

Effect of Leadership Development on the Health Sector Performance in the County Government of Bungoma, Kenya

Abstract

Purpose: By defining the goals, principles, and strategies that guide its operations, an organization's leadership has a significant impact on its potential for success. Since many of the major obstacles to leadership development in organizations are caused by larger systemic, institutional, and personal problems, the main goal of the study was to determine how leadership development affected the performance of the health sector in the County Government of Bungoma, Kenya.

Design/Methodology/Approach: The study was anchored on the Social Exchange Theory. The study targeted population was 240. Simple random sampling was used to draw a sample of 109. SPSS was used to analyze quantitative data, while thematic analysis was used to examine the qualitative data. The study used descriptive survey research approach and analyzed data using inferential statistics like regression and Pearson correlation as well as descriptive statistics.

Findings: The study's findings demonstrated a strong and favorable correlation between all aspects of leadership development and the health sector's performance in Bungoma County, Kenya.

Implications/Originality/Value: This finding implies that the County Government of Bungoma ought to give the development of leadership qualities top priority and work to put them into practice successfully.

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