RESEARCH ARTICLE   OPEN ACCESS

Impact of Leadership styles on employee motivation and commitment

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Abstract:

This research work is a finding that examines the impact of leadership style on employee motivation and commitment. Leadership style is a variable that has received significant attention in the management literature. It gives an immense impact on how employees perform and grow, to lead positive organizational outcomes. The purpose of this study would be to investigate the impact of leadership styles on motivation and commitment, as a predictor of group or organizational performance. For ages, Leadership has been a subject of much debate and deliberation and how the different styles of leadership evoke different responses from followers.The population of this study involve from the total 96 members there are 9 teams .for the purpose of finding overall leader ship styles I analyzed the teams as single team wise and I compared the all teams to knowwhat leader ship styles are followed by the WIPRO BPO. The findings shows that there is a autocratic leadership style It is recommended that transformational and transactional leadership style should be more adhered to since it have strong effect on organizational productivity andleaders with laissez-faire leadership style should always be available for group members for consultation and feedback.The organization should promote a participatory culture in which every member in the organization should have a chance to express his suggestions.Good leaders develop through a never ending process of self-study, education, training, and experience.To inspire your workers into higher levels of teamwork, there are certain things you must be, know, and, do. These do not come naturally, but are acquired through continual work and study. Good leaders are continually working and studying to improve their leadership skills; they are NOT resting on their laurels.

Introduction:

Teamwork is essential for competing in today's global arena, where individual perfection is not as desirable as a high level of collective performance. In knowledge based enterprises, teams are the norm rather than the exception. Team leadership plays a critical role in fostering commitment, accountability, and team success. The Team leader must ensure that the right mix and level of skills are resident on the team. They are also responsible for effectively managing relationships outside the team, overcoming obstacles to success, and creating leadership opportunities for others.

Good leaders are made not born. If you have the desire and willpower, you can become an effective leader. Good leaders develop through a never ending process of self-study, education, training, and experience.To inspire your workers into higher levels of teamwork, there are certain things you must be, know, and, do. These do not come naturally, but are acquired through continual work and study. Good

leaders are continually working and studying to improve their leadership skills; they are NOT resting on their laurels.

Before we get started, let's define leadership. 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. Leaders carry out this process by applying their leadership attributes, such as beliefs, values, ethics, character, knowledge, and skills. Although your position as a manager, supervisor, lead, etc. gives you the authority to accomplish certain tasks and objectives in the organization, this power does not make you a leader...it simply makes you the boss.

Leadership is the ability of a superior to influence the behavior of a subordinate or group and persuade them to follow a particular course of action.

Leadership Definition: Leadership is the art to of influencing and directing people in such a way that will win their obedience, confidence, respect and loyal cooperation in achieving common objectives.

The feminine leadership style emphasizes cooperation over competition; intuition as well as rational thinking in problem solving, team structures where power and influence are shared within the group . . . interpersonal competence; and participative decision making.

• Leadership style concepts may be valuable in identifying strengths and weaknesses of current and future leaders, and leadership style inventories and assessments are available.

• They can also be used to identify what kind of leader is needed for a particular organization at a particular time and assist in choosing someone who has the desired leadership approach.

• Finally, they can be useful in increasing a leader's self-awareness of his or her own leadership preferences and approaches for the purpose of self-development.

RESEARCH METHODOLOGY –
 DATA COLLECTION
For the purpose of the study data has been collected through two sources among that

PRIMARY SOURCE:

For the primary source data collected through structured questionnaire divided into three categories those are to measure the environmental, physiological and psychological factors stress. Totally twenty two questions and with four demographic questions

SECONDARY SOURCE:

For the secondary source I collected information from the company websites, company broachers, from journals and articles about the company

TOOLS AND TECHNIQUES

Data has been analyzed by using , cross tabulations .From the total 96 members there are 9 teams .for the purpose of finding overall leader ship styles I analyzed the teams as single team wise and I compared the all teams to know what leader ship styles are followed by the WIPRO BPO.

RESEARCH PROBLEM

It's essential that we keep in mind that any style of approach is just an arbitrary way to cut up our realities and experience and categorize and label people. While they may be useful in increasing self-awareness of leadership approaches, care should be taken to realize that they are labels, and not real things. When leadership styles are used to improve understanding and communication about leadership they have value. When used to label people they often can be destructive.

