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Leadership and Household Development in Mitooma District in Western Uganda

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Abstract	Original Research Article

The pragmatic study measured the contribution of leadership on household development in Mitooma District in Western Uganda. The examination study exploited a survey correlational and descriptive research design with a quantitative approach model. A sample of 80 people were prudently chosen from 158 persons using a table advanced by Morgan & Kreijcie (1970). Evidence was collected by means of questionnaires to constitute an opinion poll. Data was assessed using Descriptive statistics such as bar graphs and Pearson linear correlation coefficient (PLCC) for quantitative dimensions. The study results came up with a significant association between leadership and household development in Mitooma District in Western Uganda. The research project concluded that a good leader is someone who is open to new ideas, possibilities, and perspectives. Being a good leader means understanding that there is no right way to do things. Therefore, a good leader is always ready to listen, observe, and be willing to change. They are also out-of-the-box thinkers and encourage their teams to do so. From the research task findings, the Educators recommended that one needs to balance all the five virtues of leadership (intelligence, trustworthiness, humaneness, courage and discipline) and exercise proper influence as a leader in order to realize proactive household development in local governments. Local government Leaders need to understand the concept of 'continuous improvement, they also need to know that being adaptable will lead them to success. Nothing goes as per plan. Hence, there is need to be flexible and intuitive in order for a manager to hold his ground during complex situations. Government of Uganda should try to add more funds to Parish Development Model scheme so that the majority of households in local governments can access such funds in order for development to blossom in the country.
Keywords: Leadership, Household Development, Local Governments, Uganda.

INTRODUCTION

Miller (2016) opined that leadership, both as a research area and as a practical skill, encompasses the ability of an individual, group or organization to "lead", influence or guide other individuals, teams, or entire organizations. The word "leadership" often gets viewed as a contested term. Specialist literature debates various viewpoints on the concept, sometimes contrasting Eastern and Western approaches to leadership, and also (within the West) North American versus European approaches. U.S. academic environments define leadership as "a process of social influence in which a person can enlist the aid and support of others in the accomplishment of a common and ethical task". In other words, leadership can be defined as an influential power-relationship in which the power of one party (the "leader") promotes movement/change in others (the "followers"). Some have challenged the more traditional managerial views of leadership (which portray leadership as something possessed or owned by one individual due to their role or authority), and instead advocate the complex nature of leadership which is found at all levels of institutions, both within formal and informal roles.

Studies of leadership have produced theories involving (for example) traits, situational interaction, function, behavior, power, vision and values, charisma, and intelligence, among others. In the field of political leadership, the Chinese doctrine of the Mandate of Heaven postulated the need for rulers to govern justly and the right of subordinates to overthrow emperors who appeared to lack divine sanction (Rogers, 2022).

Pro-aristocracy thinkers have postulated that leadership depends on one's "blue blood" or genes.

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Monarchy takes an extreme view of the same idea, and may prop up its assertions against the claims of mere aristocrats by invoking divine sanction. On the other hand, more democratically inclined theorists have pointed to examples of meritocratic leaders, such as the Napoleonic marshals profiting from careers open to talent. In the autocratic/paternalistic strain of thought, traditionalists recall the role of leadership of the Roman *Pater familias*. Feminist thinking, on the other hand, may object to such models as patriarchal and posit against them "emotionally attuned, responsive, and consensual empathetic guidance, which is sometimes associated with matriarchies (Theresa, 2021).

"Comparable to the Roman tradition, the views of Confucianism on 'right living' relate very much to the ideal of the (male) scholar-leader and his benevolent rule, buttressed by a tradition of filial piety." Leadership is a matter of intelligence, trustworthiness, humaneness, courage, and discipline ... Reliance on intelligence alone results in rebelliousness. Exercise of humaneness alone results in weakness. Fixation on trust results in folly. Dependence on the strength of courage results in violence. Excessive discipline and sternness in command result in cruelty. When one has all five virtues together, each appropriate to its function, then one can be a leader (Filicetti, 2007).

