

Prifysgol Cymru

Y Drindod Dewi Sant

University of Wales

Trinity Saint David

RESEARCH PROJECT ON LEADERSHIP STYLES

•Title

The impact of leadership styles on employee engagement in SMEs in the Democratic Republic of Congo

Background of the project

Leadership in the Congolese context: Authoritarian leadership mixed with group practices, Heroic–messianic leadership, Leadership as an elder-masculine relationship, Natural or divine leadership
(Nyamusenge, 2010)

Consequences

This approach of leadership doesn't give or allow employees to express themselves fully, to become innovative and to contribute to the success of the organisation.
Notice even how companies are struggling, markets are stuck, with no human development programmes

Research Question

- What does leadership style mean in an organizational setting?
- What is the impact of leadership styles on employee performance?
- What is the relationship between leadership styles and employee performance?

Objectives

The following objectives are pursued in this study:

- To Study how various leadership styles might affect workers' performance
- To Analyse various leadership styles and offer suggestions for additional research.
- To carry out a sizable pilot investigation that confirms the presumptive ideas regarding how a leader's behaviour and staff commitment interact
- To Investigate how workplace and external factors affect the way in which managers and employees behave
- To create operational tools that could aid in the diagnosis and measurement of the impact leadership on employee commitment in HRM practices

Key-literatures

Understanding Leadership Style Concept

- Harris et al (2007) Wrote that leadership style can be defined as the kind of relationship that is used by an individual so as to make people work together for a common goal or objective

Leadership styles

According to modern leadership styles, leadership styles can be categorized as follows:

- (1) Transformational leadership style
- (2) Transactional leadership style
- (3) Culture based leadership
- (4) Charismatic leadership
- (5) and (5) visionary leadership (Harris, et al., 2007).

Conceptual framework

- A conceptual framework is the foundation of the research project, because it allows the researcher to define the terminology of the project by limiting the problem to be investigated and the meaning attached to every word that will lead to research (Imenda, 2014)

Conceptual Framework

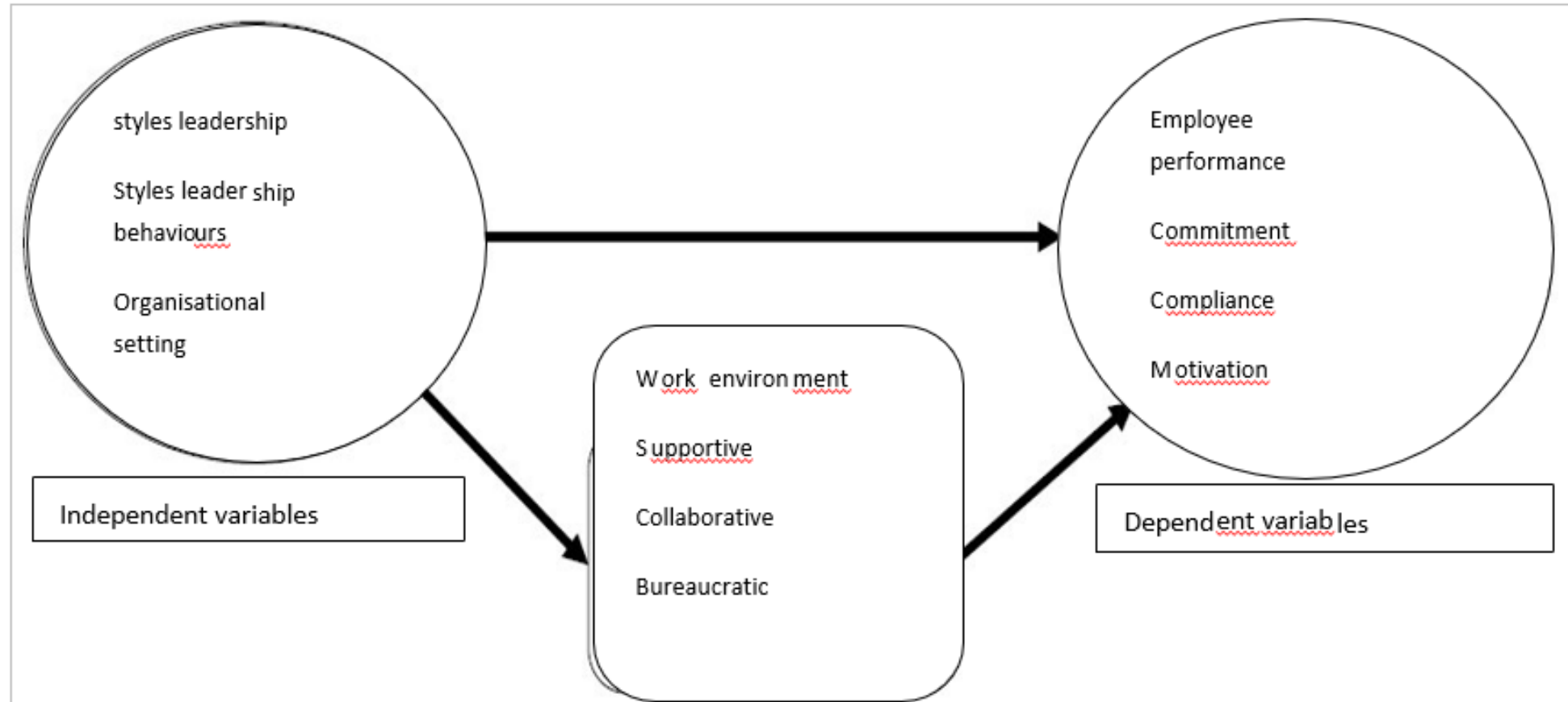


Figure 1 Leadership Conceptual Framework

Conclusions

The work is looking at the impact of leadership styles on employee engagement in SMEs in the Democratic Republic of Congo. I will explore literature and conduct qualitative research to understand how the concept of leadership Styles has evolved, especially in the Congolese context, how it has influenced people and organisations.