

## **Effect Of Financial Incentive on Employee Performance Among Administrative Staff in Abuja**

**Adekunle Temitope**

*National Open University of Nigeria, Nigeria*

### **ABSTRACT**

The need for effective leadership skills has been identified to be critical for any organization in actualizing its set goals. In spite of the prominent role of effective leadership in improving organizational performance, it is regrettable that some organizations have neglected how powerful leadership could be towards enhancing employee performance. Therefore, this study explores the effect of leadership style on employee performance among Deposit Money Banks (DMBs) in Abuja. The study adopted survey research designed with a determined sample size of 218 which was estimated using the Smith (1984) formula of sample size determination. Primary data was obtained through the use of a five-point Likert scale questionnaire, the method of data analysis was through multiple regression analysis. Findings from the study show that democratic and autocratic style of leadership has a positive and significant effect on employee performance at DMBs in Abuja. However, findings from the study show that laissez-faire style of leadership has a negative but significant effect on employee performance at DMBs in Abuja. The study thus recommended that DMBs in Abuja should effectively use democratic and autocratic leadership styles in performing their functions of leading and reviewing laissez-faire style processes to enhance employee output.

**Keywords:** employee performance, effective leadership, style of leadership, role of effective leadership, achievement of goals