Role of Leadership in Business

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ABSTRACT: A leader sets a clear vision, motivates people, and leads workers to their jobs and personal enlightenment. Sets a simple vision ensures that workers can recognize and embrace the organization's future status. A young military unit may not trust a new mission directed by its commanding officer. A good leader can influence the soldiers in carrying out their duties by describing their vision and role in the result. Leadership is a function which is important at all levels of management. In the top level, it is important for getting co-operation in formulation of plans and policies. In the middle and lower level, it is required for interpretation and execution of plans and programmes framed by the top management. Leadership can be exercised through guidance and counseling of the subordinates at the time of execution of plans.

KEYWORDS: Guidance, Leadership, Management, Organizational growth, Development, Policy making.

INTRODUCTION

The vital importance of team productivity has been treated as the key purpose of the numerous papers over the last two decades. To control teams and guarantee their performance, the leader needs to be present that can inspire his subordinates and provide a vision. Leaders are expected to set intelligent priorities and motivate them enough for their operational objectives[1]. One of the more innovative fields can be considered as the field of study that focuses on analyzing the influence of leaders in influencing the success of teams. For the team members the position of leaders is seen as the vital instruments. This is because leaders play a crucial role in the formulation of common expectations, helping the team members face and overcome team problems. The critical importance of leaders on team member resulted in the creation new ways based on which leaders can provide value for the members of the team[2].

The leaders' managerial style is critical to the team's progress. In certain situations, administrators do not recognize their subordinates' key needs or expectations or do not acknowledge the disparity between the people involved in the project. As a result, the efficiency of the team members reduces due to the different problems which have not been established in time between team members[3]. It is important that leaders have good feedback that will help team members accomplish their team and corporate goals. The persuasive advice can consist of transformational leadership; it can also be recognized as personal leadership and the clear guidance required initiating a task-oriented leadership system. In this case, the distinction between the two forms of leadership actions should be looked at[4]. The administration or management style of the job concentrates on carrying out the task in a timely and accurate manner. Task-oriented executives formulate the plans for easy-to-reach targets that will make team members perform together. Personal leadership, however, is primarily concerned with the development of a healthier and better atmosphere for workers to be inspired and driven[5].

LITERATURE REVIEW

1. Concept of Leadership:

Leadership is known in the literature as a commonly debated topic. Leadership is known as a means of directing others. The level of service is of vital significance to workers. Employees are most likely to do well if they know their goals and specifications well. Although leaders have the right mission and assignment, various models of leadership have different approaches to how roles are delegated. Leaders are claimed by influencing team members to make a positive impact on the effectiveness of the organization[6]. Leaders have a significant impact on the organization's supporters. Therefore, to determine its effect on addressing multiple
corporate challenges, it is important to consider the essence of leadership types such as transactional and transformational[7].

Many organizations are actively trying to formulate a team and workflows to make the organization’s efficiency more efficient. The role of leaders in the organization is highly critical to accomplish this. Formulation of high-performance teams can be done by the learning of team members' preferences and references. In addition, each association member should have specific duties, commitments and recognize their position in this entity. In brief, top-level managers' priorities need to be adequately defined and conveyed to staff and dependents. In general, the system based on incentives is used for inspiring followers in transactional leadership. The inspiration provided by this strategy, however, does not last long. This style is aimed at strengthening the cooperation between organizational stakeholders and their transition leadership. Transformative leaders make their supporters feel part of the enterprise[8].

2. Role of a Leader:

Following are the main roles of a leader in an organization:

- **Required at all levels** - Leadership is an essential role at all management levels. At the top level, coordination in drawing up plans and policies is critical. At both the central and lower level, plans and programmes framed by top management are required for the interpretation and implementation. Leadership may be practiced by giving guidance and advice to the subordinates as the proposals are enforced.

