The Effect of Different Leadership Style

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Abstract:

The term leadership is more valuable for management. The leadership contains high qualities behaviour such as directing, motivating, guiding and managing group of peoples. They can also motivate others to perform, create, and innovate. The factors influencing the leadership to get profitable in business are implementing the vision and values, increase morale, ensure effective communication, motivates Employees, provide appropriate resources. The interaction of the leadership style and the human resource management strategy significantly contributes to the organizational performance. The study helps to understand the effect of different leadership styles autocratic, democratic, and participative style- on employee performance. The objectives that guided the study were; to investigate the effect of autocratic leadership styles affect employee performance, to investigate the effect of democratic leadership styles on performance and to analyze the effect of participative leadership styles on employee performance in an organization. The result of this study focuses on revenue from effective different leadership style in business.

Introduction:

This leadership style and their impact on employee productivity. The study will give importance to revenue from the effective leadership style to enhance the business. Leadership is a process by which an executive can direct, guide and influence the behaviour and work of others towards accomplishment of specific goals in a given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal. Leadership is the potential to influence behaviour of others. It is also defined as the capacity to influence a group towards the realization of a goal. Leaders are required to develop future visions, and to motivate the organizational members to want to achieve the visions. The three levels of management which commonly exist in an organization are low-level, middle-level and top-level. Top-level managers are responsible for controlling and overseeing the entire organisation whereas middle-level managers emphasize on the execution of the various organizational plans and lastly the low-level managers aim at controlling and directing. The middle-level managers act as an intermediary between the low-level and top-level managers.

Leadership style:
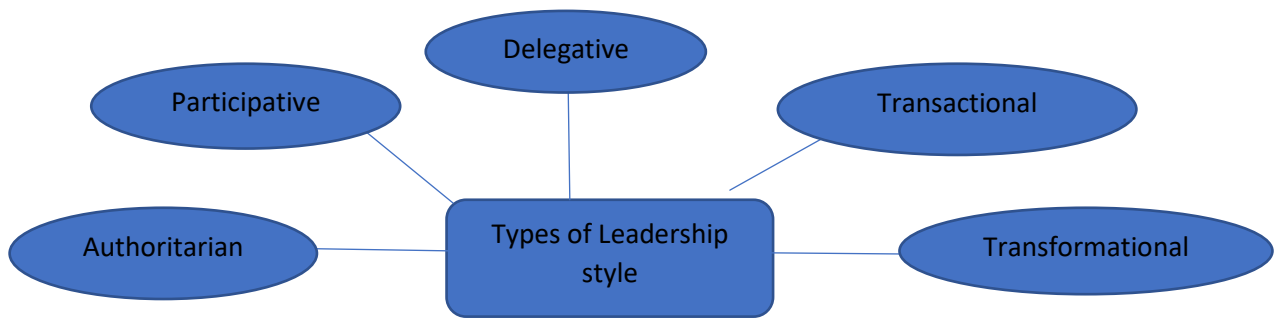
Authoritarian Leadership:

Authoritarian leaders, also known as autocratic leaders, provide clear expectations for what needs to be done, when it should be done, and how it should be done. This style of leadership is strongly focused on both command by the leader and control of the followers. There is also a clear division between the leader and the members. Authoritarian leaders make decisions independently, with little or no input from the rest of the group. Researchers found that decision-making was less creative under authoritarian leadership. Lewin also concluded that it is harder to move from an authoritarian style to a democratic style than vice versa. Abuse of this method is usually viewed as controlling, bossy, and dictatorial. Authoritarian leadership is best applied to situations where there is little time for group decision-making or where the leader is the most knowledgeable member of the group.

Participative Leadership:

It is also known as democratic leadership, is typically the most effective leadership style. Democratic leaders offer guidance to group members, but they also participate in the group and allow input from other group members. In Lewin's study, children in this group were less productive than the members of the authoritarian group, but their contributions were of a higher quality. Participative leaders encourage group members to participate, but retain the final say in the decision-making process. Group members feel engaged in the process and are more motivated and creative. Democratic leaders tend to make followers feel like they are an important part of the team, which helps foster commitment to the goals of the group.

