i

CHAPTER ONE

1.0 GENERAL INTRODUCTION

1.1 INTRODUCTION

In Order to have an Overall view on the topic of discussion. It is necessary to known that the Organize tion that is established has a number of goals to accomplish. This is under the Obligation of the director. The source of this Influence may be formal or Informal. Another definitions of Leadership as defined by "Amatal Etizion" is referred to as "the ability based on personal qualities of the leader to elicit the followers Compliance In a broad range of matters (Popola 2008;59) Leadership on the other hand, is defined as a social influence process in which the leader seek the voluntary participation of Subordinate in an effort to achieve Organizational Objectives, Leadership to focuses on the influence process that exists between the leaders and subordinate as an influence process Using various forms of power bases to manipulate the followers to do What Ordinary he would not do

Emphasis is on various theories and it can be applied to different work situation Throughout history, leadership has recognized as major determinant of group success and failure Whether in war, business, protectment and religions and political governance- It is a highly researchable and most informally discussed topic made than any other topic in behavioral science Though Leading is said to be an examples Leading is a Close man-to-man relationship. It involves the reactions of Individual

personalities to each other and it is rested in the feeling and attitude that have grown up between the mom order than the entire they have worked together.

Nevertheless, Leadership abilities and skills in directing are Important factors in managers effectiveness. On the other hand employee's performance Can be defined simply as an assessment of his or her ability to meet set targets. An employee's performance is measured or determined by his level of meticulousness. Hence, his activities and his Understanding of the set goals are necessary to achieve high performance The study is carried out to ascertain the relationship. between leadership style and employee performance in service with Ilorin East Local Government Area of Kwara State Serving as the Case Study.

1.2 STATEMENT OF THE PROBLEM

This research sought to Investigate and understand the Impact of different leadership Styles (autocratic, democratic and laissez-faire) and their effects on employee performance in Organization. completion the study on the topic this research will be beneficial for employees to identify which leadership style is good for them in terms of work Satisfaction and the Success of their careers. It can be beneficial for leaders to Understand which types of leadership Impacts on employee performance and how employees can also be motivated through proper leadership. It is helpful to companies in Malaysia too in Identifying great leaders that can improve performance of the Company and lead the

Company to great success.

Therefore, Political problem in the economy makes to difficult for a leader to Play his role as expected.

1.3 PURPOSE OF THE STUDY

The aims and Objectives of this study is to achieve the Following goals;

i. To find out the loyalty of Ilorin East Local Government Area Of Kwara State

ii. To find out the leadership style in Ilorin East Local Government Area Of Kwara State.

iii. To find out how Leadership Style can affect employee Performance in the pubes Sector.

1.4 Research Questions

i. what is the leadership style in Ilorin East Local government?

ii. what type of leadership style adopted in Ilorin east local government?

iii. to what extent can leadership style adopted can affect employees in Ilorin east local government

1.5 SIGNFICANCE OF THE STUDY

This Study leadership on employee's performance in public Sector is relevant and of great importance as its service Some benefits derived from the Study Include the following,

a. The topic will study the role of leadership in Organization

Whether private or public sector.

b. It will ginger on motivate employee to discharge their duties effectively. in an Organization

c). It serves as sample for intending organization to avoid duty Conflict.

d). In Summation, to serves as a guideline to students that have enthusiasm

1.6 SCOPE OF THE STUDY

This research work is significantly based on leadership Style and employee performance in public sector as the Identification Of the extent to which the subject could assist Organization In achieving its sits goals and also suggests possible recommendations for Improvement.

i. To what extent is that role of technology in leadership Style and employee Performance in the public sector?

ii. To know how office mechanization is affecting Information and records management.

iii. Of What Importance is leadership Style and employee to Ilorin East Local Government Area of Kwara State.

1.7 ORGANIZATION OF THE STUDY

This project work is broken into five Chapters. The first Chapter Comprises general introduction of the study which includes the background of the Study, aims and Objectives of the Study, Scope of the study, Importance of the study, terms

definition and how the study is organized.

