police departments to successfully resolve criminal cases.

Despite growing recognition of leadership as a central determinant of policing effectiveness, there remains limited empirical research examining the relationship between strategic leadership and case resolution performance in post conflict urban policing environments. Existing studies frequently analyse response time or general operational capacity without isolating the leadership processes that shape investigative success rates. This study therefore seeks to address this gap by examining how strategic leadership influences case resolution performance within police departments in Juba City, South Sudan, with the aim of contributing context specific evidence to inform leadership development and institutional strengthening in fragile policing systems.

1.2 Statement of the Problem

Despite the central role of criminal case resolution in determining the effectiveness and legitimacy of policing institutions, many law enforcement agencies operating in fragile and post conflict environments continue to experience persistent investigative inefficiencies and unresolved criminal cases. Case resolution performance represents a critical operational indicator because it reflects the ability of police organisations to translate investigative processes into enforceable justice outcomes, thereby strengthening public trust, institutional credibility, and rule of law enforcement. However, in many developing and transitional policing systems, clearance rates remain inconsistent due to administrative bottlenecks, limited coordination, and uneven supervisory oversight.

In South Sudan, and particularly within Juba City, policing institutions operate in a complex post conflict urban environment characterised by rapid population growth, evolving institutional structures, and constrained investigative resources. Security sector monitoring reports indicate that investigative delays, fragmented coordination mechanisms, and inconsistent supervisory approval processes frequently hinder timely completion of criminal investigations. Available assessments further suggest that fewer than forty percent of reported criminal cases reach full investigative closure, raising concerns regarding institutional capacity and operational effectiveness within the police service. While ongoing reform initiatives have prioritised equipment provision and technical training, comparatively limited empirical attention has been directed toward examining how leadership practices influence investigative productivity and case completion outcomes.

Although international research increasingly recognises strategic leadership as a significant determinant of organisational performance within policing institutions, existing studies largely focus on response time, general operational readiness, or procedural compliance, without isolating the leadership processes that directly shape case resolution performance in fragile urban contexts. Consequently, a critical empirical gap remains in understanding how strategic leadership practices influence investigative throughput and crime clearance performance within police departments operating under post conflict conditions. This study therefore seeks to examine the influence of strategic leadership on case resolution performance within police divisions in Juba City, South Sudan, in order to generate context specific evidence capable of informing leadership development, supervisory reform, and institutional strengthening initiatives.

2.0 Literature Review

Case resolution performance remains one of the most widely recognised indicators of investigative effectiveness within contemporary policing systems because it reflects the institutional capacity of law enforcement agencies to transform reported incidents into successfully concluded criminal cases. Clearance outcomes depend on a combination of investigative competence, procedural coordination, evidence management, and organisational oversight. Increasingly, research emphasises that beyond technical investigative skills, leadership practices play a decisive role in shaping how investigations are prioritised, supervised, and completed within policing institutions (Cordner, 2016; Reiner, 2010). Strategic leadership establishes institutional direction, reinforces accountability mechanisms, and ensures that investigative processes operate within coherent organisational frameworks capable of supporting consistent case completion.

International empirical evidence consistently demonstrates a statistically significant association between leadership practices and clearance outcomes. In the United States, national police performance analysis revealed that departments implementing structured leadership performance monitoring systems achieved clearance rates averaging 18 % higher than departments lacking formal supervisory oversight. Regression modelling indicated that leadership accountability variables explained approximately 27 % of the variance in case resolution performance, with statistical significance reported at $p < .001$ (Bureau of Justice Statistics, 2020). Comparable findings were reported in a multi country European policing study in which operational divisions led by commanders with strategic planning authority achieved clearance rates between 12 % and 21 % higher than divisions operating under rigid centralised command structures. Correlation coefficients within that study ranged from .32 to .41 between leadership supervision intensity and successful case completion (CEPOL, 2021).

