Influence of Head Teacher’s Leadership Style on Tutor Satisfaction

Abstract

This quantitative study aimed at establishing the effect that the type of leadership style adopted by the head teacher has on the employed tutor’s satisfaction. The study sample comprised 11 school head teachers and 109 tutors. The research utilized two tools in the collection of data, the first of which was used for head teachers and the other for tutors in the institution. The research instrument used to collect data in relation to this dependent variable was a Job Satisfaction Survey (JSS) questionnaire. This tool comprises 29 questions with Likert-type items that deal with job satisfaction. The results of the study show that the leadership style employed by the head teacher does not affect tutor satisfaction in a statistically significant way.

Keywords: leadership style, people oriented, head teacher, task oriented, tutor satisfaction

Introduction

School leadership plays a central role in determining organizational efficiency. The task of ensuring success in achieving institutional goals lies in the administrative and teaching staff of a given institution. Head teachers play a central role in creating a work-conducive environment (Hallinger & Heck, 1998: 157). Although the head teacher is not a trained leader per se, his or her management style can be nurtured through personal development and continuous education. While the head teacher’s leadership style plays a significant role in determining institutional