

KABARAK UNIVERSITY

6TH ANNUAL INTERNATIONAL RESEARCH CONFERENCE

THE ROLE OF LEADERSHIP AND GOVERNANCE ON INNOVATION AND RESEARCH IN KABARAK UNIVERSITY

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Introduction / Background

progression and success of any institution is dependent on its adeptness to adapt to the diverse changes from global perspective. To cope with the ever-changing expectations of the institutions, a culture that embraces innovation and thorough research is required.

There is a strong urge for institutions to embrace creativity, innovation and invention which is necessitated by economic dynamics, to which contributing novel ideas and advances empowerment through leadership which in recent times has become central or strongly related to some of the world's most serious economic challenges. Economic growth alone does not lead to sustainable development since good leadership and governance must accompany economic growth. Quality management is the focal point in leadership and governance which holds true while focusing on quality of research as a major factor that contributes significantly to institutional success.

Statement of the problem

the war against, poverty and to institute sustainable development, A s have no choice but to invest in research and innovation through s nance, partnership, equity, accountability and ownership. Under learners are facing the reality that they may never realize their drea -reliant or in control of their destinies. thus the value placed by the s titutions whose curricular programs promote research and inno ues to develop with speed and necessity. Institutional creativity on s overment is needed through leaders who encourage and manage di l as develop effective leadership structures that can sustain the inno ss. The leadership in these institutions must therefore provide leadership about a change in behavior, as leadership is indeed paramount to nance. Therefore, it is anticipated that a better understanding of can aid further research, pinpoint better strategies for enhancing re. novation by exploring and discussing gaps on leadership and gover n research and innovation.

Study objectives

study sought to:

establish the extent to which institutional architectures, academic operations and government policies address the new realities particularly research and innovation and societal empowerment in Kabarak University

Brief literature review

creativity and thinking are top most values of a dynamic leader. The relationship in innovation are what drives organisation success. For creative workplace leaders must actively implement strategies that encourage organisational architecture depends largely on how leaders encourage diversity as well as develop effective structures that can sustain innovation process. These aspects should match strategic decision making. Key competencies, strategic thinking skills, command and responsibility, experience basic skills and knowledge and value, ethic codes standard. Academic operation underscore coaching and teaching to accept change and newness, a willingness to play with ideas, abilities, a flexibility of outlook, the habit of enjoying the good, while looking for ways to improve it. Government policies encapsulates the framework for institutions must take initiative to promote innovations and collaborating.

Theory

Study applied Transformational Theory of Leadership

Transformational leadership is the leader's ability to motivate followers to rise above their own personal goals for the good of the organization.

Transformational leaders are characterized as visionary, articulate, and able to engender confidence in others so that they motivate them to surpass their usual performance goals.

