

## AN INVESTIGATION OF THE EFFECTS OF LEADERSHIP PHILOSOPHIES ON EMPLOYEE INSPIRATION

**<sup>1</sup>Dr.Kamal Vijayvargiya and <sup>2</sup>Mr.Kapil Monga**

<sup>1</sup>Assistant Professor, Department of Commerce, Tantia University, Sri Ganganagar (Raj.), India

<sup>2</sup>Research Scholar, Department of Commerce, Tantia University, Sri Ganganagar (Raj.), India

### ABSTRACT

*The intention of this examine is to look at how management fashion influences worker motivation. Reviewing the literature at the have an impact on of management on worker motivation is the examines most important objective. The maximum current ten years of pertinent studies had been studied through the researcher. The consequences of this examine display the useful outcomes of management fashion on worker motivation. The principles for achieving shared objectives are provided by leadership style. Effective leaders always direct their teams in the right direction and inspire them to do their work efficiently. Effective leaders motivate their followers to use their abilities and potential to further the organization's objectives. A leader's primary responsibility is to inspire and direct people to improve output and profit. A leader plays a crucial role in the operation of a company; they influence the goals and subordinates of the organisation.*

### INTRODUCTION

A manager's ability to inspire employees to do better work is known as leadership. A leader should foster innovation and employee feedback by creating a supportive environment. Some employees wish to express their thoughts and feelings in order to discover new strategies for the efficient use of resources. When a manager or leader communicates with employees in a transparent manner, followers and subordinates develop loyalty and trust in the leader. An effective leader inspires employees to work harder and more productively. He established an example for those who would follow him to follow. A leader bridges the gap between upper and lower management (worker).

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confronted through personnel at work, to the pinnacle stage. He connects all the pinnacle-stage and decrease-stage activities. He fostered a experience of cohesion within the place of work via fostering a fantastic organizational culture. The leader gives the workers direction and counsel regarding any technical or emotional issues at work. A strong leader must delegate power to ensure that productivity is used to the fullest extent possible to accomplish predetermined goals and must offer both financial and non-financial incentives to boost production. The leader has been an essential friend, philosopher, and mentor to the followers.

### GOALS OF THE STUDY

1. To research and comprehend diverse leadership philosophies.
2. To research how leadership affects employee motivation.

### RESEARCH TECHNIQUES

Through a review of the literature, this research study's goal is to give a conceptual backdrop. This study shows how different leadership philosophies impact worker motivation. The relationship between organisational leadership style and employee motivation is also examined in this paper. This research paper uses secondary data that was gathered from a variety of sources, including a reference book, research papers published in conferences, seminars, journals, magazines, and online sources.

### THEORETICAL FOUNDATION

Previous research has shown that changing the leadership style allows employees to experience a new work environment. Employee motivation and the evolving nature of leadership techniques have a favourable relationship. A charismatic leader has the capacity to inspire followers, which increases their dedication to the mission and vision they have stated. Employee willingness to engage in civic behaviour is decreased by the leader's excessive

supervision and complex directives (Niehoff & Moorman, 1993). On the other hand, inspirational leadership is positively correlated with how followers view the leaders' competence. An optimistic outlook on a leader's effectiveness has a greater influence on workforce motivation.

## DIFFERENT LEADERSHIP STYLES IN AN ORGANISATION



**Figure 1: Various Leadership styles**

**1. Transactional theories of leadership:** - These theories focus on the interactions between a leader and their subordinates. The boss sets goals and encourages staff to reach them. It is likewise called control principle and it makes a speciality of worker motivation, which incorporates each fine and terrible incentive, together with economic and non-economic rewards in addition to punishment. Employees are rewarded for appearing higher paintings and penalized for making errors. Transactional theories are entirely centred on the leaders' use of rewards and penalties. It develops a defined strategy and structure to cut down on expenses, time, and effort while boosting output and rewards. The chief evolved goals and goals with an amazing agenda that may be measured the use of time and productivity.

**2. Authoritarian Leadership Style:** -In this management style, the chief makes use of worker expectancies to assist obtain organizational goals. When a frontrunner is extraordinarily informed and bright, they may use this management style. It entails complete employee discretion over decision-making, with only minimal team participation. Leaders exercise power of control and are bosses.

