

## Impact of Different Leadership Styles on the Productivity of Employees

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### ABSTRACT

An authoritative manner of leading is required for group administration. Organizational success depends heavily on strong leadership and productive employees. Leadership and management have a significant role in determining an employee's output. A strong leader will do whatever it takes to retain exceptional employees who contribute substantially to the company's success on staff because he understands the importance of high-performing individuals to the success of his organization. Organizational culture and structure influence the leadership styles that are most successful. Leadership is mostly responsible for boosting productivity and retaining top employees. Leaders must choose effective leadership styles that are suited to the challenges they face. It's not always the firm itself that's to blame when an employee decides to leave; sometimes it's the management. Although pay is an important factor, so are perks like flexible hours, opportunities for promotion, and a positive workplace culture. Staff turnover and output are examined in relation to three distinct leadership styles: authoritarian, democratic, and laissez-faire. The primary purpose of the research was to understand how different types of leadership influence employee retention and performance. There are three main components to the theoretical underpinnings of this study. The level of employee productivity is the dependent variable, whereas the leadership styles of autocrats, democracies, and free agents are the independent variables. D.G Fashion Garment (Pvt) Ltd., a garment factory in Sri Lanka, asked 150 workers to fill out a survey. The sample was selected using a basic random process, and primary data was collected via the administration of questionnaires. Participants were asked to assess their degree of preference using a five-point Likert scale. SPSS 13.0, the Statistical Package for the Social Sciences, was used to conduct a number of statistical analyses, including computations of Cronbach's alpha, the means and medians, the variances and standard deviations, as well as correlation and regression tests. Graphs and tables were also used to display the data.

### I. INTRODUCTION

Leadership is essential for running a successful business. Northouse (2007) argues that a leader is someone who can inspire a group of people to work together toward a common goal. According to Ethe et al. (2012), leadership is the ability to motivate followers to take action that advances organizational goals and improves

performance. The quality of an organization's leadership has a direct bearing on how successful and productive it is. Companies in the present day utilize a wide variety of management styles, each of which is adapted to the unique requirements of a certain field and organizational setup. Some leadership styles may be more suited to some situations than others for guiding an organization to success. The leadership styles of managers have an impact on employee satisfaction, employee retention, and employee productivity. This highlights the need of strong leadership for any firm. According to Nwokocha et al. (2015), effective leadership is a key factor in the achievement of organizational goals. The focus of the study will be on authoritarian, democratic, and laissez-faire leadership styles as described by Lewin (1939). Authoritarian leaders, as described by Lewin et al. (1939), use incentives, punishments, and threats to convince their employees to do what they desire. This style of leadership places a premium on both the leader's instructions and the followers' actions (ibid). Karamat (2013) defines autocratic leaders as those who give commands and expect obedience without consulting their subordinates. Involving all employees in decision-making and problem-solving is a hallmark of democratic leadership, which is why Swarup (2013) cites it as an example of a participatory leadership style. Democratic leaders, according to Cherry (2006), delegate authority to group members but also participate in group discussions and welcome member criticism. In a laissez-faire setting, managers trust their employees to make choices without much oversight and guidance, and they rely on them to seek out solutions to problems on their own.

## **II. LEADERSHIP**

The idea of leadership is comprised of a leader's traits. These qualities allow him to inspire his group to take action. To fully grasp a subject or issue, leaders need to have the ability to implement the appropriate processes, methods, and tactics (Katz, 1974). A leader's ability to persuade their supporters of their vision is essential to their success. Leadership is an innate trait rather than a teachable ability, although it can be cultivated and refined with the help of coaching and mentoring. By effectively conveying his vision to his team, he inspires them to work without prompting, exceeding all expectations and therefore achieving the company's objectives.

Only if they're inspired to put in extra effort will this be possible. Such inspiration may be supplied by a manager who is also a good leader. A leader, as defined by Fallon, N.(2014), is someone who unites others around a common goal. The ability to assign tasks to subordinates is not a defining characteristic of leadership.

### **Leadership skills**

Management without of purpose is dead. As a result, management researchers are now interested in what makes great leaders tick. It has been stated that leaders need a certain set of skills to succeed. A person's technical aptitude consists of the information, strategies, and techniques he brings to his position.

Leaders that possess technical understanding are in a prime position to guide and instruct their staff in ways that increase output and drive the business ahead.

Leadership requires a variety of interpersonal abilities, including the ability to understand the skills necessary to establish coordination and synchronization for one's own and other people's actions and acts.

## **III. FACTORS AFFECTING WORKER'S PRODUCTIVITY**

The performance of workers is affected by many factors and some of these are given below:

- 1. Stress:** The contemporary workplace is fraught with constraints and demands. Some employees can keep going, and even flourish, when demand is high, while others buckle under the stress. Therefore, in a hostile work environment when tensions are already high, it will be counterproductive.
- 2. Workload:** Overworked employees may become resentful of their employment, which may have a chilling effect on output. It's not only discouraging, but harmful to their well-being as well.
- 3. Resources:** Employees must to be allowed enough time and tools to do their work without fuss. This will inspire them to put up their greatest effort and take pride in their results.

**4. Accountability:** Staff members need clear guidelines regarding what is expected of them. Accountability decreases when team members are unsure of their roles and how they should communicate with one another. Everyone wants credit when things go well, but no one likes to take responsibility when things go wrong.

**5. Transparency:** When employees aren't given a full explanation of the options available to them, they may start spreading rumors based on their best estimations. The public's perception of the firm and its leadership may suffer as a result of this. To ensure that an employee is as productive and efficient as possible, it is essential to provide them with the latest technological tools.

If businesses don't take advantage of the possibilities given by technology developments in the workplace, employee performance and productivity may suffer.