Machiavelli's *The Prince*, written in the early-16th century, provided a manual for rulers ("princes" or "tyrants" in Machiavelli's terminology) to gain and keep power. Prior to the 19th century, the concept of leadership had less relevance than today—society expected and obtained traditional deference and obedience to lords, kings, master-craftsmen and slave-masters (Note that the *Oxford English Dictionary* traces the word "leadership" in English only as far back as 1821). Historically, industrialization, opposition to the *ancient regime* and the phasing out of chattel slavery meant that some newly developing organizations (nation-state republics, commercial corporations) evolved a need for a new paradigm with which to characterize elected politicians and job-granting employers - thus the development and theorizing of the idea of "leadership". The functional relationship between leaders and followers may remain, but acceptable (perhaps euphemistic) terminology has changed (Phillips, 2023).

From the 19th century too, the elaboration of anarchist thought called the whole concept of leadership into question. One response to this denial of elitism came with Leninism - Lenin (1924) demanded an élite group of disciplined cadres to act as the vanguard of a socialist revolution, bringing into existence the dictatorship of the proletariat.

Other historical views of leadership have addressed the seeming contrasts between secular and religious leadership. The doctrines of Caesaro-papism have recurred and had their detractors over several centuries. Christian thinking on leadership has often emphasized stewardship of divinely-provided resources—human and material—and their deployment in accordance with a Divine plan (Munodawafa, 2018).

Phillips (2023) noted that Leaders are not always people who hold higher ranks in an organization. But they are people who are known for their beliefs and work ethics. A leader is passionate about their work, and they pass on their enthusiasm to their fellow workers, enabling them to achieve their goals. If you feel you do not possess the relevant skills currently, you can consider taking up one of the leadership courses or a leadership training programme. All leaders have a unique style that sets them apart from others. Hence, these different types of leadership styles will help you decide which type of leader you want to be. Accordingly, you would be able to hone your skills with the best leadership training programme such as the following:

Autocratic leadership. A leader who has complete control over his team is called an autocratic leader. They never bend their beliefs and rules for anyone. Additionally, their team has no say in the business decisions. Moreover, the team is expected to follow the path directed by the leader. This archaic style of leadership has very few takers because it discourages change. And modern leaders are changing the definition of leadership and redefining what leadership is with their path-breaking decisions (Laszloffly, 2004).

Laissez-Faire leadership. Laissez-Faire is derived from a French word that means 'allow to do'. "The practice of non-interference in the affairs of others, especially with reference to individual conduct or freedom of action,' defines dictionary.com. In this type of leadership, team members have the freedom to perform their job according to their will. They are given the freedom to bring in their perspective and intelligence in performing business functions. If you take up a leadership course, you'd get to learn about it in detail (Theresa, 2021).

Democratic leadership. In this type of leadership, team members and leaders equally contribute to actualizing business goals. Furthermore, they work together and motivate each other to achieve their personal goals too. This type of leadership leads to a positive working environment.

Bureaucratic leadership. In this type of leadership, leaders strictly adhere to organizational rules and policies. They make sure that their team members do the same. Bureaucratic leaders are often organized and self-motivated. There is no right or wrong leadership style. Therefore, it is up to you to

decide the kind of leader you wish to become (Miller, 2016).

The Qualities of a Good Leader include the following: Honesty and Integrity: Leaders value virtuousness and honesty. They have people who believe in them and their vision. Inspiration: Leaders are self-motivating, and this makes them great influencers. They are a good inspiration to their followers. They help others to understand their roles in a bigger context. Communication skills: Leaders possess great communication skills. They are transparent with their team and share failures and successes with them. Vision: Leaders are visionaries. They have a clear idea of what they want and how to achieve it. Being good communicators, leaders can share their vision with the team successfully. Never give-up spirit: Leaders challenge the status quo. Hence, they never give up easily. They also have unique ways to solve a problem (Craig, 2019).

