

**HINDRANCES TO RESULT BASED LEADERSHIP IN THE AFRICAN INLAND
CHURCH: A CASE STUDY OF AIC-NUNGUNI, MAKUENI COUNTY**

BY

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ABSTRACT

This study focused on hindrances to result based leadership in the Africa Inland Church, Nunguni. The objectives of the study were: to establish the role played by the leaders in aligning of individual commitments, to investigate the use of organizational capabilities towards achieving result based leadership by the Church leadership, to establish the extent to which the leadership applied personal characteristics and to find out challenges faced by the leaders in application of their strategies toward result based leadership. The study adopted a descriptive research design. The target population was AIC Nunguni, Makueni County, totalling to 400 members. The sample size consisted of 105 respondents. Simple random sampling was used. The data collection tool was a questionnaire. Data was analysed through descriptive statistics. Data presentation was done through frequency distribution tables and pie charts. The study found that the components of result based leadership as spelt out in the objectives of the study and in the literature review were not adequately addressed in AIC Nunguni. A number of stumbling blocks were raised by the respondents and they included lack of commitment, motivation, team work, training, involvement of the leaders, poor communication and inadequate finances which made the members to lose morale towards active involvement in the Church programs. It was concluded that result based leadership in the AIC Church had not been effectively practiced. It was recommended that the leadership need to look more into overcoming the observed challenges in order to have results based leadership succeed in AIC Nunguni.

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