Evidence from the United Kingdom further confirms the relationship between leadership oversight and investigative outcomes. A longitudinal evaluation of investigative management reforms across several police services reported that divisions adopting structured leadership review processes achieved a 19 % increase in resolved cases over a four-year period. Multivariate regression results demonstrated that leadership monitoring frequency remained a statistically significant predictor of investigative performance, with standardised beta coefficients exceeding .30 and probability values below .01 (College of Policing, 2021). In Australia, leadership directed case management reforms produced a 15 % improvement in clearance consistency across metropolitan policing districts. Analysis of variance confirmed statistically significant differences across leadership models at $p < .05$ (NSW Police Force, 2020).

In developing policing environments, the influence of leadership on investigative outcomes appears even more pronounced due to structural and resource constraints. Empirical research conducted in Ghana found that investigative units supervised by officers who had completed structured leadership development programmes achieved average clearance rates of 54 % compared to 33 % in units without such leadership exposure. Independent samples tests confirmed that these differences were statistically significant at $p < .001$ (Owusu and Mensah, 2020). In Nigeria, metropolitan policing research demonstrated that leadership supervision of investigative workload allocation reduced unresolved case backlogs by approximately 28 % while increasing annual case resolution output by 22 %. Multiple regression modelling in that study indicated leadership oversight variables with standardized coefficients above .35 in predicting clearance outcomes (CLEEN Foundation, 2019).

Evidence from East African policing systems reinforces similar conclusions. Performance audits conducted in Kenya showed that urban counties implementing leadership based investigative accountability frameworks experienced a 24 % increase in successful prosecutions within a three-year period. Pearson correlation analysis revealed a moderate positive relationship between leadership enforcement of investigative procedures and clearance success, with $r = .38$ and significance levels below .01 (Independent Policing Oversight Authority, 2021). In Kampala, Uganda, pilot divisions that granted investigative commanders greater supervisory discretion recorded a 17 % improvement in case completion rates, with inferential testing confirming statistically significant differences in operational outcomes across leadership models (Centre for Public Policy Research, 2020).

Within fragile and post conflict policing environments, case resolution challenges are often intensified by institutional fragmentation, limited forensic infrastructure, and coordination difficulties across justice agencies. However, emerging empirical evidence indicates that leadership quality continues to function as a decisive moderating factor. Studies of post conflict justice systems demonstrate that leadership driven coordination frameworks can substantially improve investigative output even under severe structural limitations. In Rwanda, leadership reforms strengthening investigative supervision increased coordinated case resolution from 61 % to 82 % within a five-year period. Chi square testing confirmed that the improvements were statistically significant (Rwanda National Police, 2021).

South Sudan represents a particularly under examined context with regard to leadership and case resolution performance. Available monitoring reports indicate that clearance rates within Juba City remain uneven, with investigative delays, inconsistent supervision, and coordination failures frequently cited as major contributing factors. A security sector assessment reported that fewer than 40 % of reported criminal cases reached full investigative closure, while internal operational reviews identified leadership approval delays and weak case monitoring structures as central contributors to unresolved investigations (Saferworld, 2020; United Nations Mission in South Sudan, 2021). Preliminary internal evaluations within the South Sudan National Police Service further recorded moderate positive correlations between leadership supervision practices and case completion indicators, with coefficients exceeding .34 and probability levels below .01, suggesting the statistical relevance of leadership variables in shaping investigative performance.

Overall, the literature demonstrates a consistent empirical relationship between strategic leadership and case resolution performance across diverse policing systems. Leadership supervision, accountability enforcement, and investigative coordination explain meaningful proportions of variance in clearance outcomes and remain statistically significant predictors even within resource constrained or institutionally fragile environments. Nevertheless, rigorous empirical research specifically examining this relationship within post conflict urban policing contexts such as Juba City remains limited. Addressing this empirical gap is therefore essential for generating context grounded evidence capable of informing leadership development initiatives and strengthening investigative effectiveness within emerging policing institutions.

2.1 Theoretical Framework

This study is informed by three complementary theoretical perspectives that explain how strategic leadership shapes investigative outcomes within law enforcement agencies in Juba City, South Sudan. The guiding perspectives are Policing Theory, Criminal Justice Administration Theory, and Strategic Leadership Theory. Together, these frameworks provide an integrated basis for understanding how institutional mandates, administrative

structures, and leadership behaviour interact to influence case resolution performance in complex urban policing environments.

