

Leadership Style in Church Management: Scale Development

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Abstract:- Developing leadership style measures, this research paper presents a reconceptualization leadership style construct within a church context. It used a multistage development of scale process a survey was done and 50 participants participated in filling the questionnaire, which cut across pastors, ministers, workers and others.. The results of the exploratory factor analysis and confirmatory factors analysis shows the multi-stage nature of leadership style within the church management. Four dimensions were identified: participatory, Authoritarian, democratic and Laissez fiare. The examination gives proof of legitimacy and dependability of the scale. The scale offers another way to deal with measure initiative style in the congregation the executives and furthermore demonstrates the need to go past the conventional way to deal with administration. Suggestions for this hypothesis and its training are talked about in the paper.

I. INTRODUCTION

The examination is world class in this it falls leadership means to spots of adoration the board. Hemphil and Coons (1957) portray leadership as the direct of an individual driving the exercises of a gaggle toward a run of the mill target. Leadership is cleaned once an individual stores up institutional, political, mental and elective assets hence on stimulate, draw in and fulfill the desires for adherents (Burns, 1978, p.18). It is the way toward influencing the exercises of a framed pack toward target accomplishment (Rauch and Behling, 1984) and is that the utmost of a person to influence, enliven and empower others to contribute toward the sufficiency and achievement of the association (House et al., 1999). Means (1989,) known 5 characteristics of pioneers. The first is that pioneers tune in and have an energetic need to comprehend the needs of supporters. Listening fabricates quality in others. The second characteristic is that pioneers construct a group by understanding activity, dynamic cooperation and creating and sustaining devotees. The third trait is that a pioneer invokes those that tail him/her by perceiving their wants, satisfying them wherever fundamental and building them to maximum capacity. At last a leader adjusts needs which might be broke down from 3 measurements, individual (the individual), social (the gathering) and creation (the activity). The capacity of a pioneer to adjust these 3 perspectives is pivotal to the prosperity of all players in partner degree association and to one's type of leadership. This study can search for attainable

correlations between leadership designs and congregation growth. It will begin with background data on church growth and leadership. Maxwell (2005) same, "If you would like to succeed, you would like to be told the maximum amount as you'll regarding leadership before you've got a leadership position.

A critical hole exist in leadership furthermore advanced and started to incorporate the issue of connections, devotees and feelings as opposed to spend significant time in the attributes of the pioneer exclusively. Leadership is a relationship in that one individual tries to impact the contemplations, practices, convictions or estimations of someone else (Wright, 2004). Rowold (2008) underscores that exclusively the passionate, cost based generally parts of leadership impact will represent the outstanding accomplishments of groups and associations.

The great man theory of leadership conveys that two or three people are conveyed into the world with the obligatory properties that put them beside others which these qualities are responsible for their assumptive spots of power and ace. a pioneer could be a blessed individual who achieves goals despite clearly implausible obstruction for his pupils. The theory suggests that people with colossal effect should be there gratefulness to their exceptional upgrade. Additionally, the speculation fights that these characteristics remain stable after some time and crosswise over especially stunning social occasions. Along these lines, it endorses that every single uncommon pioneer share these trademark paying little regard to once and wherever they lived or the exact movement inside the history they fulfilled. The extraordinary man hypothesis of leadership imparts that two or three people are conveyed into the world with the required properties that put them close to others which these attributes are for their haughty spots of power and star. A pioneer could be a legend achieves objectives regardless of evidently abnormal limitation for his supporters. The hypothesis prescribes that people with extraordinary effect should be there inferable from their exceptional blessing. Besides, the theory fights that these attributes remain stable after some time and transversely over absolutely startling gatherings. Subsequently, it prescribes that uncommon pioneers share these trademark paying little heed to once and wherever they live or the definite activity inside the history they finished.

Leadership style in church management. You will have recognized people saying, "great leader square measure God-skilled, not man made"? This announcement reflects the results sent by an awfully all around appreciated hypothesis called tolerable Man Theory of Leadership, that relates to the very reality that leadership qualities square measure fundamental. In elective words, there's a twofold reaction to the subject of knowing paying little respect to whether you're a pioneer or not, that suggests that you essentially were either imagined as a splendid leader or not! Components like your up-bringing, instruction, encounters square measure exclusively displaying your leadership capacities; they don't appear to be chargeable for making you a pioneer. (Kendra, 2012).

