

## THE EFFECT OF LEADERSHIP ON ORGANISATIONAL BEHAVIOUR AND PERFORMANCE

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### **Abstract**

Leadership plays a significant role in shaping the organizational behaviour and performance of any company. This research paper explores the various leadership styles and their impact on organizational behaviour and performance. It examines the different factors that influence effective leadership and how leaders can use their skills to motivate their employees to achieve better outcomes. The study concludes that a leadership style that aligns with organizational culture and values can foster a positive workplace environment and enhance organizational performance.

**Keywords:** leadership, organizational behaviour, behaviour, performance.

### **I. INTRODUCTION**

Leadership is a critical element of organizational success, as it influences the behaviour and performance of employees in the workplace. The ability of leaders to guide, motivate and inspire their subordinates towards a common goal has a significant impact on the organization's overall performance. This research paper aims to examine the impact of different leadership styles on organizational behaviour and performance.

Effective leadership has been shown to enhance employee motivation, job satisfaction, and productivity, resulting in improved organizational performance. However, leadership styles can also have negative effects on employee behaviour and performance, depending on the leader's approach. Thus, it is essential to understand the different types of leadership styles and their impact on organizational behaviour and performance to identify the most effective leadership style for a particular organization.

The paper will analyse the various leadership styles, including autocratic, democratic, laissez-faire, transformational, and transactional leadership styles. It will explore the factors that influence effective leadership, such as the leader's personality, values, communication skills, emotional intelligence, and organizational culture. Additionally, it will examine how leadership style impacts organizational behaviour, including employee motivation, job satisfaction, and productivity.

The study will also explore the impact of leadership on organizational performance, including profitability, productivity, and employee retention. The research paper will conclude by discussing the importance of aligning leadership style with organizational culture and values to foster a positive workplace environment and enhance organizational performance. Overall, the research paper aims to provide a comprehensive analysis of the effect of leadership on organizational behaviour and performance, providing insights into effective leadership practices for organizations to succeed.

## **II. LEADERSHIP STYLES**

Leadership styles are the different approaches that leaders use to manage and motivate their subordinates. There are several types of leadership styles, including autocratic, democratic, laissez-faire, transformational, and transactional leadership styles. Autocratic leadership is characterized by the leader making all the decisions without consulting their subordinates. In contrast, democratic leadership involves the leader involving their subordinates in decision-making processes. Laissez-faire leadership style is characterized by the leader allowing their subordinates to make decisions with little or no input from them. Transformational leadership is characterized by the leader inspiring and motivating their subordinates to achieve common goals. Transactional leadership involves the leader setting clear goals and providing rewards or punishments based on the achievement or non-achievement of these goals.

### **III. IMPACT OF LEADERSHIP ON ORGANIZATIONAL BEHAVIOUR**

Leadership style has a significant impact on the behaviour of employees in an organization. Studies have shown that autocratic leadership style can lead to decreased job satisfaction and motivation among employees. In contrast, democratic leadership style promotes employee participation and involvement in decision-making, leading to increased job satisfaction and motivation. Laissez-faire leadership style has been associated with a lack of direction and accountability, resulting in decreased productivity and employee satisfaction. Transformational leadership style has been found to enhance employee performance by inspiring and motivating them to achieve organizational goals. Transactional leadership style, on the other hand, has been associated with increased productivity and employee satisfaction due to the clear goals and rewards/punishments system.

### **IV. IMPACT OF LEADERSHIP ON ORGANIZATIONAL PERFORMANCE**

Leadership style also has a significant impact on organizational performance. Effective leadership has been linked to increased productivity, profitability, and employee retention. Studies have shown that organizations with transformational leadership styles tend to outperform those with other leadership styles. Transformational leaders inspire and motivate their employees, leading to increased job satisfaction, motivation, and productivity. Transactional leadership has also been associated with increased productivity and profitability due to the clear goals and rewards/punishments system. On the other hand, organizations with autocratic or laissez-faire leadership styles tend to have lower productivity and profitability.

### **V. FACTORS AFFECTING EFFECTIVE LEADERSHIP**

Several factors influence effective leadership. These include the leader's personality, values, communication skills, emotional intelligence, and organizational culture. Leaders who are self-aware, empathetic, and have good communication skills tend to be more effective in leading their subordinates. Organizational culture also plays a significant role in effective leadership. Leaders who align their leadership style with the organization's culture and values tend to be more successful in motivating their subordinates and achieving organizational goals.

## VI.CONCLUSION

Effective leadership is critical to the success of any organization. Different leadership styles have varying impacts on organizational behaviour and performance. A leadership style that aligns with organizational culture and values can foster a positive workplace environment and enhance organizational performance. Effective leadership requires self-awareness, empathy, good communication skills, and the ability to align leadership style with organizational culture and values. Organizations should invest in developing effective

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