

LEADERSHIP STYLE

Degree Course (Three Years)

Psychology Honours

B. A. Part– III Honours Paper V: Social Psychology

Unit 7

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Leadership

Leadership is a social influence process in which the leader seeks the voluntary participation of subordinates in an effort to reach organization goals. A leader can be defined as a person who delegates or influencing others to act so as to carry out specified objectives. Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent. Leadership is both a research area and a practical skill encompassing the ability of an individual or organization to "lead" or guide other individuals, teams, or entire organizations. Leadership is shifting of own vision to higher sights, the raising of man's performance to higher standards, the building of man's personality beyond its normal limitations.

Leadership is the ability to develop a vision that motivates others to move with a passion toward a common goal. So, leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent.

Leadership style

A leadership style is a leader's style of providing direction, implementing plans, and motivating people. It is the result of the philosophy, personality, and experience of the leader. Rhetoric specialists have also developed models for understanding leadership.

Autocratic or authoritarian

Under the autocratic leadership style, all decision-making powers are centralized in the leader, as with dictators. Autocratic leaders do not ask or entertain any suggestions or initiatives from subordinates. The autocratic management has been successful as it provides strong motivation to the manager. It permits quick decision-making, as only one person decides for the whole group and keeps each decision to him/herself until he/she feels it needs to be shared with the rest of the group.

Unequivocal initiative is the place choices are taken rapidly and halfway by one individual. Choices seem to be directions for others to accomplish a general point. Basic in the military, dictatorial initiative conveys commands and the group believing the pioneer without

inquiry. Practically zero interviews happen with the group with this style. One of the famous examples for an authoritarian is of Napoleon Bonaparte. Leaders like this can achieve results quickly. In exploration done on this gatherings, individuals were observed to be most beneficial under despotic, however there are some negative perspectives too, if the pioneer gets absent work ceased. Group doesn't pick up from innovativeness and information of individuals, so benefits of collaboration are lost. Staff can't enhance their employment fulfilment and might hate the way they are dealt with prompting high absenteeism and staff turnover. Serious limitations are there but still much used.

Participative or democratic

The democratic leadership style consists of the leader sharing the decision-making abilities with group members by promoting the interests of the group members and by practicing social equality. This has also been called shared leadership. This style of authority depends on the group been counseled and their feelings being esteemed. The pioneer might ask for information from colleagues as he/she regards their specialized ability, and obliges it to settle on the most ideal choice. Fair administration can be a test when there are solid identities in the gathering. Here the pioneer needs to make it clear they will take a definitive choice. All things considered, this authority style is comprehensive in its inclination and in that capacity, destined to bring the group through testing times, as the greater part will have concurred the game-plan. Participative alternately democratic leaders decentralize power. It's characterized after consulting with the subordinates and their investment in the plan from claiming arrangements and policies. The leader urges cooperation in choice making. He heads those subordinates mostly through influence and example rather than opposed fear and force. At times those leaders serve as a mediator of the plans and suggestions from his group. McGregor labels this style as 'principle Y'. In this way the employees feel that management is interested in them, additionally in their thoughts and suggestions. They will, therefore, put their suggestions for change.

Laissez-faire or Free-rein

In Laissez-faire or free-rein leadership, decision-making is passed on to the sub-ordinates. The sub-ordinates are given complete right and power to make decisions to establish goals and work out the problems or hurdles. This initiative style is frequently connected when the group is extremely fit, very much inspired and composed. Less impedance and decreased direct guideline is ordinary with this initiative style. However this ought not to be confused for the pioneer showing an absence of hobby. Depending on great collaboration, exceptionally motivational and helpful inventive thoughts are produced. Free-rein leadership avoids energy and obligation, also takes a least activity for organization. The leader provides for no bearing and permits the group should build its own objectives and resolve its own issues. The leader plays the least role. His idea may be that every part of the assembly when left to them will set onward as much best exert and the most extreme

Task-oriented and relationship-oriented

Task-oriented leadership is a style in which the leader is focused on the tasks that need to be performed in order to meet a certain production goal. Task-oriented leaders are generally more concerned with producing a step-by-step solution for given problem or goal, strictly making sure these deadlines are met, results and reaching target outcomes.

Task-oriented leaders are typically less concerned with the idea of catering to group members, and more concerned with acquiring a certain solution to meet a production goal. For this reason, they typically are able to make sure that deadlines are met, yet their group members' well-being may suffer. These leaders have absolute focus on the goal and the tasks cut out for each member. Relationship-oriented leaders are focused on developing the team and the relationships in it. The positives to having this kind of environment are that team members are more motivated and have support. However, the emphasis on relations as opposed to getting a job done might make productivity suffer

Paternalism

Paternalism leadership styles often reflect a father-figure mindset. The structure of team is organized hierarchically where the leader is viewed above the followers. The leader also provides both professional and personal direction in the lives of the members.[98] There is often a limitation on the choices that the members can choose from due to the heavy direction given by the leader.

The term paternalism is from the Latin pater meaning "father". The leader is most often a male. This leadership style is often found in Russia, Africa, and Pacific Asian Societies. Under this style the leader expects that as much capacity is understood or fatherly. The relationship between leader and group is same as of the head of the family and members of the family. The leader guides and protects his employees as members of his family. He gives his subordinates for great attempting states and border profits. It may be expected that employees will work harder and will be more productive. However, this paternalistic methodology is unlikely to work with grown-up employees, a large number of whom don't like their diversions on a chance to be gazed after by a "godfather." As opposed to gratitude, it may produce opposition hatred in the subordinates.