A review of the hypothetical establishment of the great man theory is given inside the following segment of the work, when that examination into leadership structures and church management is referenced. The procedures identified with quantitative approach of combination of data. A definitive area of the paper gives a synopsis of the most ends and offers a few bearings for future examination.

II. CONCEPTUL DEVELOPMENT

A. *The Great Man Theory*

Amidst nineteenth century, the pleasant Man hypothesis was produced. in spite of the fact that experimentally, there was no instrument all things considered to reason the sorts of leadership in any case it was a flourishing attempt. . In such way, the attributes required with bound individual have a perceived remaining since it is declared that a couple of individuals square measure brought into the world tolerable and differing end up exceptional (Carlyle, 1888). Among them the past have bound legacies behind those that square measure instrumental in changing into a prospering pioneer. They need a foundation set apart by leadership that urges them to finish up a dumbfounding pioneer. Worried as beneath normal is incorporated, individuals with their information, aptitudes, ability and solid fight form their names inside the summary of lovely men(Judge, woodwind and Kosalka, 2009). Inside a comparable line, the most subject behind this speculation was that at whatever point the commendable circumstance is faced, this sort of unprecedented pioneers can rise. The essential characteristics of leadership square measure navigated over occasions, as to support their rising and fall. They advance toward getting to be history as each nation, culture and last in any case not least the affiliation needs legends (Grinin, 2010). Despite the over, it's concise that the gathering of educated individuals have an astounding impact upon the conclusions relating to bound enhancement when diverged from the individual in light of a gaggle of feelings and considerations will rouse more grounded to that of a single person. These educated individuals have related the event and advancement of relationship with the nature of the incredible man (Bryman, Collinson, Grint, Jackson and Bien, 2011). The speculations

of leadership got advanced from the essentials that express that pioneers square measure by birth. Additionally, a similar theories conjointly reinforce that the ability of pioneers is the age of his/her quality that will be estimated at whatever point the need happens. They conjointly confirm leadership as valiant, engaged and persuasive. This horrifyingly speculation has its purposes of imprisonment once the enhancement of leadership is inspected in the organizations division (Zakeer et al., 2016).The experts looked on the most far off side of the phenomenal man theory to pursue for the transcendent commendable and appropriate one which can enwrap the pioneers those that square measure neither brought into the world mind blowing nor do they transform into a similar.

One of the key issues with the great man theory of leadership is that not every one of those that have the faulty characteristic leadership characteristics genuinely turned out to be great leaders. On the off chance that leadership was simply an innate quality, at that point every one of those that have the required characteristics would in the long run acknowledge themselves in leadership jobs. investigation has rather discovered that leadership might be an incredibly propelled subject which different variables impact anyway beyond any doubt fire a particular head could or probably won't be. Attributes of the gathering, the pioneer in power and furthermore the situation all move to work out what type of leadership is required and furthermore the adequacy of this leadership (Kendra, 2018).

B. *Leadership Style*

In the contemporary school thought most advanced challenges don't have existing solutions, new approaches square measure necessary and that they demand new intelligence yet as agile decisive actions. Clearly, we have a tendency to square measure in would like of a replacement approach of brooding about leadership. Robert Greenleaf took this approach to the acute and introduced the notion of Servant Leadership. This leadership style could be a sensible philosophy, that advocates that leaders ought to serve initial, so lead as the simplest way of increasing service to people and establishments. John Adair, in his model, emphasized the action-centered leader, who gets the task done through building a good team. Trendy leadership trends began to emerge, wherever staff were a lot of authorized (a term not used till the 1980s) and allowed to assume creatively. Once individuals were able to create suggestions and participate in creating choices on a way to do their job, managers have began to rework into academics and coaches.

