

EFFECT OF UBUNTU LEADERSHIP AND TRUST ON FARMERS' SELF HELP GROUPS' PERFORMANCE: THE MEDIATING ROLE OF OPEN INNOVATION CLIMATE.(DBL)

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Abstract

The study has a purpose of investigating the effect of Ubuntu leadership and trust on farmers' self-help groups' performance in Ghana and the mediating impact of open innovation climate. This work intends to explore the concept of Ubuntu leadership that is an emerging Afrocentric shared leadership concept. The research adopted a mixed method with a pragmatism critical realism ontology. Ubuntu leadership was found to have a positive and significant influence on farmers' self-help groups as well as open innovation climate. Trust positively and significantly influences Ubuntu leadership but did not show a significant influence on open innovation climate. Open innovation climate did not mediate the influence of ubuntu leadership on farmer self-help groups' performance. One limitation of the research limitations is that it is a cross-sectional research and therefore did not explore sufficiency the impact of open innovation climate over time on farmers' self-help groups' performance. Future research should complete a longitudinal approach to the open innovation climate and its impact on farmers' self-help group performance. Future research should investigate moderating effect of variables such as group cohesiveness, transaction cost, and the comparative analysis of ubuntu leadership style and other leadership styles such as autocratic, laissez-faire, and transactional. Lastly, future research should explore the antecedent of Ubuntu leadership such as team heterogeneity and maturity to better comprehend how to foster ubuntu leadership style within farmers' self-help groups.

Keywords: ubuntu leadership, trust, self-help group, group performance, open innovation climate.