

**EFFECTS OF LEADERSHIP STYLE ON ORGANIZATIONAL  
PERFORMANCE**

**(A CASE OF KCB KAPENGURIA)**

**BY**

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## **ABSTRACT**

The study was carried out at KCB Kapenguria, targeting the permanent and pensionable employees of the bank, where data was collected from several respondents. Stratified random and simple random sampling techniques were used to select the respondents. Questionnaires were administered to the respondents respectively. The researcher has endeavored to establish the leadership styles and determine ways in which employee behavior hence organizational performance can be enhanced. The researcher employed exploratory research design method. The quantitative approach was employed to address the research objective. The researcher used descriptive methods of the data

The main objective of the study was to understand the effects of leadership style on organizational performance, 334 questionnaires were initially rolled out of which 291 were collected. Questionnaires were used for analysis, of these objectives from the data collected it was determined leadership style affected the behavior of employees. The study established that employees' behavior at any institution is shaped by a number of factors. The key factors identified by the respondents were attitude and perception towards work and colleagues and employee alienation the main factor of all was the style of leadership. The study grouped the relevant variables into two key styles of leadership that is democratic and dictatorial styles of leadership.

The findings of the research will help scholars at Human Resource, Policy makers at KCB, investors, employees of KCB and government area of good corporate leadership in relation to the organizational performance.