It goals near observation. It functions a task-orientated management fashion that emphasizes energy and discipline. It is useful in little groups. The leader fully supports the employee in carrying out their assigned tasks and sets deadlines. It makes all decisions without consulting the employee. It is used during time-limited periods to inspire employees. At the time a defined plan of action is implemented, the error should be minimised. This leadership style should be employed by the leader if the organisation wishes to obtain consistent results. This leadership approach presupposes that the leader has a strong sense of initiative and innovation, as well as a thorough awareness of both the work and technical aspects. Additionally, it reduces the time needed for decision-making. In order to boost productivity, it utilised every available staff, which led to an increase in employee turnover.

**3. Participative Leadership Styles:** - The negative effects of an authoritarian leadership style are lessened by participative ones. It valued the opinions, sentiments, and values of the workforce and placed a strong emphasis on people. It involves everyone in the group in the decision-making process.

Followers are urged by the leader to provide their own initiative thoughts and proposals. Before making any decisions, the leader discusses all the concerns and issues of the workers. Leaders inform their followers of facts that they utilise to make decisions. Leaders include followers in decision-making. Various participatory leadership strategies were used, such as democratic participatory leadership, autocratic participatory leadership, and collective participatory leadership. Even without supervision, it raised group morale and enhanced follower performance. Leaders and followers both contribute to all tasks in order to achieve both organisational and personal objectives. Everyone who follows is allowed to voice their ideas and convictions.

**4. Bureaucratic Leadership Style:** - This style of leadership employs rules and regulations to guide operations. For better outcomes, the command has a certain organisational structure, and the commander distributes duties to subordinates depending on rank and function. It lessens uncertainty and increases effectiveness.

**5. Laissez faire leadership Style:** - It is often referred to as a delegative style of leadership. It promotes creativity and innovation in the work, ideas, and responsibilities assigned to staff. In addition to effectively implementing strategies, leaders can do so by drawing on their skills and expertise.

Personnel are employed when they are well educated, knowledgeable, and capable of handling tasks without the supervision and commentary of a leader. Leaders create a conducive environment. Leaders provide their team members the freedom to work independently while delegating authority to them.

**6. Servant Leadership Style:** – The chief in this management style constantly serves others, makes reference to teamwork, and is aware of the team. It assists in achieving all corporate and individual goals. Employee commitment and engagement increased as a result. It forged a solid bond between the two parties. A leader never stops considering the others. Employees are valued, and the leadership is focused on the needs of the workforce. Every decision was reached after consulting the team. Leaders constantly support and inspire their team members to improve productivity and task completion.

**7. Transformational Leadership Style:** - To motivate and inspire followers to achieve the

organisational goals, the chief must generate a new vision. It constantly enhances and transforms employees in preparation for organisational changes. It gives the employee connection greater weight. It focuses on the development, fulfilment, and growth of employees by providing them with guidance and direction through playing the roles of mentor and coach. Every person has their own unique emotions, ideas, and attitudes, and the chief utilised all of these characteristics to address any problems brought on by internal and external organisational changes.

It allows workers the ability to use original and creative solutions at work. It makes use of two-way communication to convey expectations and needs from employees as well as provide workers with guidance, information, and direction from top management. Leaders serve as role models for followers, earning their trust, respect, and admiration.

A solid understanding of human motivation is essential for a great leader. He must be mindful of the basic needs of his superiors, peers, and co-workers. Leadership has the power to influence other people. Every other essential motivation that helps people achieve their goals is being a function version.

#### ADMINISTRATIVE IMPLICATION

The findings of this study will aid the administration of many institutions in developing a sustainable framework for understanding the relationship between various management philosophies and institutional motivation. The organisational framework also emphasises the dynamics of motivation and organisational subculture. Additionally, this study demonstrates an immediate link between team motivation and a variety of leadership philosophies, including democratic, authoritarian, and laissez-faire.

#### CONCLUSION

This study focused on dynamic leadership, a novel idea, and looked at how different leadership philosophies affected worker motivation. Given that management is a key concept that influences and motivates both individuals and groups, the effectiveness and competence of a frontrunner has a significant impact on the levels of motivation within a team. Furthermore, effective management within the current business environment necessitates flexibility and adaptability from those

in charge. Important management theories like and servant management drive team motivation.

Employee motivation is significantly impacted by leadership style. Employee motivation is influenced by a variety of variables, such as a leader's abilities, knowledge, context, and employee needs. Depending on the characteristics of the followers and the demands of the organization's goals, managers employ a variety of leadership

philosophies. Different leadership philosophies each have benefits and drawbacks.

Motivation and leadership are closely related to one another. Positive effects on staff motivation are provided by effective leadership. Employee effectiveness and productivity are increased, and job satisfaction is increased. One could get the conclusion that team motivation and leadership are crucial elements of the healthcare sector and can keep employees' content and happy.

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