

ABSTRACT

The study on Leadership Styles and Employees performance was carried out as a case study at Kampala International University Western Campus. The study was based on the following Objectives and Research Questions, To identify the leadership styles that influence employee's performance in Kampala International University-Western Campus. To examine the effects of leadership styles on employees' performance in Kampala International University-Western Campus. To establish the strategies that enhance employees' performance in Kampala International University-Western Campus. The study focused on identifying the Leadership Styles and their effects on employee's performance in Kampala International University Western Campus. The research design was descriptive which aimed at identifying the characteristics that are associated with Leadership Styles and Employees' performance. Questionnaires and interviews guide were used as instruments to collect data. The major findings of the study indicated that employees were not satisfied with the wages and salaries they were getting. The leadership took long to provide the necessary feedback to employees hence the leadership styles used by the organization were obstacles to job performance enhancement. The Leadership had the ability to influence employees' behavior for better performance and the following recommendations were made according to the findings of the study. The Leadership should increase and revise the salaries and wages of employees' in order to improve on the performance. The Leadership should create a clear understanding of employees' needs and interests in order to build confidence and self esteem among employees' The Leadership should create a culture that promotes good working relationship among employees' in order to improve on organizational performance.