



IMPACT OF LEADERSHIP STYLES ON CREATING A HIGH-QUALITY WORK CULTURE

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Abstract

Leadership is crucial in achieving a company's objectives. This research looked at how leaders use situational leadership to help employees to perform better at work and how that helps the company in the long run. According to theory and research no single leadership style is best. Leaders that can adjust their approach to the circumstance and consider cues such as the type of task, the character of the group, and other things that may help to getting the job done are the most effective. The leadership styles undertaken are Authoritarian, Democratic, Laissez Fair and Situational.

Keywords: Leadership, Business performance, Leadership styles

INTRODUCTION

"Leadership is both a process and a property[1]," says Jago (1982, p. 315) when describing it. The process implies that an individual has the potential to mould the aims of a group or organisation and influence their behaviour. However, it is a collection of characteristics inside the leader in terms of property. Leadership style is defined by these features. A leader's leadership style is determined by the leader's ideology, personality, experience, and value system, as well as the type of followers and the organisational climate.

Theory

Authoritarian: Napoleon Bonaparte, the military leader of the French Revolution[2], is a fantastic illustration of this. He commanded a massive army while keeping his thoughts to himself and receiving little or no input from his subordinates. Clearly, his strategies were successful.

Laissez-faire: Warren Buffett[3] is well-known for his success, which he owes to his ability to surround himself with people he can trust and only intervene when necessary. Buffett is known for allowing people to make mistakes in order to learn from them. For newcomers, however, it was a challenging task with countless setbacks..

Democratic: Shri Chattrapati Shivaji Maharaj, has won the hearts of his followers. He was solely interested in the purity of involvement. Many times, the lower-ranking soldier made some novel proposals and numerous creative solutions, which were enthusiastically adopted and which helped this empire to expand rapidly.

However, the effectiveness of a leadership style is also determined by the quality of the leaders' impact. An effective leader should be practicing situational leadership will develop their talents in each type and be able to switch between them as needed.

Situational: The evacuation of a burning structure necessitates authoritative leadership. Choosing amongst various recommendations for an organization's social function demands

democratic leadership. Laissez-fair leadership is required to assist competent, experienced, and enthusiastic committee heads.

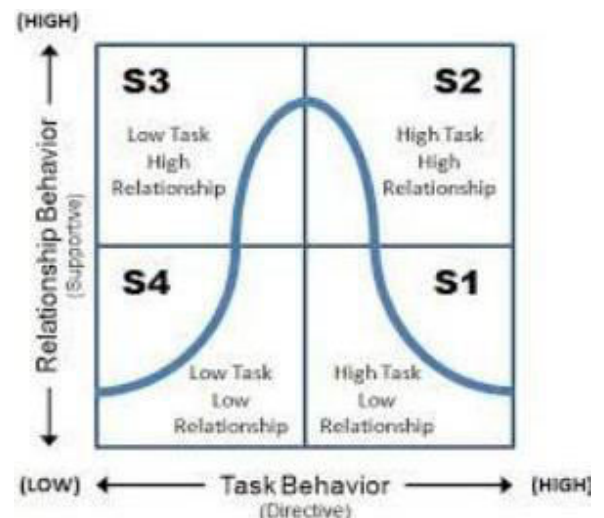
Bill Gates is a well-known businessman. Microsoft's driving force is a hybrid of authoritarian and democratic leadership styles[3]. He's a skilled delegator of work, but he also recognises the need of fully utilising his team members' abilities. The company's remarkable success was due to this blend of styles.

Also, Steve Jobs adopted this style, at first he use lassiez-faire to increase productivity among employees. The main goal was to get innovative ideas and design to increase sale. But eventually he face failures, thus this style was not working anymore. Moreover, Steve Jobs noticed and changed his style to autocratic. He directed his subordinates and regrow his business again. As the goals and situation change the styles changed simultaneously.

- Telling (S1): Autocratic style.
- Selling (S2): Situational style
- Participating (S3): Democratic style
- Delegating (S4): Laissez-faire style.

Fig.1 speaks about Hersey and Blanchard theory[4] that suggests which leadership style is the most effective.

Fig 1: Leadership model



Experimental

Experiment 1: "Does Hersey and Blanchard theory correct? Is it truly used in real-life by common individuals while handling organisations?", as a result of this thought, I attempted to interview Mr. Pradip Dhokale (AVP - Lead Retail Liability at HDFC Bank), he stated that he prefers more of democratic style than autocratic style because he believes that satisfied employees will work hard to achieve the organization's goals. However, when there is little time to finish a task or a problem that requires quick decision-making skills, autocratic is applied. This phrases provided me with the answers to the previous query, as he used blend of two different style to handle his follower, simultaneously the organisation.

Experiment 2: Trying to experiment, I, Arya Sherekar, conducted survey which had 6 different scenerios. In **Table 1**, each of the three possible solutions to each hurdle corresponds to one of three styles of leadership. The following link presents all of the survey's six questions: <https://itbwbq36lig.typeform.com/report/DJPMKJf1/uLVmZIV3xtI9Bjh6>

Table 1: suggests three possible solutions to each problem

Problem	Autocratic	Democratic	Laissez-faire
1	C	B	A
2	C	B	A
3	A	B	C
4	B	C	A
5	C	B	A
6	B	A	C



Result

Link to all survey response:

<https://itbwbq36lig.typeform.com/report/DJPMKJf1/uLVmZIV3xtI9Bjh6>

Table 2: an example from the survey

Name	Grade	Problem 1	Problem 2	Problem 3	Problem 4	Problem 5	Problem 6
Nyansh	10	option C	option A.	option B	option B	option C	option C

If you look at the records in Tables 2 and 1, you'll note that he utilised different styles in different scenarios. For example, in Problem 1, he chose option C, indicating that he will handle it in an authoritarian manner. As, he may believed the group need guidance. Voting would be pointless, therefore he adopted an authoritarian approach. However, when it comes to Problem 2, he chose option A, and as a result, he will manage the situation with a laissez-faire style, the individual might thought , there is no problem. He utilised this method because he believed in the phrase "If it ain't broke, don't repair it!" Simultaneously, he adopted a democratic approach for Problem 3, an authoritarian method for Problems 4 and 5, and a lassiez-faire stylefor Problem 6.

Discussion

Increased productivity and company loyalty can be a result of this sense of relevance. An effective leader will develop their skills at each style and learn to use all three styles when necessary. The purposes of this survey is to point out three leadership styles, to reflect a individual's tendencies in a specific situation, and to highlight the need for practicing "situational leadership". The goal of the study was to show that Hersey and Blanchard's theories are implemented by commoners.

Conclusion

The only conclusion that can be drawn from theory and experiment is that anyone who tries or believes that handling situations can be done in a single style is incorrect. This paper focuses further on situational leadership, with an experiment to back up the theory. Not everything in this world is fixed; people must change as circumstances change. As a result, situational leadership is essential; the leader must be able to adapt to changing circumstances so that followers receive appropriate counsel, which will undoubtedly benefit the organisation.

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