



IMPORTANCE OF LEADERSHIP IN AN ORGANIZATION

A Vinod Kumar

*PG Department of Commerce, Jawaharlal Nehru Rajkeeya Mahavidyalaya,
Port Blair, A & N Islands.*

Abstract

Leadership is an important factor for making an organization successful. Leadership is a ability to of a manger to induce the subordinate to work with confidence and zeal. Leadership is the motivating power to group efforts. The aim of paper is to explore the need and importance of leadership in an organization. Leadership focuses on encouraging individuals to add more to the overall effectiveness of an organization. The study also deals with the qualities of a leader and their styles. It is an art of influencing people to perform assigned tasks willingly, efficiently and competently. Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. Leadership is considered as an essential part of effective management. Leadership is a potential to influence others. In an organization, leadership communicates the mission and vision and inspires individuals to fulfil the goals of an organization. Effective leadership directs the activities of an organization towards the attainment of the specified organizational goals. In an organization, leaders set the direction and they use management skills to guide their subordinate's to the right destination, in a smooth and efficient way.

Keywords:*Leadership, importance of leadership, leadership styles.*

Introduction

Leadership is the process of influencing the activities of an individual or a group in efforts towards the achievement of goals in a given situation. The word leadership was firstly used in the 14th century for describing a person who was in charge. Leadership is an innate quality as well as it can also be learned. In an organization leadership is the ability of the management to make sound decisions and inspire others to perform well. It is a process of directing the behavior of others towards achieving a common goal.

Leadership is a process by which an executive can direct, guide and influence the behaviour and work of others towards accomplishment of specific goals in a given situation. Leadership is an essential management function that helps an organization to direct its resources for goal accomplishment and enhanced efficiency. Leaders and their leadership skills play an important role in the growth of an organization. It is also defined as a capacity to influence a group towards the realization of a goal. Leaders in an organization are required to develop future visions and to motivate the members to achieve the targeted goal. Leadership captures the essentials of being able and prepared to inspire others.

Leadership is a process by which an executive can direct, guide an influence the behaviour and work of others towards accomplishment of specific goal in a given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence and with great enthusiasm. Leadership involves making sound and sometimes difficult decisions, creating and articulating a clear vision,



establishing achievable goals and providing followers with the knowledge and tools necessary to achieve these goals.

Definition of Leadership

Leadership involves influencing task objectives and strategies, influencing commitment and compliance in task behaviour to achieve these objectives, influencing group maintenance and identification and influencing the culture of an organization. - **Gary Yuke.**

Leadership is the process by which an executive imaginatively directs guides and influences the work of others in choosing and attaining specified goals. - **Theo Haimann**

Leadership is the ability to get men to do what they don't like to do and like it. - **Harry S Truman**

Leadership is the ability of a manager to induce subordinates to work with confidence and zeal. - **Knnontz and O'donnell**

Leadership is the ability of superior to influence the behaviour of his subordinates and persuade them to follow a particular course of action - **Chester Barnard**

Leadership is the activity of influencing people to strive willingly for mutual objectives - **George R. Terry**

Leadership is a process of influence on a group in a particular situation at a given point of time and in specific set of circumstances that stimulates people to strive willingly to attain organizational objectives. - **James Gibbon**

Leadership is a process of encouraging and helping others to work enthusiastically towards their objectives. Leadership must extract cooperation and willingness of the individuals and groups to attain the organizational goals. – **Keith Davis**

Leadership refers to the quality of the behaviour of the individual whereby they guide people on their activities in organized work. – **Chester I. Bernard**

Importance of Leadership

Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. The following are some importance of leadership in an organization:

1. Initiates action

Leadership starts from the very beginning, even before the work actually starts.

Leader is a person who starts the work by communicating the policies and plans to the subordinate's form where the work actually starts. An effective leader clearly communicates their vision, provide constructive feedback to team members, and negotiate with other organization's leader for things their team needs.



2. Provides task support:

Leaders support the followers by assembling the organizational resources, and helping them accomplish their tasks in accordance with standards of performance. Supportive leadership involves building trust, inspiration, and helping followers overcome the challenges they encounter. Leaders looking to be more supportive of their teams should try to encourage teamwork, pay attention to member's relationship, and also show commitment.

3. Psychological support

Leaders not only help the followers in accomplishing the organizational tasks, they also help them to overcome various problems they confront while performing these tasks. They create willingness in people to work with zeal and enthusiasm. They make the followers realize that their work is important so that they work with confidence towards task accomplishment.

