

Effects of Transformational Leadership and Political Competition on Corporate Performance of Nigeria National Petroleum Corporation

Authors : Justine Ugochukwu Osuagwu, Sazali Abd Wahab

Abstract : The performance and operation of NNPC have faced series of attacks by all stakeholders as many have observed lots of inefficiency not only on the part of the management but the staff. This has raised questions of whether their operations and performance are being seriously affected by lack of transformational leadership, and the political competition prevalent in the country. The author has applied the administrative leadership theory and institutional theory as a guide to this study and empirically relates such theories to the study. The study also has utilized the quantitative approach where questionnaires were distributed to 370 participants, and the correctly filled and returned questionnaires were used for the analysis using structural equation modeling. The path coefficient of transformational leadership to performance is strong and positive with $\beta = 0.672$; t-value = 14.245; p-value = 0.000. Also, the result found that political competition does not mediate the relationship between transformational leadership and performance of NNPC. ($\beta = -0.008$; t-value = -0.600; p-value > 0.05). However, the indirect path is all insignificant, meaning that transformational leadership has relationship with corporate performance. The study found that, while political competition does not serve as a mediator in the relationship between transformational leadership and corporate performance, these styles of leadership have a direct and positive impact on corporate performance. The direct relationship between transformational leadership and political competition was not discovered, despite the fact that political competition has a direct and significant impact, both positive and negative, on corporate performance. As a result, both political competition and transformational leadership have the potential to significantly alter corporate performance.

Keywords : performance, transformational leadership, political competition, corporation performance, Nigeria national petroleum corporation

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