

Evaluating the Effectiveness of Leadership Development Programs in Government through Promotional Rates and Pay Increases of Graduates

Government/Public Sector

Employees/Individual Contributors/Members/Adults

TITLE Evaluating the Effectiveness of Leadership Development Programs in Government through Promotional Rates and Pay Increases of Graduates

RESEARCHER Hanima Amara
School of Education
Aspen University
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OBJECTIVE

The purpose of this quantitative retrospective causal-comparative study with Commonwealth of Pennsylvania Leadership Development Institute (LDI) graduates was to determine the effectiveness of government employee leadership development programs by analyzing promotional rates and/or pay increases using a survey instrument and the Kirkpatrick Model framework. The effectiveness of LDI and other leadership development programs for government employees on graduate pay increases and/or promotion rates is unknown. The study aimed to answer two questions: (1) What is the impact of the Leadership Development Institute program on promotional rates and/or pay increases for graduates, (2) What are the transformational leadership practices of graduates who received promotions and/or pay increases?

METHODOLOGY

This two-part survey used demographic information, researcher written questions, and the Leadership Practices Inventory 4th Edition (LPI Self) (Kouzes & Posner, 2013) instrument to answer these questions. This study population included the 205 participants who successfully completed LDI between 2015 and 2018 and who are still employed by the Commonwealth. Data analysis was performed using PivotTable in Microsoft Excel.

KEY FINDINGS

The LPI showed the highest transformational leadership practice was Enable Others to Act with a mean score of 8.75. This study concluded that this government employee leadership development program is effective for its graduates. Changes in the field of education are required for the evaluation of leadership development training programs to ensure that participants are learning critical knowledge that will assist them in achieving their future leadership goals.