The second Chapter deals with the issue of Literature, which comprises of the basic Concept of leadership meaning of leadership, trait approach, behavioural approach, leadership Style and emergence of Leaders in an organization The third Chapter is mainly on research methodology, dealing worth the sample and population of the study, source of data Chapter four deals with analysis and presentation of data

Finally, Chapter Four deals with the discussion of results, recommendation and conclusion of the research project

1.8 DEFINITION OF TERMS

The following terms are used constantly in the Study as such, their Operational meanings are provided below, LEADERSHIP This is the process and the use of non- Coercive Influence to direct and Coordinate the activities of the members of an organized group to ward, the accomplishment of group activities (Salman 2009: 77-78). H is based on personal qualities of the leader Follower compliance In a to elicit the broad range of matters.

- ➢ ADMINISTRATION'. This term shall be used Interchange- able with the term "manager". It refers to an individual who is saddled with responsibility of planning, Organizing, leading and Controlling the efforts of members of the groups as well as of goals
- ➢ EMPLOYEE :An Individual permanently engaged with employment / appointment abiding by the directive of the

leader and Carrying out their Job responsibility by Showing how Skillful and qualified they are by contributing their respective quotas simultaneously to the achievement of goals and objective of any organization

➢ PERFORMANCE: This term is used as a measure of how well an employee reaches the proposed achievement which is actually achieved in the public Sector.

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CHAPTER TWO

LITERATURE REVIEW

2.1 INTRODUCTION

Leadership can be defined as interpersonal exercise In a situation and directed through the Communication process towards the attainment of specialized goals Leadership is the ability to direct employee in such a way that goals are adhered .

Thus, building morale and motivating employees to work effectively are essential Ingredients of a sound leadership. (Mallam Aremu 2002:34)

Leadership is a highly behavioral function that regalia a substantial involvement in personal relationships. Henry H. A In his book, principle of management u in term of totality of functions performed by executives as individual and as a group" leadership might be approached from the Vantage Point of the particular Superior subordinate leadership that makes up Management Structure Actually, Leadership is a process of influence and the process can be seen when people Join together to accomplish some Common Objectives through their Collective efforts.

Ivor Morris in his book "Discipline of Education" related leadership as "the internalization of the other, the takin of the role of the Other is an Intrinsic aspect of human thinking and leadership in any form in Society becomes the prerogatives of the individual may be able to Internalize the role of others" He also

Indicated that, the leader is a multiple participator.

Furthermore, leadership can be defined as personal ability to guide, modify and defect the actions of others in such a way as to gain their co-operation in doing of particular Job. Leadership is a key process in any organization. It is known to exist and have a tremendous influence on human performance. We attribute the success of failure of an organization to its leadership (Farrant 1974:38) DEREK.S.PUGH.

Contributing to the definition of leadership is PUGH in his books Organization Theory: Said and I quote "the Crucial fact about leadership is any culture is that It is a complement to Subordination.

Leadership involves manager or administrators dealing mostly directing the subordinates by influence. This definition, implies that a leaders is an individual who is perceived by other groups and is responsible for the situation or occurrence in that group. He is the person that Creates or provides effectiveness or effective Change in the group Performance. Also, he succeeded in getting others to follow his/her footstep within that group.

2.2 THEORETICAL FRAMEWORKS

There are several distinct theoretical bases of leadership

Firstly, leaders were felt be born and not made The greatman, theory of leadership implied that Individual were born with certain traits that afford then bal emerge out of any situation or period to

become a leader. This leads to what is known as the trait theory of leadership.

Another approach gave greater Identification of personality traits of the leader. In group approach Leadership is wiewed more in terms of the leader's behavior and how much behaviour affect and its effects on the group of follower.

"Great man theory" gave us understanding of the influence of the behavioralistics School of psychological thought. The fact was that the leadership traits are not completely in born but can required trough learning experience.

More so, theories of leadership help us to know the Performance rating of subordinate groups and this kinds of Leader activities if they are all present will increase the productivity of work group. If the leader alts in la supportive way and provides initiation of Structure in a way that Clarifies the pars people can use to the Same time Clearly lets people know that these pays off are Contingent on their performing in a certain way the motivating and productivity with will both increase.

THE TRAIT APPROACH

The View Claims that leaders were born and not mad In essence, people were thought to possess born traits that made them successful leaders traits in Physical or personality Characteristics that can be used to differentiate leaders from followers In other words, leadership qualities (traits) Cannot be acquired (learned). This emergent method of executive training and
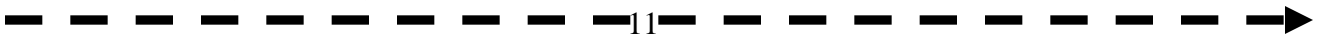
development proved that leadership Skills cannot be learned.

