

**THE EFFECT OF LEADERSHIP CAPACITY
BUILDING ON ORGANISATIONAL BEHAVIOUR
A CASE OF METHODIST COLLEGE OF
EDUCATION**

By

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Introduction

- Leadership behaviour impacts positively on org. goals and targets (Fenwick & Gayle, 2008 and Karamat, 2013).
- Building/strengthening leadership capacity improves performance outcomes (Seims et al., 2012 and Sakiru et al., 2013).
- Behaviour of leadership exerts insignificant effect on organisational performance (Obiwuru et al., 2011 and Lee and Chuang, 2009).

Problem Statement

- Leadership and tutors had not received gender responsive training
- T-TEL with NCTE trained leadership
- Effect of capacity building programme on behaviour of college leadership and teaching tutors.

First Leadership Training at Sunyani



Gender Responsive Training for Tutors



Objectives

1. To determine whether college leadership employ gender responsiveness in their decision making in the college after the institutional strengthening trainings.
2. To examine the effects of the gender training on gender responsive practices of the college tutors.

Research Questions



1. How do leadership employ gender responsiveness in their decision making in the college?
2. What are the effects of the gender responsive training on gender responsive practices of the college tutors?

Method

- Quantitative research design.
- Population = 450 (403+28+19)
- Sample Size = 140 comprising 40 staff and 100 students.

Analysis:

- Descriptive statistics such as means and percentages.

Results

- Table 1: Leadership Employ Gender Responsiveness in their Decision Making.
- Table 2: Effect of Gender Trainings on Gender Responsiveness of Tutors.

Discussions



From Table 1:

- 70% to 100% agreed that leadership employ all the gender responsive strategies except two.
- Mean = 79.7%

Discussion & Cont'd

From Table 2:

- 33.3% to 48.3% agreed and 34.2% to 50.8% strongly agreed tutors exhibit GRCP.
- Mean = 46.6% agreed, 36.7% strongly agreed. Total = 83.3%
- 10.0% disagreed, 6.7% strongly disagreed. Total = 16.7%

Conclusion

- the CBP/IST for the leadership had positive influence on GRPs in the college.
- Thus, college leadership and tutors apply GRSs in their decision making and classroom practices respectively.

Recommendation

- the MOE and NCTE :- means of implementing effective policies in CoEs.
- All organisations with dwindled growth :- for improvement.