

A Study on Perception of Employees Toward Leadership Styles

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Abstract: This paper presents a study on perception of employees toward leadership styles.

Keywords: Leadership Styles.

1. Introduction

The successful leaders of any organisation perform tasks and act in a way that provides followers with satisfaction and fulfillment in performing the work required and reaching the objectives. A leader triggers “Will to do” shows the way and guides group members towards goal accomplishment. As a writer astute only observed “where there is no vision, the people perish leaders give vision, he people perish” Leaders give vision to their followers and leading is a necessary ingredient of successful management.

Leadership style plays an important role in shaping the behavior and attitudes of the members of an organization. In recent years, the study of leadership has drawn more attention to its role in the failure or success of an organization. Many studies have focused on investigating the role of leadership in developing countries. However, little is known about the leadership styles in developing world organization. This research will attempt to enhance the understanding of the different emerging leadership styles in organization of a developing economy.

Most of us are familiar with the word ‘leader’. The word leadership can refer to the process of leading, the concept of leading and those entities that perform one or more acts of leading. In our day to day life, leadership can be viewed as either actual or potential.

2. Objectives of the study

- To identify the leadership styles
- To study the role of superior in influencing the employee’s performance.
- To analyse the employee’s perception towards the leadership.

3. Limitations of the study

- Time constraint was the biggest limitation. The project had been completed within 3 months and hence the sample size had to be lesser.

- The data collected is Coimbatore District alone and is cannot be generalized for all areas.

4. Statement of the problem

Leadership roles today are challenging particularly because we live in a knowledge economy and operate in the era of knowledge workers. Leadership success in this context will depend on how the leader mobilizes his people to achieve extraordinary results. While other resources such as machine, material, etc. Having a satisfied work force is very much essential for smooth working of every organization.

There is also an urgent need to focus on the personality of leaders so that their skills and talents are robust enough to keep pace with modern times. Effective leaders can anticipate problems and quickly respond to new realities. Industrial world today offers many unprecedented and yet challenging opportunities for growth. Leaders are therefore called to rethink traditional ways and play a greater and innovative role to face them with foresight and courage. Hence this study is conducted to know whether the workers are satisfied with the leadership qualities, communication, decision making, goal setting, training, motivation of the company. Therefore, this study is undertaken.

5. Review of literature

Lisa A. Weinberger (2003), “Relationship between Emotional Intelligence, Leadership Style and Perceived Leadership Effectiveness”. The purpose of this study is to investigate the relationship between emotional intelligence, leadership style and leadership effectiveness. Effective leaders learn to shift their decision-making styles to match changing business environments. Simple, complicated, complex & chaotic contexts, each call for different managerial responses. By correctly identifying the governing context, staying aware of danger signals, and avoiding inappropriate reactions, managers can lead effectively in a variety of situations.

Juanjuan Jiang (2004), “The Study of the relationship Between leadership Style and Project Success”. From three aspects of literatures: leadership style, project success factors, and the match of leadership type and project type, this paper studied the relationship between leadership style and project success, and found that although leadership or manager is rarely

included in the project success factors, it influences the performance of project through various patterns, like the collaboration of teamwork, management of source, communication with both followers and clients.

Atika Modassir and Tripti Singh (2012), “Relationship of Emotional Intelligence with Transformational Leadership and Organizational Citizenship Behavior”. This study shows that EI in leaders encourages conscientiousness and altruism in followers. Thus, leaders who can identify and manage their own emotions and those of others create more sincere and helpful followers in their organizations. It also demonstrates the enormous impact the EI of a leader has on follower behavior at the work place. Organizations can use this knowledge to their advantage. By encouraging EQ, they can enhance the desirable role behavior in the members of their organization.

6. Research methodology

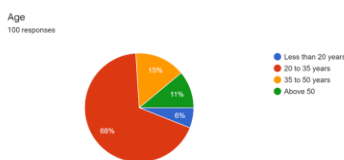
The research includes collection of both primary and secondary data. A sample of 100 respondents is selected. Responses were collected through questionnaires sent via Google forms. The analysis and interpretation are made using percentages and frequency distribution. Interpretation of the results is shown through simple tables and charts.