This theories rest on the assumption that the individual is more important than the situation that if we can identify the distinguishing characteristics of Successful Leaders, We Shall have the cure to leadership problem. That if we cannot make good leaders we will at least be able to select good leader.

Sindgalli (1948), made extensive review and concluded that five traits tends dedifferentiate Leaders from Leaders. They are:
i) Intelligence
ii) Dominant
iiil Self-Confidence
iv) Level of energy and activity
v)Task relevant knowledge

However, these traits did not consistently are accurately predict which individual became leader in an Organization.

A similar review by man, (1956) covered seven personality traits the found that intelligence was best predict of leadership. Mann however discovered that of Observed Possible traits have a very weak Correlation Which is as low as 0.15 between traits and leadership. The implication of trait plays a Central in how we perceive leaders Salient Such as initiative, Intelligence, extrusive sense of humor, enthusiasm, fairness, sympathy and self confidence are easily observable qualities of people in leadership positions.

Thus, it provides us with some descriptive insight but has a

little analytical or productive valve if the traits theory has been, it would have provided a basis for Selecting right" People into formal position in an organization

PERSONALITY APPROACH

This approach is based on the premise that there are Certain Characteristic that are essential for a person to possess in order to become a leader of example. Traits are height, size, intelligence, extension, dominance, adjustment and Confidence.

The major problem with this approach is that no one has ever found a set of leadership traits that could be supported as truly Universal and essential to leadership. This is so because Leadership is dynamic process which varies from situation. Also, it is observed that behaviour is not an inborn quantity. This means that Et is only those e who have instinct that con become leaders.

GREAT MAN APPROACH

This approach LS also known as the Universal approach. It emphasized on who the person is and what makes him great. This view implies that we can lean to be effective leader by studying great people and emulating those Characteristics that seen to account for their success

THE BEHAVIOURAL APPROACH

This approach grew out of two important events partly out massive criticism and inconsistent discoveries of the traits theory and partly due to the Howthorne Studies.

Research affect leadership was focused on leader behaviour

especially those that has impact on world group effectiveness, A stream of pattern of behaviour called Leadership Style has enables leaders to effectively influence others when discovered.

This aspect of behavioral approach to Leadership "has shifted to focus from the Individual leaders to the function That leaders performed within their group to operate effectively someone has to perform two major function "taste related" or problem solving function and "group maintenance or social functions. Task related Function might include Suggesting Solution and Offering. Information and opinion, Group maintenance Function include anything that helps the group operate more Smoothly agreeing with or Complementing another group for example mediating group disagreement. or even talking Interest on group discussion.

The second Perspectives on leadership style behaviour used by leaders are dimension: A task oriented style and employee-oriented style. A task oriented / production centered on managers direct and close supervision on subordinate to ensure that task is performed to their satisfaction. A manager with this leadership is more concerned with getting the Job more than with the development and growth of subordinate.

Employees Centered manager try to emulate rather than control of subordinates. They encourage group members to perform tasks by allowing groups members to participate in decision that affect them and by Forming friendship trusting and respectful relationship with group members Performance depends upon the

proper match between the leaders style or made interactive the degree to which the situation given control and influence to the leaders.

SITUATION THEORY OF HERSEY AND BLANCHARD

The situations approach 15 a method of Identifying 24 leadership traits by all the Candidate in a given situation. Al first, to was thought that certain elements such as: No intelligence, stability and persistence are essentials in leaders. Then a Candidate in a group to picked and Observation is carried out on how he behaves under that situation. The Situational theorist believed that leadership roles, skill and behaviour depend upon the environmental situation both internal and external. Alan Filley and Robert House (1967) have given The Following situation factors Which Influence leadership effectiveness.

1. The history of the enterprises, the age of the leader and ho previous experience
2. The Community in which the enterprise 15. set up
3. The work requirement of the group
4. The Psychological environment of the group which is to be led,"
5. The types of Job held by the leader,
6. The extent of the Jobi
7. The group member personalities) and
8. The time allowed for decision making

LIKERT'S STYLE OF LEADERSHIP

According to Likert, Leadership. is a Continuum ranging from highly dictatorial to exceptionally participative.