Policing Theory, associated with Reiner (2010), views policing as a public institution responsible for maintaining social order, enforcing legal norms, and protecting community safety while sustaining legitimacy and accountability. From this standpoint, operational outcomes such as investigative success, response reliability, and public confidence represent practical indicators of how effectively policing institutions fulfil their societal mandate. Within this study, the theory provides a lens for interpreting case resolution performance as an institutional output shaped by leadership priorities, organisational discipline, and procedural enforcement, particularly in contexts where operational capacity and public trust remain sensitive.

Criminal Justice Administration Theory, articulated by Cordner (2016), emphasises that the effectiveness of justice sector organisations depends on leadership competence, coordinated management systems, structured supervision, and efficient allocation of operational resources. The theory highlights the importance of administrative oversight mechanisms that ensure investigations are properly organised, monitored, and supported through clear procedures. In this research, it informs analysis of how leadership decisions related to investigative planning, communication systems, supervision, and coordination with prosecution or forensic agencies influence the successful completion of criminal cases.

Strategic Leadership Theory, proposed by Boal and Hooijberg (2001), serves as the primary analytical lens. The theory explains organisational performance as a function of leaders' ability to provide direction, align institutional processes, motivate personnel, and guide decision making in complex operational environments. Applied to this study, the theory clarifies how strategic leadership practices shape investigative productivity, coordination, and accountability, thereby influencing overall case resolution performance within policing institutions operating in a post conflict urban setting.

3.0 Research Methodology

This study applied a mixed methods research approach to investigate the relationship between strategic leadership and response time to crime scenes among law enforcement agencies in Juba City, South Sudan. The use of mixed methods was appropriate because response time represents both measurable operational performance and leadership driven organisational processes that require contextual understanding. The integration of quantitative and qualitative techniques therefore enabled a more holistic assessment of how leadership practices influence response efficiency within a post conflict urban policing context (Creswell and Creswell, 2018; Tashakkori and Teddlie, 2010).

An explanatory sequential design guided the study, with quantitative data collected and analysed prior to the qualitative phase. This structure allowed statistical trends in response time performance to be established first and subsequently explored through qualitative inquiry in order to clarify the leadership practices and operational conditions associated with those trends (Johnson and Onwuegbuzie, 2004). The research was undertaken in Juba City, the administrative and security centre of South Sudan, where policing institutions operate within a dynamic environment shaped by rapid urban expansion and ongoing institutional rebuilding following conflict.

The target population included law enforcement officers, legal practitioners, and other security stakeholders directly engaged in emergency response and operational decision processes. Stratified random sampling was employed to select survey participants so that relevant professional groups were proportionally represented. In addition, purposive sampling

was used to identify key informants occupying strategic leadership or supervisory roles. The quantitative survey involved 301 respondents, while qualitative insights were obtained through in-depth interviews with ten key informants. This combined sampling strategy strengthened both representativeness and contextual richness of the collected data (Kothari, 2004).

Data were gathered using structured questionnaires and semi structured interview guides. The questionnaire assessed perceptions of strategic leadership practices and response time performance through Likert scale items. Content validity was supported through expert assessment and pilot testing, while reliability was evaluated using Cronbach alpha coefficients, all of which exceeded the acceptable threshold of 0.70, confirming satisfactory internal consistency (Hair et al., 2019). Interview data provided detailed contextual explanations regarding leadership experiences and operational coordination challenges.

Quantitative analysis involved descriptive statistics, Pearson correlation, and multiple regression techniques to determine the magnitude and statistical significance of relationships between strategic leadership and response time outcomes. Qualitative data were analysed using thematic procedures to support interpretation of statistical results. Ethical safeguards were maintained throughout the research process, including informed consent, confidentiality assurance, and voluntary participation, in accordance with recognised research ethics standards (Israel and Hay, 2006).

4.0 Analysis and Presentation of Result

This section presents the empirical findings on the influence of strategic leadership on crime clearance performance within police divisions in Juba City, South Sudan. Quantitative survey responses and qualitative interview insights are analysed to evaluate investigative effectiveness and operational productivity. The results are organised according to the study indicators, beginning with quarterly case resolution performance.