Leadership may be a strategy whereby an individual effects a gaggle of people to comprehend a standard target (Northouse, 2004). Leadership may be an intentional relationship, that happens ramblingly among individuals, WHO use their individual aptitudes in effect, to advocate enhancing change.(Michael S. Kearns, 2005). Leadership may be an association between the people who are people

who draw in a globule on to guide and people who like to seek after (Kouzes and Posner, 2002). Leadership is that the limit of making and human activity a fantasy to a gaggle of individuals which will produce that vision veritable (Kenneth Valenzuela, 2007) Leadership may be a particular method for affecting and driving individuals to compose to and achieve a typical target intentionally, in an uncommonly given circumstance (Aykut, Apinya, Billy, Crystal, Gilbert, and Ritina 2008).

Putting of these into a complete elucidation, Leadership might be a procedure amidst which a pioneer has an endeavor to impact his or her supporters to pick and accomplish an objective or targets. In order to achieve the objective, the pioneer practices his or her capacity to influence people. That control is cleaned in before stages by arousing supporters to instigate the responsibility done and in later stages by satisfying or testing those that do or don't perform to the extent of need. Leadership might be a driving forward technique, with the achievement of one objective changing into the beginning of a spic and range objective. The correct reward by the pioneer is of most unprecedented significance in order to perpetually empower educates inside the technique.

C. Leadership Styles Measures

Leadership style is that the way and approach of giving guidance, actualizing plans, and propelling people. Kurt Lewin (1939) light-radiating diode a group of analysts to spot entirely unexpected sorts of leadership. This early investigation has been appallingly powerful and set up 3 noteworthy leadership plans that zone unit imperious, vote based and delegative. Where as Gordon (NA) recommends 10 measurements of leadership that validity, limit breaker, training, dispersed leadership, enthusiastic insight and input. While United State armed force (1983) proposes three measurements that territory unit pioneer, adherents, situation and correspondence. Prachi (NA) suggest that four components of leadership region unit absolutist, school of thought, majority rule, officialdom.

The previous talk recommends that there's unmistakable leadership feature. While the great man theory underpins the multidimensional idea of leadership vogue develop. We will in general so took up prachi (NA) leadership measures to raised see the development inside the lightweight read. Inside the blessing cases issues was analyzed in an exceedingly church the executives setting, as is printed inside the following area.

III. METHOD

This segment manages the explained and sequent techniques used in accumulation the required data inside the examination. The approach strategy incorporates: inquire about structure, consider populace, the assurance of test estimate, inspecting system, technique for gathering information, explore instruments, the legitimacy and dependability of research instruments, strategy for investigating information, likewise as good idea. This segment moreover clarified why a specific procedure was utilized.

The procedure pursues Churchill's (1979) standard methodology for building up various thing builds and is as indicated by the methodology taken by various analysts who have created free market activity Scales.

A. Item Generation and Content Validity

➤ Study 1

In light of our outline of leadership vogue in house of prayer the officials on an essential dimension based synthesis, the basic time of the estimations upgrade strategy concerned thing age and an evaluation of substance credibility. Duplicates of the review was given to guides inside the field for change of the thing pool. A purposive model was utilized as this stage was improvement process (Saunders, Lewis, and Thornhill, 2000). Fifty dealt with audits were floated to the ministers, individuals, staff inside the array. As a touch of the thing age approach, existing leadership measures were analyzed amidst this stage. Scales made by Calantone et al. (2002), were conjointly explored. since the reality was to develop the substance credibility of the estimations, a component of excess was perceived amidst this time of the scale's upgrade (Churchill, 1979; Delaware Vellis, 1991). in order to pick the principal relevant things and check their appropriateness, the second stage concerned thing refinement through advice inside the field of leadership vogue. The masters were moved nearer to survey and concentrate the centrality of everything with significance the definition offered for everything about size on a 5 reason Likert-type scale that continued running from ably consent to negate this idea. Additionally, the professionals were asked as for whether they felt any of the things reflected one estimation, and if the things were clear, conventionalist or excess. Things with low assessment scores were gotten out, deed a total of forty-three things.

The forty-three saved things were sporadic and, with regards to the free market activity writing hypothesis of arranged conduct. Resulting phase of the size improvement technique concerned thing sanitization bolstered mensuration properties, as is made open inside the following segment.

