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## **Impact of Leadership Style on Employees Performance**

*Hardik Patel, Asst. Prof. Neha Dubey*

Parul University, Dist. Vadodara, Gujarat (India) ---391760

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### **ABSTRACT:**

The present research is based on the leadership styles and their effectiveness within the organization. Leaders are claimed to have a positive impact on the efficiency of the organization by influencing the team members' job performance. Leadership is a function of management; leadership styles have their effect on groups or individuals within an organization. Leadership is the process of initiating group activities toward goal setting and goal attainment. Human resource is one of the prime capitals of any organization, which is not only to improve the outcome but also to compete with others. Hence, improving the performance of the employees is one of the most important goals of today's organizations."

**Keywords:** leadership style, management, job performance, human-resource, organization.

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### **1. INTRODUCTION**

Every company has a president, chairman or leader. The leader of any organization is expected to complete his role, which is given by communicating the values of the organization he represents. Leaders have a good influence on our daily life and future. The term leadership is an elusive but fascinating concept that has engaged researchers for some present when people work together to achieve a common goal. The term leadership has been considered as one of the most important elements affecting organizational performance for the managers.

Leadership is a function in which the leader fulfills the obligation to coordinate activities related to tasks aimed at realizing the organization's goals. The term leadership is an elusive but fascinating concept that has caught the attention of some contemporary researchers when people work together to achieve a common goal. Achieving the organizational goal largely depends on the quality of leadership. The concept of leadership is considered one of the most important elements affecting organizational performance for managers.

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### **2. REVIEW OF LITREATURE**

- i. Abdul basit, Zubair Hassan 2017 Based on the results, democratic leadership style has a significant positive impact on employee performance. This suggests that when a democratic approach is applied. Malaysian leaders are therefore encouraged to adopt a democratic leadership style and involve team members in the decision-making process as it is confirmed that employee performance is best under this leadership style Malaysian leaders should encourage innovation, work and creativity that leads to work. Satisfaction, increased productivity and subsequently increased performance However, an autocratic leadership style shows a significant negative impact on employer performance. This suggests that employee performance would not increase if an autocratic approach is applied, even though Malaysian leaders prefer and are known. To lead through an autocratic style of leadership in the view of globalization, autocratic leadership The style may no longer be accepted by employees who are now becoming more knowledgeable.
- ii. Ali M. Alghazo", Meshal Al-Anazi 2016 The purpose of this research was to find out how employees of private petrochemical companies perceive leadership styles and its effect on employee motivation. This study used a combination of qualitative and quantitative methods. The results from the collected data suggest that leaders who adapt participative and transformational leadership are more likely to create an atmosphere of motivation among their employees. This result is consistent with other research such as the research conducted. The results of the study with similar firms in the region require further research
- iii. Sheetal Rameshbhai Patel 2017 Two hundred employees from five co-operative banks of Ahmedabad and Gandhinagar City and thirty managers provided a good overview of Three study dimensions Motivation, Leadership and Performance. These dimensions are naturally linked, one leading to the other. It is quite clear from the research that, for different reasons, managers and supervisors adopt different styles of leadership and management of their teams. Conventions or other factors seem to determine leadership style. And this permeates the level of motivation and leads to different levels of performance

- iv. Lieslyn Velarde 2015 In summary, we will examine the relationship between leadership styles, employee motivation, satisfaction and follower performance. Last but not least, successful leaders come in all shapes and sizes. All leaders want to change the status quo, but they use different means. Some take the lead with their ideas, while others lead with their passion and conviction. Because of all the different opinions that individuals have, it takes a strong leader to be able to influence individuals to see things their way.
- v. Amir Al-Shurafa. 2014 The results show that democratic leadership has a positive significant impact on employee performance. This supports Iqbal, et al. (2015) who states that under the influence of democratic leadership, employees have some degree of discretionary power to do work that leads to better performance. Therefore, democratic leadership produces more motivated employees, which ultimately leads to increased performance. H1: Accepted. The results show that autocratic leadership has a negative significant impact on employee performance. This supports Jayasingam & Cheng (2009) that autocratic leaders dominate all actions and decisions while limiting employee innovation and creativity. Therefore, autocratic leaders tend to limit employee performance. H2: Rejected.

### 3. OBJECTIVE

- i. To study which type of leadership style is exercised in the organization.
- ii. To study the efficiency and effectiveness of leadership style.
- iii. To study the impact of leadership style on employees and organization.
- iv. Exploring interrelations between organizational leadership policy and performance

### 4. RESEARCH METHODOLOGY

- i. Sampling Method

In quantitative research, it is believed that if the sample is carefully obtained, then it is possible to generalize the results to the entire population. The researcher used simple random method for data collection.

- ii. Instrument For Data Collection

Questionnaires were chosen for their ability to limit any bias and to collect authentic data important for data analysis. The researcher used both closed and open questionnaires aimed at testing the effects of leadership styles on the performance of employees in an organization.

- iii. Research Design

Data will be collected and analysed based on a different categorical analysis. The study will use an exploratory and descriptive survey method, but it is not experimental. It will be based on the answers of respondents, which is aimed at assessing the influence of leadership style on the performance of employees in selected companies.

