

Role of Leadership in Organisational Development

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Abstract: *Leadership is an intrinsic part of management that contributes significantly to the management. A manager can make his managerial work effective only by leading his subordinates effectively. Leadership refers to the quality of a person by which he guides other people and conducts his action as a leader. Leadership is the process of influencing and guiding the action of other individuals or their group to achieve the goals. Paper shows different style of leadership and role of leadership in development of business organisation.*

Keywords: Leader, Leadership, Organisation

1. Introduction

The objective of management is to achieve the set of goals by coordinating various functions like organisation, planning, recruitment and control etc. Manager performs this work through individuals working in an organisation. Man is an active means of production. Therefore, he must be treated in humanely to take action from him. Also various types of motivation should be given to execute their duty effectively. For this it is absolutely necessary to have a skilled leadership. Leadership is an ongoing process. Therefore, leadership is required as long as the organisation is in existence.

Objective of Study

- To know various style of leadership.
- To know the role of leadership in development of an organisation.

Research Methodology

This paper is based on secondary data which are collected from books and websites.

Style of Leadership

- **Autocratic Leadership-** Under this style of leadership, the leader focuses his power or authority entirely on himself. He does not believe in delegation. All rights and responsibilities belong to him. Autocratic leadership is also known as authoritarian leadership. In this form of leadership. Subordinates do not have the knowledge of the goal. They completely dependent on their leaders. Autocratic leaders make choices based on their ideas and Judgements and rarely accept advice from Subordinates. Autocratic leadership involves absolute authoritarian control over a group.
- **Democratic Leadership-** This leadership style is considered to be one of the most effective for leaders in executive positions, and it can bring myriad Benefits to an organisation. In this style of leadership, the leader works in advice with this group and their cooperation in the formulation of policies and methods. Leader does what his group wants. Leader believes in the principle of decentralization of his rights. This style is also known as group centered leadership or participative leadership or shared leadership.
- **Laissez Faire-** Under this style of leadership, leaders do not take any interest in production or subordinates. No

guidance or rules are created for the conduct of subordinates. Leader does not direct and motivate his subordinate. In this style of leadership, the leader only acts as a mediator or coordinator. Leader believe that the leader who leads the minimum is the best leader. Laissez faire leadership is also known as delegative leadership in which leaders are hand-off and allow group members to make the decisions.

- **Transformational Leadership-** In transfor-mational Leadership style, leaders encourage, inspire and motivate employees to innovate and create change that will help in development of organisation.
- **Transactional Leadership -**Transactional Leadership is exact opposite of transformational leadership. This style of leadership focuses on results, conforms to the existing structure of an organisation and measures success according to that organisations system of rewards and penalties.

Role of Leadership-

- **Administer the Enterprise-** As the leadership manager, administers the enterprise efficiently. Leader issues the necessary commands for this but before doing this he/she takes care of their practicality, utility and efficiency of the person performing it.
- **Motivation and Coordination-** An efficient leader provides the necessary motivation to his subordinates to get the desired work done, so that they get ready to do the maximum work. He also takes their advice in the execution of the work and provides Full support in removing their difficulties. Also establishes effective coordination in their works. With the help of motivation and coordination, subordinates do their work very well. Which leads the organization towards development.
- **Strategist-** Strategy is all about integrating organisational activities and allocating the scarce resources within the organisational environment so as to meet the present objectives. Leaders are the ones who make Strategies for the future to achieve objectives of organisation. Leaders develop vision mission, set goals and objectives for the organisation. Strategies are needed at all level of organisation. Leader formulate winning strategies, execute those strategies and also monitor the results.
- **Transforming Potential into reality -** A skilled leader creates proper synergy in the work of his subordinates and motivates their efforts in a certain direction. Leader

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makes all tools of the group active and makes maximum use of them. This helps to transforming potential to reality.

- **Create loyalty in the group** - Effective leadership plays an important role in keeping employees loyal to the objectives of organisation. It brings activity by eliminating inactivity in their efforts.
- **Changing management in a Social Process**- Through efficient leadership, management transforms into a social process. As result where employee is ready to give his/her best for the progress of the organisation management is also willing to provide all possible facilities for them.

2. Conclusion

The success or failure of any organisation depends to a large extent on the nature of leadership. While a more efficient leadership leads the organisation to progress, on other hand unskilled leadership leads the organisation to collapse or failure. Manager can achieve results through planning, recruitment and control functions. But in the absence of effective leadership only 60% to 65% of the capacity of subordinates is utilized. Only through effective leadership can employees be motivated to make their optimum contribution in achieving organisational goal.

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