4.1 Number of Cases Resolved per Quarter

Quarterly case resolution is a key operational indicator because it reflects the capacity of police divisions to complete investigations, assemble evidence, and reach enforceable conclusions within defined reporting periods. High resolution rates demonstrate structured investigative coordination, leadership supervision, and administrative control, while lower rates may signal communication breakdowns, procedural inefficiencies, or resource constraints. This section therefore evaluates how leadership practices influence investigative throughput across divisions.

4.2 Descriptive Analysis for Number of Cases Resolved per Quarter

Descriptive statistics were computed to examine officers' perceptions of quarterly case resolution performance across five operational dimensions: case volume, leadership contribution, timeliness of investigations, communication of targets, and monitoring of performance.

Table 4.1: Descriptive Statistics for Number of Cases Resolved per Quarter

Statement	N	Minimum	Maximum	Mean	Std. Deviation
Division resolves reasonable number of cases	235	2	5	3.81	.745
Case clearance improved due to leadership	235	2	5	4.05	.735
Investigators complete cases timely	230	1	5	3.68	.906
Case resolution targets communicated	230	2	5	3.65	.778
Division monitors resolution performance	235	2	5	3.84	.847
Indicator 1: Cases Resolved per Quarter (Composite)	235	2.20	4.75	3.81	.60255
Valid N (listwise)	225				

Source: Field Data (2025)

The descriptive findings indicate generally positive perceptions of investigative productivity across divisions. The statement that divisions resolve a reasonable number of cases recorded a mean of 3.81 (SD = .745), suggesting that investigative output is perceived as adequate under prevailing operational conditions. Similarly, the monitoring of resolution performance recorded a mean of 3.84 (SD = .847), indicating that oversight systems and performance tracking processes are largely functional. The strongest agreement emerged for the statement that case clearance improved due to leadership, which produced the highest mean of 4.05 (SD = .735). This result suggests that officers strongly associate supervisory direction, operational guidance, and leadership engagement with improved investigative outcomes.

However, operational weaknesses were observed in two areas. Timely completion of investigations recorded a lower mean of 3.68 with the highest variation (SD = .906), indicating inconsistent investigative speed across divisions. Communication of case resolution targets recorded the lowest mean of 3.65 (SD = .778), suggesting uneven dissemination of operational expectations and performance benchmarks. The composite indicator mean of 3.81 (SD = .60255) confirms that overall clearance performance is stable but not uniformly strong, reflecting the coexistence of effective leadership supervision alongside procedural bottlenecks.

Qualitative interviews supported these statistical findings. Several respondents emphasised that divisions with active supervisory review structures tend to achieve higher clearance rates. One investigations officer noted that:

Units where commanders regularly review case progress tend to close more cases within the quarter (Senior Officer, Interviewed 19 November 2025)

This observation confirms that leadership engagement strengthens investigative accountability and reinforces structured operational follow up. These findings align with previous policing research showing that supervisory monitoring, communication clarity, and structured administrative processes significantly improve investigative productivity. From a theoretical standpoint, the results support Policing Theory, which emphasises that institutional performance depends on leadership enforcement of operational norms. Criminal Justice Administration Theory also predicts that structured oversight improves investigative

efficiency. Strategic Leadership Theory further explains how organisational direction and supervisory alignment influence operational output.

4.3 Reliability Analysis for Number of Cases Resolved per Quarter

Reliability testing was conducted to determine whether the five items measuring quarterly case resolution consistently represent the same operational performance construct.

Table 4.2: Reliability Statistics for Cases Resolved per Quarter

Reliability Measure	Value	Number of Items
Cronbach's Alpha	0.796	5
Cronbach's Alpha Based on Standardized Items	0.801	5

Source: Field Data (2025)

The analysis produced a Cronbach alpha coefficient of 0.796, while the standardised alpha reached 0.801. Both values exceed the accepted threshold of 0.70, confirming strong internal consistency of the measurement scale. This result demonstrates that the components of case volume, leadership influence, timeliness, communication, and monitoring collectively measure a coherent investigative performance construct. The strong reliability supports the assumption that respondents interpreted the operational indicators consistently across divisions, validating their suitability for inferential statistical analysis.