Data Analysis:

1.Asks team members for ideas and input on upcoming plans and projects

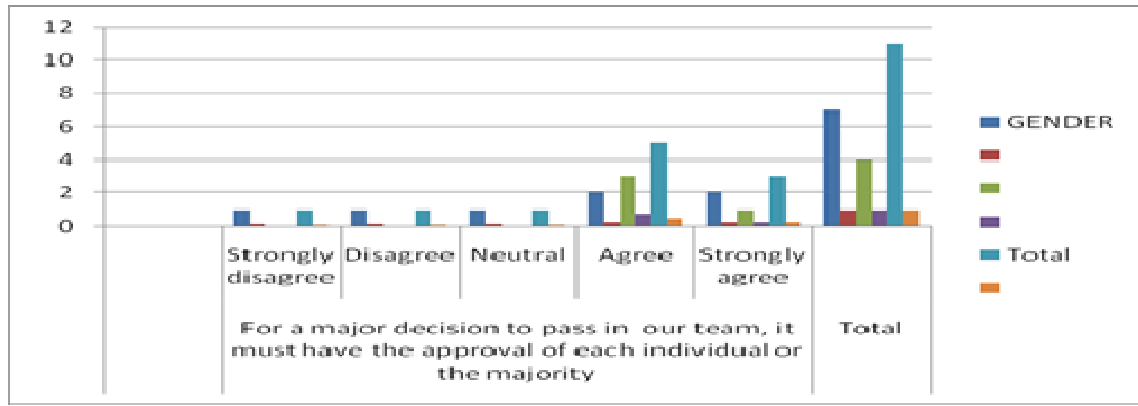|		. Asks team members for ideas and input on upcoming plans and projects				Total
		Disagree	Neutral	Agree	Strongly agree	
GENDER	MALE	0	3	3	1	7
		.0%	42.9%	42.9%	14.3%	100.0%
	FEMALE	1	2	0	1	4
		25.0%	50.0%	.0%	25.0%	100.0%
Total		1	5	3	2	11
		9.1%	45.5%	27.3%	18.2%	100.0%
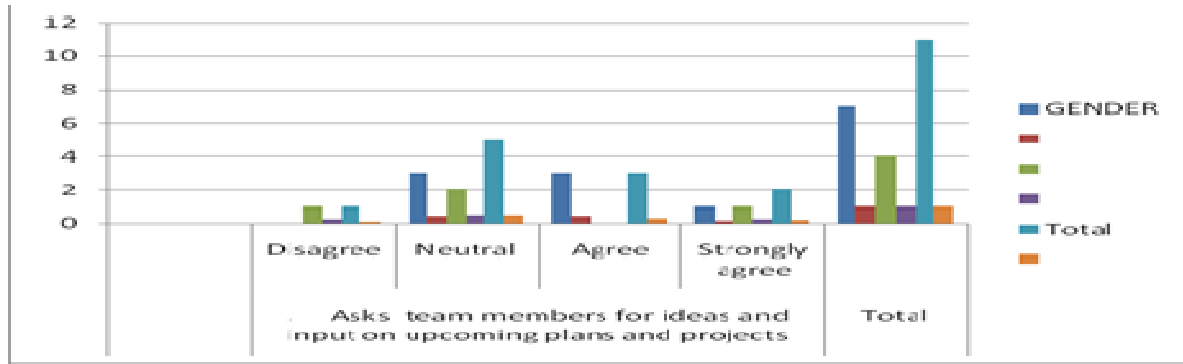
INTERPRETATION

