



A STUDY ON DON'T SAY BOSS IS ALWAYS RIGHT-EVERY BOSS WILL NOT BE A LEADER-ORGANIZATIONS NEEDS LEADERS BUT NOT BOSSES

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Abstract

Each and every day we have exactly 86400 seconds at our disposal. On average, 30,600 seconds are spent at work ; 5,400 are spent travelling to and from work;3,600 are spent preparing for work ; and 7,200 are spent thinking or worrying about work. This adds up to a grand total of more than half day –not including time spent finishing projects at home, attending “mandatory “social events , or our “nonworking” half of the day with crazy people. So why do we have to spend our “working” half with them? Most of us have worked for at least one defective boss. The boss is always right’ maybe a popular corporate mantra but what if the going gets difficult. Many bosses are not able to accept this fact and get into a competition with their own sub-ordinates. Many times, it turns out to be an ego issue for the boss. Don’t follow boss blindly because if your boss may be blind employee may not be blind they can see what happening and what is going wrong with decision of the boss in the organization, if the employee also follow the boss saying YES boss the organization will collapsed ultimately the problem will face all the employees including boss. Boss will assign the work but leader will do the work with employees, over involvement and interruption of the work, everything should be in my (boss) notice that creates stress on employees as well as boss. Mainly this behavior of the boss is having insecurity, low trust level on employees, seeing the employees as damagers, thieves of the organization.

Key words: Boss, Employees, Organization and Problems.

In each human heart are a tiger, a pig, an ass, and a nightingale.
Diversity of character is due to their unequal activity.

---Ambrose Bierce

Introduction

The boss is always right’ maybe a popular corporate mantra but what if the going gets difficult. But it’s not correct, boss is always not right, many decisions of a boss create problems in the organization. First of all boss also a human being not a god, boss should not feel like a boss with lot of ego yes I’m the boss everyone should listen to me and my word and my decision was final these words make the organization like hell, boss should feel like a leader he should order but he should work with employees and take the suggestions and listen to employees innovative ideas and make the decisions. He is the real successful boss, he is the leader, and ego kills the boss and collapses the organization and makes it on the wrong track. Boss meets different types of people and should learn to deal with them differently. We cannot expect the boss to know everything, many a times an employee may have an easy solution to problem than a boss. Many bosses are not able to accept this fact and get into a competition with their own sub-ordinates. Many times, it turns out to be an ego issue for the boss. Don’t follow boss blindly because if your boss may be blind employee may not be blind they can see what happening and what is going wrong with decision of the boss in the organization, if the employee also follow the boss saying YES boss the organization will collapsed ultimately the problem will face all the employees including boss. Boss will assign the work but leader will do the work with employees, over involvement and interruption of the work, everything should be in my (boss) notice that creates stress on employees as well as boss. Mainly this behavior of the boss is having insecurity, trustless on employees, seeing the employees as damagers, thieves of the organization. Chances are, it is not you, unless, of course, you have allowed one or more of your mad managers to push you over the edge. Unfortunately, sanity, experience, and ability o not always have much to do with promotion to management position, why because some mad managements are thinking that the person who is working like a ass, he should work his total life time like a ass for the organization, he should not be work like horse and he should not develop his personality he always be like an ass in the organization. The mad managements don’t want to see the employees as polished personnel but treat them as their slaves. These type managements should develop their thinking ability for the sake of the organization as well as sake of the employees who are working and ready to die for the organization.

Review of Literature/ Theories of Leadership

Trait Theories of Leadership

Trait theories of leadership focus on personal qualities and characteristics. The trait model of leadership is based on the characteristics of many leaders - both successful and unsuccessful - and is used to predict leadership effectiveness. The resulting lists of traits are then compared to those of potential leaders to assess their likelihood of success or failure. Successful leaders definitely have interests, abilities, and personality traits that are different from those of the less effective leaders. The trait theory gives constructive information about leadership. It can be applied by people at all levels in all types



of organizations. Managers can utilize the information from the theory to evaluate their position in the organization and to assess how their position can be made stronger in the organization. They can get an in-depth understanding of their identity and the way they will affect others in the organization. This theory makes the manager aware of their strengths and weaknesses and thus they get an understanding of how they can develop their leadership qualities.

