A STUDY ON VARIOUS LEADERSHIP STYLES AND THEIR CONTRIBUTION TO SOCIETY

Mr.m.manohar, [sr,asst.professor]
Narayana Engineering College, Nellore,
Dist-SPSR Nellore, AndraPradesh,India.

_____

ABSTRACT: This study has been undertaken to find the characteristics and qualities of various type of leaders and their contribution to the followers

Index Terms: **reasons, contribution, qualities, leadership characteristics.**

_____

I. INTRODUCTION

Referring to the manifesto issued by Mrs. Besant and a number of other distinguished Indian leaders, the Civil and Military Gazette writes:- "Apart from this one would like to know who gives this handful of politicians the right to speak for India, and to make India's support of the Empire's cause conditional on the grant of impossible demands. Such a slur on India's loyalty and good sense will be repudiated with the indignation it merits by India's real leaders and spokesmen." We have refrained from expressing any opinion on the manifesto so far, but that does not preclude our asking who really are the real leaders and spokesmen of India for whom the Gazette speaks. For the rest, we have hitherto been under the impression that all the real leaders and spokesmen of India are pledged to support the Congress-League scheme. But the Gazette perhaps knows better than ourselves who are or are not our leaders.

If you want to know some of the best advice and tricks regarding leadership and team management, these 10 articles are must-reads:

1 – What is leadership? Ten ways to define it

As a first read, there is no better place to begin to define the term. What do we mean by leadership? This article will give you 10 interesting perspectives (vision, motivation, empathy…) to help you envision what it means to be a leader.

2 – Leadership styles from the 80s: Steve Jobs vs Bill Gates

They were two of the most influential figures in our time: Steve Jobs and Bill Gates, Apple against Microsoft. While their styles differed, they clearly proved themselves to be authentic leaders capable of managing teams of hundreds of people and building economic empires from virtually nothing. What could a leader learn from them? This article has the answers.

3 – Top 10 inspirational leadership quotes

If you are searching for inspiration, these quotes will help you get up in the morning ready to take on the world. "My job is not to be easy on people. My job is to make them better", said Steve Jobs. Another inspirational quote from Tony Blair: "The art of leadership is saying 'no', not saying yes. It is very easy to say yes".

4 – The 10 commandments of effective leadership

What makes an effective leader? This article gives you some tips and tricks ("have a strategic vision", "be customer-oriented", "manage conflicts", "be capable of delegating"…) that you can begin using now to become the leader that you always wanted to be.

5 – 10 unforgivable leadership mistakes you probably make

In addition to reading the recommendations, tips and tricks regarding how to be a good leader, it is essential that you avoid some of the most common mistakes. They are as clear as day and we often make them (e.g., do you use WhatsApp for work? Do you set aside some time every week to think?). If you want to be a good team manager, you need to read this article.

6 – Team management: 13 ways of gaining credibility as a leader

Managing a team sounds simple, but it is much more complicated than it appears. Questions such as how to be humble, learn to say "no" or reward a job well done often slip through the cracks in the midst of our day-to-day work. But if you want to be a good leader and team manager, you will have to take it seriously.

7 – Company leadership: 5 tricks of great CEOs that will help you grow as a leader

If you strive to be a leader in the corporate world, there is nothing better than listening to the advice of the greatest executives. This article contains some of the tricks of the trade that helped carry the CEOs of Amazon, Ryanair or Nike to the peaks of the corporate world. Many of them will surprise you.

8 – Seven leadership lessons from Darth Vader

Though it may seem strange at first, Darth Vader can help you become a good leader. After all, didn't he have a great mentor? Didn't he learn from his mistakes? While you need not enlist in the imperial army, a good leader can also learn from the dark side.

9 – Leadership quotes from the House of Cards, the most widely viewed course on leadership on television

Leadership Style Items

Transformational Leadership

My supervisor instills pride because of their association with the subordinates.

My supervisor has gained trust in myself to avoid any obstacles.

My supervisor inspires myself to be like him or her.

My supervisor goes beyond his individual interest and focuses on the interest of

his or her subordinates.

My supervisor talks enthusiastically about what needs to be accomplished.

My supervisor sets realistic vision and guides on achieving them.

My supervisor is a symbol of success and accomplishment.

My supervisor constantly views the future optimistically.

My supervisor constantly suggests new ways to accomplish things.

My supervisor always introduces new challenges and new assignments.

My supervisor encourages to think in new ways to solve problems.

My supervisor encourages to think creatively and innovatively to solve problems.

My supervisor constantly provides coaching to improve my productivity.

My supervisor always listens to my concern and helps me to improve.

My supervisor always updates me with my performance and does the necessary to develop me.

My supervisor treats each individual uniquely and attempts to satisfy subordinates current needs.

Transactional Leadership

My supervisor rewards performance when his or her expectations are fulfilled.

My supervisor always sets the right expectation with me on what is offered when performance goals are met.

Prior to any tasks, my supervisor states clear on the performance objectives, clarify rewards, and punishment when the correct output is received.

My supervisor considers their relationship with subordinates as a series of contract, deals, or service and reward tradeoffs.

My supervisor sets his focus on irregularities, mistakes, exceptions and deviations from standards.

My supervisor keeps track on all the error, mistakes and wrong doing by the subordinates.

My supervisor urges the subordinates to perform functions strictly according to positions requirement and nothing more.

My supervisor is stringent about the rules and regulation of the organization and will take the necessary action if one were to not adhere.

My supervisor does not interfere until the problem becomes serious.

My supervisor always fire fights when taking corrective measures.

My supervisor will only step in once the problems are chronic.

