Title of Article: Effective managerial succession: A catalyst to efficient organizational performance.

Author(s): Kehinde, O.J. & Ibidunni, O.S. (2011)


Abstract The concept organization performance as well as executive succession has become a vital area of organizational study if success is to be considered as the primary objective of any organization, be it profit or non-profit. Changes in top management teams of many organizations are becoming more frequent in modern times due to the need for better organizational performance, mergers, acquisitions and strategic re-engineering. The objectives of this paper among others are to: (i) establish whether managerial succession has effect on organizational performance; (ii) Determine whether internal managerial succession will be more influential than an external succession.. The paper adopts a survey method with two hypotheses stated in null form. Data obtained from questionnaires distributed were analyzed and these were tested with the aid of ANOVA test statistics. The paper believes that chief executives and top management teams of organizations are the chief architects and planners of human resources and hence must contribute immensely to the overall success of their organizations. The paper recommends that there should be a comprehensive succession plan or policy on ground, which must be implemented objectively. It also believes that management succession should strictly be by merit and that it is only those that have what it takes to uphold the organization’s vision and mission that should hold managerial positions.

Keywords: managerial; succession; catalyst; efficient; organization; performance.