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# THE ROLE OF GOOD GOVERNANCE ON LEADERSHIP STYLE IN SOMALI GOVERNMENT INSTITUTIONS

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## ABSTRACT

*The purpose of this study is to explore the perception of the people of governance of current government in Somalia. The study has three objectives which are: To investigate the impact of rule of law on leadership style at Interior Ministry of Somalia in Mogadishu. To identify the role of accountability on leadership style at Interior Ministry of Somalia in Mogadishu. To examine the effect of transparency on leadership style at Interior Ministry of Somalia in Mogadishu. To assess relationship between good governance and leadership style at Interior Ministry of Somalia in Mogadishu. This study was conducted through explanatory research design and descriptive approach. The data was collected from 250 staff from Somali Government Institutions in Mogadishu-Somalia. The study found that rule of law has positive relationship with leadership style at ( $r=.860$  and  $p>0.01$ ). The study also showed that accountability has positive relationship with leadership style at ( $r=.432$  and  $p>0.01$ ). Finally, the study indicated that transparency has positive relationship with leadership at ( $r=.860$  and  $p>0.0$ ).*

**KEYWORDS:** *Good Governance, Leadership Style, Somalia Government Institutions.*

## INTRODUCTION

Governance, a concept that is greatly debated, is now inviting greater attention within and amongst countries and as the number of democratic administrations is continuously increasing, good governance has evidently become a key standard to judge a nation's credibility as well as respect on international scales (Iyoha, et al 2015). Governance refers to several ways by which social life is coordinated. It is a process of social engagement between the rulers and the ruled in the society which implies that governance is predicated on the relationship between the ruling class and the ruled class in the society (Iyoha, et al 2015; Nyewusira 2007). Governance can be referred to as the traditions

as well as institutions that define how authority is exercised in a given country (Kaufmann, Kraay & Zoido 2000). Salman (2009) asserts that Governance entails the procedure through which governments are selected, monitored, held accountable, and replaced; it is government's ability to judiciously manage resources well and formulate, implement as well as enforce good policies and regulations; and the respect of citizens and the state for the institutions that govern economic and social interaction between them (Salman 2009).

Leadership is one of the most observed and least understood phenomena on earth. A call for a focus on leadership and governance is timely, important and no doubt topical, reflecting the

worldwide thrust toward political and economic liberalization. Throughout the whole world, there has been an urgent desire among various people and government for unity, justice, peace and stability. The resurgence of this desire is not only explicable through their political policies alone; but also it is reflected in the social and economic policies (Obasola, 2002:9). In fact, most constituted governments in Africa have been undergoing serious and deepening politico-economic crisis. These problems generated by political, social and economic instability and the prevalence of ethnic, communal and religious crises, which have bedeviled Africa, call our attention to the problems of leadership and governance in the continent. In other words, the staggering wave of violence, insecurity, increasing crime wave, economic recession, coupled with the break in law and order are the attributes to the problem of leadership and governance in Africa. Therefore, the quest for good leadership is a *sine-qua-non* for governance and sustainable development.

A study was conducted in Malaysia to improve the trust of citizens and delivery of services, employing good governance principles in the public sector is very crucial. Despite efforts to improve service delivery, criticisms and complains toward public services remain evident. This study aims to assess the status of good governance practices in the public sector of Malaysia. Primary data were collected from the responses of 109 department heads under 24 federal ministries to a survey questionnaire. Respondent perception of good governance practices was measured using a seven-point Likert scale and analyzed by descriptive statistics and path measurement modeling. Standard diagnostic tests were also conducted to check the reliability of the data and model. Results indicated that nine factors were significant in the measurement of good governance practices. However, very few people in the public sector of Malaysia practice fraud control, which is at the lowest intensity. Among the service groups, the engineer group practiced good governance at the highest level, whereas the health service group practiced good governance at the lowest level. Therefore, still there are scopes available to improve good governance systems to become more reliable and efficient public sector in Malaysia. Findings of the study will help policy makers improve the efficiency of the public sector of Malaysia and other countries (Khalid, Alam, & Said, 2016)

