

Leadership Style

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Abstract

The leadership styles are very important role in Human Resource Management. In the global competitive environment; effective leadership style is necessary to reduce the attrition rate. From the effective leadership styles are only it is possible to achieve organizational goal. Leadership styles affect on the employee performance and productivity. This paper summarizes and analyzes the available leadership styles and affect different components of Quality of work life.

Keywords: Leadership styles, productivity, quality of life, performance, worklife, Decision making process, job satisfaction, organization performance, and motivation.

Introduction

Leadership is the ability to influence the individual or group of the people for achieving the goals. An effective leader influences to followers in a desired manner to achieve desired goals. Different leadership styles may affect organizational effectiveness or performance. Organizational Culture is influenced by leadership style and consequently, leadership style affects organizational performance. In this study, it was concluded that organizational performance is influenced by a competitive advantages and innovative culture. The leadership styles are teaching main concepts to leader who are behaving a vital role around us. In world history we can see so many leaders who achieved and struggled for their goals.

Leadership Styles

A leadership style is the leaders method of providing direction, implementing plans, and motivating people. The leadership styles are directing, motivating, guiding, and managing groups of people. Great leaders can inspire political movements and social change. They can also motivate others to perform, create, and innovate.

Kinds of Leadership Styles

- Democratic Leadership.
- Autocratic Leadership
- Laissez-Faire Leadership.
- Strategic Leadership.
- Transformational Leadership.
- Transactional Leadership.
- Bureaucratic Leadership.

Democratic Leadership

Democratic leadership is like a participative leadership and they are giving more important to unequal hierarchical. The top level management is giving an opportunity to low-level management for decision- making process. In this types, leadership styles are very effective nature. We can see this type of leadership in any organization, from private businesses, schools, government. “Distributing responsibility among the membership, empowering group members, and aiding the group’s decision-making process.

- Attentive constituents in a congressional district
- Concerned parents of students at a school
- Active members from a nonprofit organization
- Engaged employees at a prospering company

Kent is CEO and chairman of the board at Coca-Cola. He has a goodwill for seeking input from others for key decisions and forecasting. Kent has an inclusive style that reflects his commitment to diversity. Muhtar Kent: Known as a democratic/participative leader, the following democratic leaders in the world.

- Jimmy Carter. (39th U.S. President)
- Barack Obama. (44th U.S. President)
- John F. Kennedy
- Mila Kunis. 14 August 1983
- Bill Clinton. 19 August 1946.
- John Krasinski. (Actor, Director, Screenwriter)
- Tom Hanks
- Charlize Theron

Omandhur Ramaswamy Reddy was the greatest leader in the Tamilnadu because he gave a chance to all minister while taking a decision making process.

Autocratic Leadership

Napoleon Bonapartetold “Men are moved by two levers only: fear and self-interest.”

Autocratic leadership is important rolein many workplace environments.Autocratic leadership is one of the least popular management styles, it’s also among the most common. This style is necessary within organizations and companies that demand error-free outcomes and immediate action. While the autocratic leadership process teach one person making all strategic decisions for subordinates. Although it has fallen out of favor in recent decades, the autocratic leadership style is still prevalent. At the time of civil war, President Abraham Lincoln is sometimes categorized as an autocratic leader.

Although Lincoln did not exhibit many of the authoritarian characteristics of autocratic leaders, American history demanded a bold president who was willing to make difficult and unpopular decisions from 1861 to 1865. Lincoln rose to the occasion and became the autocratic leader the United States needed sat the time.

Autocratic leaders

- Genghis Khan
- King Henry VIII
- Queen Elizabeth I
- Napoleon Bonaparte
- Father Junipero Serra
- Queen Isabella I

Laissez-Faire Leadership

Laissez-faire leadership, also known as delegative leadership. This kind of leaderships are given hands-off and allow group members to make the decisions. Researchers have found that this is generally the leadership style that leads to the lowest productivity among group members. Sometimes it is more effective. They have responsible for their achievements and failures when they are doing function in productively and challenges. They are not be supported in a more structured environment. They Motivated people to perform optimally and gives them latitude to make correct decisions that might. The better off business will be – and by extension, society as a whole. It is a free market capitalism.