Behavioral Theories

Behavioral theories of leadership are classified as such because they focus on the study of specific behaviors of a leader. For behavioral theorists, a leader behavior is the best predictor of his leadership influences and as a result, is the best determinant of his or her leadership success. Behavior-focused approach provides real marketing potential, as behaviors can be conditioned in a manner that one can have a specific response to specific stimuli. Behavioural theories of leadership do not seek inborn traits or capabilities. Rather, they look at what leaders actually do. If success can be defined in terms of describable actions, then it should be relatively easy for other people to act in the same way. This is easier to teach and learn than to adopt the more ephemeral 'traits' or 'capabilities'. Behavioral is a big leap from Trait Theory, in that it assumes that leadership capability can be learned, rather than being inherent.

Contingency Theories

The Fielder Model

Fred fielder developed the first comprehensive contingency model for leadership. The fielder contingency model proposes that effective group performance depends on the proper match between the leader's style and the degree to which the situation gives the leader control. He created the least preferred co-worker (LPC) questionnaire to identify that style by measuring whether a person is task or relationship oriented.

Situational Leadership Theory

Situational leadership focuses on the followers. It says successful leadership depends on selecting the right leadership style contingent on follower's readiness or the extent to which they are willing and able to accomplish specific task. A leader should choose one of four behaviours depending on follower readiness.

Path-Goal Theory

It says it's the leader's job is to provide followers with the information, support, or other resources necessary to achieve their goals. According to path goal theory whether a leader should be directive or supportive or should demonstrate some behaviour depending on complex analysis of situation.

Types of Defective Bosses

I. Self –Centred Bosses

- The Narcissistic Boss: The “What –I-Want-Most-Is-to-be-worshipped” Type
- The Sociopathic Boss : The : “I’m-So-Slick, You-don’t-Even-Know-I’m-Doing-You-In” Type
- The Paranoid Boss: The “You-Don’t-Trust-Me-Anymore-Than-I-Trust-You” Type
- The Histrionic Boss: The “The “Don’t-Worry-About-Being-Bored,I’II-Create –a- Crisis” Type

II. Controlling Bosses

1. The Authoritarian Boss: The “My-Way-or-the-Highway” Type
2. The Obsessive-Compulsive Boss: The “I m-sure-you-Can’t-Do-it, But-I-Want-It-Perfect “Type
3. The Explosive Boss: The “I’m Sorry ,But-I Can’t-Promise-I-Won’t-Blow-up-Again” Tye
4. The Passive-Aggressive Boss: The “You-Can’t-Make-Me-if-I-Don’t-Want-to” Type

III. Neurotic Bosses

1. The Masochistic Boss: The”Go-Ahead-and Dump-on-Me-,I-Live-to- Suffer” Type
2. The Dependent Boss: The ‘I’m-Not-Okay, But-Love-Me-anyway” Type
3. The Depressive Boss :The :i-Can’t-Pull-My-Head-Up-off-My-Chin” Type
4. The Anxious Boss: The “I-m –So-Scared, Please-Don’t Hurt-Me” Type
5. In the End : Beyond the Dysfunction

Who's The Boss

Boss is that person who is having lots of ego in his words assign the work to subordinates is boss, in this case boss is not always right, when taking the important decisions the boss will take the decisions independently there is no collective work and all others should follow the decision of the boss, he will act as gun man if the employee says boss is not right, then they will be fired from the organization, here the boss is treat the employees like modern slaves.



Who's The Leader

Here another successful word to the boss is leader we call boss as leader, here the boss will assign work to the employees and he works with them, in taking important decisions discussion with the employees and respect employees ideas and innovations, here the boss merge with employees and make the organization successful and effective so here we call boss as the leader and every boss will not be a leader, may be bosses will be by birth but leaders will not be by birth, leadership qualities will come with experience. Whatever the work pressure and deadlines boss will take the decision with cool and effective manner, he will be the good boss and leader. The title boss does show off some authority but it comes only with an experience and practical understanding of business. So, most of the decisions a boss would make, he would make on the basis of practical understanding of the situation.

Boss Feels Like a Authoritarian

Loosing Effective Employees and Increase Turnover Ratio

Here the boss feels himself as a god and he want every one say YES boss, it is not good for the organization so that some effective and genius employees will quit their jobs because. One day boss will lose so many talented and effective employees in the organization it creates un healthy atmosphere in the organization.

Wrong Decision make Organization go on Wrong Track

Every one saying YES boss is always right and blindly following the boss will take the organization on wrong track, his wrong decisions will collapse the organization it is not that the every time boss will take wrong decisions, but one wrong decision is more expensive to the organization.

