

Sustainable Leadership Competencies and Sustainable Performance: Comparative Study Between Public and Private University Leadership in Ghana

Faustina A. A. Kwofie, PhD

University of Mines and Technology, Tarkwa

Priscilla Tetteh, MPhil

University of Mines and Technology, Tarkwa

Michael Odoom Mensah, MBA

University of Mines and Technology, Tarkwa

Abstract:

Leadership competencies play a significant role in the sustainable performance of every organisation. The sustainable competencies possessed or practiced by the leadership of the organisation determine the developmental growth of that organisation towards sustainable performance. This study, thus, aimed to examine which sustainable leadership competencies are being practiced, if sustainable leadership competencies influence sustainable performance, and which sustainable leadership competencies directly influence the sustainable performance of the selected public universities' leadership compared to the private universities. Using the quantitative method approach and a sample size of 320 university staff out of 1903, the structured questionnaire data were analysed with descriptive statistics such as means, standard deviations, frequencies and percentages. The results from the study showed that the leadership of private universities exhibit and practice more sustainable leadership competencies, 16, than the leadership of public universities, which exhibit only 12 leadership competencies. Also, sustainable leadership competencies influence sustainable performance positively. Further, 5 sustainable leadership competencies that came up clearly as influencing the performance of the leadership of both university types are Change Agents, Visionary, Result Driven, Proactive, and Critical Thinking, with Change Agent scoring higher marks followed by Visionary, Result Driven, Proactive, and then Critical Thinking in descending order of magnitude. It is, therefore, recommended that university leadership should be encouraged to practice more sustainable leadership competencies for sustainable performance in their various universities, and the leadership competencies of staff should be considered before appointing them into leadership positions in universities.

Keywords:

Sustainable, Leadership, Performance, Competencies, Private, Public, Universities.