

The Impact of Engaging Leadership and Contextual Factors on Organizational Performance: Evidence of a cause-effect relationship

Abstract

This paper examines the impact of leadership quality and contextual factors on organizational performance among staff working in multi-professional teams. There is support for the hypotheses: - (1) that a significant relationship exists between quality of leadership and organizational performance which is independent of contextual variables, and (2) that contextual factors have a significant effect on the relationship between quality of leadership and organizational performance. The implications of these findings are discussed in relation to other kinds of organisation.

Brief Comment on Findings

Although other researchers (including ourselves) have found significant links between leadership and staff attitudes to work and wellbeing at work, as far as we are aware, this is the first time that a statistically significant predictive link has been shown to exist between leadership and organisational performance, when allowance has been made for the impact of contextual factors.

As such, it provides further empirical evidence of the validity of the instrument used.

Reference:

This paper has been submitted for publication in a peer-reviewed journal. For details of the findings, and other information and papers, please contact Real World Group.

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