

**AN ANALYSIS OF THE EFFECTS OF LEADERSHIP STYLES ON HEALTH WORKERS' PERFORMANCE  
IN GOMBE HOSPITAL MPIGI DISTRICT**

**KIMERA BADRU, DECEMBER, 2010**

**ABSTRACT**

The study analyzed the contribution of leadership styles on employee performance in Gombe Hospital, Mpigi District. The objectives of the study were: To examine the different aspects of leadership styles as used in Gombe Hospital, Examine the relationship between leadership styles and employee performance in Gombe Hospital and examining the difficulties hindering the implementation of a good leadership style. The findings revealed that: There exists a variety of leadership styles such as Democratic, Autocratic and Laissez Faire used in the different departments; the use and choice of a good leadership style motivates employees to fully exploit their potentials to achieve organizational goals and objectives; there exists a significant relationship between leadership styles and employee performance since most employees revealed that performance can improve with, good leadership style.

Recommendations given among others were: leaders should adopt leadership style suitable to the aspiration of employees, should vary from department to department, should integrate Democratic and Autocratic leadership styles depending on the situation in the department in order to save life at a stake and some few departments need to improve their leadership styles to step up performance in those departments in particular and in the entire Hospital in general.