B. Item Purification

➤ Study 2

Autocratic	Likewise know as tyrant leadership portrayed by individual command over all choices and little info from group individuals.
Democratic Participative role in decision making.	Generally called participative leadership or shared leadership is a kind of leadership style in which people from the social occasion play an increasingly Participative job in basic leadership.
Authoritarian	A dictator style is exemplified when a pioneer manages approaches and methodology, choose what objectives are to be accomplished and coordinates and control all exercises.
Laissez fiare	This is otherwise called delegative leadership is a kind of leadership style in which pioneers are handoff and permit bunch individuals to take choices. Analysts have discovered this is commonly the leadership style that prompts the most reduced profitability among gathering individuals

Table 1

Indicators	Educational Qualification			Position in the Church			
	SSCE/Alevel (N=13)	BSc (N=23)	Msc/MBA (N=14)	Member (N=26)	Minister (N=8)	OTHER (N=2)	WORKER (N=30)
P	4.57	4.45	4.38	4.45	4.53	4.50	4.45
D	4.57	4.59	4.42	4.60	4.56	4.50	4.52
A	4.51	4.53	4.41	4.58	4.47	4.50	4.47
L	4.50	4.41	4.51	4.45	4.46	4.50	4.46
TOTAL- $\sum f/\text{No. of indicators}$	4.5375	4.495	4.43	4.52	4.505	4.625	4.475

Table 2

Indicators	For how long have you been with the church			
	1 year (N=5)	1-5years (N=30)	5-10(N=13)	10-15years(N=2)
P	4.60	4.41	4.53	4.50
D	4.75	4.51	4.46	5.00
A	4.53	4.46	4.53	4.66
L	4.50	4.45	4.48	4.50
TOTAL- $\sum f/\text{No. of indicators}$	15.97	4.4575	4.5	4.665

Table 3

As the amount of masses in premium was getting ready market, and since the truth was to see give and request, postgraduate understudies basically organized in Covenant University were sketched out. Made overview was felt to be the essential adequate data game-plan structure, as mail reviews of included understudies experience the malicious effects of low and declining reaction rates (Deutskens, de Jong, de Ruyter, &Wetzels, 2006). The overview was floated by the monitor with a short presentation concerning leadership vogue in place of supplication the board. held things were sporadic and, per the key association creating

and asset and utmost based hypothesis, respondents were moved nearer to rate their firm in profound respect to contenders abuse the stem, "in gratefulness to contenders our connection's capacity to... " on a seven-point distinctive thing scale that continued running from bounteous more ghastly than contenders, to far overwhelming than contenders. This intersection direct rectifier toward minor changes to the going to several things being fixed up to upgrade their clearness. succeeding time of the size upgrade method concerned thing refinement kept up assessing properties, as is made open inside the going with segment.

C. Item Purification

➤ Study 2

Component Matrix ^{a,b}	Component			
	1	2	3	4
My manager check staff works on regular basis to assess their advancement and learning			.795	
My boss hold occasional gathering to demonstrate support	.345			
My boss recognize staffs achievement with encouragement and support		.703		
My boss meet with staff regularly to discuss their needs	.680			
My manager clarifies the benefit of accomplishing their work objectives		.703		
My boss staffs report back to me after progression of their works.	.833			.
My boss staffs report back to me after completing each steps of their work		.620		
My boss ask for ideas and input whenever a decision is to be made.	.833			
My boss provide staffs with clear responsibility and allow them to decide how to accomplish them		.705		
My boss employees want to be a part of the decision making process	.833			
Leadership requires staying out of the way of subordinates as they do their work		.705		
My boss and i vote whenever a decision is to be made	.833			
My boss appoint staff into tasks groups to action policies affecting them		.705		
My boss discuss any organizational or policy changes with staff prior to taking actions				.566
My boss expect staff to create their own goals and objectives and submit them to me in finished form		.705		
my leader is the chief judge of thr achievements of the members of the group.	.536			
My boss set high standards and expect others to do the same for themselves.	.746			
My boss tell me team members how it should be done and what to do			.838	
My boss avoid making judgement or premature evaluation of ideas or suggestions		.607		
My boss ask staff to think ahead and develop long term plans for their areas.	.680			
My boss expect staff to create their own goals objectives and submit them to me in fininshed form.	.797			
In complex situations leaders should let subordinates work problems out their own.			.337	

Table 4

Extraction Method: Principal Component Analysis.

a. for how long have you been with the church = undecided

b. 4 components extracted.

