

Abstract

The study was carried out at Kampala Capital City Authority – Kawempe Health Centre IV (KCCAHCIV) with the main intention of finding out the role of leader behavior on follower performance. It is known that good leader behavior begets great follower performance. However, leaders have ignored their behavior and focused on follower behavior and performance.

A qualitative study approach involving thematic analysis was used and the intention was to explore the role of leader behavior on follower performance at the KCCAHCIV and other objectives. Findings were that positional or authoritative leader behavior led to low follower readiness and responsiveness thus poor follower performance whereas democratic and engaging leader behavior led to high follower readiness and responsiveness thus good follower performance. Also, welfare and appreciation of the followers' effort also led to high follower readiness thus greater follower performance at KCCA-HCIV.

There was a close link between leader behavior and follower performance at the KCCAHCIV.

It was concluded that democratic and engaging leader behavior led to high follower readiness and responsiveness thus greater follower performance whereas positional or authoritative leader behavior led to low follower readiness thus poor follower performance.

It was recommended that there is need for democratic and engaging leader behavior in terms relationship to the followers to enhance high follower readiness thus good follower performance. Follower appreciation and welfare should be considered for high follower readiness thus great follower performance.