7. Data analysis and interpretation:

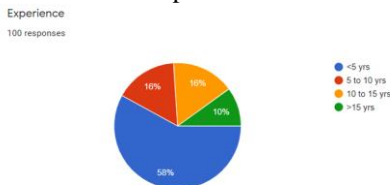
1. Gender of the respondents



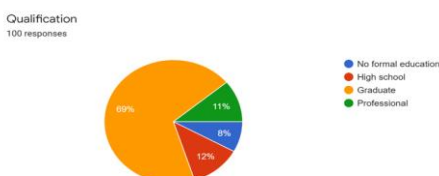
2. Age of the respondents



3. Experience of the respondents

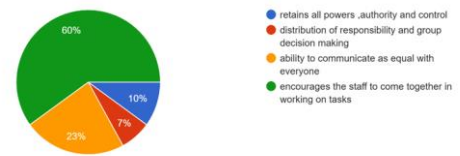


4. Qualification of the respondents



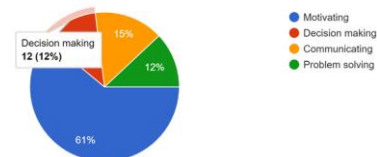
5. Qualities of the leaders

What type of qualities does your leader possess
100 responses



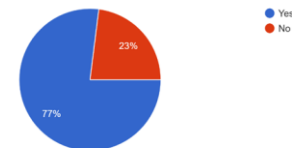
6. Kind of quality that the leader possesses

What kind of qualities did your leader possess
100 responses



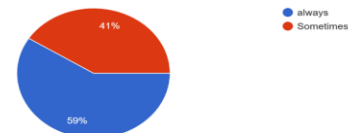
7. Leaders response to the complaints

Does your leader responds to your complaints
100 responses



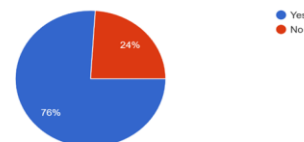
8. Time period of response to the complaints

How often does he respond to your complaints
100 responses



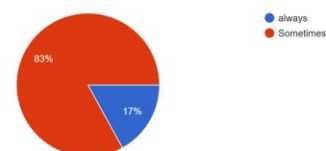
9. Appreciation to the work

Does your superior appreciate your work
100 responses



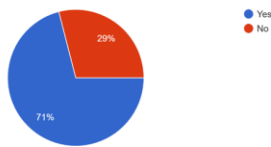
10. How often appreciation is done

How often does he appreciate your work
100 responses



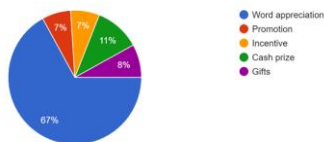
11. Motivation to the employees

Does your leader motivates you
100 responses



12. Way of motivation

His way of appreciation
100 responses



8. Findings

- Majority, 72% of the respondents are male.
- The majority, 68% of the respondents belong to the age group between 20 years to 35 years.
- Majority, 58% of the respondents had below 5 years of experience in the organization.
- Majority, 69% of the respondents are graduated.
- Majority, 60% of the respondents has stated that their superiors encourages the staff to come together in working on tasks.
- The majority, 61% of the respondents have said motivating is the quality of good leader.
- The majority, 77% of the respondents says leader responds to complaints.
- Majority, 59% of the respondents disclose that leader always response to their complaints.
- The majority, 76% of the respondents have said superior appreciate to our work.

- The majority, 83% of the respondents have said superior sometimes appreciate the work.
- The majority, 71% of the respondents have said leader motivates to the employees.
- The majority, 67% of the respondents have said word appreciation is the important of motivate the employees.

9. Suggestion

- Improving worker's participation in management by means of getting suggestion from the employees.
- Improve both financial and non-financial incentives to motivate the employees.
- Superior should appreciate the job of the subordinates always.

10. Conclusion

. Research findings shows today that the approach to effective leadership style that no style is the best, but rather the successful leader is the one who can access the situation and choose the most appropriate style, paying attention to the needs of the individual, the group and the organisation. A close analysis of the situation in which the organisation operates and the identification of the style of leadership the organisation uses will help to enhance leadership training. Furthermore, the impact of leadership styles on employees' performance as well as employees' output requires adequate efficient and effective type of leadership styles to be adopted in order to enhance profitability, accountability, employee performance and organisational productivity.

References

- [1] Cheung Francis, Yeung Dannii and Wu Anise. (2017). Employees' Perception of Leadership Styles and Successful Aging in the Workplace. Journal of Career Development.