In Somalia, The Ministry of the Interior and Federal Affairs, alongside its regional counterparts, continued to promote the Wadajir National Framework for Local Governance, which is focused on enabling community reconciliation to build stability. The United Nations Joint Program on Local Governance and Decentralized Service Delivery continued to provide support for the formation of district councils aimed at strengthening local governance and improving service

delivery. On 17 November, the Somalia Development and Reconstruction Facility endorsed two programs supported by an amount of \$12 million from the Peace building Fund. The two programs are designed to enhance community recovery and the extension of state authority, as well as to catalyze stronger local governance in line with the Wadajir Framework, with a focus on Jubaland and South-West. One program will support efforts around a comprehensive response to drivers of fragility and the other the provision of durable solutions for internally displaced persons, returnees, host communities and authorities (Security Council, 2017)

## LITERATURE REVIEW

The importance of good governance as a critical condition for human development can no longer be under estimated. Since the late 1980s, governance has been a subject of considerable debates and different interpretations by governments, international organizations and scholars. For example, Leftwich (1994: 372) defined good governance as “a clear and predictable legal framework, accountability, transparency and information on the management of national affairs”.

In the context of human development, the United Nations Development Programme (UNDP, 2002) defined good governance as “...democratic governance”; meaning respect for human rights, participation in decision making, accountability, poverty eradication, responsiveness, equal treatment, inclusiveness, fairness, impartiality, absence of any discriminatory practices as well as taking into consideration the needs of future generations. The report of poverty task force on localizing the Millennium Development Goals (MDGs) in Vietnam defined good governance as “the process of translating societal demands into choices, resulting in policy formulation and implementation”, and thus identifies four good governance principles/indicators that are key to poverty reduction as accountability, transparency, participation and predictability. More importantly, governance should not be understood as the end result but a means towards an end to promoting the quality of life for all.

According to Northouse (2007) explained that leadership is a practice whereby an individual influences a group of individuals to get a general goal. Furthermore, Fertman & Liden, (1999) leadership style is the way and approach of offering way, encouraging people and achieving objectives.

Leadership is at the heart of public sector governance, and it is vital to the overall development of a nation as well as the welfare of the citizens. According to Lawal and Tobi (2006), the quality of leadership affects the pace of development in any country. Baets (2011) opined that there is a dearth of

leadership skills required for effective public governance in Africa, and Ojo (2012) highlighted the leadership crisis and political instability in Nigeria. Ngowi (2009) studied the effect of political leadership on economic development in Tanzania and concluded that leadership is the defining factor that shaped the nature and path of economic development in that country.

This study examined The concept of governance and leadership are intertwined. Good governance and leadership is critical for the achievement of results. It is often said that no country can develop beyond the level of its leadership. The predicament of Nigeria in terms of underdevelopment and corruption can be adduced to the problem of leadership and governance. Nigeria needs committed leaders who will govern with integrity and doggedly influence its human and natural resources toward the actualization of sustainable national development. This paper is descriptive; it looks at the place of leadership and good governance in the actualization of overall national development in Nigeria. Transformational leadership theory and contingency theory of leadership viewpoints are examined vis a vis diverse impediments to national development in Nigeria, as vital to feasible and substantial national development; The paper recommends that; The leaders who govern should be made accountable by publicly declaring what they have been able to achieve in terms of performance as well as how much was expended in every sector on a yearly basis; Auditors with integrity should be made to verify their claims in order to ascertain the genuineness of the claims; Corrupt leaders should be brought to book and made to face necessary and lawful penalties without fear or favour; and elections made free and fair and not rigged. When citizens are allowed to choose their leaders, leaders would in turn have a sense of responsibility that they owe the people good governance. (Kehinde, Imhonopi, & Evbuoma, 2016)

