



LEADERSHIP STYLES, CAREER DEVELOPMENT, EMPLOYEE ENGAGEMENT AND STAFF INTENTION TO STAY AMONG NGOs Case of selected Child Right NGOs in Kampala

ABSTRACT

The study examined the relationship between leadership styles, career development, employee engagement and intention to stay among selected Child Rights NGOs in Kampala. The study is guided by the three specific research objectives which are; to establish the relationship between leadership styles and intention to stay; to examine the relationship between career development and intention to stay; and to establish the relationship between employee engagement and intention to stay among selected Child Rights NGOs in Kampala.

The study used a cross-sectional survey design with quantitative approach. The unit of inquiry were staff in six selected Child Right NGOs and unit of analysis were the selected Child Rights NGOs in Kampala. Primary data was collected using a self-administered close-ended questionnaire anchored on 5 points likert scale- Data were - analyzed using SPSS version 20 to generate descriptive, correlation and regression results.

The results from correlation and regression- analysis indicate- that leadership styles, career development and employee engagement have statistically positive significant relationship with staff intention to stay.

The study concludes that autocratic leadership style, career development (training, promotion and career prospects) and employee engagement (vigour, dedication, absorption) significantly predicts staff

intention to stay in the Child Rights NGOs. However, laissez faire and democratic leadership styles were insignificant.

The study hence recommends that leaders and managers in NGOs should focus on autocratic leadership style, career development and engagement of employees in organisation activities to support staff intention to stay.