## **IMPACT OF LEADERSHIP ON PRODUCTIVITY OF EMPLOYEES**

**1. Effective communication:** Inform your team of the organization's goals and how they will be achieved in a clear and unambiguous manner. This type of communication is crucial to the success of any supply chain. By requiring employees to attend weekly meetings devoted to brainstorming solutions to common problems, management is able to bring about the required adjustments in production. Employees and management may learn more about the company's productivity and inner workings if they work together to identify solutions.

**2. Provide immediate and positive feedback:** Workers' demand for feedback, especially in areas of strength, remains unmet despite the common view that formal performance appraisals give little value. Most managers see annual performance reviews less as a powerful tool for increasing productivity and more as a necessary administrative evil. Successful leaders evaluate their teams' progress and provide timely, actionable suggestions for improvement.

**3. Recognize/emphasize/leverage strengths:** Leaders who are known for their optimism are those who, rather than concentrating on the difficulties, focus on what their team does well and what is succeeding. Focusing on the positive has the potential to create motivation and momentum for change since it draws attention to what is working.

**4. Pass along job and developments opportunities:** The best leaders are those that educate their teams on how to take advantage of emerging trends in the workplace. Leaders inspire more loyalty and output when they provide advice to their staff.

**5. Reward to employees:** Employees whose work goes above and above should be recognized, while those whose performance falls short should be given constructive criticism and guidance on how to improve. Work together with your employees to figure out ways to boost their skills and put them in a better position to climb the corporate ladder.

## **DIFFERENT LEADERSHIP STYLES**

Leadership styles range from authoritarian to democratic to participatory. Remember that there is no one best aesthetic. Your objectives, character, and the dynamic of your team are all factors.

### **1. Democratic leadership Style**

Everyone in a democracy has a vote in whatever is decided. Decision-makers who work in this fashion still listen to and learn from their teams. This method of leadership may be used to many other industries because of its many advantages. Leaders provide value when they show they care about their employees' opinions. Teams with a strong leader who encourages everyone to pitch in are more likely to produce innovative results. Openness, respect, and accountability are the pillars on which democratic administrations are built. Worker satisfaction, morale, and productivity could all improve as a consequence.

Everyone in attendance understands why each delegate must cast his or her own vote. The leader sets up measures to ensure that they can always keep an eye on things. They see the democratic leadership model

proposed by Okenwa and Ugbo in 2001 as a participative or supporting kind of management. The boss often offers suggestions and then steps aside to let workers make their own decisions and implement their own plans. He is receptive to feedback from those under his leadership. Ile (1999) argues that a democratic leader proposes a strategy but waits for group response before committing to it. Even publicly shown leadership and support may be a sham if the manager was secretly controlling the conversation behind the scenes. By encouraging this kind of free-flowing discussion, leaders may learn about the pros and disadvantages of many complicated choices proposed by their teams. When they're done talking, he'll make up his mind. To characterize this business model, the phrase "collaborative advisory firm" is used.

## **2. Autocratic leadership Style**

A dictator makes all the decisions and orders his or her followers to carry them out. These bosses depend on their gut instincts rather than polling their employees for opinion when formulating policies and procedures.

Autocratic leadership isn't ideal since it might discourage innovation and collaboration. However, it does provide some assistance. CEOs that use an authoritarian style are good at getting the most out of inexperienced people and meeting short-term goals.

When a leader adopts an authoritarian style, followers turn to them for guidance. Those who follow orders do so out of fear of the former rather than enthusiasm for the latter, and the leader employs incentives and punishments to maintain order. It would seem that all communication takes place between the leader and the subordinates. It's possible that authoritarian leadership would be effective in any setting. Terry believes that autocratic leadership works best in times of crisis if the leader is knowledgeable, fair, and strong. Countries with authoritarian administrations may have lesser economic and social progress, leading to lower levels of physiological and social contentment.

The scope of autocratic leadership may be broadened to include circumstances in which subordinates need close supervision and management. Autocratic leadership is at one end of the spectrum, when the leader has absolute control over all matters. Autocratic leaders delegate responsibilities, allocate resources, and dictate strategy without seeking input from those being led. These leaders' choices might be wise or foolish. An strategy that inspires and impacts others largely by fear and force is defined as negative leadership, and its manipulative tactics are recognized.

## **3. Participative leadership Style**

Participatory leadership styles are a happy medium between tyranny and democracy. They often delegate decision-making authority to a small group of team members in exchange for guidance and advice. These leaders have a broad perspective and operate on the assumption that the contribution of each team member is crucial to the team's overall success.

Maintaining accessible channels of communication is crucial to effective participatory leadership. The improved flow of information is directly correlated to greater output. In addition to stressing independence and cooperation, leaders who promote input make sure that all relevant opinions are taken into account when making big choices. The result is a more upbeat atmosphere where trust, respect, and, ultimately, creativity thrive.

## **IV. CONCLUSION**

The researcher aimed to single out the most important findings. The only choices that matter to employees are those made by their superiors. Without enough remuneration or time for open communication, the vast majority of workers' thoughts and views go ignored by their management. Most workers also report that their supervisors use a mix of incentives and threats to keep them on task. When compared to democratic leadership styles, authoritarian approaches have a much lesser or negative effect on production. The transformational strategy is linked with metrics for measuring employee performance and a transformative leadership style.

The success of every organization can be directly traced back to its leadership, since subordinates turn to them for direction and choices. The literature research suggests that there is a wide range of leadership styles that may be successfully implemented in the corporate environment. Some of the top dogs are motivated by their own self-interest. They ignored any suggestions from staff and claimed credit for all choices made. Some leaders give their followers a voice in crucial decisions, encourage staff to think outside the box, and actively take in and act on their suggestions. When problems developed, some leaders didn't help their people out sufficiently, forcing them to fend for themselves.

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