

## A STUDY ON LEADERSHIP STYLES AND IMPORTANCE IN ORGANIZATION

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### Abstract

The process of encouraging individuals to accomplish a common purpose or objective is known as leadership, and it is a crucial aspect of organizational behaviour. There are many different styles of leadership, including transactional, democratic, laissez-faire, authoritarian, and democratic. Effective leaders are able to modify their leadership style to fit various contexts and situations. Each style has its own advantages and disadvantages. Individuals and organizations can increase performance by developing successful leadership strategies with the support of an understanding of the various leadership styles.

**Keywords:** Leadership, organizational, behaviour, leadership styles, performance, Organizational importance

### I. Introduction

The ability of an individual or group to influence, inspire, and direct others towards a common purpose or objective is referred to as leadership and is a vital concept in organizational behavior. Effective leadership is crucial for the success of an organization because it fosters teamwork, innovation, and creativity while additionally improving general performance and productivity.

Managers and leaders have the opportunity to explore a variety of leadership ideas in the context of organizational behavior. These concepts of leadership are reflected in these styles, which may additionally impact how motivated, engaged, and satisfied employees are.

The purpose of this article is to give a general overview of the various approaches to leadership used in organizational behaviour. We will examine the key characteristics of each style, as well as their advantages and disadvantages, and talk about how to use them in various organizational environments. Individuals and organizations can create more effective leadership strategies, improve their performance, and accomplish their objectives by having a greater understanding of the various leadership styles.

## **II. Literature Review**

The history of leadership focus, this paper explores the evolution of leadership focus across time, the subtleties of leader focus as depicted in the historical development of leadership theory, and the current appearance of servant leadership and servant followership theoretical frameworks. The essence of leadership, its styles: A review and personal account commentary, 2022, The primary goals of the essay are to demonstrate the development of leadership skills and the situational application of various leadership philosophies. The research also discussed various forms of leadership, how leadership is put into practice, and numerous challenges to leadership.

Leadership styles and leadership behaviours in family firms: A thorough study of the academic literature on leadership in family businesses was undertaken by the author, and we were able to establish a relationship between general leadership types and family firm-specific leadership behaviour. The interplay of leadership styles, innovative work behaviour, organizational culture, and organizational citizenship behaviour.

The main goal of this study is to highlight the relationship between leadership styles and creative work behaviour among Heads of Departments (HODs) at higher education institutions (HEIs), taking into account the mediating and moderating effects of organisational culture and organisational citizenship behaviour. A survey approach has been used, and the results show that leadership styles have a significant beneficial impact on workers' 'Impact of leadership on organisational performance. This study examined the impact of leadership on the organisational performance of Coca Cola Company in Abuja, The study found that organisational performance of every corporation is influenced by leadership. According to the study's findings, an organization's leadership style alone determines whether its goals and objectives will be met.

## **III. Leadership in Organizational Behaviour**

In organizational behaviour, "leadership" is the process through which individuals or organisations influence, direct, and inspire others to cooperate in achieving a common purpose or objective. It requires the capacity to motivate others to perform at their peak, develop an overall vision, and to create plans of action to bring about the desired effects.

Effective leadership plays an important role for the success of an organization because it develops a great workplace culture, boosts employee morale, and encourages teamwork and collaboration. A strong leader may influence how motivated, engaged, and satisfied employees are at work, which can improve output and efficiency.

People in many different kinds of roles, such as managers, supervisors, team leaders, or even individual contributors who consider leadership roles, can exercise leadership in organisational

behaviour. It requires a variety of abilities, including strategic planning, problem-solving, communication, and decision-making.

Organisational behaviour includes a variety of leadership ideas, including autocratic, democratic, laissez-faire, transformational, and transactional leadership. The most successful leaders are able to modify their style to fit various contexts and situations. Each style has its own advantages and disadvantages.

#### **IV. Styles of Leadership**

##### ***Autocratic Leadership***

An autocratic leader is one who has total authority over decision-making and doesn't ask for input or criticism from subordinates. This approach is frequently employed when the leader needs to make important decisions quickly and decisively or when they have the specialised knowledge or skills to do so.

While this approach can be successful in some circumstances, it can also cause team members to feel powerless and underappreciated, which can lower morale and motivation. Additionally, it may prevent subordinates from contributing their ideas or suggestions, which can hinder creativity and innovation.

##### ***Advantage and Disadvantage***

- The authoritarian leader can make choices quickly without wasting time asking for advice from subordinates.
- A clear chain of command may be established with this management style, which can reduce misunderstanding and guarantee that tasks are performed quickly.
- Low morale and motivation: Subordinates may experience low morale and motivation as a result of the autocratic style since they may feel disempowered and underappreciated.
- Lack of creativity and innovation: This leadership style may prevent employees from coming up with new ideas or improving existing ones.

##### ***Democratic Leadership***

A democratic leader actively asks for feedback from their team members and promotes participation in decision-making. When a leader lacks all the information necessary to make a choice or when team members have specialised knowledge or skills that can be helpful in the decision-making process, this style of leadership may be beneficial.