Delegative Leadership:

It is also known as laissez-faire leadership, were the least productive of all three groups. The children in this group also made more demands on the leader, showed little cooperation, and were unable to work independently. Delegative leaders offer little or no guidance to group members and leave the decision-making up to group members. While this style can be useful in situations involving highly qualified experts, it often leads to poorly defined roles and a lack of motivation. Lewin noted that laissez-faire leadership tended to result in groups that lacked direction and members who blamed each other for mistakes, refused to accept personal responsibility, made less progress, and produced less work.

Transactional Leadership:

The transactional leadership style views the leader-follower relationship as a transaction. By accepting a position as a member of the group, the individual has agreed to obey the leader. In most situations, this involves the employer-employee relationship, and the transaction focuses on the follower completing required tasks in exchange for monetary compensation. One of the main advantages of this leadership style is that it creates clearly defined roles. People know what they are required to do and what they will be receiving in exchange. This style allows leaders to offer a great deal of supervision and direction, if needed. Group members may also be motivated to perform well to receive rewards. One of the biggest downsides is that the transactional style tends to stifle creativity and out-of-the-box thinking.

Transformational Leadership:

These leaders tend to be emotional intelligent, energetic, and passionate. They are not only committed to helping the organization achieve its goals, but also to helping group members fulfil their potential. Research shows that this style of leadership results in higher performance and more improved group satisfaction than other leadership styles. One study also found that transformational leadership led to improved well-being among group members.

Importance of leadership:

Here, we are going to see the effective leadership style which help to attain success in business.
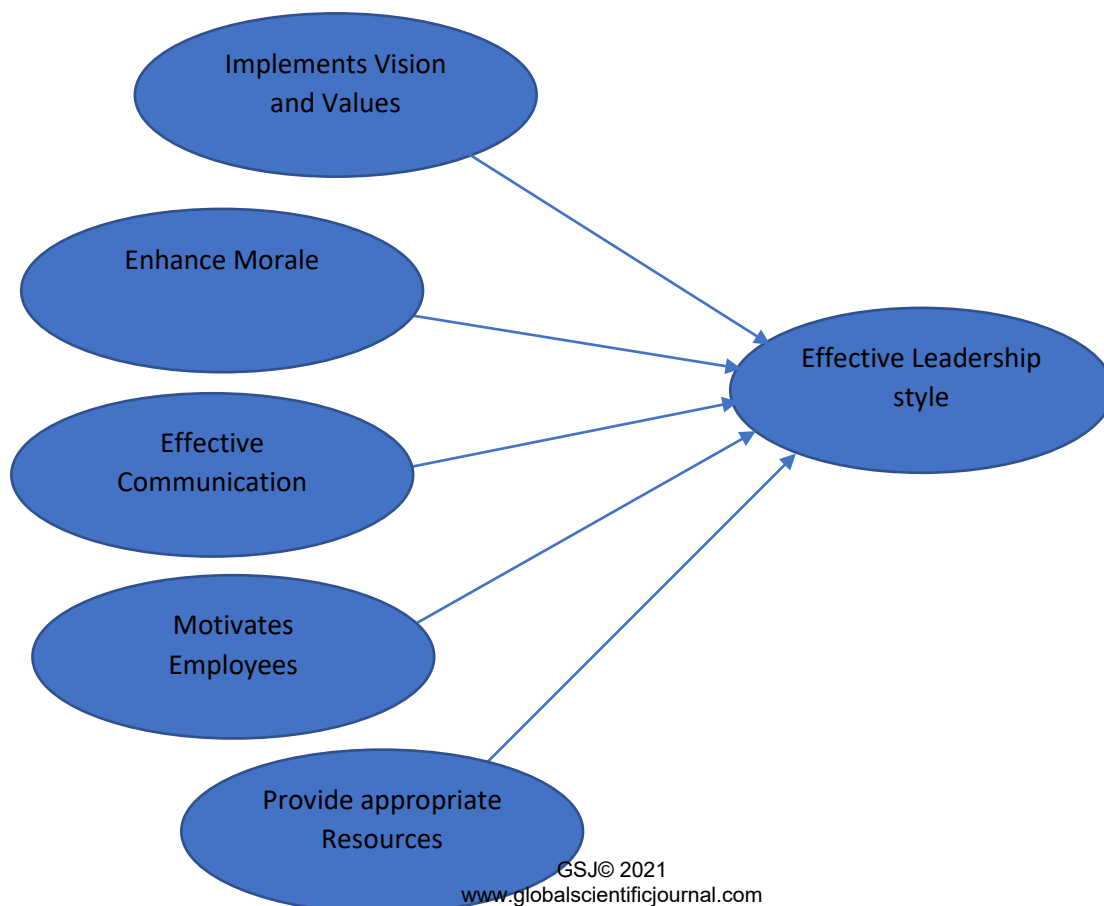
Implements Vision and values:

Most businesses have a vision of where they would like to be in the future and how they would like to be perceived by clients, stakeholders and the wider community. Sometimes both of these can get lost in the day-to-day activities of keeping a business running, but a strong leader will ensure staff are reminded of an organisation's vision and values and remind them to implement it into their daily actions.

Enhance Morale:

Businesses are nothing without their staff. Constantly recruiting is time consuming and expensive, so boosting morale to help retain staff is important to a business's success. A happy, contented workforce who feel appreciated and involved in a company's journey will be more likely to stay loyal to a business, whilst achieving productivity targets – something which a strong leader will ensure happens. A winning combination for any organisation.

Effective Communication:

When big business decisions are made, such as a new strategy or a change in direction, it is important to ensure that everyone in the company is informed, to reduce the risk of miscommunication. A strong leader will ensure effective communication reaches everyone via emails or staff meetings, and hearing it from a point of authority will diffuse any doubt as to whether the news is true or not.

Motivate Employees:

Strong business leaders will motivate employees, whether this is in monetary form by salaries and bonuses, or the implementation of schemes and reward systems that can benefit all staff. They should also recognise hard work and achievement where necessary, so staff feel appreciated for what they do and motivated to continue the good work.

Provide Appropriate Resources:

Having the right tools to do a job effectively is important for every member of staff and a strong leader will make sure these are available for the whole organisation. Doing this will show that they care about colleagues being able to produce quality work.

Increase Profit of Business:

The effective leadership can boost profits for any business. For any business that is keen to understand how leadership can contribute to its profits and growth, they could find these insights quite valuable. Businesses that are highly productive have one thing in common- strong leadership. Through strong leadership, leaders inspire their teams to be more, do more and encourage them to push the boundaries and innovate. One of the significant impacts of effective leadership is a higher level of staff engagement. Staff who are more engaged tend to be highly loyal and committed towards the business' initiatives. They effectively become key

ambassadors of the business, and they inspire others to be the same. Businesses that receive strong support and loyalty from its employees have a higher brand appeal. When your staff are loyal, they wouldn't want to leave. This means you retain more talent in your business. Which also means that subsequent costs related to staff turnover, such as recruiting new staff, as well as training them, tend to be optimised. Staff that are highly loyal and engaged tend to be rarely absent at work, through sick or unplanned leaves. Think of what are the potential savings if staff are more engaged in your business through effective and stronger leadership. Lastly, businesses with highly engaged and productive teams tend to innovate and create processes and systems, which others can follow and execute easily. They also ensure that any inefficiencies are removed when they setup such processes. This lowers their operating costs, while they remain highly productive.

Conclusion:

In summation, the role of leadership and management can work in different capacities, yet be the same when developing an organization. Leadership is nothing if it doesn't build a systems'-based management structure, and management would have no support without the work of leadership as the backbone of ideals.

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