

**Leadership Style as predictor of Turnover Intention and Career Success
of Non-teaching Staff in Public Polytechnics, Oyo State**

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Communication and Information Sciences, Lead City University, Ibadan, Oyo
State, Nigeria.**

**In Partial fulfilment of the requirements for the award of Master's degree (M.Sc.)
in Office and Information Management.**

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Certification

This is to certify that, **Femi AZEEZ** with matriculation number **LCU/PG/002487** carried out this research work titled “**Leadership Style as predictor of Turnover Intention and Career Success of Non-teaching Staff in Public Polytechnics, Oyo State**” in the Department of Information Management, Faculty of Communication and Information Sciences, Lead City University, Ibadan, Oyo State, for the award of Master of Science (MSc) Degree in Office and Information Management and that this has not been previously submitted.

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Dedication

This thesis is dedicated to **God Almighty** the one who create the **Light** from His Divine Light.

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Even though the above-mentioned institutions and persons have assisted in the process of this project work, I alone stand responsible for the error(s) if any, found in this work”.

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Abstract

Employees are the most valuable assets in the organization. Many successful organizations have strategies to look after their employees, such as good pay, attractive work environment, and profit-sharing systems. However, preliminary investigations revealed that employee retention rate and career success in public polytechnics in Oyo State is on the decline, thereby leading to employee exiting the institution. Hence, this study investigated Leadership Style as predictor of Turnover Intention and Career Success of Non-teaching Staff in Public Polytechnics, Oyo State, Nigeria. A cross-sectional survey research design was used for this study. Population consists of 986 non-teaching staff with a sample size of 277 determined from RaoSoft Sample size determinant. A validated questionnaire was used to collect data. Data collected was analyzed using descriptive and inferential statistics. Findings revealed that leadership style has a moderate and positive correlation with turnover intention of non-teaching staff ($Adj. R^2 = 0.184$; $p < 0.05$; $B = 0.384$), also leadership style has a weak and positive correlation with career success of non-teaching staff in the selected Public Polytechnics in Oyo State, Nigeria ($Adj. R^2 = 0.118$; $p < 0.05$; $B = 0.366$). This study therefore concluded that there is statistically significant influence of leadership style on turnover intention and career success in the selected public polytechnics in Oyo State, Nigeria. The study recommended that management of the selected public polytechnics should ensure that several developmental programmes are in place for the non-teaching staff in order to minimize the staff turnover intention, also, non-teaching staff of the selected public polytechnics should continually strive for excellence as this will give them an edge in their career pursuit.

Keywords: Leadership Style, Turnover Intention, Career Success, Transformational Leadership Style, Transactional Leadership Style, Non-teaching staff, Public Polytechnics.

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List of Acronyms

Abbreviations

LS -

TI -

CS -

TL -

Meaning

Leadership Style

Turnover Intention

Career Success

Transformational Leadership

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