

The Role of Maid Leadership in Achieving Strategic Cohesion

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Abstract: *The study aims to identify the role of servant leadership as a pattern of modern leadership styles because of its positive impact on achieving strategic cohesion, and the researcher relied in their study on the descriptive analytical approach. Researchers came to a number of conclusions as a consequence of their efforts to collect data, test hypotheses, and interpret findings. To be a leader who serves their followers by earning their confidence and assisting them in achieving their goals, as advocated by the servant leadership style, is one of the finest current developments in management theory and practice. Servant leadership, in which followers are empowered rather than commanded, was found to be prevalent in the study's sample. The study also found a correlation and impact of the variables (both independent and dependent) in some of the companies studied, and it made several recommendations, the most important of which are as follows: the need to learn new leadership techniques To fulfill organisational objectives, improve workers' understanding of management and leadership, and better equip them to deal with the inevitable demands and difficulties of the workplace, a new management philosophy has emerged: the servant model.*

Keywords: Servant leadership, strategic Coherence, Empowerment.

1. Introduction

The evolving responsibilities of leaders and their adapted approaches to conducting business can exert a noteworthy influence on the financial planning and investment decisions of individuals. Leaders who prioritize communication and strategic cohesiveness can establish a stable and predictable environment for both businesses and individuals. This, in turn, can facilitate more effective financial planning and investment strategies (Hani, 2020).

The new approach of leaders, which focuses on understanding human behavior to influence their actions in ways that advance business objectives, can be linked to the concept of strategic flexibility in the banking industry. Strategic flexibility refers to the ability of a bank to adapt and respond quickly to changes in the external environment, such as shifts in customer behavior or new regulatory requirements (Mohsin et al., 2022). Thus, effective leadership promotes a culture of collaboration and teamwork among employees. It is the person who understands how crucial it is to boost subordinates' morale, take into account their wishes, and complete the task assigned to them in order to reach the team's ultimate objectives. Within the studied organization, the development of trust among subordinates, their involvement in decision - making, and the provision of direction and support for their growth and success all depend heavily on servant leadership. It had finally been finished. Sectionalize the study into four parts. The research methodology is covered in the first part. The theoretical element of servant leadership, including its dimensions and the factors affecting strategic cohesiveness, is covered in the second part. The practical aspect is covered in the third part. Conclusions and suggestions are covered in the fourth part. The survey conducted on the company in question has revealed the presence of organizational issues and a lack of cohesion, which can be attributed to the absence of a clear strategy. The coherence of a company's strategy is crucial for optimal performance, and the lack thereof has had a

negative impact on the company's overall performance. The nature of personality is contingent upon the needs of subordinates and the objectives of the company, resulting in the potential compromise of justice and equality values. Consequently, there is a necessity to investigate the impact of leadership styles, particularly the philosophy of servant leadership, which is a prominent contemporary leadership approach. The research inquiry can be framed by addressing the following questions:

- What is the actual manifestation of servant leadership within the organization being examined?
- What is the actual level of strategic coherence within the examined company?
- What is the actual correlation between servant leadership and strategic cohesion within the company being researched?

The study aims to achieve several primary objectives, which include identifying the extent of senior leadership practices of servant leadership exclusion within the researched company, assessing the application of servant leadership dimensions and strategic cohesion by senior leadership, and investigating the correlation and influence between servant leadership and strategic cohesion. Furthermore, the objective of the research is to provide suggestions and suggestions to the investigated organization regarding mitigating the influence of servant leadership on attaining strategic coherence.

The study holds significant importance in highlighting the potential benefits of servant leadership as a leadership model to address internal problems within a company. By prioritizing the interests of employees and providing support for problem - solving, skill development, and performance improvement, servant leadership can promote a positive work environment and enhance employee productivity. The study's findings can also have wider implications for the company's overall performance by enabling it to navigate external challenges and contribute to society's betterment.

Volume 12 Issue 5, May 2023

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Overall, the research sheds light on the potential benefits of servant leadership in improving organizational culture and fostering positive outcomes for employees and the company as a whole.

