

## The Significant of Effective Leadership on Management Growth and Survival: A Case Study of Bunato Limited Company, Ring Road Ibadan

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**Abstract :** The central purpose of management in any organization is that of coordinating the efforts of people towards the achievement of its goal. Effective and productive management is the function of leadership. Leadership plays a critical role in helping groups, organizations and societies to achieve their goals. Factors considered to make leadership to be effective are intelligence, social maturity, inner motivation and achievement drives and lastly, human relations attitudes. The factors affecting leadership style and effectiveness were examined. Also, the study examined which of the various leadership style best befits an organization and discussed the ways in which the style was determined. In order to meet the objectives of this study, different types of methods of data gathering were carried out. The methods include data from primary and secondary sources. The primary sources include personal interview, personal observation, and questionnaire while data from secondary sources were derived from various books, journal write up and other documentary records. Data were collected from respondents through questionnaire, and the field research carried out through oral interview to test each of the related hypotheses. From the data analysed it was determined that 45% strongly agreed that leadership traits are inborn not acquired and 28.3% agreed that leadership traits are inborn, while 11.7% and 10% strongly disagreed and disagreed respectively and 5% were undecided. 48.4% strongly agreed, and 43.3% agreed that environmental factors determined the appropriate style of leadership to be employed while 3.3% strongly disagreed, 1.7% disagreed and 3.3% were undecided. From the study, no single style of leadership is appropriate in any situation instead of concentrating on single leadership style; leader can vary approaches depending on forces in the leaders, characteristic of the subordinates, situational forces of the organization, lastly the expectations and behaviour of superior.

**Keywords :** hypothesis, leadership, management, organization

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