Likert's Four Classification are

i.   Exploitative authoritative

ii. Benevolent authoritative

iii. Consultative

iv. Participative group

Likert Resins is an advocate of participate group management. t much of his brought the question of the Influence of situation factors that influence success or failures. Situations do Change and leadership style needs to Change accordingly what all the behavioral approach have Ignored. Contingency approach was first developed 14 1962. When Professor Fred Fielder whom proposed that effective group.

2.3   CURRENT TRENDS IN THINKING

Leadership style

Leadership can be practical in various ways. These are as many different leadership style as there are leaders because every individual leaders brings to his position a unique combination of background, values, experiences and perception.

Studies conducted by Iceland Bredford and Ronald Uppitt gave a

summary of the three leadership style as follows:

A. Autocratic Leadership

The groups believes that

1. He is very conscious of his position
2. He has a little trust and faith in his subordinate
3. He feels that pay is just a reward for work and is the only reward that will motivate the workers.

B. Laissez Faire: here, the group believes that

1. The Community in which the enterprise.
2. The work requirement of the group
3. The Psychological environment of the group which is to be led,"
4. The types of Job held by the leader,
5. The extent of the Jobi
6. The group member personalities) and

C. Democratic Leader and Group:

Also believes that this is the way and manner to exercise leadership in an organization, which is as follows:

1. Decision Making is shared by the leader and the group
2. Criticism and praise are objectively given
3. A Feeling of responsibility is developed within the group.
4. A quality and productivity are generally high.
5. New ideas and Changes are welcome
6. When the leader is forced to make a decision, his reasoning is explained to the group (Salman (2009:81-827)

7. The group generally feels successful under the democratic leadership In conclusion, it is believed that democratic management model is the best style of Management as it allows for the participation of Subordinates in decision making in an organization. This has led to Improvement in Labor manggemat relationship and increases productivity in the work place

EMERGENCE OF LEADER IN AN ORGANIZATION

i) A leaders can emerge through Voting; In this case, Such person can win the votes of (2/3) of the group votes. such person can then become a leader

ii) A leader can also emerge on the basis of traditional and Organization Culture. Such person must have posses a royal blood in him to make him to be called a leader.

iii) A leader can emerge through additional skill or qualification le. Someone that has the highest qualification

2.3 SUMMARY OF THE CHAPTER

This Chapter discusses the literature review of the Study the Literature review gives an illustration of leadership as It is expressed by different scholars. Also the Chapter discussed the theoretical Framework and the current trends in thinking.

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CHAPTER THREE

3.1 RESEARCH METHODOLOGY

Methodology means the system adopt in carrying out a one research words. There are Various method one could adopt m

Carrying out a research work among of which are Interviewing, questionnaire administration, personal observation, library research etc

But as far as the write up to Concerned, the method used is the administration of questionnaires. Various questions wee Frame to cover most of the desired information Sourced However, newspapers, magazine, textbooks articles as well as Journals are also consulted and made use of in this Piece of work.

3.2   SAMPLE AND POPULATION OF THE STUDY

Sample and sampling design is selected When the population of the staff is so high that a researcher Cannot under normal circumstances come in contact with each and every sets of objectives in the population. A Sample size of 100 based on proportion of each group was Chosen within these Categories of employees based on the principle or fair representation In essence, Sample and population of the study is the total target population of the study which comprises the total number of Staffs in Florin East Local Government Area of Kwara State: Because of the problems and Limited resources, a Contain number of staff, to be precise a hundred: (100) were used as a sample in the Local government.

3.3 SOURCES OF DATA

In order to deliver a comprehensive write up, both primary and secondary sources of data were used for this research work. The primary source of data is basically the administration of questionnaires the secondary sources of data includes textbooks,

newspaper magazine, Journals, articles and other research word that have been carried out on similar topic. From the above illustration, one can see that both primary and Secondary sources of data were collectively used in Order to deliver a comprehensive protect However, the few staffs administered questionnaire to respond positively towards the compilation of information needed for this research work.

