

**Assessment of leadership empowering behavior and organizational commitment in SMEs:
a case study of hotel industry**

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This study assessed the leadership empowering behavior and organizational commitment in Tanzania's hotel industry. The study was conducted in Dar es Salaam involving 150 hotel workers. The quantitative research approach was adopted in which a self-administered questionnaire was used for data collection. Data was analyzed using descriptive statistics, correlation and multiple regression methods.

The findings supported the three hypotheses tested to show that leading by example, participative decision making, coaching, informing and showing concern are predictors of leader empowerment behaviors and organization commitment. Results also show that leadership empowering behavior is significantly and positively related to organization commitment.

On the basis of these findings, it is recommended that the management of hotel service in Tanzania must practice leadership by example, ensuring participative decision making, coaching, informing and showing concern to hotel industry employee. In order to ensure leadership empowerment behavior and organization commitment, there must be long term and sustainable improvement in leadership.