A STUDY OF EXCELLENCE OF LEADERSHIP TOWARDS ORGANIZATION DEVELOPMENT IN TAFE INDUSTRIES

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ABSTRACT

This article is about a study on "Excellence of Leadership through Organizational Development". It also explains how we can bring a positive change in the organization and how far it helps in the development of the company / organization. This article also aims to study about other factors like culture, trust, vision and mission of a company and how these factors impact the excellence of leadership. This is also considered to be one of the main factors that impacts the growth and welfare of an organization. Without it, there are high chances of the company being affected by negative impacts. To conduct this study, we have collected data from 70 workers and the obtained results and interpretation are presented in the paper. And the data collected has been analysed using descriptive methodology. The results also proves that there is a relationship between excellences of leadership towards the growth of an organization.

KEYWORDS: Leadership, organizational development, innovation, enhancement, invention.

INTRODUCTION

Leadership refers to a person's ability to command and get work done from the people working under them. Leader with high moral leads the organization towards a goal oriented aspects.co-ordination between and the man power is the basic ingredient of organizations success and completion of difficult tasks. The purpose of this composition is to enable you to move to a advanced platform that will impact effectiveness and growth. Training programs that concentrate on these two aspects of excellence should form the base of your administrative leadership development. There's no escaping the necessity for leaders to see to the practical day-to-day operations of running a platoon or organisation. Icing that task are completed on time and are of high quality is an important aspect of successful leadership. Demanding excellence from your platoon isn't enough to guarantee that their performing work will meet high performance norms. It's the part of a great leader to set, and also help them to achieve pretensions for your platoon that will push them beyond their perceived limitations. Similar researches have been conducted by many authors (Benita, 2021; Monica, 2021; Kumar, 2020; Kumar & Shree, 2019; Monica & Supriya, 2019; Mahesh & Uma Rani, 2019; Mahesh, Gigi, & Uma Rani, 2019; Robert & Monisha, 2019; Kumar & Shree, 2018).

REVIEW OF LITERATURE

Qiong and Kathryn (2021) have done research on the topic "Shared leadership and team effectiveness". For conducting this study, they have collected data from 119 employees from 26 engineering design teams from China. The variables that they considered for this study are: team size, team tenure, and educational qualifications. The findings of the study are that there is a positive impact in shared leadership and it also increases effectiveness of a team to a very great extent.

Fatma and Zafar (2020) have studied about "Analysis of leader effectiveness in organization. The sample was collected from 573 workers from 22 textile companies. The variables studied are type of organization, skills of a leader and leader effectiveness. The findings are that there is a relationship between leadership and the performance of the employees and it also states that leadership plays a very vital role in the development of the organization.

Ebrahim (2018) has studied about the impact of leadership styles on organizational performance. For doing this research, he has conducted a survey with 220 employees from 20 random companies. The variables considered for the research are organizational performance and democratic leadership. The findings clearly states that the style of leadership directly impacts the organizational performance to a certain extent.

Marc and Ellisenda (2021) have researched about the leadership styles and organizational outcomes. The sample size in this research is 167 employees from different companies. The variables studied are leadership styles and organizational outcomes. The findings are that leadership style is very important in order to provide positive outcome for the welfare and growth of the organization.

Habtamu and Jaesik (2020) have studied about the leadership styles and engagement outcomes. For conducting this research, the sample is collected from 147 people from Ethiopia and 291 people from South Korea. The variables that were taken into consideration were work engagement, employee's task performance and leadership styles. The interpretation of the research states clearly that leadership styles and the employee engagement are closely related to one another and it impacts the performance of the workers which further impacts the growth of the organization.

Kavitha and Jayshree (2014) have studied on the topic effective leadership styles. For conducting this research, they have collected a sample of 313 employees and have used convenience sampling. The purpose of the research was to bring out the relationship between MBTI and situational leadership. The findings of the research states that leaders hold the responsibility in controlling and making people under them to do their jobs in a perfect and organized manner.