Furthermore, secondary source of information has to do with the recommended materials that has already been used or that have in one way or the other serve another purpose relevant the topic the researcher is writing on which Is "the effect of leadership in employee Performance in a public Organization

3.4 METHOD OF DATA ANALYSIS

It is essentially descriptive and quantitative Frequency table and simple random tedious is used. this is further explain that the method the researcher used in analyzing the data collected for the purpose of the research work can be observed at the frequency table method in which the whole information acquired is been explain in a tabular farms in other pitt more light and to be well.

3.5 RESEARCH PROBLEMS

The major problem of Studying this project is as a result of time factor because of the limited time and also the researcher finds it difficult to Obtain adequate information from the staff of Ilorin west local Government

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CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 INTRODUCTION

This Chapter analysis of various data extracted from respondents in the course of Undertaking the study. Data itself was extracted mainly through the application of the set administered questionnaire The questionnaire contained a designed reflection of the nature of Leadership and its impact on the performance within the study setting that is the Ilorin East Local government. A total number of low questionnaire were distributed to respondents While eighty Seven (87) questionnaire were answered and returned in various respective opinions while the remaining thirteen (134 questionnaire were not answered. The analysis are illustrated below with personal Characteristics of the respondents whose opinion Were sampled in section A and the answer to the Structured question are arranged in the other section which is Section B.

4.2 BRIEF HISTORY OF TH CASE STUDY

As history has revealed it, Ilorin East Local Government emanated from Ilorin as the name of this town is known today, originated from the word "Ilo-irin". This name come to be associated with Man Called Ojo Isekise was an Hunter Who during his hunting expending made to be what is known as Ilorin base.

There is one fashion of the history & that revealed OJo Isekuse use this place as his base for the purpose of Sharpening

his Iron tools (Ilo-Irin) Which he use for hunting on The Other and another fashion for the oral tradition altered that the name Came to be due to presence of large number of elephants (Ilu-Erin particularly the areas presently known as a result of Changes in pronunciation that "Ilu-Erin" or "Ilo-Irin later Change to Ilorin as known today

Historically, Ilorin East Local Government was Originally Created from I loving the colonial days 1960. It would be recalled that Kwara State was created in (1967) from the Northern region still remain the Capital in (1976), there are Local government reforms which consequently out of the Country.

4.3 PRESENTATION OF DATA

SECTION A: PERSONAL DATA

TABLE 1: SEX OF RESPONDENT

Alternatives	Questionnaires Issued	Questionnaires Returned	Questionnaires Unretired
MALE	45	37	8
TEMALE	55	50	5
Total	100	87	13

Source Field work, 2024

From the table above, It could be deducted that the makes of females workers in the research's Case-study is more than the number of male Workers

TABLE 2: AGE DISTRIBUTION OF RESPOMATENTS

Alternative	Questionnaires Issued	Questionnaires Returned	Questionnaires Unreturned
21-30	20	17	3
31-40	30	25	5
41-50	37	25	2
51 and above	13	10	3
Total	100	87	13

Source field work, 2024

TABLE GRADE LEVEL DISTRIBUTION

Alternatives	Questionnaires Issued	Questionnaires Returned	Questionnaires Unreturned
No of Junior workers	40	37	3
Below GL.07	60	50	10
No of Senior	-	-	-
Abour. G1.07	-	-	3
Total	100	87	13

Source field work, 2024

TABLE 4, MARITAL STATUS OF RESPONDENTS

Alternatives	Questionnaires Issued	Questionnaires Returned	Questionnaires Unreturned
Single	20	17	3
Married	80	70	5

Divorced	-	-	-
Widowed	-	-	3
Total	100	87	13

Source field work, 2024

TABLE 5: EDUCATIONAL OWALIFICATION OF RESPONDENTS

Alternatives	Questionnaires Issued	Questionnaires Returned	Questionnaires Unreturned
O'Level Cert	-	-	-
Olevel Equival	20	18	2
BSC/HND	65	56	9
Others	15	13	2
Total	100	87	13

Source Field work, 2024.

