

## Influence of Leadership Roles on Agricultural Employees' Job Satisfaction

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**Abstract :** Influence of leadership roles on agricultural employees' job satisfaction was studied. Data were from 68 randomly selected respondents. Major leadership roles include supervision of employees work ( $\bar{x}=3.67$ ), leaders were goal oriented ( $\bar{x}=3.39$ ), dissemination of information among the employees ( $\bar{x}=3.35$ ). Major employees' satisfaction was: Employees work together with their colleagues ( $\bar{x}=3.54$ ) and also interact freely with their colleagues ( $\bar{x}=3.51$ ). Major challenges affecting employees job satisfaction were inadequate funding ( $\bar{x}=3.30$ ), irregular leave bonus ( $\bar{x}=3.29$ ), climate and weather condition ( $\bar{x}=3.08$ ) and inadequate incentive ( $\bar{x}=3.02$ ). Regression analysis showed a positive significant coefficient ( $P<0.05$ ) exist between religion ( $p<0.05$ ), educational status( $p<0.05$ ), year of service( $p<0.05$ ), leadership roles ( $p<0.005$ ), challenges faced by respondents( $P<0.05$ ), and employees' job satisfaction. For adequate leadership role, organization should pay attention to disbursement of training funds, availability of adequate incentive and leadership recognition.

**Keywords :** leadership roles, agricultural employees', job satisfaction, institute, Nigeria

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