The hypothetical plan for the study

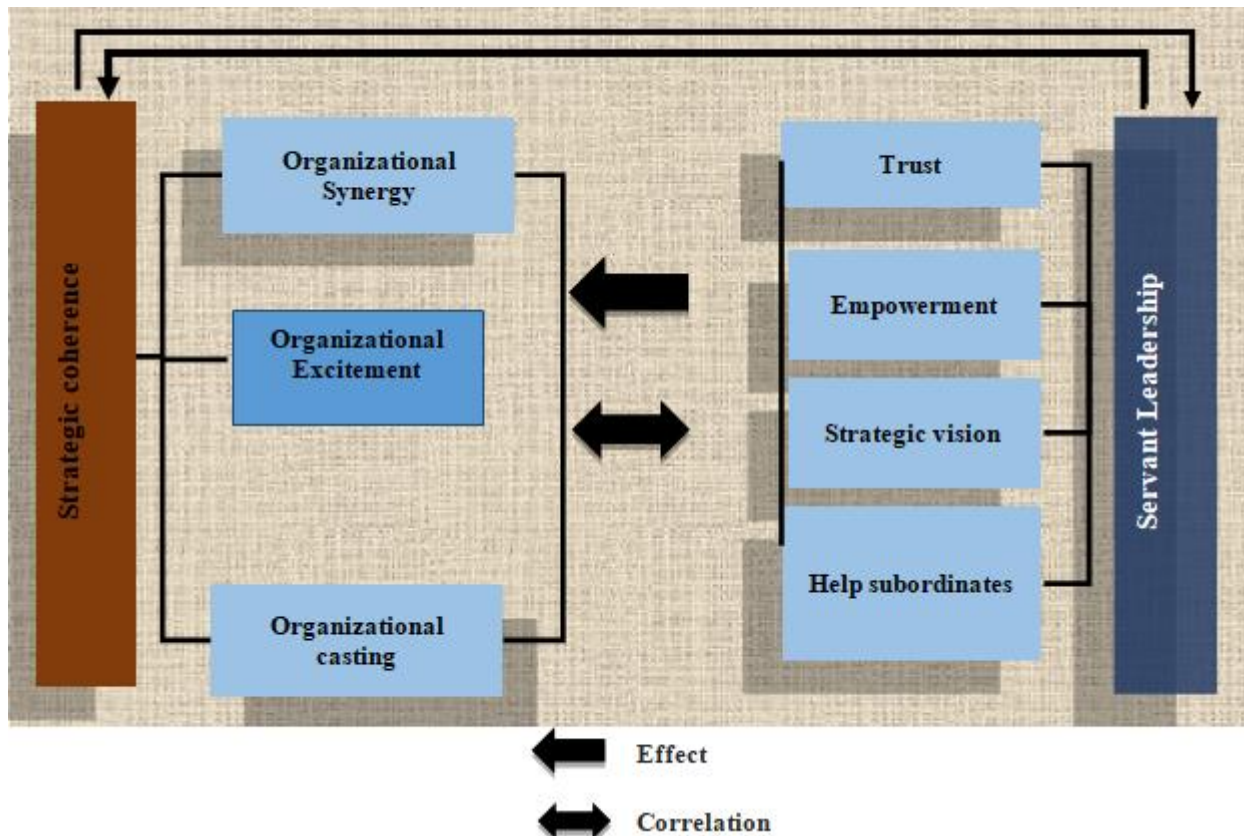


Figure 1: The hypothetical scheme of the research

Study hypotheses:

- 1) Servant leadership is positively correlated with the strategic cohesion of the firm under study.
- 2) Servant leadership has a positively substantial effect on the strategic cohesion of the firm under study.

Data collection:

- 1) Using factorial analysis and Cronbach's Alpha to evaluate for validity and investigate internal consistency in the sample's answers.
- 2) Statistical approaches for normal distribution using the (25 SPSS. v) application.
- 3) Calculating the average, the standard deviation, and the relative significance by using descriptive statistics.