- **Representative of the organization** - A leader, i.e., the business delegate is considered to be a director. The problem must be reflected at lectures, conventions, workshops, etc. The job is to educate the public about the company's reasoning. He is still the official in his own agency[9].

- **Integrates and reconciles the personal goals with organizational goals** - A leadership characteristic aims to harmonize/integrate workers' professional priorities with the corporate objectives. It attempts to organize people's activities to accomplish a shared aim and thereby achieve goals. This will only be accomplished if he is able to influence and collaborate readily and to follow the targets.

- **Solicits support** - A leader is a manager and also a person who entertains and encourages subordinates to service and cooperation. He is able to do so through his attitude, knowledge, maturity and experience. A leader must welcome feedback and incorporate them in business plans and services, if necessary. Thus, he may call on workers to give them maximum support which contributes to preparation to function and thus productivity.

- **As a friend, philosopher and guide** - The three dimensional characteristics of him must be held by a leader. He will be a friend by communicating with the staff his thoughts, views and wishes. Through using his intellect and his knowledge and leading workers when needed where and where he wants, he can be a philosopher. It will direct and convey the strategies and strategies of top management to the employees, and ensure their commitment to achieve the aims of the organization. He may sometimes also play the role of an adviser by advising himself and fixing problems. He will learn from and attempt to fix workers' issues.

3. Effect of leadership on job performance and job satisfaction:

Transformational management style improves employee loyalty while transactional leadership has a negative effect on employee satisfaction. Goleman says that "a leader should hold every leadership style in his bag, like a golfer, and he should be quite unwilling to know what style to use in that situation as you cannot use the same ball every time you play golf." It is important to be aware of the value of contingency theories to maximize work satisfaction. The pay, income, promotion and contact have been less satisfied and they will be more satisfied with the kind of work and good supervisors. The connections between leadership and staff and work satisfaction were important. They were significant. Healthy employee partnership raises the degree of employee happiness; however, situation management may have a detrimental effect on employee satisfaction[10].
4. Leadership perception:

Members, administrators, and staff view the climate and business atmosphere in vast numbers. Perception was a challenging factor of human behavior; different people's experiences need not be the same. It was difficult to attain goals as leaders and supporters held very different views within the framework of the organization. In today's business context, workers expect that executives to be people-oriented and they see collaboration as the foundation for corporate management. In a review, a stereotype was explored of women being unsecure, check-up, and team play competent. Women were non-hierarchical and involved in exchanging power and knowledge. A pessimistic perception can lead to incorrect choices and can be harmful to both leaders and organizations. Viewing was a phase in which the leader needs to rationally evaluate the situation and the facts. The leaders' hearing and communication abilities contribute to a more empathetic and productive approach to the situation.

5. Moderating Factors in leadership:

The latest study has highlighted moderating leadership variables. A variety of theories have examined the moderating influence on the relation between leadership and productivity of various variables like subordination, job, and psychology. A leadership philosophy that highlights workers' needs. In order to accomplish the goal of a team that could be accomplished with the participation of a leader, organized ties between the team members were necessary. He assumes that the success of leadership relies on the workers' wishes. Contrary to that hypothesis, the moderating position of the leader's needs demonstrated a lesser link between employee tension and a task-oriented leader's desire to lead. The top task-oriented leader places pressure on the employee and therefore results in tension. The need for leadership relied on a leader's characteristics. The study raised two important questions: (a) when the employees need support of a leader, do they show and (b) would the leader change the style of motivation and inspiration depending on the need of the employees.

CONCLUSION

Leadership refers to the capacity in a community to affect, alter and monitor the actions of others. It is the power to control and direct members of an association by entity or group of people. A simple vision, communicating the vision and willingly pursuing others, and offering awareness, information and strategies for achieving the vision, are the key goals of guiding. Leadership essentially consists of a person or an organization's willingness to lead or influence others. The importance of leadership in the growth of organizations is being widely understood today. Leadership is a desire to own the organization and to do the most for the company. Their willingness.

REFERENCES


