

## The Impact of Leadership Styles and Coordination on Employees Performance in the Nigerian Banking Sector

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**Abstract :** Leadership is a subject of direction. Direction entails ensuring that employees carryout the jobs assigned to them. In order to direct subordinates, a manager must lead, motivate, communicate and ensure effective co-ordination of activities so that enterprise objectives are achieved. The purpose of the study was to find out the impact of Leadership Styles on Employees Performance, Study of Wema Bank Plc. Leadership has been described as a tool used in influencing people in order to willingly get a particular or task done. The importance of leadership is followership. That is the willingness of people to follow what makes a person a leader. A sample size of 150 was systematically selected from the study population using the statistical packages for Social Science (SPSS) formula. Based on this, questionnaire was designed and administered. Out of the 105 copies of the questionnaire administered. 150 were recovered, 45 were discarded for improper filling and mutilation while the remaining 105 were used for statistical analysis. Chi-square was employed in testing the hypothesis. The following findings were discovered in the course of the study: how leadership enhances employee's performance, 85.7% of the respondents were in agreement. Also how implementation of workers social welfare packages enhance the employees performance. 88.6 percent of the respondents in agreement. Over the years, some leadership styles adopted by managers and administrators have an impact on the level of employee's performance in workplace and this has led to the inefficient and ineffective attainment of organizational goals and objectives. Due to the inability of employees to perform to set standard, this research work will also indicate some ways through which high employee performance will be attained most especially with regards to the leadership style adopted by the management that is managers and administrators. It was also discovered that collective intelligence of employees leads to high employee's performance 82.9 percent of the respondent in agreement.

**Keywords :** leadership, employees, performance, banking sector

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