2. The Theoretical Side

The concept of servant leadership

Employee empowerment is a central tenet of the current philosophy of servant leadership, which has been shown to positively affect employee behaviour patterns including job satisfaction, job devotion, organizational trust, and organizational culture. Therefore, we are able to shed light on several issues from the points of view of numerous academics:

Servant leadership, as described by Olesia, as (The leadership model in question is one that is inverted, wherein

the leader prioritises the fulfilment of others' needs by facilitating their growth and development and affording them the chance to attain their financial and emotional aspirations, while simultaneously considering the attainment of the organization's goals) (Olesia et al.2013).

According to Northouse (2001), the association between a leader and a follower is a manifestation of ethical leadership. This type of leadership is characterised by prioritising the needs of others over one's own interests. It is concerned with the welfare of the followers and emphasises ethical considerations in the leader's interactions with them. The power dynamic between the leader and the follower is a crucial aspect of this relationship. Blanchard provides a definition for servant leadership "The act of motivating individuals to voluntarily engage in the pursuit of shared objectives that yield mutual benefits, utilising their full range of personal resources, including but not limited to their intellect, passion, ingenuity, and proficiency" (Blanchard, 2004), whereas (Patterson) defines servant leadership as "focusing on the relationship between the leader and the follower, as it is a type of leader" (Patterson, 2003) Based on the above and the researchers' perspectives, the concept of servant leadership is evidently a methodology and framework that operates through the means of constructive influence. By embodying qualities such as altruism, sacrifice, humility, and fostering trust among their team, a leader can influence the behaviour and organisational culture of their subordinates. This can lead to

a shift in attitudes and a greater alignment of individual interests with those of the organisation, ultimately resulting in a reduction of conflicts and the achievement of collective goals.

Dimensions of the servant leadership:

There exists a divergence of opinions among scholars regarding the attributes of servant leadership, encompassing both the scope and nature of work. The majority of the dimensions that have been unanimously agreed upon by researchers have been identified and may be referred to by different names, but share the same essence. These dimensions are outlined as follows:

Trust:

Trust is a crucial aspect of servant leadership, which is characterised by a leader's ethical standards and reliability in keeping commitments with others. It significantly influences the dynamic between superiors and subordinates, as a deficiency in trust can generate adverse sentiments among employees, ultimately impacting their conduct and work output. Trust can also be conceptualised from an organisational standpoint. Authentic leadership is characterised by a prioritisation of personal values over professional obligations, with trust being established through the leader's genuine self-expression of their inner intentions and commitments to their subordinates, both in private and public settings (Peterson & Seligman, 2004).

Empowerment

Servant leadership is based on the basic idea of delegating decision-making authority to employees, thereby enabling them to effectively meet customer requirements. Empowerment is a key characteristic that defines servant leadership. The dimension of participation and empowerment is intricately connected to the aforementioned aspect, wherein the leader fosters the growth and development of employees across various domains such as training, creativity, information sharing, self-assurance, and decision-making, tailored to their respective job roles (Adam & Michael, 2015).

Strategic vision

To begin accomplishing its mission, every organisation must first define its long-term objectives. Leaders provide the foundation for these ideas, and the organization's success or failure depends on the leaders' ability to convey these visions and shape the attitudes and actions of their staff. According to Russell and Stone, the ability to sense the unknown, along with providing a strategic vision for the organisation and convincing others to believe in his ability to predict what is difficult to predict, is the most important characteristic that distinguishes a jealousy leader from a servant leader in terms of achieving the desired goals (Russell, F. R., & Stone, A., G.2002), We also discover that leaders' capacity to establish a solid strategy, which favourably influences their influence among staff, is crucial to their success. This finding supports the findings of Russell and Stone (Joseph & Winston, 2005)

Help subordinates

Human resources are one of the most valuable assets of businesses, regardless of their specialities or industries, and

have a substantial effect on their success and advancement. As a result, organisational leaders must pay attention to employees, acknowledge their assistance, simplify their jobs, and meet their demands.

Liden et al. (2008) the notion that a servant leader who prioritises the well-being of their subordinates is a valuable asset to both current and future healthy organisations is held by the author. The leader's expression of responsibility towards nurturing others to reach their full potential is emphasised. The author posits that the creation of a dynamic learning environment within any organisation can facilitate the development of individuals. Furthermore, the author suggests that mistakes made by others can be viewed as learning opportunities that lead to a new vision (Spears, 2004).

