

# IMPACT OF LEADERSHIP STYLE

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## Abstract:

It focuses upon human behavior in an organization. In the high degree of competition & various individuals holding different kind of characteristics from micro to macro factors. The various styles of leadership .They influence people & process both for better accomplishment of goal.

**Keywords:** Organization, influence,goals,behavior.

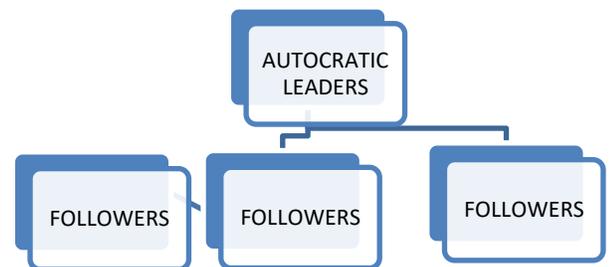
## Introduction:

This research work focuses upon review of literature.Appropriate journals, periodicals, newspapers, write ups and seminar/conference papers dealing on impact of leadership styles & productivity is reviewed.It was noticed that the performance is influenced by leadership styles.

**Review of literature:** Leadership style is the manner and approach of providing direction, implementing plans, and motivating people. As seen by the employees, it includes the total pattern of explicit and implicit actions performed by their leader (Newstrom, Davis, 1993). If the task is highly structured and the leader has good relationship with the employees, effectiveness will be high on the part of the employees. The study further revealed that democratic leaders take great care to involve all members of the team in discussion and can work with a small but highly motivation is needed.

The first major study of leadership styles was performed in 1939 by Kurt Lewin who led a group of researchers to identify different styles of leadership (Lewin, Lippit, White, 1939). This early study has remained quite influential as it established the three major leadership styles: (U.S. Army, 1973):

- o **authoritarian or autocratic -** Leader tells his or her employees what to do and how to do it, without getting their advice. The concentration of power lies in their hands.Some of the leaders are "benevolent "the advantage is that their is speed in the decision making.



- **participative or democratic** - The leader includes one or more employees in the decision making process, but the leader normally maintains the final decision making authority. Akpala suggested that argued that this form of leadership is claimed to be earliest amongst all other leadership style. The managers discuss with the subordinates before he issues general or broad orders from which subordinates feel free to act on. The superior allows the subordinates opportunity to use their initiative and make contributions. The drawback lies is that slow decision making, lack of accountability for decision.
- **delegate or laissez-fair-** It is also called as **free-rein**. The leader allows the employees to make the decisions. However, Kahai stated the leader is still responsible for the decisions that are made. Here the leaders attempts to exercise a little control or influence over the members. Decision making under this leadership is performed by whoever that

is willing to accept it. Decision making is also very slow and there can be a great deal of “buck passing”.

- **transformational leadership** - As per Jeremy they guide their subordinates by framing goals which can be achieved by role & tasks. They hold some different attributes to transform the processes & people both. It is much more than charismatic leadership. Bernard says that explained that transactional leadership depends on contingent reinforcement, either positive contingent reward or the more negative active or passive forms of management-by-exception.

### **Conclusion:**

It is observed from the above review of literature that Leadership styles, process, people are interconnected with each other. They take risks, influence the subordinates, towards achievement of goals. The basic key is to impart cohesion, goal accomplishment & job satisfaction.