My supervisor will not fix a problem until it is broken. Leadership Behavior

In this research, a 13-item was adopted from Lee and Kamarul, (2008). It is used to measure three dimensions of leadership behavior, namely supportive, directive and participative behavior. Same as discussed above, survey respondents are requested to rate how closely his or her supervisor relate to the statements provided in the questionnaire. Likert scales was adopted for the respondents to rate the measurement items with (1 = strongly disagree and 5 = strongly agree). There are four items used for

Supportive Leadership

My supervisor rewards performance when his or her expectations are fulfilled.

Supervisor cares for the subordinate's welfare.

Supervisor does very little to make things pleasant.

Supervisor treats all group members as equal.

Directive Leadership

Supervisor gives clear guidance and explains on how a work needs to be done.

Supervisor decides what and how things should be done.

Supervisor maintains definite standards of performance.

Supervisor follows a schedule to get work accomplished.

Participative Leadership

Prior to making any decisions, supervisor considers the subordinates thoughts and what

they have to say.

Prior to making any decisions, supervisor consults with the subordinates.

When a problem arises, supervisor consults with the subordinates.

Supervisor asks subordinates for their suggestions and feedback.

Supervisor listens to subordinates advice on which assignments should be made/taken.

Sampling and population

The goal of this study is to understand the relationship between leadership style and behavior on employees' job satisfaction in the context of IT industries in Klang Valley and Selangor, the first step was to note down all the listed IT companies in Selangor and Klang Valley. This information was obtained through observation and information provided through colleagues and friends. The population of this research is all individuals who are employees, managers, stakeholders in IT companies in Klang Valley and Selangor. Convenience sampling was used for the purpose of this study. This is due to time constraint, quick responses and it is inexpensive compared to alternate sampling procedures.

Sources of Data

Two methods were used to collect the data, namely primary and secondary data. Primary data for this survey was obtained by means of a survey questionnaire. Quantitative approach was used in the survey questionnaire to be able to measure the relationship between the variables that helps in statistical analysis. Secondary data collection was used to gather information through findings by past researchers using the qualitative approach. Journal sources from Emerald, Proquest, Science Direct related to this topic was studied to get an understanding on the variables. Besides, online journal sources, books related to this topic provides exploratory information that is used for this research.

3.7 Data Collection

From the secondary data resources, a set of predetermined questions were created.. Three methods were used to collect data which is personally administered questionnaire, questionnaires attached with emails and online survey questionnaire.

3.7.1 Personally Administered Questionnaire

Personally administered questionnaires were sent to all employees and colleagues that are attached with IT Companies in the Klang Valley and Selangor. This method ensured to receive back all the number of questionnaire sent within a short period of time. The advantage of this method is that it avoided any unusable surveys as if the respondents had any questions they were able to get the answers immediately. Personally administered questionnaire is where most of the survey responses were obtained for this research. A sample of personally administered questionnaire is attached in the Appendix.

Questionnaires Attached with Emails

The availability of internet has helped to send and receive data with a very minimal cost and quicker time span. Questionnaires attached to emails were sent to those who were not easily accessible geographically to pass the questionnaire. Questionnaires are mailed to the target respondents by providing an introduction on the objective of the research and clear guidelines on how to fill the survey and respond back. Although reminders were sent to respondents to increase the survey response, the questionnaires attached to emails received through this method was only 13 (6.5%) out of the overall survey responses. The disadvantage of mail questionnaires attached to emails is, one may not have the time to do the survey immediately at the point that they receive it and have the tendency to forget to response once it is being left for some time in their mailbox.

3.7.3 Online questionnaire

An online questionnaire was first used to obtain data for this study. The www.surveyshare.com site was used to create the online questionnaire. The web based tool had the advantage of exporting the survey responses to Microsoft Excel format which is useful for inputting the responses in a structured manner. The automation of data exportation has helped data collection quickly. It is also cheaper to use the online tool as no paper and printing cost is involved. Data can be analysed as and when survey response is received since it automatically provides a summary and overview of all the survey responses received to date.

Statistical Procedures

Reliability Test of the Survey Instrument

presents the reliability measures for the 6 constructs discussed previously. The Cronbach's alpha value was determined from a pilot test with a sample of 30 respondents. The intention of the pilot test is to understand the ease of respondents answering the survey questions. At the same time, the reliability of the survey instrument is determined. The Cronbach's alpha value for job satisfaction, transformational leadership, transactional leadership, participative leadership and directive leadership exceeded 0.70.

As for supportive leadership the Cronbach's alpha value is 0.637. Therefore, one of the items for measuring supportive leadership was removed to raise the Cronbach's alpha value to 0.788.

VII CONCLUSION

Leader is the one who can attract the followers towards making them to adopt god method and habits to achieve many things in their life.

The study sought to investigate the effect of leadership styles practiced in an organization and their effect on employee performance. The purpose of this study is to understand the effect of different leadership stylesautocratic, democratic, and participative style- on employee performance. The objectives that guided the study were; to investigate the effect of autocratic leadership styles affectemployee 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 study followed the qualitative approaches, Secondary research will be integrated. The reason for this is to be able to provide adequate discussion for the readers that will help them understand more about the issue and the different variables that involve with it. On the other hand, sources in secondary research will include previous research reports, newspaper, magazine and journal content. Existing findings on journals and existing knowledge on books will be used as secondary research. The interpretation will be conducted which can account as qualitative in nature. To validate the research objective different scholarly views are presented of each independent variable effect on the dependent variable. At the end it was concluded that the autocratic leadership is useful in the short term and democratic leadership style is useful in all time horizon. And participation leadership style is most useful in long term and effect on employees is positive. At end some recommendations are discussed.

REFERENCES:p.subbarao,a.r.aryasri,guptha,kalyani,Sharma,bhaskar.