Conceptual Framework

Independent Variable

Institutional architecture

- Structures

Academic Operations

coaching and teaching

Government Policies

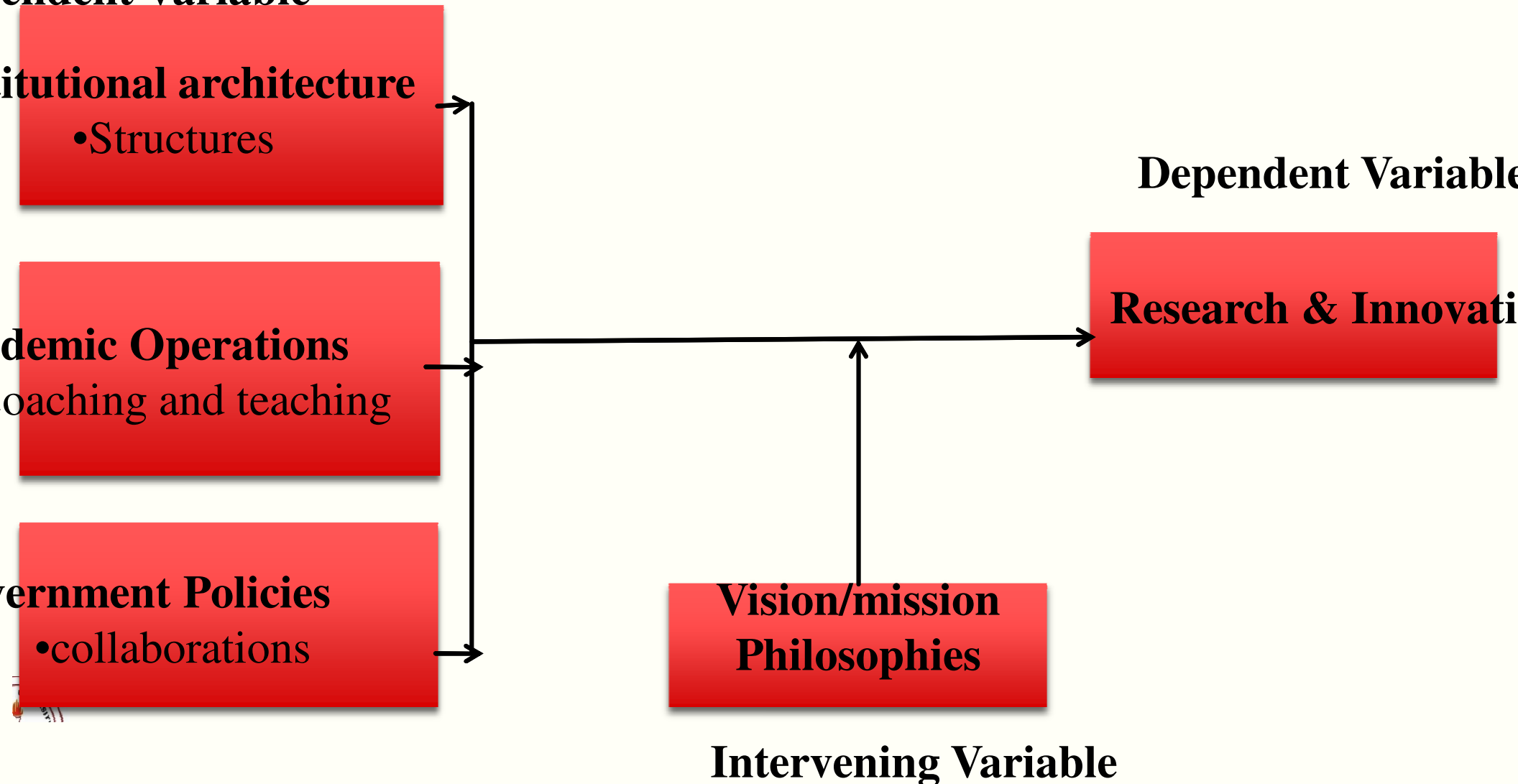
- collaborations

Dependent Variable

Research & Innovation

**Vision/mission
Philosophies**

Intervening Variable



Methodology

Research assumed a case study, based on evidence procedure through three different research methods; individual school study, questionnaire and expert interviews, while convenient sampling used to test the data and stratified random sampling used to allocate the samples.

Target population was 353 but the sample used was 97.

Questionnaires were used to collect data and a response rate of 100% obtained.

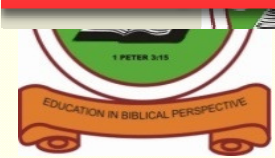
Testing was done in a private college to ensure enough precision. Cronbach's coefficient alpha value was 0.7227. Pearson's Correlation regression analysis was used.

Findings / Results

The correlation summary indicates a strong but significant association between the independent and dependent variables. A positive correlation indicates the extent to which those variables increase or decrease in parallel; a negative correlation indicates the extent to which one variable increases as the other decreases. It was found that academic operation was most significantly followed by institutional architecture and finally government policies.

Table of findings

Table of Correlations



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		Institutional architecture	Academic Operations	Government Policies	Research Innovation
Institutional architecture	Pearson Correlation	1			
	P-Value	0.001			
Academic Operations	Pearson Correlation	.903**	1		
	P-Value	0.000			
Government Policies	Pearson Correlation	.958**	.965**	1	
	P-Value	0.009	0.008		
Research & Innovation	Pearson Correlation	0.911**	.930**	.893**	1
	P-Value	0.001	0.00	0.000	

Regression

Summary				
Model	R	R ²	Adjusted r ²	Std. Error of the Estimation
Model 4	0.647	0.638	0.56069	1.929

Predictors: (Constant), Research & innovation

Predictors: (Constant), Institutional Architecture, Academic Operations, Government Policy

Findings indicated that the model coefficient was 0.638 which indicates that the model predicted over 63% of the change in the independent variable. The relationship was significant considering the coefficient of determination of 0.647. The model was adequate in this case as indicated by the Durbin-Watson statistic value of 1.929 which is in the range of 1 to 2.

Conclusions

In conclusion the study underscores the value of shared assumptions, leadership and governance that should underlie conceptualizations of research and innovation. The results indicate that well-designed institutional architecture, monitoring mechanisms and supported collaborations with governments have a far-reaching impact on efficiency of research and high improved and sustained innovations. From the findings it is concluded that the territories of leadership and governance interface between internal and external environments.

Recommendations

Study recommends that additional formal mechanisms should be established to ensure synergies that are needed for innovation and research in institutions are realized.

Policy makers and institutional leaders need to become much more informed about global research trends, policy settings and funding commitments affecting R&I management.

Research managers and administrators within universities and research institutes need more support with the development of knowledge and skills related to their responsibilities.

Areas for further study

study recommends that further research be conducted to shed light about how leadership and governance could be established for public-private bodies to ensure that more effective and responsive research and innovation mechanisms can be accomplished.



Thank you