4.4 Correlation Analysis for Number of Cases Resolved per Quarter

Pearson correlation analysis was conducted to assess the strength and direction of the relationship between quarterly case resolution performance and the four strategic leadership dimensions. The findings reveal strong and statistically significant positive relationships between case resolution and all leadership variables. Inclusive leadership recorded the strongest association at $r = .659$, followed by accountable leadership at $r = .570$, visionary leadership at $r = .552$, and adaptive leadership at $r = .516$. All relationships were significant at $p = .000$.

These results indicate that divisions characterised by participatory leadership, supervisory accountability, and strategic direction tend to demonstrate higher investigative productivity. The strength of inclusive leadership suggests that collaborative operational environments enhance investigative coordination and information sharing, while accountable leadership reinforces performance discipline and procedural compliance.

Table 4. 3: Correlation Matrix for Number of Cases Resolved per Quarter

Variables	Indicator1_CasesResolved	Visionary_Leadership	Adaptive_Leadership	Inclusive_Leadership	Accountable_Leadership
Indicator1_CasesResolved	1	.552**	.516**	.659**	.570**
Sig. (2-tailed)	—	.000	.000	.000	.000
N	235	235	235	235	235
Visionary_Leadership	.552**	1	.619**	.580**	.636**
Sig. (2-tailed)	.000	—	.000	.000	.000
N	235	240	240	240	240
Adaptive_Leadership	.516**	.619**	1	.657**	.661**
Sig. (2-tailed)	.000	.000	—	.000	.000
N	235	240	240	240	240
Inclusive_Leadership	.659**	.580**	.657**	1	.749**
Sig. (2-tailed)	.000	.000	.000	—	.000
N	235	240	240	240	240
Accountable_Leadership	.570**	.636**	.661**	.749**	1
Sig. (2-tailed)	.000	.000	.000	.000	—
N	235	240	240	240	240

Source: Field Data (2025)

4.5 Regression Analysis for Number of Cases Resolved per Quarter

Multiple regression analysis was conducted to determine the combined and individual influence of visionary, adaptive, inclusive, and accountable leadership on quarterly case resolution performance.

4.5.1 Model Summary

To establish the extent to which the strategic leadership dimensions jointly explain variation in the number of cases resolved per quarter, multiple regression model summary statistics were generated. The results are presented in Table 4.4.

Table 4. 4: Model Summary for Number of Cases Resolved per Quarter

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.693 ^a	.480	.471	.43814
^a Predictors: Visionary_Leadership, Adaptive_Leadership, Inclusive_Leadership, Accountable_Leadership				

Source: Field Data (2025)

The model produced $R = .693$ and $R^2 = .480$, indicating that leadership variables explain 48.0 % of the variance in clearance performance. The adjusted R^2 of .471 confirms model stability.

4.5.2 ANOVA

To establish whether the regression model significantly predicts quarterly case resolution performance, an analysis of variance test was conducted. The results are presented in Table 4.5.

Table 4. 5: ANOVA for Number of Cases Resolved per Quarter

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	40.805	4	10.201	53.141	< .001 ^b
Residual	44.152	230	.192		
Total	84.958	234			
^a Dependent Variable: Indicator1_CasesResolved					
^b Predictors: Visionary_Leadership, Adaptive_Leadership, Inclusive_Leadership, Accountable_Leadership					

Source: Field Data (2025)

The regression model was statistically significant ($F = 53.141$, $p < .001$), confirming that leadership variables collectively predict case resolution outcomes.

4.5.3 Regression Coefficients

To establish the individual contribution of each strategic leadership dimension to quarterly case resolution performance, regression coefficients were computed. The results are presented in Table 4.6.

Table 4. 6: Regression Coefficients for Indicator 1 (Cases Resolved per Quarter)

Predictor	B	Std. Error	Beta	t	Sig.
(Constant)	1.035	.195	—	5.292	< .001
Visionary_Leadership	.179	.052	.226	3.432	.001
Adaptive_Leadership	.032	.065	.034	.488	.626
Inclusive_Leadership	.458	.076	.462	6.055	< .001
Accountable_Leadership	.051	.069	.058	.732	.465
<i>Dependent Variable: Indicator1_CasesResolved</i>					

Source: Field Data (2025)

Inclusive leadership emerged as the strongest predictor ($\beta = .462$, $p < .001$), followed by visionary leadership ($\beta = .226$, $p = .001$). Adaptive leadership ($p = .626$) and accountable leadership ($p = .465$) were not statistically significant predictors.

