

## **Influence of Leadership Tenure and Succession on Institutional Goal Attainment in the University of Ibadan, Nigeria (2006-2015)**

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**Abstract :** The study investigated the influence of leadership succession and tenure on goal attainment in the University of Ibadan. Leadership styles, tenure politics, organization succession, leadership succession, goal attainment in terms of research, teaching and public services were considered. The study adopted a descriptive survey design. The population of the study was 250 consisting 90 academic staff, 100 Senior Non-Teaching Staff and 60 Junior Non-Teaching Staff. Questionnaire was the instrument used to collect data. The instrument reliability coefficient was 0.88. Data collected were analysed with descriptive statistics. The result revealed that a significant relationship exist between leadership succession, tenure and goal attainment ( $r = .648, 0.466$  and  $0.479, p < .05$ ). Also, There was no statistical significant interaction between the effects of leadership tenure and leadership succession on goal attainment,  $F(38, 131) = 1.356, p = .104$ . The main influence of the independent variables on goal attainment were significant at  $F(24, 131) = 1.682, p = .034$  and  $F(26, 131) = 2.182, p = .002$ . The study concluded that leadership succession and tenure are key factors for goal attainment in the University of Ibadan. The study recommended that an effective leadership succession and tenure processes should be maintained and sustained by higher institutions of learning.

**Keywords :** leadership tenure, style, succession, institutional goal

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