Scale items	Factor loadings	
PARTICIPATORY *(P)		
ITEM 1	My supervisor check staff takes a shot at standard premise to evaluate their advancement and learning	0.795
Item 2	My supervisor hold occasional gatherings to demonstrate support	0.345
Item 3	My supervisor perceive staffs accomplishment with consolation and backing	0.703
Item 4	My supervisor meet with staff routinely to discuss their necessities	0.680
Item 5	My supervisor clarifies the advantage of accomplishing their work objectives	0.703
Item 6	My supervisor staffs report back to me subsequent to finishing each progression of their work	0.833
Item 7	My supervisor staffs report back to me in the wake of finishing every progression of their work	0.620
Item 8	My supervisor request thoughts and info at whatever point a choice is to be made.	0.833
DEMOCR ATIV		
Item 9	My manager give staffs clear obligation and enable them to choose how to achieve them	0.705
Item 10	My manager representatives need to be a piece of the basic leadership process	0.833
Item 11	Leadership requires avoiding the method for subordinates as they do their work	0.705
Item 12	My boss and i vote whenever a decision is to be made	0.833
AUTHORITARIAN		
Item 13	My supervisor name staff into errands gatherings to activity approaches influencing them	0.705
Item 14	My manager talk about any authoritative or strategy changes with staff preceding taking activities	0.566
Item 15	My supervisor anticipate that staff should make their own objectives and targets and submit them to me in completed structure	0.705
Item 16	my pioneer is the central judge of the accomplishments of the individuals from the gathering.	0.536
Item 17	My supervisor set elevated requirements and anticipate that others should do likewise for themselves.	0.745
Item 18	My supervisor reveal to me colleagues how it ought to be done and what to do	0.838
LAISSEZ FAIRE		
Item 19	My manager abstain from making judgment or untimely assessment of thoughts or proposals	0.607
Item 20	My manager request that staff think ahead and grow long haul anticipates their regions.	0.680
Item 21	My manager anticipate that staff should make their very own objectives goals and submit them to me in finished structure	0.797
Item 22	In complex circumstances pioneers should give subordinates a chance to work issues out their own	0.337

Table 5

D. Result of Validity and Reliability

		Loading	Indicator Reliability	Error Variance	Composite Reliability	Average	No. of Indicators
	Variables	> 0.7		< 0.5	> 0.8	< 0.5	
participatory	Check staff	0.795	0.6320	0.3680	0.6320	3.855	1
	Recognise staff	0.703	0.4942	0.5058	0.4942		1
	Boss meet	0.68	0.4624	0.5376	0.4624		1
	Boss explain	0.703	0.4942	0.5058	0.4942		1
	Staff report	0.833	0.6939	0.3061	0.6939		1
	Boss staff	0.62	0.3844	0.6156	0.3844		1
	Boss ask	0.833	0.6939	0.3061	0.6939		1
democratic	Boss provide	0.705	0.4970	0.5030	0.4970	2.382	1
	Boss employees	0.833	0.6939	0.3061	0.6939		1
	Leadership requires	0.705	0.4970	0.5030	0.4970		1
	My boss	0.833	0.6939	0.3061	0.6939		1
authoritarian	Boss appoint	0.705	0.4970	0.5030	0.4970	0.5631	1
	Boss expect	0.705	0.4970	0.5030	0.4970		1
	Boss set	0.746	0.5565	0.4435	0.5565		1
	Boss tell team	0.838	0.7022	0.2978	0.7022		1
Laissez faire	Boss avoid	0.607	0.3684	0.6316	0.3684	0.4886	1
	Ask staff	0.68	0.4624	0.5376	0.4624		1
	Boss expect staff	0.797	0.6352	0.3648	0.6352		1