### 5. DATA ANALYSIS AND INTERPRETATION

All respondents were assigned a response number and entered into a statistical tool to maintain respondent confidentiality. The collected data was coded and analysed using SPSS

ATTRIBUTES	OPTION	PERCENTAGE	FREQUENCY
Age	18-25	46.15	18
	26-35	51.28	20
	36-45	2.56	1
	46 or above	0.0	0
Gender	Male	71.79	28
	Female	28.21	11
	Other	0.0	0
Marital Status	Married	35.90	14
	Unmarried	64.10	25
	Other	0.0	0

The study includes 39 respondents. In the study, the age of the respondents is 25 years. The average of male respondents is 71.79 and the average of female respondents is 28.20. 35.89% respondents are married and 64.10% respondents are unmarried.

**PERFORMANCE ASSESSMENT**

ATTRIBUTE	OPTIONS	PERCENTAGE	FREQUENCY
Performance assessment	Strongly agree	7.69	3
	Agree	23.08	9
	Neutral	28.21	11
	Disagree	33.33	13
	Strongly disagree	7.69	3

7.69% of the respondent has Strongly agree, 23.08% of the Respondents agree, 28.21% stayed neutral, 33.33% disagree and 7.69% of the Respondents strongly disagree. This implies that majority of the Respondents Disagree that their performance is not checked on daily basis.

**IS PERFORMANCE IS LIMITED BY POOR LEADERSHIP FROM MY SUPERVISOR**

ATTRIBUTE	OPTIONS	PERCENTAGE	FREQUENCY
Poor performance because of poor leadership	Strongly agree	7.69	3
	Agree	38.46	15
	Neutral	17.95	7
	Disagree	23.08	9
	Strongly disagree	12.82	5

The data collected indicated that 7.69% of respondents strongly agreed, 38.46% of respondents agree, 17.95% stayed neutral, 23.08% disagree and 12.82% of the Respondents strongly disagree

**BEING CONSULTED BY MY SUPERVISORS ON DECISION MAKING**

ATTRIBUTES	DESCRIPTION	PERCENTAGE	FREQUENCY
Being consulted	Strongly agree	10.26	4
	Agree	41.03	16
	Neutral	28.31	11
	Disagree	12.82	5
	Strongly disagree	7.69	3

10.26% of the respondent has Strongly agree, 41.03% of the Respondents agree, 28.31% stayed neutral, 12.82% disagree and 7.69% of the Respondents strongly disagree. This implies that majority of the Respondents agree.

**ARE THEY COMFORTABLE WITH MY SUPERVISOR'S LEADERSHIP STYLES**

ATTRIBUTES	DESCRIPTION	PERCENTAGE	FREQUENCY
Comfortable environment	Strongly agree	23.08	9
	Agree	28.21	11
	Neutral	28.21	11
	Disagree	15.38	6
	Strongly disagree	5.13	2

23.08% of the respondent has Strongly agree, 28.21% of the Respondents agree, 28.21% stayed neutral, 15.38% disagree and 5.13% of the Respondents strongly disagree. This implies that majority of the Respondents are comfortable with their supervisor leadership style.

**6. SUMMARY OF FINDING**

- The data collected indicated that 59.97% of the Respondents agree and 5.13% disagree. This implies that most of the Respondents agreed that fellow employees are friendly and approachable for them and the few respondents disagree on that.
- Manager belief that the employees can't do the task and lack of transparency.
- Basis which indicates good relations between employee and employer.
- Respondents strongly disagree that they are been motivated by supervisor to work.
- The findings reveal that respondents communicate with their supervisor on daily basis which indicates good relations between employee and employer.
- Majority of the Respondents Disagree that their performance is not checked on daily basis.

- Collected data indicate maximum number of respondents were age between 26 to 35 that mean they had satisfactory level of experience.
- Respondents disagree that they act without consulting their supervisor. This indicates that There is lack of freedom and creative & innovation.
- 25.64% of the respondents disagreed that their firm encourages them to implement new innovative approach on improving working procedure. This indicates that their opinions are not taken seriously by their supervisor
- 46.15% of the Respondents agreed that the organisation has an inclusive culture on employee's diversity, this indicates that the firm has an inclusive culture on employee's diversity.

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## 7. CONCLUSION

The findings revealed that leadership style has a direct relationship with employee performance and that depending on the style a leader displays in an organization, productivity and service either increase or stagnate. While tasks are important for the day-to-day survival of an organization, developing People and teams is important for long-term organizational performance. To ensure the survival and performance of the organization, the employees of Sterlite technology Ltd must be motivated to exceed the normal expectations of their manager by appealing to their higher needs and moral values. In addition, sharing decision-making with subordinates creates empowerment and cultivates an ownership style that provides a sense of belonging to the company.

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## 8. RECOMMENDATION

In view of the findings of this study, the recommendations would help the organization to correct some of the problems it faces, especially in the area of management styles and overall management of people in the company.

1. Academic qualification and sensuality, workers should be rewarded more based on performance. Since this research work has shown that performance-related compensation motivates employees to perform better, it is strongly recommended that employee salaries be based more on performance than on other parameters.

2. In other words, performance appraisal should play a greater role in the punishment process. And accordingly, each level of responsibility and the result achieved must be communicated.

for a period of not more than four years. While this serves as recognition of their good work, it provides a greater yardstick to measure their contributions. This brings satisfaction to the employee and encourages him to improve his performance.

4. It is recommended to provide regular feedback on how employees are performing their task as this will help in making immediate corrections where mistakes have been made. Managers should also always inform employees of necessary work requirements in a timely manner so that they can plan and execute them in a timely manner.

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