

**EFFECT OF LEADERSHIP STYLES ON STRATEGY IMPLEMENTATION AT THE
NATIONAL TREASURY OF KENYA**

IKIARA KARUMA JERICA

College of Human Resource and Development,

Jomo Kenyatta University of Agriculture and Technology

P. O. Box 62000, 00200 Nairobi, Kenya.

DR. PAUL KARIUKI

College of Human Resource and Development,

Jomo Kenyatta University of Agriculture and Technology

P. O. Box 62000, 00200 Nairobi, Kenya

Corresponding Author email: thominene@yahoo.co.uk

CITATION: Ikiara, K., J. & Kariuki, P. (2018). Effect of Leadership Styles on Strategy Implementation at the National Treasury of Kenya. *International Journal of Human Resources and Procurement*.
ol. 7 (10) pp 106 - 123

V

ABSTRACT

The study sought to establish the effect of leadership styles on strategy implementation at the National Treasury (Ministry of Finance).

The study sought to establish how autocratic leadership, laissez-faire

leadership and democratic leadership affects strategy implementation at the National Treasury (Ministry of Finance) .

The study also sought to establish the effects of transactional

leadership and transformational leadership on the

strategy implementation at

National Treasury (Ministry of Finance) .

The researcher adopted a descriptive research study as there are variables that cannot be quantified. Through stratified random sampling method the researcher selected 210 respondents out of a total of

439

respondents from the three levels of management from the National Treasury of Kenya. Data was collected through the administering of questionnaire to the respondents. Descriptive analysis methods that include quantitative and qualitative techniques of data analysis used to analyze the collected data and the findings were presented through charts, tables and graphs for simple understanding of the findings. The study recommended that there is also need for junior members of staff to be more trusted with decisions or important tasks given that leader in the organization dictate all the work methods and processes, the treasury needs to set out rules given that they important in the organization and tend to be clearly outlined and communicated and that there is also need to encourage more creativity and out-of-the box thinking among the staff. The study established that autocratic leadership, laissez-faire

leadership and democratic leadership affects strategy implementation

also transactional

leadership and transformational leadership effects

the

strategy implementation at

National Treasury.

The study also recommended that

there is also need for the leaders provide the tools and resources needed and ensure that power is handed over to the subordinate and encourage responsibility for the group's decisions and actions, junior staff members are expected to solve problems on their own and that there is also need for more collaboration between the top management and the junior management and that

senior management accepts opinions and suggestions from junior staff

. Last but not least, there is need for the treasury sets goals to be achieved through various leaderships and that the treasury as part of its strategy implementation plans and assigns duties that are led by certain leaders. On the other hand all the tasks and activities in strategy implementation process needs to be evaluated after the allocated duration.

Key words: Autocratic leadership, Laissez-faire leadership, Democratic Leadership, Transformation Leadership, Transactional Leadership, Strategy implementation

[Full Text PDF Format](#)