Victor and Malcolm (2005) have done research on assessing leadership styles and organizational context. The purpose of this study was to study about the new leadership dimensions and related frame work in order to assess a person's leadership quality. To conduct this research data was collected from high level managers and the sample size was 222.The

findings states that all three leadership styles have even allocation and it is not dependent on demographic variables.

Susita, Mohammed and Razali (2010) have studied on influence of leadership competency and organizational culture on responsiveness and performance of firms. The purpose of this research was to study about the operations strategy of hotels so that we will be able to identify whether leadership competency and organizational culture would impact on the responsiveness. For conducting this research data was collected from 88 hotels in Malaysia. The results obtained were in such a way that leadership competency has positive impact on responsiveness and the hotel earnings.

RESEARCH METHODOLOGY

In this study, the methodology that is been used is descriptive methodology. The research was done using questionnaire method which was constructed with five-point Likert scale and it was collected from 70 employees. The obtained data is analysed using frequency analysis, mean analysis, and ANOVA.

Data Analysis

The data collected is analysed with IBM SPSS. The tool used here is frequency analysis.

The frequency of demographic profile of the respondents are given in the tables below:

Frequency Analysis

Table .1 Analysis of Age

S. No	Age	Frequency	Percent
1.	18-25	28	40.0
2.	25-35	35	50.0
3.	35-50	7	10.0
	Total	70	100.0

Table 1 indicates the frequency analysis of the age group from the demographic profile. From the above table, we can infer that most of the respondents are those whose age group is 25-35(50.0%) followed by the age group 18-25(40.0%)

35-50(10.0%).

Table.2 Analysis of Gender

S. No	Gender	Frequency	Percent
1	Male	30	42.9
2	Female	40	57.1
	Total	70	100

Table 2 indicates the frequency analysis of gender of the respondents. From the above table we can infer that most of the respondents are female (57.1%) and the remaining are male (42.9%).

Table.3 Analysis of Educational Qualification

S. No	Education	Frequency	Percent
1	Undergraduate	28	40.0
2	Postgraduate	42	60.0
	Total	70	100.0

Table 3 indicates the frequency analysis of the educational qualification of the respondents. From the above table we can infer that most of the respondents are Postgraduate (60.0%) and the remaining are Undergraduate (40.0%).

Table.4 Analysis Of Years Of Experience

S. No	Experience	Frequency	Percent
1	Less than 3 years	28	40.0
2	Less than 10 years	36	51.4
3	Above 15 years	6	8.6
	Total	70	100.0

Table 4 indicates the frequency analysis of the Work experience of the respondents. From the above table we can infer that most of the respondents are Less than 10 years (51.4%) followed by Less than 3 years (40.0%), Above 15 years (8.6%).

Mean Analysis

Table.5 Mean Analysis For Excellence Of Leadership

S.No	Excellence Of Leadreship	Mean	Rank
1	Leader should encourage employee ideas and plans (Ideas and plans)	1.27	10
2	Leader should guide the employee what to be done and how to do it (Guide)	1.39	9
3	He should always retain the final decision-making authority within his department or his team (Decision making)	1.57	8
4	Leader should correct a mistake instead of punishing or scolding employees (Punishment)	2.31	3
5	Leader can provide employees with clear responsibilities and allow them to decide how to accomplish them (Responsibility)	2.24	4
6	Did leaders help others to develop their strengths (Strength)	1.79	7
7	Did leaders create an environment where employees take ownership of them (Ownership)	2.06	5
8	Leaders would lead a group to set its own pace (Group)	1.97	6
9	In most situations, employees prefer a little input from leaders (Input)	2.34	2
10	Does leaders allow employees to be a part of decisions (Part of decision)	2.43	1

The mean value and rank are tabulated above. It is evident from mean analysis table that the excellence of leadership possesses highest mean value (2.43) followed by other variable such as Input(2.34),Punishment(2.31),Responsibility(2.24),

Ownership(2.06),Group(1.97) Strength(1.79),Decision making(1.57),Guide(1.39),Ideas and plans(1.27).Therefore it is implied,There is no excellence of leadership in an organization without an involvement of employees.