Dissatisfaction in the Employees with the Decisions of the Boss

Some times with the decisions of the boss some employees will accept the decisions of the boss and some employees will not accept the decisions of the boss because they know things are going wrong in the organization, so they can't accept the decisions of the boss then the dissatisfaction will start in the employees and they will quit the organization.

Decrease Organizational Productivity / Profits

Leadership problems are common sources of conflict. In other instances, supervisors may "play favorites" with some employees who are saying YES boss and boss is always right. Inconsistency in decision making can also cause problems, such as confusion about expectations and organizational direction. So obviously conflicts will start in the employees automatically, productivity and profits of the organization will go down.

Do not Maintain Employee Welfare Activities

Maintaining the employee welfare activity is very important to the organization, boss always treats employees as pillars of the organization but should not treat them as professional slaves, boss has to provide welfare activities to the employees and keep them happy. If boss is not maintaining welfare activities just think how to use the workers it's not healthy atmosphere of the organization. If the boss thinks just I will use and through the employees, after some days the employees will think they will also habituate use and through the boss according to their needs and no committed employees will there in the organization.

Promises more Deliver Less from the Boss

The boss make promises a lot when boss was happy he promises a lot when it comes deliver that promises very less when it comes to fulfillment of promises boss will deliver less it will create an un healthy atmosphere in the employees so boss always promise less deliver more it create maximum work force between the employees.

Increases Absentism

So many employees unauthorized absence to the work because of their boss harassment in the origination. The same case employees like the boss and they treat the boss is their leader, then the employees think about the work and productivity and employees don't want to absent to the organization, Because they like their boss and work for their boss it is also called charisma of the leader it creates decreasing the absenteeism in the organization .

Boss Feels Like a Leader

Employees Happy with the Boss

If the employees feels happy with their boss they will do anything for their boss they will not think about their compensation, they will just work for their boss and make the boss happy all the time, share boss tension and stress, boss also think of their employees welfare give promotion, hikes, perks to the employees then they will treat boss like leader and well wisher.



Organizational Effectiveness and Higher Productivity

The employees feels boss is their leader, boss will achieve anything in the in the organization he can achieve biggest goals, if the employees not feel the boss is their Leader he fail as boss, if the employees like the boss he will be the leader, he no need to not assign the work to the employees they will do the work voluntarily and organization achieve optimum level of productivity and profits, everything depends upon the decision of the boss how he would be as the boss or a leader.

Sharing Ideas with Employees

An effective leader shares his ideas and thoughts with employees but not take the decision as he likes , he is the leader in the organization boss, should be like a leader he should not think I'm the boss I can do anything in the organization that thought itself collapse the organization. When boss going to take the decision he should share with their employees and take decisions accordance to acceptance of every one because so many employees are working in the same organization from long time they know the things which will give gains and losses.

Respect the Others Ideas and Thoughts

An effective leader always respect the ideas and thoughts of the employees, he may or may not implement their ideas or not , first boss should listen employees ideas and thoughts, then employees will come with innovative thoughts and ideas to success of the organization, boss always have more patience, then the organization will run peacefully ,efficiently and effectively.

Difference Between

Boss	Leader
Drives Employees	Coaches Them
Depends On Authority	Depends On Goodwill
Inspires Fear	Generates Enthusiasm
Says "I"	Says "WE"
Places Blame For The Breakdown	Fixes The Breakdown
Knows How It Is Done	Shows How It Is Done
Uses People	Develops People
Takes Credit	Gives Credit
Commands	Asks
Says "Go"	Says Let's "Go"
Take the decision	Ask the suggestions before take decision
Uses own ideas	Respect others ideas

Conclusion

Final conclusion of this is boss it not a god to know everything the employees should not say boss always right, respect the boss decision which is good and create healthy atmosphere in the organization rather than always say YES boss it's not good to the organization, it will collapse the organization and boss should also respect the employees treat them as pillars of the organization do not treat them as professional slaves, employees always treat boss like their leader.

Leadership is the ability to influence a group towards the achievement of a vision or set of goals. The source of this influence is formal such as that provided by managerial rank in organization. But not all leaders are managers, nor for that matter, areal managers leaders. Leaders can emerge from within a group as well as formal appointment. Organizations need strong leadership and strong management for optimal effectiveness. We need leaders to challenge the status quo, create visions of future and inspire organizational members to want to achieve the visions. We also need managers to formulate detailed plans, create efficient organizational structures and oversee day to day operations.

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