

Leadership Styles, Incentives and Psychological Resilience as Determinants of Job Effectiveness among Lecturers of Private Universities in Southwest, Nigeria

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Certification

This is to certify that **AdekunleTemitope ALADEKOMO** with matriculation number **LCU/PG/001292** carried out this research work titled **‘Leadership Styles, Incentives and Psychological Resilience as Determinants of Job Effectiveness among Lecturers of Private Universities in Southwest, Nigeria’** in the Department of Arts and Social Science Education, Faculty of Arts and Education, Lead City University, Ibadan, Nigeria for the award of Doctor of Philosophy Degree (Ph.D) in Guidance and Counselling and this has not been previously submitted.

Dr. Sabina Nwakaego Obi
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Date

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Head of Department

Date

Dedication

This research work is dedicated to God Almighty for His immense support throughout this programme and to the good of humanity.

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Abstract

The issue of decline in the quality of lecturers' work has been a source of public concern in recent times. Previous studies had assessed the level of job performance of university lecturers, and established links between lecturers' job performance with dispositional and contextual variables. However, empirical researches investigating influence of leadership styles, incentives and psychological resilience on job effectiveness of lecturers in private universities are scarce. This study, therefore, investigated leadership styles, incentives and psychological resilience as determinants of job effectiveness among lecturers of private universities in Southwest, Nigeria. The study adopted the descriptive survey research design. 1205 lecturers in private universities in Southwest, Nigeria were selected using the Multistage sampling procedure. Data were generated with a questionnaire on Leadership Styles, Incentives, Psychological Resilience and Job Effectiveness ($\alpha = .81$). Data were analysed using descriptive and inferential statistics at 0.05 alpha level. The result showed that: there is a significant joint influence of leadership styles, incentives and psychological resilience on job effectiveness among lecturers of private universities in Southwest, Nigeria ($R^2 = .946$, $F_{(3,1201)} = 6952.522$, $p < .05$). It was also revealed that 95% of the observed variation is accounted for by the independent variables; there is a significant relative influence of leadership styles ($\beta = 0.074$), incentives ($\beta = 0.145$) and psychological resilience ($\beta = 0.030$) on job effectiveness of lecturers in private universities in Southwest, Nigeria; there is a significant positive relationship between psychological resilience and job effectiveness ($r = 0.970$, $p < 0.05$); there is no significant difference in job effectiveness based on job tenure ($F_{(2,1202)} = 1.854$, $p > .05$) among lecturers of private universities in Southwest, Nigeria. Psychological resilience should be fostered among lecturers in private universities to ensure job effectiveness, among other recommendations.

Keywords: Leadership styles, incentives, psychological resilience, job effectiveness, lecturers

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