Democratic leaders can promote a sense of empowerment and ownership among employees by including team members in the decision-making process. This can boost employee motivation and job

satisfaction. As team members are encouraged to share their thoughts and perspectives, this method of leadership may also encourage creativity and innovation.

### ***Advantage and Disadvantage***

- High motivation and engagement: Because employees are encouraged to participate in decision-making and feel empowered to provide their views, the democratic management style may result in subordinates who are more motivated and engaged.
- As team members are encouraged to share their thoughts and perspectives, this leadership style can foster creativity and innovation.
- Time-consuming: The democratic approach can take a long time because it includes asking subordinates for their thoughts and comments, which can delay the decision-making process.
- Too many individuals being involved in the decision-making process may sometimes result in decision paralysis, where no choice is taken at all.

### ***Laissez - Faire Leadership***

A leader who practises laissez-faire leadership listens to subordinates' opinion and offers little guidance or direction. When team members are highly talented, experienced, and capable of working independently with little oversight, this approach may be successful.

The team members may not be clear on what is expected of them or what their role is, which can cause confusion and a lack of direction. It can also result in low accountability because employees may not feel accountable for the results of their job.

### ***Advantage and Disadvantage***

- Flexibility: This working method can be flexible, enabling team members to utilise their unique talents and preferences.
- As team members are encouraged to experiment with novel concepts and strategies, this leadership style may promote creativity and innovation.
- Low accountability: Because employees can not feel accountable for the results of their job, this style may result in low responsibility.
- Efficiency: Without clear direction or leadership, employees may spend time or resources on projects that are not in line with the organization's objectives.

### ***Transformational Leadership***

A leader who practises transformational leadership inspires and motivates their team to strive towards a common goal. This approach is frequently employed when there needs to be a big change or transformation or when originality and imagination are essential.

Transformational leaders can increase their followers motivation and engagement by providing a supportive work environment and developing relationships with team members. As team members are encouraged to think creatively and innovatively and explore new ideas, this approach may also encourage creativity and innovation.

### ***Advantage and Disadvantage***

- Motivation and engagement: As employees are motivated to work towards a common goal, the transformational approach can increase subordinates' motivation and engagement levels.
- Creativity and innovation: This leadership style can foster creativity and innovation since it encourages team members to think creatively and innovatively.
- High expectations: If the transformational approach fails to live up to the high expectations it sets in its subordinates, it may result in burnout or disappointment.
- Time-consuming: Because this approach includes frequently interacting and forming relationships with team members, it can be time-consuming.

### ***Transactional Leadership***

The leader in a transactional leadership style concentrates on reaching certain goals and pays or penalises subordinates according to their performance. This approach is frequently employed in circumstances where it is crucial to have clear expectations and accountability, or where there are particular metrics or targets that must be achieved.

Transactional leaders may help subordinates understand what is expected of them and how their performance will be judged by giving explicit instructions and feedback. Additionally, since team members are motivated to work towards particular objectives or goals, this approach may create a sense of urgency and motivation in them as well.

### ***Advantage and Disadvantage***

- sets clear guidelines and standards for team members
- promotes responsibility and accountability
- can cultivate a culture of praise and criticism
- Possibly ineffective in teams with a lot of expertise or experience

## **V. Importance of Leadership**

Leadership is essential to organisational behaviour because it affects how workers relate to one another and the business as a whole. Employee engagement, job satisfaction, productivity, and overall organisational success can all be enhanced by effective leadership. Promote creativity; facilitate change, and all of these things work together to make an organisation successful and thriving.

The following are some of the main factors that make leadership crucial to organisational behaviour:

1. Establishes the Tone: Leaders establish the values and culture of their organisations. Leaders' attitudes and behaviours filter down to the rest of the team, affecting how workers act and engage with one another.
2. Effective leaders inspire and motivate their team members to give their best effort. Leaders may encourage staff members to feel appreciated and invested in their work by defining clear expectations, giving guidance, and providing assistance and feedback.
3. Builds Trust: Building and maintaining trust is an important task for leaders in any organisation. A successful organisation depends on open communication, teamwork, and collaboration. These are all made possible by trust.
4. Promotes Change: Change is a given in any organisation, and leaders need to be adept at handling it well. They must be able to explain the need for change, offer guidance and assistance during the transition, and aid staff in adjusting to new practises.
5. Encourages Creativity and Innovation: Innovative leaders can help their companies stay one step ahead of the competition. Leaders may motivate staff to come up with fresh concepts and methods by fostering an environment that encourages experimentation and learning.

## **VI. Conclusion**

In conclusion, leadership is essential in determining an organization's culture, effectiveness, and success. There are numerous approaches to leadership, and each has benefits and drawbacks. While the democratic style encourages participation and cooperation, the autocratic style offers clear direction and prompt decision-making. High levels of autonomy and independence are permitted by the laissez-faire approach, whereas the transformational approach encourages and drives team members towards a common goal. The transactional model also offers explicit accountability and advice. Understanding the advantages and disadvantages of each leadership style can aid individuals and organizations in creating more effective leadership strategies. Effective leaders are able to modify their leadership style to fit various situations and circumstances.

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