4. Development of individuals

Leaders build willingness, enthusiasm and confidence in followers for accomplishment of their individual and organizational goals. This results in their overall growth and development. By developing an individual in an organization a leader tries to increase and develop the future growth of an organization. It helps in reaching the limits of an individual, empowering them to be more involved with the mission of the organization.

5. Building the team spirit

No individual can work alone. Leaders develop team spirit amongst followers to work collectively and coordinate their activities with organizational activities and goals. A leader works as captain of the team. Leaders always demonstrate respect for team members in a number of ways, particularly being engaged with the team and working with them. The more the people understand how they fit on a team, the more invested they are in making it work.

6. Motivation

Leaders motivate the employees to take up jobs that they otherwise may not be willing to exercise. A leader motivates the employees by giving them financial and non-financial incentives and gets the work done efficiently and effectively. Motivation is the driving force in an individuals' life. Leaders also motivate by showing utmost good faith and allow them to contribute heavily, involves in feedback and decision making process of an organization.

7. Maintain discipline

Leadership is a powerful influence that enforces discipline in the organization more than formal rules and regulations can. Members will be committed and loyal to rules and regulations if their leaders have confidence in them. Leaders make sure that employee know what is expected from them and understand their obligation to play by the rules.

8. Helps in introducing change

Effective leaders can convince members about the need and benefits of organizational change. The change process can thus be smoothly carried out. A leader persuades, clarifies and inspires employees to accept any change in the organization without much resistance and discontentment. Leaders make sure that employees don't feel insecure about the changes.

9. Building work environment

A good leader should maintain personal contacts with the employees and should hear their problems and solve them. Leaders always listen to the point of view of the employees and in case of disagreement persuade them to agree with him by giving suitable clarifications. In case of conflicts, a leader handles them carefully and does not allow it to adversely affect the entity. A positive and efficient work environment helps in stable growth of the organization.

10. Providing guidance

A leader not only supervises the employees but also guides them in their work. A leader instructs the subordinates on how to perform their work effectively so that their efforts don't get wasted. Leader always offer guidance to all members of the team to ensure they are fulfilling their roles. Guidance can include training and instructing team members and taking corrective or even punitive actions when necessary. Guidance also involves responding to questions and resolving problems that can hinder job performance.

Need of an effective Leadership:

The following are some reasons organizations need effective leadership:

1. Vision

An effective leadership in organizations helps in developing a clear vision of the long and short term goals that the organization can achieve. Influential leaders in workplaces help to create a definite roadmap, highlighting the steps, methods and resources that their company can use in achieving their goals. Effective leadership is crucial for an organization to succeed in its various ventures, as it allows them to move from ideation to execution.

2. Decision making

Effective leaders are strong decision-makers. They make quick and informed decisions for the organization in most situations. Leaders are experts at making the right decisions for the organization and its people based on the prevailing circumstances. Good decision-making also enables leaders to consider their company's strengths and weaknesses and make choices that can put them ahead of the competition now and in the future.

3. Coordination

Efficient leadership practices in the workplace help balance the personal interests of professionals with the shared organizational objectives. Leaders know that employees have personal reasons to

work for the company, yet they effortlessly coordinate their needs with the company requirements to achieve promising results. Coordination at the workplace also ensures that employees are happy and satisfied with their work and that help is available to them in difficult situations.

4. Communication

Leaders are effective communicators who can help promote the company's vision, mission and market its products and services to the right audience. Through communication, brand-building activities can occur, as it enables leaders to communicate with various stakeholders the company is serving or targeting. Clear communication at work results from good leadership, and it helps direct the roles and responsibilities of every employee in achieving organizational objectives. When leaders engage in active communication, they can better manage crises at work.

5. Guidance

Effective leaders provide systematic guidance and direction to employees and executives to help them perform their roles efficiently. Leaders oversee the work of employees to make sure that there is no lapse in the workflow and those professionals complete their tasks on schedule. Effective leaders also make sure employee efforts align with organizational goals for improved efficiency.

6. Commitment

Effective leaders are professionals who commit to an organization's vision, mission and the success of its business endeavors and employees. Good workplace leadership practices ensure that all stakeholders and employees focus on the company's long-term objectives and do not allow temporary setbacks to hold them back. Leaders motivate their team to see beyond the immediate problems and seek alternative ways to achieve their goals in challenging situations.

7. Growth

An organization continues to grow and develop under the guidance of good leaders and effective leadership practices. Good leaders create an environment where it becomes possible for all employees to grow to their best potential and achieve results for the business. Growth becomes easy to attain when employees are open-minded and flexible to achieve their goals, despite the challenges. Successful leaders are participative and encourage employee interaction to know about the processes that hamper growth and improvement.