4.5.4 Collinearity Diagnostics

To establish whether multicollinearity exists among the strategic leadership predictors included in the regression model, collinearity diagnostics were computed. The results are presented in Table 4.7.

Table 4. 7: Collinearity Diagnostics for Number of Cases Resolved per Quarter

Dimension	Eigenvalue	Condition Index	Highest Variance Proportion(s)
1	4.948	1.000	None
2	.020	15.757	Constant (.69), Visionary Leadership (.27)
3	.014	18.548	Visionary Leadership (.68), Accountable Leadership (.19)
4	.011	21.104	Adaptive Leadership (.92), Accountable Leadership (.23)
5	.007	27.501	Inclusive Leadership (.89), Accountable Leadership (.55)

Source: Field Data (2025)

The highest condition index of 27.501 remained below the critical threshold, confirming that multicollinearity does not threaten model stability.

5.0 Conclusion and Recommendations

The findings of this study demonstrate that strategic leadership plays a significant role in shaping crime clearance performance, as measured by the number of cases resolved per quarter within police divisions in Juba City, South Sudan. The descriptive results revealed generally positive perceptions of investigative productivity, with a composite mean of 3.81, suggesting that quarterly case resolution performance is moderately strong under prevailing operational conditions. Leadership contribution to case clearance recorded the highest mean of 4.05, indicating that officers strongly associate supervisory engagement, guidance, and oversight with improved investigative outcomes.

Monitoring of resolution performance also recorded a relatively high mean of 3.84, reflecting the presence of structured oversight systems within divisions. However, weaknesses were observed in the timely completion of investigations, which recorded a mean

of 3.68 and the highest variability, and in the communication of case resolution targets, which recorded the lowest mean of 3.65. These findings suggest that although supervisory structures are functioning, procedural delays and communication gaps continue to constrain investigative efficiency. Reliability analysis confirmed that the measurement scale was internally consistent, with Cronbach alpha coefficients of 0.796 and 0.801, validating the use of the composite indicator for further inferential analysis.

Correlation results showed strong and statistically significant positive relationships between case resolution performance and all strategic leadership dimensions, with inclusive leadership demonstrating the strongest association at $r = .659$, followed by accountable leadership at $r = .570$, visionary leadership at $r = .552$, and adaptive leadership at $r = .516$, all significant at $p = .000$. These results indicate that divisions characterised by collaborative, accountable, and strategically directed leadership tend to demonstrate higher investigative productivity. Regression analysis further revealed that the four leadership dimensions collectively explained 48.0 % of the variance in case resolution performance, with the overall model statistically significant at $F = 53.141$, $p < .001$. Inclusive leadership emerged as the strongest independent predictor with $\beta = .462$, $p < .001$, followed by visionary leadership with $\beta = .226$, $p = .001$, while adaptive leadership and accountable leadership did not demonstrate statistically significant independent effects.

The findings therefore confirm that participatory leadership practices and clear strategic direction represent the most influential drivers of quarterly case resolution performance within the studied context. In light of these results, it is recommended that police divisions institutionalise inclusive leadership practices that promote participatory decision making, structured team coordination, and collaborative investigative review mechanisms. Leadership development programmes should prioritise strategic planning, communication of investigative targets, and operational alignment to strengthen the influence of visionary leadership on performance outcomes.

Administrative communication systems should be enhanced to ensure consistent dissemination of case resolution benchmarks and investigative timelines in order to address observed weaknesses in timeliness and target communication. Furthermore, supervisory monitoring frameworks should be reinforced through routine performance audits, structured reporting mechanisms, and periodic case progress evaluations to sustain accountability and investigative discipline. Collectively, these measures will strengthen the capacity of police divisions to improve crime clearance performance through leadership centred institutional reforms that enhance coordination, clarity, and operational effectiveness.

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