This paper attempt to review and analyze the type and styles of political leadership in Africa in an effort to promote democracy and good governance. Leaders play a pivotal role in political agenda setting, the distribution of resources and political actions. The contemporary state in Africa is a remnant of a colonially imposed system. At the time of independence, elites attempted to transform this but only succeeded in entrenching their interests .This paper therefore seeks to unpack why African countries are no better than they were under colonial rule. Of what value then is the hard won independence that African countries commemorate on a yearly basis? African politicians need to provide good leadership qualities so as to consolidate democracy and good governance Issues of constitutionalism, good governance and democracy are determined by the type of leadership in a country and/or continent. Despite

colonial legacy, leadership in Africa has struggled to promote pro-people policies that accommodate the needs of the populace. Leadership deficiency is a cause for concern in African countries in terms of progressive and visionary leadership. Perspectives on political leadership in Africa vary from the “criminalisation” of the state to political leadership as “dispensing patrimony”, the “recycling “of elites and the use of state power and resources to consolidate political and economic power as stated by Van Wyk (2007) . African states and their leaders have exploited and monopolized internal sovereignty to mean absolute power, personalization of state-like services and have monopoly of and over organized violence. (Chikerema, Sithole, & Chakunda, 2013)

### **RESEARCH POPULATION & SAMPLE SIZE**

After the fall of the central government in Somalia decades ago, the country has entered a state of chaos which destroyed all government institutions, Now the country is still in a state of recovery, and the current government has not yet succeeded in determining the number of its employees, Therefore, Currently there is no statistics indicates the number of employees in the government institutions which making the target of this paper unknown, Therefore, the researcher used non-probability to get sample size, Thus, the sample size of this study was 250 staff from different Somali Government Institutions.

### **RESEARCH METHODOLOGY**

This study was conducted through explanatory research design and descriptive approach; the researcher used this research design because the researcher wants to explore the influence of leadership and good governance in Banadir region (causal relationship). The researcher also used descriptive study to describe the characteristics of respondents, in this study also used case study.

This study was used non-probability. The sampling technique that will be used in this study is Stratified random sampling which is one of the probability sampling techniques. The reason that this study uses this technique is to enable the researcher to decide whom to be included in the sample.

To enhance the reliability of the findings, the major data collection instruments that will be used in this study is administered questionnaire. Thus, this instrument needs to make slightly modifications in order to associate with this environment.

In this study, the data was collected from 250 respondents from government Institutions in Mogadishu-Somalia. The data also was collected by face to face from the respondents and the researcher were the responsible for the collection of data.

## FINDINGS

The study has three main objectives which are: 1) to investigate the impact of rule of law on leadership style at Interior Ministry of Somalia in Mogadishu. 2) To identify the role of accountability on leadership style at Interior Ministry of Somalia in Mogadishu. 3) To examine the effect of transparency on leadership style at Interior Ministry of Somalia in Mogadishu. Firstly, the study found that rule of law has positive relationship with leadership style at ( $r=.860$  and  $p>0.01$ ). Secondly, the study indicated that accountability has positive relationship with leadership style at ( $r=.432$  and  $p>0.01$ ). Thirdly, the study showed that transparent has positive relationship with leadership style at ( $r=.860$  and  $p>0.0$ ).

## RECOMMENDATIONS

Basing on the findings in the study, the researcher provided a summary of the study's recommendation based on the objectives and the followings are suggested recommendation.

1. This study is recommending that government institution must implement good practice system of governance.
2. The researcher suggests that government officials should increase leadership skills.
3. The researcher calls for the government to encourage government staff to engage to implement good governance to get leadership.
4. All government staff should work towards sensitization and awareness creation among the community to realize the need of the citizens to participate in politics and governance.
5. The government and the judiciary should ensure the enactment of constitutional law and enforcing any other law intended for civil society's political participation and emancipation..

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