Qualities of a leader

- **Personality:** A pleasing personality always attracts people. A leader should also be friendly and yet authoritative so that he inspires people to work hard like him.
- **Self-confidence and Will Power:** A leader needs to have a high level of self-confidence and immense will-power and should not lose it even in the worst situations, else employees will not believe in him.

- **Initiative:** A good leader takes initiative to grab the opportunities and not wait for them and use them to the advantage of the organization
- **Integrity:** A leader needs to possess a high level of integrity and honesty. He should have a fair outlook and should base his judgment on the facts and logic. He should be objective and not biased.
- **Knowledge:** A subordinate looks up to his leader for any suggestion that he needs. A good leader should thus possess adequate knowledge and competence in order to influence the subordinates.
- **Intelligence:** A leader needs to be intelligent enough to analyze the pros and cons of a situation and take a decision accordingly. He also needs to have a vision and fore-sightedness so that he can predict the future impact of the decisions taken by him.
- **Decisiveness:** A leader has to be decisive in managing his work and should be firm on the decisions are taken by him.
- **Communication Skills:** A leader needs to be a good communicator so that he can explain his ideas, policies, and procedures clearly to the people. He not only needs to be a good speaker but also a good listener, counsellor, and persuader.
- **Motivation skills:** A leader needs to be an effective motivator who understands the needs of the people and motivates them by satisfying those needs.
- **Social skills:** A leader should possess empathy towards others. He should also be a humanist who also helps the people with their personal problems. He also needs to possess a sense of responsibility and accountability because with great authority comes great responsibility.

Leadership Styles

1. Autocratic Leadership

Autocratic Leadership is also known as Authoritarian Leadership. Autocratic leadership is a type of leadership style wherein a leader controls all the decisions and takes very little inputs from other group members. Autocratic leaders make choices or decisions based on their own beliefs and do not involve others for their suggestion or advice. This type of leadership is seen mostly in businesses which are relatively small fewer employees. Autocratic leadership style is only effective in organizations where the nature of work required quick decision making. The sole responsibility of the decision and the outcome is with the leader.

2. Democratic Leadership

Democratic Leadership is also known as Participative Leadership. Democratic Leadership is a type of leadership style in which members of the group participate in the decision-making process. Leaders are the primary decision-makers in any organization. They play a pivotal role in managing teams, employee engagement, and performance management. And democratic leadership is one such type of leadership that is crucial for leaders to follow and achieve organizational success. Great leaders help a business to grow during a crisis with their impeccable problem-solving skills. They can either make it or break it. Even though the leaders give the final word- team members participate equally during brainstorming and find a solution to a problem. Thus, it is also called participative or shared leadership.

3. Laissez-Faire Leadership

Laissez Faire Leadership is also known as Free-rein Leadership. Laissez-Faire leader have an attitude of trust and reliance on their employees. They don't micromanage or get too involved; they don't give too much instruction or guidance. Instead laissez-faire leaders let their employees use their creativity, resources, and experience to help them meet their goals. This kind of leadership is very hands-off—managers trust their employees and are confident in their abilities. They give guidance and take responsibility where needed, but this leadership style means that subordinates and team members have the real lead. Here, People are expected to solve their own problems.

4. Paternalistic Leadership

Paternalistic leadership is a managerial approach that involves a dominant authority figure who acts as a patriarch or matriarch and treats employees and partners as though they are members of a large, extended family. In exchange, the leader expects loyalty and trust from employees, as well as obedience. Paternalistic executive leaders may view employees as important stakeholders. As such, they may prioritize employee needs over the interests of investors. A paternalistic leader fosters a friendly work atmosphere, where employees see their coworkers as family. The paternalistic leadership style lays huge importance on the needs of employees and the organization.

Conclusion

Leadership is the ability to direct a group of people in realizing a common goal. This is done by people applying their leadership attributes. Leaders create commitment and enthusiasm amongst followers to achieve goals. Leadership is achieved through interaction between leader, follower and environment. Leadership is about mapping out where you need to go to "win" as a team or an organization; and it is dynamic, exciting, and inspiring. Yet, while leaders set the direction, they must also use management skills to guide their people to the right destination, in a smooth and efficient way. Leadership is a vital management function that helps to direct an organization's resources for improved efficiency and the achievement of goals. Effective leaders provide clarity of purpose, motivate and guide the organization to realize its mission. The key to leadership success is to learn to effectively delegate both the responsibility for completing assignments and the authority required to get things done.

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