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Employee commitment, engagement and leadership, a panacea to organizational success

Key words: Geothermal, Commitment, Engagement, Leadership, Success, Human Resource Management, Ministry of Energy, Republic of Kenya,

This study brings to a sharp focus the role of employee commitment, engagement and leadership on organizational success in the energy industry in Kenya. The study was carried out with an aim of optimizing employee involvement in the industry as a means of gaining competitive edge that enhances the optimal work output to achieve organization success leading to a panacea to achieving desired results. The objective of the study was thus to investigate the effects of employee commitment, engagement and leadership for organizational success in the energy industry in Kenya singling out Geothermal Development Company Ltd. This is Government of Kenya state owned institution mandated with exploration, development and exploitation of all geothermal resources in Kenya. The study used a descriptive cross sectional survey design which gives the quantitative relationship between employee commitment, engagement and leadership practices employed and organizational success at a particular point in time to be used for generalization for other times in future. The survey was conducted in the Company's three satellite branches namely Nairobi, Nakuru and Baringo. The study used primary data collected using structured questionnaires administered using the drop and pick method. The collected data was then sort for validity and reliability and coded then quantitatively analyzed using mean and standard deviation. This was done independently for each of the independent variables. This was then followed by a correlation analysis. The study findings will be used to draw recommendations on the combination of various strategies that optimize organizational success. The emphasis would be on the proportion to which each strategy is to be used as well as a study to explore the modalities of applying sound management approach that will enhance satisfaction and thus productivity at Geothermal Development Company.

Key Words

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