

AUTHENTIC LEADERSHIP AND ORGANIZATIONAL COMMITMENT IN SELECTED INSTITUTIONS IN BRONG AHAFO REGION

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ABSTRACT

This paper investigates the antecedents of authentic leadership and organizational commitment in four selected higher education institutions in the Brong Ahafo Region of Ghana. The main aim was to examine how social and emotional intelligence link to authentic leadership, and how organizational commitment acts as an outcome of authentic leadership. The study was descriptive. The study first found about how employees perceived their leaders within the institutions. Also, the study revealed a significant positive relationship between social intelligence and authentic leadership as well as emotional intelligence and authentic leadership. Finally, it was discovered that significant positive relationship existed between authentic leader and organizational commitment. The study recommended that leaders within institutions in particular and other organizations must focus on quintessence like openness, confrontation, trust, authenticity, proactive, autonomy, and collaboration to strengthen authentic leadership behavior.

KEYWORDS: *Authentic Leadership, Social Intelligence, Emotional Intelligence, and Organizational Commitment*