Strategic Leadership

Strategic leadership refers to a manager's potential to express for strategic vision for the organization, or a part of the organization. In this leadership styles are motivate and persuade others to acquire that goals and vision. Strategic leadership can also be defined as utilizing strategy in the management of employees. Strategic leadership provides techniques that focus organizations when they are deciding on their purpose and best business innovative practices that are critical for remaining competitive and relevant. Being able to learn and adapt has become important for sustainability. Unable to adapt to changing technology, climate change, and economic factors risks the organization becoming obsolete.

This kind of leaders has to face challenge and meet out the expectations of those who placed them. It is based on the strategic decisions and actions. For a strategy to succeed, the leader must be able to adjust it as conditions require. But leaders cannot learn enough, fast enough, and do enough on their own to effectively adapt the strategy and then define, shape and execute the organizational response.

If leaders are to win they must rely on the prepared minds of employees throughout the organization to understand the strategic intent and then both carry out the current strategy and adapt it in real time. The challenge is not only producing a winning strategy at a point in time but getting employees smart enough and motivated enough to execute the strategy and change it as conditions change. This requires the leader to focus as much on the process used to develop the strategy – the human dimension, as the content of the strategy – the analytical dimension.

Transformational Leadership

Transformational leader is creating valuable and positive change to followers for achieving the goals which create followers into leaders. They are working as a team to identify the needed change, creating a vision to guide the change through inspiration and executing the change in tendency with committed members of a group. The following leaders are transactional leaders in the world

- William Edwards Deming.
- Peter Drucker
- Ross Perot.
- John D. Rockefeller

In political arena, Nelson Mandela created revolution for getting equal and change takes earned authority, authenticity, commitment, mastery of communication and consistency of message. Compared to what Nelson Mandela changed in his country's political arena all that seems rather minor. But what allowed him to succeed against utterly improbable odds were the same characteristics that you need to employ in effecting lasting change in your business arena. Leading through change takes earned as researchers of strategy and organizational change, we've found

unbelievably rich examples of transformational leadership in Mandela's life. Today, on the news of this great leader's passing, I wanted to relate two favorite anecdotes that illustrate why he was so successful at giving people a reason to follow him and to feel better about themselves for having done so.

Transactional leadership

It is an integral part of the full range leadership model. A transactional leader is someone who values order and structure. They promote compliance by followers through both rewards and punishments system. Transactional leaders are able to keep followers motivated for the short-term goals achieved. Transactional leadership/Management is a part of a style of leadership that focuses on supervision, organization, and performance. Transactional leadership depends on self-motivated people who work well in a structured, directed environment. The following leaders are like a transactional leadership.

For Example, Bill Gates: "The first rule of any technology used in a business is that automation applied to an efficient operation will magnify the efficiency. The second is that automation applied to an inefficient operation will magnify the inefficiency."

They are having characteristics like focused on short-term goals, favor structured policies and procedures, thrive on following rules and doing things correctly, revel in efficiency, very left-brained, tend to be inflexible and opposed to change. They achieved goal for their self-interest, provides an unambiguous structure for large organizations, systems requiring repetitive tasks and infinitely reproducible environments, achieves short-term goals quickly, rewards and penalties are clearly defined for workers.

Bureaucratic Leadership

This kind of leadership based upon fixed official duties under a hierarchy of authority, applying a system of rules for management and decision-making. This style of leadership is very advantageous in highly regulated lines of business, and it can be an efficient management style in companies that don't require much creativity or innovation from employees. Along with the charismatic and transitional leader, the bureaucratic leadership style was first described by Max Weber in 1947. The bureaucratic style is based on following normative rules, and adhering to lines of authority. Bureaucratic leadership permit clear lines of authority, responsibility and accountability. The company may be broken down into divisions such as research and development, production, marketing, distribution and administration.

Conclusion

The leadership styles are different in the human resource management but their motive is to achieve the organizational goals whether autocratic or democratic etc., every leaders are performing for achieve their vision and foster growth for improving skill of the followers.

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