TABLE 6: JOB STATUS AISTRIBUTION OF RESPONDENS

Alternatives	Questionnaires Issued	Questionnaires Returned	Questionnaires Unreturned
Top Level	30	25	5
Middle Level	40	37	3
Supervisory	20	17	3
Management	-	-	-

Operative	10	8	2
Total	100	81	13

Source field work, 2024

The table above, (1-67. Shows that the research has a tremendous us numbers of respondents in view of the fact that eighty- Seven 1877 persons responded positively towards the Collection of Classification of Staff In the above tables in accordance and Prospect to their Various Position is known. The different views and opinions of the staffs holding various positions. In the organization'

QUESTIONS ON AVATURE OF LEADERSHIP STYLE AND EMPLOYEE PERFORMANCE INHATIN ILORIM EAST LOGAL GOVERNMENT AREA OF KIWARA STATE

The second set of question on the questionnaire sought to Obtain respondents opinions on various question related to the nature of Leadership Stype and employee performance within the research Setting

Question I sought to how respondents described the present style of Leadership within the organization.

TABLE 7: LEADERSHIP STYLE.

Leadership Style	no of Respondents	Percentage
Exploitative and autocratic	12	15
Benevolent and	17	15

autocratic		
Consultative and Restricted	48	45
Highly Participative	23	25
Total	87	100

Source field work, 2024

The above table Shows that the perception of leadership style in Ilorin East Local Government Area of Kwara State is Consultative but restricted.

TABLE 8: DO YOU AGREE THAT THE PRESENT LEADERSHIP STYLE IS INFLUENCED BY GERHAR CERTAIN FACTORS?

Alternative	No of Respondents	Percentage
Yes	77	89
No	10	11
Total	87	100

Sources field work, 2024

The above table shows that the present leader style in Ilorn East Local Government Area of Kwara State is greatly influenced by Certain factors.

TABLE 9: WHAT FACTORS ARE RESPONSIBLE FOR THE PRESENT LEADERSHIP STYLE

Alternative	No of Respondents	Percentage
Pressured exerted by task	16	18
Attributes of Managers	17	21
Attributes of Employees	53	61
Total	87	100

Sources field work, 2024

The above response Convinced the research that the attitudes of employees in Ilorin East Local Government Area of Kwara State are responsible for the present leadership Style.

TABLE 10: HOW FRE QUENTLY IS YOUR PERFORMANCE APPRAISAL?

Alternative	No of Respondents	Percentage
Monthly	12	14
Quarterly	-	-
Twice annually	-	-
Annually	75	86
Total	87	100

Source field work, 2024

According to the table above it indicates that eighty-spot (80%) out of a hundred percent 100% of the respondents responded positively that the internal appraisal in Ilorun East Local Government Area of Kwara State is annually or yearly

TABLE 11 HOW WOULD YOU DESCRIBE YOUR MIMOST RECENT PERFORMANCE LEVEL?

Performance Level	No of Respondents	Percentage
Below average	-	-
Average	15	17
High	57	66
Very High	15	17
Exceptional	-	-
Total	87	100

Source field work, 2024

The above table shows that the recent performance level of employees in Ilorin East Local Government Area of Kwara State in high

TABLE 12: HOW WOULD YOU DESCRIBE THE IMPACT OF LEADERSHIP AND YOUR PRESENT PERFORMANCE LEVEL?

Alternative	No of Respondents	Percentage
Moderate	37	43
High	50	57
Very High	-	-
Total	87	100

Source field work 2024

The above table convinces the researcher that the present leadership Style in Ilorin East Local Government Area Of Kwara

State has a great Canal having the highest percentage of fifty-sever percent

TABLE 13: WHAT IS THE LEVEL OF SATISFACT ION WOTTH LEADERSHIP STYLE IN ILORIN EASI LOCAL GOVERNMENT AREA OF KINARA STATE?

Alternative	No of Respondents	Percentage
Benevolent with autocratic	65	14
Exploitative and Autocratic	12	11
Consultative but Restricted	10	75
Total	87	100

Source field work, 2024

From the above table, the relationship in Florin East Local Government Area of Kwara State is consultative but restricted. This is analytically Observed from the through the largest Percentage of respondents responses that the relationship between leadership style and employee performance is consultative but restricted. The responses received from respondents that were giver questionnaire Impressive and encouraging mating the compilation Of this research word easier for the researcher and the analysis gives in the table gives Prelose and cohase details on the topic the "LEADERSHILP STYLE AND EMPLOYEE PERFORMANCE" & Case

Study of ilorin East Local Government Council Oke Oyi.