The concept of strategic coherence

Strategic cohesion and judicial accounting play important roles in reducing the phenomenon of money laundering in commercial banks. By aligning departments and employees towards common objectives and implementing effective accounting practices, banks can better prevent and detect instances of financial crime, protecting both themselves and the broader financial system (Mohsin et al., 2022). Numerous academics and researchers use various terminology to describe strategic coherence, such as congruence, proportionality, integration, and interdependence (Kwateng, 2014). Coherence is a strategic difficulty that most institutions face, and it has numerous dimensions, including financial considerations, giving innovative solutions to improve employee satisfaction with the services and products given, and sharing knowledge and experiences throughout the institution's components. To optimise value for stakeholders or beneficiaries, alignment must be properly designed and executed (Gill, 2011).

Dimensions of strategic cohesion

1) Organizational synergy

Synergy in an organisation occurs whenever there is two-way communication across different levels and departments, resulting in a merging of meanings that convey the desired direction from various sources. (Spaho, 2013). The communication process is crucial to the organization's success and the realisation of its objectives. A high level of communication comprehension is also crucial to managerial success. Although the communication process is really a means to a goal, it is still crucial to the success of the organisation as a whole since it allows the many departments to work together. Good communication between the various parts of a business and its workers tends to inspire and drive people to perform better and be more productive, which guarantees the successful execution of plans and programmes (Daft, 2001).

2) Organizational casting

The duty of organisational casting is one that is needed of all organisations and is considered to be of the utmost importance, particularly in relation to the manufacturing procedures and the overall quality of their goods (Srivastava, 2010). The whole of the organisation or any smaller group of individuals inside the organisation who collaborate

together. In everyday parlance, organisational culture refers to the atmosphere in which individuals do their jobs and has an effect on the ways in which they think, behave, and experience their jobs (Warrick, 2016).

3) Organizational excitement

Organisational arousal pertains to the actions of individuals and groups who voluntarily participate in novel activities or concepts that align with the intended direction through initiating actions. The term "initiation" pertains to the act of commencing novel projects or endeavours, whereby concepts and actions manifest in various forms and segments of the establishment during routine work and discussions. It can be contended that these undertakings contribute to the strategic operations of the organisation, albeit at this juncture, they only constitute limited interpretations of the necessary actions (Lusiani & Langley, 2018). The crucial determinant for fostering innovation and transformation is

leadership. Leadership plays a pivotal role in determining the strategic direction of an organisation. The incentive structure must effectively encourage individuals to achieve optimal levels of performance and is closely associated with the implementation of reward systems (Annamalai, 2010).

3. Methodology and Practical Analysis Part

Initially, a statistical description is provided, which includes presenting and assessing the study findings (initial diagnosis of the results)

1) Characteristics of servant leadership

Based on the statistical analysis presented on the dimensions of servant leadership, it was observed that the levels of all dimensions were excessively elevated. The table can be utilised to depict the various levels of these dimensions (1):

Table 1: Arithmetic means, standard deviations, response score, and relative relevance of the strategic cohesion variable's key components (n = 100)

Main Dimension	Arithmetic Mean	Standard Deviation	Answer Score	Relative Importance
Trust	3.98	0.83	High	The First
Strategic Vision	3.85	0.84	High	The Fourth
Empowerment	3.86	0.89	High	The Third
Helping Nerds Grow and Succeed	3.98	0.96	High	The Second
The General Rate of the Servant Leadership Dimensions Variable	3.84	0.93	High	-

According to the data in the preceding table, the confidence dimension was ranked first in terms of relative relevance based on the responses of the study sample, while the strategic vision was ranked last. In general, the servant leadership variable had a general arithmetic mean of (3.84), with a general standard deviation of (0.93).

