ABSTRACT

Assessing the effectiveness of leadership is often a difficult exercise for many organization. This is usually because most assessment procedurwi are influenced by organizational politic's, they are not standard-based, and the items on which a leader is assessed are undefined or poorly defined. This research work aimed to evaluate leadership effectiveness in policy enforcement at the Weights and Measures Agency in Arusha, Tanzania. The study's objectives included identifying the agency's leadership effectiveness, examining leadership's impact on policy enforcement, and identifying challenges hindering effective leadership in policy enforcement. The research adopted a case study design, with a sample of 20 respondents which is also the population at the Weights and Measures Agency in Arusha selected using purposive sampling techniques due to the small number of employees and the relevance of the data that were collected. Qualitative data were analyzed using content analysis, while quantitative data were analyzed using Microsoft Excel and SPSS (version 27). The findings from this study show that. leadership is a critical element in the success of any organization, and the Weights and Measures Agency (WMA) is no exception. The WMA plays a vital role in ensuring fair and accurate measurements, and effective leadership is paramount to fulfilling its regulatory responsibilities. The findings from this study show that, effective leadership sets the tone, establishes expectations. and shapes the organizational culture, all of which play pivotal roles in ensuring the enforcement of policies. Leadership has a profound impact on policy enforcement outcomes at the Weights and Measures Agency. By fostering a culture of compliance, providing clear communication, monitoring effectively, and leading by example, leaders contribute to the agency's success in upholding standards, ensuring regulatory adherence, and achieving positive policy enforcement outcomes. The findings from this study show that, leaders at the Weights and Measures Agency (WMA) face several challenges in effectively enforcing policies, and these challenges can have a significant impact on leadership effectiveness in policy enforcement. Those are like complex Regulatory Environment in the sense that, the weights and ineasuies field often involves intricate and

frequently changing regulatory standards.