Hortense (2019) believes that leaders should rely on intuition for making hard decisions. Especially because intuition heavily relies on a person's existing knowledge and life learnings, which proves to be more useful in complex situations. Empathy: A leader should be an emotional and empathetic fellow because it will help them in developing a strong bond with their team. Furthermore, these qualities will help a leader in addressing the problems, complaints, and aspirations of his team members. Objective: Although empathy is an important quality a leader must imbibe, getting clouded by emotions while making an important business decision is not advisable. Hence, a good leader should be objective. Intelligence: A good leader must be intelligent enough to arrive at business solutions to difficult problems. Furthermore, a leader should be analytical and should weigh the pros and cons before making a decision. This quality can be polished with an all-inclusive leadership training program. Open-mindedness and creativity (Lynch, 2022).

A good leader is someone who is open to new ideas, possibilities, and perspectives. Being a good leader means understanding that there is no right way to do things. Therefore, a good leader is always ready to listen, observe, and be willing to change. They are also out-of-the-box thinkers and encourage their teams to do so. If you enroll for a leadership course, all these things will be a part of the curriculum. Patient: A good leader understands that a business strategy takes time to develop and bear results. Additionally, they also believe that 'continuous improvement and patient' leads to success. Flexible: Since leaders understand the concept of 'continuous improvement, they also know that being adaptable will lead them to success. Nothing goes as per plan. Hence, being flexible and intuitive helps a manager to hold his ground during complex situations (Cobley, 2018).

METHODS AND MATERIALS

Data Capturing

Real facts used for the research organization were got by means of both primary and secondary necessities of data. Primary data was reached at by usage of questionnaires to chirpy persons related to the research study. Tributary data was accomplished by the use of documentary records. The study engaged a survey correlational and descriptive examination design using a quantitative technique.

Amin (2005) stated that descriptive scrutiny design is generally used to designate a phenomenon and its data features. The intellectual picked a total of 80 contributors (sample size) by means of the Sloven's formula to participate in the probe study.

Sampling methods

The communal professionals engaged stratified random sampling and simple random sampling methods in the research project. The study public used the target population including groups like District Technical staff, Local council favorites, support staff, Ministry of local government officeholders and Officials from Ministry of Finance and Planning.

Questionnaire and interviews

The questionnaire is a research instrument containing of inter-related cross-examinations organized by the investigator about the research quandary under study grounded on the intentions of the survey research study. Items were set and recorded for the contributors to retort with choices as reflected on the likert scale type questions.

This procedure was adored because it covers a varied physical space in data garnering; it accumulates a lot of substantiation within a short period of time, and offers greater guarantee regarding seclusion.

Nevertheless, the questionnaire involved some limitations of attrition. There were limited copies that were not reverted, although this was resolved by issuing a lot of photocopies than the mandatory number of the sample size for the research undertaking.

Validity and reliability of research instruments

Validity of the well-thought-out appraisal questionnaire was assured by employing content validity Index. Arising from the analysis of the validity of the instruments, the educator got content validity index (CVI) of 0.78 which was well directly further than 0.75 signifying that the tool was valid to carry together statistics for the investigation study (Amin, 2005).

Reliability of the Structured Questionnaire was calculated by means of Cronbach's alpha coefficient formula though discerning the variables that had an

alpha coefficient of character bigger than 0.70. Since the reliability calculation got by the investigator produced 0.78 alpha value, it concluded that the research tool was steadfast to yield data needed for the careful study.

Data analysis

Survey Statistical tools which were involved to scrutinize data for this investigation study included; descriptive proportions such as Bar graphs and inferential statistics like Pearson Linear Correlation Coefficient for evaluating quantitative data.