Table 6

All loading are significant at $p < 0.0001$

Measurement Items	loadings	Indicator Reliability	Error Variance	Reliability	Sum of load	Ssloading	Sum of Var	Composite Reliability			Variance Extr	
P												
p1	0.795	0.6320	0.3680	0.6320					0.6320			
p3	0.703	0.4942	0.5058	0.4942					0.4942			
p4	0.68	0.4624	0.5376	0.4624					0.4624			
p5	0.703	0.4942	0.5058	0.4942					0.4942			
p6	0.833	0.6939	0.3061	0.6939					0.6939			
p7	0.62	0.3844	0.6156	0.3844					0.3844			
p8	0.833	0.6939	0.3061	0.6939	5.1670	26.6979	3.1450	0.8946	0.6939	3.8550	0.5507	0.7421
D												
D9	0.705	0.4970	0.5030	0.4970					0.4970			
D10	0.833	0.6939	0.3061	0.6939					0.6939			
D11	0.705	0.4970	0.5030	0.4970					0.4970			
D12	0.833	0.6939	0.3061	0.6939	3.0760	9.4618	1.6182	0.8540	0.6939	2.3818	0.5955	0.7717
A												
A13	0.705	0.4970	0.5030	0.4970					0.4970			
A15	0.705	0.4970	0.5030	0.4970					0.4970			
A17	0.746	0.5565	0.4435	0.5565					0.5565			
A18	0.838	0.7022	0.2978	0.7022	2.9940	8.9640	1.7472	0.8369	0.7022	2.2528	0.5632	0.7505
L												
L19	0.607	0.3684	0.6316	0.3684					0.3684			
L20	0.68	0.464	0.536	0.464					0.4624			
L21	0.797	0.6352	0.3648	0.6352	2.0840	4.3431	1.5339	0.7390	0.6352	1.4661	0.4887	0.6991

Table 7

LEADERSHIP VARIABLES	CRONBACH
PARTICIPATORY	.188
DEMOCRATIC	-.253
AUTHORITARIAN	.125
LAISSEZ FAIRE	.427

Table 8

As the quantity of populace in interest was talented organization suppliers, and since the fact of the matter was to encounter affiliations' progression capacity and not particular practices or attitudes, senior authorities in PSFs fundamentally arranged in metropolitan and regional zones were examined. These respondents were people from an outsized overall business examination organization's on-line board. An electronic examination, rather than a paper and pencil mail review, was felt to be the head imperative information game-plan methodology, as mail examinations of included masters experience the malevolent effects of low and declining reaction rates (Deutskens, de Jong, de Ruyter, and Wetzels, 2006). Each board part had a novel ID code to ensure that determined respondent neglect to finish more than one review. Gathering of screening demand were wont to ensure just qualified respondents took an excitement inside the graph.

A total of 50 responses were gotten that were apportioned into two sub-tests. The first was used to clean, attest and endorse the diverse incorporates' appraisals fused with the investigation, while the second was used for cross-endorsement (Churchill, 1979). To keep up an agreeable precedent measure for each sub-test, a 55%– 45% stratified sporadic split was used, realizing a case of satisfactory size (examination test = 255 and endorsement test = 208) to achieve an anomalous state.

The population of study was on church administration, members, pastors and services unit members with the aim of measuring leadership style in church. A survey was carried out and a total number of 50 questionnaires were printed out and administered to respondents which fostered a relationship between the researcher and respondent and also created room for respondents to ask questions on issues not clear to them. Respondent were approached in order to fill the questionnaire. The bio date included in the questionnaire was used to screen the respondent to ensure only qualified respondent participate in the survey.

A sample size of 50 was used for this study, with the average age range of respondents been between 16-45years and above. The total 33 males which represented 66% and 17 females representing 34% took part in the study. For all indicators, the male category generated a total mean of 4.45 which comprises of leadership style among pastors (P) of 4.45, leadership style among democratic (D) 3.94, the third indicator which is emotional labor among service unit workers generated (ELSW) 4.41, the fourth indicator

generated 4.26 which belongs to emotional labor among church members. The female category generated a total mean of 4.13 26% of respondent had SSCE certificate as their highest level of education which generate a total mean of 4.5375 for all indicators, 46% had BSc as their highest level of education which also generated a total mean of 4.495 for all the indicators, and 34% of respondents had master's degree qualification which is a combination of MSc and MBA in which the indicators generated a total mean of 4.43, 17% respondents were single constituting a total mean of 4.47, 21% respondents were married generating 4.44 total mean and 12% were divorced also generating a total mean of 4.6 for the indicators. In the church position category, 26% respondents were members constituting 4.52 total mean on all the indicators, 8% were minister in church generating a total mean of 4.505, 30% were worker which had a total mean of 4.475 on indicators and 2% were other which gave a total mean of 14.625 on the indicators as well.