ANOVA TEST.

Null Hypothesis(H0): There is no difference between work experience and excellence of leadership in an organization.

Alternative Hypothesis(H1): There is a significant difference between work experience and excellence of leadership in an organization.

Table .6 Analysis Of Work Experience And Excellence Of Leadership In An Organization

S.NO	EXCELLENCE OF LEADRESHIP	F-VALUE	SIG
1	Leader should encourage employee ideas and plans (Ideas and plans)	2.439	.095
2	Leader should guide the employee what to be done and how to do it (Guide)	5.089	.009
3	He should always retain the final decision-making authority within his department or his team (Decision making)	1.688	.193
4	Leader should correct a mistake instead of punishing or scolding employees (Punishment)	4.130	.020
5	Leader can provide employees with clear responsibilities and allow them to decide how to accomplish them (Responsibility)	4.417	.016
6	Did leaders help others to develop their strengths (Strength)	1.408	.252
7	Did leaders create an environment where employees take ownership of them (Ownership)	4.321	.017
8	Leaders would lead a group to set its own pace (Group)	.502	.608
9	In most situations, employees prefer a little input from leaders (Input)	4.594	.013
10	Does leaders allow employees to be a part of decisions (Part of decision)	3.979	.023

Table 6 show the significance value of ANOVA.In this case,the most of the values are greater than 0.05 except punishment(.009) .Hence there is a significant difference between work experience and guide and no significant difference between work experience and ideas,decision making,punishment,responsibility,strength,ownership,group,

Input,part of decision.

Independent Sample T Test:

Null Hypothesis(H0): There is no difference between Gender and excellence of leadership in an organization.

Alternative Hypoyhesis(H1): There is a significant difference between Gender and excellence of leadership in an organization.

Table .7 Analysis Of Gender And Excellence Of Leadership In An Organization.

S.NO	EXCELLENCE OF LEADRESHIP	T-VALUE	SIG
1	Leader should encourage employee ideas and plans (Ideas and plans)	.384	.702
2	Leader should guide the employee what to be done and how to do it (Guide)	1.459	.149
3	He should always retain the final decision-making authority within his department or his team (Decision making)	.455	.651
4	Leader should correct a mistake instead of punishing or scolding employees (Punishment)	.662	.510
5	Leader can provide employees with clear responsibilities and allow them to decide how to accomplish them (Responsibility)	1.068	.289
6	Did leaders help others to develop their strengths (Strength)	2.894	.023
7	Did leaders create an environment where employees take ownership of them (Ownership)	3.034	.009
8	Leaders would lead a group to set its own pace (Group)	3.353	.020
9	In most situations, employees prefer a little input from leaders (Input)	.487	.628
10	Does leaders allow employees to be a part of decisions (Part of decision)	1.469	.146

Table 7 shows the significance value of independent sample t test.In this, most of the variables are greater than 0.05.Hence,there is no significant difference between gender and Ideas,guide,decision making,punishment, responsibility,strength,ownership,group,input,part of decision.

CONCLUSION

From this research, we can infer that leadership determines excellent organizational performance. A good leadership skill is necessary in order to achieve present and future goals of an individual as well as an organization. We can also see that a leader plays an important role in the progress and development of an organization. Some of the qualities like good communication, managing skills and decision making under uncertain circumstances are necessary to excel in leadership. Excellence of leadership is also determined by the way a leader coordinates with the employees. It is the responsibility of a leader to make the employees work without stress and have a balance between their work and personal life. Leadership styles might be different but the strategies are almost same. Leaders encourages and motivates the people working under them to maximize their efficiency in the work place.

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