RESULTS
Profile of Respondents
Marital status of respondents

The study further presented the marital status of respondents as this had an influence on leadership and how development can blossom in different households.
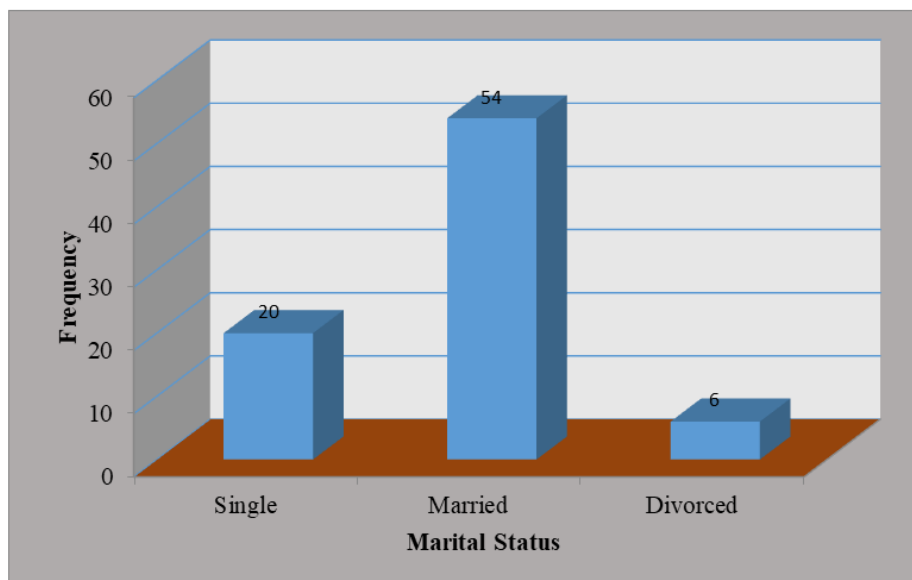
Figure 1: Marital status of respondents
Source: Primary Data, 2023

As indicated in Figure 1 above, majority of the respondents constituting 54 (67.5%) were married, followed by 20 (25%) who were single while only 6 (7.5%) were divorced/separated. The findings indicated that majority of the respondents were married and were able to show how leadership had impacted on household development. Their views were compared with the single and divorced to ascertain what influences households in their different marital status to develop in their communities. The married versus single were likely to react differently towards the content of the study which also affected their development in Mitooma district.

Table 1: The correlation between Leadership and Household Development in Mitooma district

		Leadership	Household Development
Leadership	Pearson Correlation	1	.479**
	Sig. (2-tailed)		.000
	N	80	80
Household Development	Pearson Correlation	.479**	1
	Sig. (2-tailed)	.000	
	N	80	80
**. Correlation is significant at the 0.05 level (2-tailed).			

Source: Primary data (2023)

The study established that leadership significantly (p=0.000<0.05) influenced Household development in Mitooma district in Western Uganda. Also, there was a moderate positive relationship (r=0.479) between Leadership and Household development in Mitooma district. In this context, leadership improved Household development in Mitooma district; because it provided direction for the population for development in Mitooma district. This implied that the set null hypothesis was rejected: "Leadership has no strong bearing on household development in Mitooma district in Western Uganda."

DISCUSSION

The verdicts of the study indicated that the effect of leadership on Household development in Mitooma district was significant. This outcome is contrary to the findings of previous researchers such as Phillips (2023) who conducted a study on leadership styles in Algeria and found out that leadership is full of intrigue, a scenario that does not lead to productivity in local government manoeuvres. However, the finding was in agreement with the study conducted Cobley (2018) on Municipal development who found out that leadership has helped organise the population to achieve the intentions of government. This was because the practice of holding regular meetings has helped in ensuring proper coordination for development to take place.

CONCLUSION

A good leader is someone who is open to new ideas, possibilities, and perspectives. Being a good leader means understanding that there is no right way to do things. Therefore, a good leader is always ready to listen, observe, and be willing to change. They are also out-of-the-box thinkers and encourage their teams to do so. Therefore, good leadership may help direct resources to utility in terms of Household Development.

RECOMMENDATIONS

There is need to balance all the five virtues of leadership (intelligence, trustworthiness, humaneness, courage and discipline) and exercise proper influence as a leader in order to realize proactive household development in local governments. Local government Leaders need to understand the concept of "continuous improvement" they also need to know that being adaptable will lead them to success. Nothing goes as per plan. Hence, there is need to be flexible and intuitive in order for a manager to hold his ground during complex situations. Government of Uganda should try add more funds to Parish Development Model scheme so that the majority of households in local governments can access such funds in order for development to blossom in the country.

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