1) Strategic cohesion dimensions

According to the statistical description of the dimensions of strategic cohesiveness presented in the presentation, the levels of all dimensions were moderate to high. In light of the following table (2), we may summarise the levels of these dimensions:

Table 2: Arithmetic means, standard deviations, response score, and relative relevance of the strategic cohesion variable's key components (n = 100)

Main Dimension	Arithmetic Mean	Standard Deviation	Answer Score	Relative Importance
organizational synergy	3.94	0.87	high	the third
organizational excitement	4.24	0.82	Moderate	the first
Organizational casting	4.09	0.75	Moderate	the second
The general rate of the strategic cohesion variable	3.97	0.84	high	-

According to the responses of the research sample, the dimension of organisational excitement has been ranked first in terms of relative importance. On the other hand, the share of the dimension of organisational convergence was the least important dimension. In general, the general arithmetic mean of the strategic cohesion variable was (3.97), and the general standard deviation was (0.84).

Second, Statistical assessment of hypotheses and model testing in research

The present study was designed to assess the validity of the hypotheses and determine the nature of the relationship and influence between the research variables in the surveyed banks. The scope of the analysis was established along this axis.

First, test the primary hypothesis:

According to the first theory (Servant leadership and cohesiveness at the organisational level are strongly correlated).

The connections between servant leadership and strategic unity are shown in Table 3.

		L. M	M. E
Servant Leadership	Pearson Correlation	1	895**
	Sig. (2 - tailed)		.000
	N	100	100
Strategic coherence	Pearson Correlation	895**	1
	Sig. (2 - tailed)	.000	
	N	100	100

** Correlation is significant at the 0.01 level (2 - tailed).

Table 3's correlation matrix reveals a substantial positive relationship between all aspects of servant leadership and all variables of strategic cohesiveness at the 1% significance level. This finding (the validity of the first primary

hypothesis) is supported by the fact that the correlation coefficient between them reached (895**), indicating that the study sample firm has a distinct understanding of how much the servant leadership characteristics aid in attaining strategic coherence.

Second hypothesis

A second hypothesis proposes a causal link between lean marketing and market dominance. The study's impact of lean marketing and competitive advantage was evaluated using a simple regression analysis. The non - normative beta coefficient, the computed and significant (Sig.) value, and the interpretation coefficient may all be seen in Table (4), which displays the results of the basic regression analysis test (R2).

Table 4: Simple regression between lean marketing and competitive advantage

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	0.321	0.367		3.201	0.000
	Servant Leadership	1.730	0.061	0.863	26.89	0.000

A. Dependent Variable: Strategic coherence

B. R Square = 0.776, F = 286.275**

As can be seen in Table 4, Evidence suggests that servant leadership correlates with organisational cohesiveness. The Unstandardized Beta Coefficient for this relationship was 1.70, and the calculated t - value was 26.890. This suggests that the non - normative beta coefficient is statistically significant at the level of 0.05. (1). The significance level of the (F) test result, at 1, shows the statistical strength of the test model, which was calculated to be (286.275). The coefficient of interpretation was 0.776, or R2.

4. Conclusions and Recommendations

This study delves at the connections between servant leadership, strategic cohesion, and productive organizations. According to the findings, strategic coherence brings together managers, employees, and customers. By having a common goal to work towards, members of the group are more likely to discover common ground. The studies all agree that servant leadership is the key to achieving organizational harmony. Serving, empowering, and cultivating followers are essential tenets of servant leadership. Executives should participate in strategy planning to ensure alignment. Strategic cohesiveness is shown to provide a positive, comforting workplace climate. Improved productivity is a direct result of a workforce that is inspired and invested in their job. Based on these findings, several recommendations may be made to businesses that desire to improve their strategic cohesiveness and overall performance. First, businesses should implement servant leaders and work teams to boost employee collaboration. as a result, employees are more invested in the success of the company and are more likely to work together to achieve shared goals. second, workers at universities should promote an environment that fosters personal support and service to one another by teaching its students the values of service and compassion. This will create a culture where servant leadership may flourish. Finally, the continuous education philosophy, which has a direct and positive effect on employee performance, can be promoted and supported by adopting the servant leadership idea. Finally, upper management has to acknowledge the benefits servant leaders bring to employee productivity and growth. Selecting and preparing leaders at an early stage in the planning process is

essential for fostering strategic cohesiveness. In conclusion, the findings of this study highlight the value of servant leadership in fostering organizational cohesiveness and the relevance of building strategic coherence. By taking on a servant leadership mindset and applying the suggestions provided, businesses may create a positive workplace, boost productivity and achieve their strategic coherence goals.

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