4.4 DATA ANALYSIS

Analysis of data is a process of inspecting Cleaning transforming and modeling data with the useful information suggesting Conclusiveness and supporting decision making Data analysis has multiple fact and approaches, encompassing diverse techniques under a variety of names indifferent business and Social domains

Data mining is a particular data analysis techniques that focus in modeling and knowledge discovery for perspective rather than Purely divides data analysis into descriptive statistic Exploration Data Analysis Is LEDAY and Confirmatory Data Analysis CCAA). EDA focuses on discovering now feature in they and EAA On predictive analytics focus mode is for productive forecasting or Classification white teet analysis applies techniques from textual services, a species of unstructured data. All are Verites of data analysis.

Data Integration is pre-cursor to data analysis and data analysis is closely cited to data localization an data dissemination to the term analysis is sometime used as a Synonym Far

4.5 DISCUSSION OF FINDINGS

The findings show that there of leadership between leadership style and employee performance the findings also Shoes that the leadership had be Significant effect on employee performance

4.6 SUMMARY OF THE CHAPTER

This Chapter revealed the presentation of data and analysis. H discuss the brief history of the Core study Presentation of data, discussion of findings and Summary of the Chapters

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CHAPTER FIVE

5.0 SUMAMARY, CONCLUSION AND RECOMENDATIONS

5.1 SUMMARY

Details about the nature of leadership Style used in Ilorin East Local Govern mat Area of Kwara State and their Impacts on the performance of employee is actually realized by the Style adopted by the Headers which is consultative but restricted.

This Consultative but restricted style adopted by the leaders is said to be influenced by Certain factors Which is the attitude of the employees, Also, to Find out how frequently appraisal is being give to performance of employee is annually by the results given by the respondents (1. e employee) described their most Level of Performance as "high level" More so, it describe the level of Influence of the impact of leadership style has on the presets performances Least Moreso, it describe the level of Influence of the Impact of Leadership style has no the present performance level of employees as high level. "In order to know how well employees Carry out their tasks in the local government employees shows that they are highly satisfied with the present leadership Style adopted in the local"

Going by the topic of the research u the impact of leadership Style on employees performance in service" the researc Ch observed the relationship and employee performance in Ilorin East Local Government Area of lawara State as Consultative bust restricted.

5.2 CONCLUSION

When We Consider administration, we should not limit Ourselves or Scope of functionaries to top-level employees only or those technically designed as administrative officers. The difference exists only in degrees of responsibility and scope of work leaders to body or organization cannot by himself accomplish the requirement of his office without the support and assistance of Other functionaries love than the leaders.

These Cadres of employees display no Real or enthusiasm for their word. In a majority of cases, they are apathetic and wear as a seller and tormented out works, this unfortunate attitude is to be braced directly to their mental outwork. The faults for the unhealthy attitude of employees many Often properly laid down at doors of the leaders. It is For that no serious attempt has ever made to mapolve the workers in the organization cannot succeed without the attitude, active assistance and support of the love Cadres of emptor Workers and pants at Issues therefore is to help them appreciate this: Once a person knows the reasons and purpose of ha assignment and the Place Into which it fits in the Overall programme of his s organization, the will be more willing to work with your And enthusiasm Leaders Should make to a point of duty to educate all Categories as their value and Purpose in service Each employee Should learn and understand Why he is doing what he is assigned to do. Employees should be given a reflected efficiency as the level of Performance and neve rise above the

capacity the greatest authority and influence.

5.3 RECOMMENDATIONS

The Ultimate test of organizations success Is Its ability to Create will sufficient to compensate for the lards imposed upon Contributor.

Each participant in Organization endeavor engages 109 Co-operative activity for personal economic and nose economic Satisfaction If Such Satisfaction are not sufficed The may no longer accept the responsibilities impose upon by the organization.

In service, an Organization cannot survive long it to Satisfy the personal motive of those who contribute their quota.

The refusal of even a few employees to continue in a Co-operative relationship is frequently a serious matte. Withdrawal of those who contribute absolute essentral resource is often a fatal blow to the Organization. A business organization that losses Its customers Cannot long survive.

A Church with two many vacant Facer a similar Problem

A university that fails to attract professors and Students will soon become an empty Shell of stone and mortars.
However organization do not always descend unto the Valley of the Shadow of death with haste. like old soldiers, they Frequently Fade away Very Slowly.

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