IV. DATA ANALYSIS

➤ *Item Reduction and Exploratory Factor Analysis*

In order to verify the leadership style scale and its structures, a scope of exploratory and corroborative factor investigation were completed .Turkey and John (1977).Before this, information has been screened to distinguish anomalies and furthermore to test for infringement of the suppositions of multivariate examination. In doing this the initial step was to utilize the Statistical Package for the Social Sciences (SPSS form 25). In like manner, the SPSS was utilized to embrace the underlying examination and the underlying exploratory factor investigation (EFA), SPSS was utilized to test the different corroborative factor examination (CFA) methods. Exploratory factor investigation was performed on the examination utilizing primary part investigation as there is no earlier proof to demonstrate that the factors were not related. The KMO inspecting amplexness was 0.675, recommending the exactness of factor investigation. An iterative procedure was done so as to atmosphere things with low and high cross loadings.

The primary pointer in the factor investigation beneath discussions about leadership style in participatory in the congregation the board which looks for distinguish my manager check staff chips away at normal premise to evaluate their advancement and learning 0.795 and furthermore my supervisor hold occasional gatherings to indicate backing of 0.345. It further tries to distinguish how ministers my manager perceive staffs accomplishment with consolation and backing of 0.703 and how my supervisor meet with staff consistently to examine their requirements 0.630respectively. The second pointer in the factor investigation demonstrates leadership style in fair which clarifies how My manager give staffs clear obligation and enable them to choose how to achieve them of 0.705 and furthermore how the supervisor workers need to be a piece of

the basic leadership procedure of 0.833. It additionally look at how supervisor and I vote at whatever point a choice is to be made of 0.833. The third marker discusses dictator in the leadership style in chapel the executives which takes a gander at the manner in which supervisor delegate staff into undertakings gatherings to activity strategies of 0.705 and how manager talk about any hierarchical or approach changes with staff before taking activities of 0.566. The fourth pointer is about the free enterprise in leadership style in chapel the board and look at how supervisor abstain from influencing judgment or untimely assessment of thoughts or recommendations of 0.607 and how manager to request that staff think ahead and grow long haul anticipates their regions. of 0.630.

Cronbach alphas for the four markers were 0.188, - 0.253, 0.125, 0.427 separately implying that every one of the four measurements is conflicting.

V. DISCUSSION AND CONCLUSIONS

The present investigation features some most critical patterns inside the leadership speculations. Right off the bat, it offers a see of the leadership improvement. On consistent lines, the scientists those that square measure directing their examinations square measure hunting down the size including the supporter, the pioneer and their intuitive elements inside the structure setting. The second pattern is predicated upon the advancement that investigates anyway the leadership strategy genuinely happens inside the association. The third one incorporates concerning the more examinations for advancing the job of arranged arbitrators and middle people those that encourage in clarifying the leadership impacts and furthermore the imminent outcomes. To condense, investigations of leadership has influenced more and center upon individual, the advancement and furthermore the included association. As a leadership, the components like drawing in quality, capacity, authority matter a great deal to induce a sensible change (influence) to influence the things to happen hence with the assistance of the functionaries of the related affiliation. the possible read concerning the leadership is irrefutably most looked for after in light of the fact that the speculations inside the offering will be a huge amount of refined and reasonable correspondingly.

LIMITATIONS AND FUTURE RESEARCH

The principal constraint is that the verifiable truth that the develops were gathered from just 1 church. we tend to endeavored to reduce this constraint by choosing the congregation that is perceived in Nigeria and land area. Additionally, thorough improvement of scale ways were concentrated to supply verification of a sound scale live. Besides, the positive result from running once the particular components of operational power as a piece of the congregation procedure for execution who ought to should be gotten to as far as people, strategy and mechanical results.

Thirdly, there's need for future investigation to evaluate the laborers and individuals inside the congregation of the consequences of the unmistakable elements of operational intensity.

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