When the team members of an organization were asked about their team leader regarding whether the team leader, Asks team members for ideas and input on upcoming plans and projects 45 .5% of the respondents were not deciding that to agree with that or not . At the same time, 27.3% of the team members agree with the same. So, we cannot say whether their team leader Asks team members for ideas or not . `
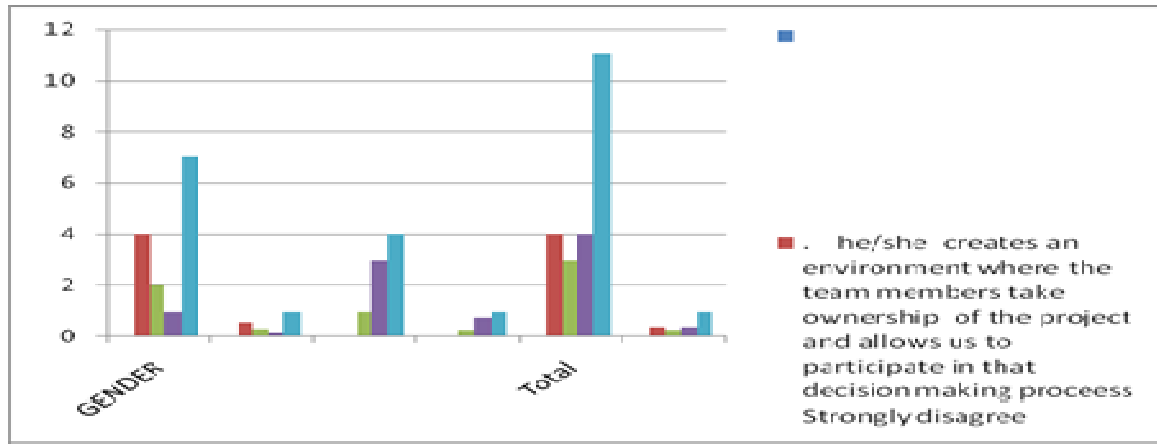
2.:GENDER * For a major decision to pass in our team, it must have the approval of each individual or the majority

		For a major decision to pass in our team, it must have the approval of each individual or the majority					Total
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree	
GENDER	MALE	1	1	1	2	2	7
		14.3%	14.3%	14.3%	28.6%	28.6%	100.0%
	FEMALE	0	0	0	3	1	4
		.0%	.0%	.0%	75.0%	25.0%	100.0%
Total		1	1	1	5	3	11
		9.1%	9.1%	9.1%	45.5%	27.3%	100.0%

3. He/she creates an environment where the team members take ownership of the project and allows us to participate in that decision making proceess

		he/she creates an environment where the team members take ownership of the project and allows us to participate in that decision making proceess			Total
		Strongly disagree	Disagree	Neutral	
GENDER	MALE	4	2	1	7
		57.1%	28.6%	14.3%	100.0%
	FEMALE	0	1	3	4
		.0%	25.0%	75.0%	100.0%
Total		4	3	4	11
		36.4%	27.3%	36.4%	100.0%

INTERPRETATION

When the team members of an organization were asked about their team leader regarding whether the team leader   creates an environment where the team members take ownership of the project and allows us to participate in that decision making process, 36. 4% of the respondents strongly dis agree with it. At the same time, 36.4% of the team members neutral with the same. So, we can't say that this thing happens in team or not

Analysis of the work:

By considering the whole 9 teams team members   perception regarding their team leader

We concluded   that the team leader of every team were not following the constant type of leader ship style.

Team 1 leader following democratic style, Team 2,4,7 leaders are following democratic &autocratic style ,Team 6&8 leaders are following democratic& democratic Team team 3&5 leaders are following democratic style Team 9 leader following free reign type leader ship styles .

By analyzing the whole team members perceptions relating to their team leader behavior the following things were find out:

Most of the team leaders were not considering the suggestions of team members

Some of the team leaders not allowing the team members to contribute their ides to the particular projects. For a major decision to pass in their team, it must have the approval of each individual or the majority .When someone makes the mistake the leaders asking them to note down it and not ever do itBut most of the leaders not creating an environment where the team members take ownership of the project and allows us to participate in that decision making process but some were doing.

Most of the team leaders were allowing team members to determining what has to be done and how to do it some team members are not allowing .Most of the team leaders were delegating   tasks in order to implement a new procedure or project . some team leaders were   closely monitors the team members to ensure they are performing correctly some team leaders were not .All of the team leaders were working When there are differences in role expectations,   with to resolve the differences .in most

of team leaders view Each individual is responsible for defining their job. Some of the leaders using   the leadership power to position holds over subordinates .

"They are not sharing the data withg ream members".

Conclusion:

From the above analysis of the team 1 we may conclude that for any decision making relating to any projects team leader asks for ideas to the members and some other situations not. But any decision pass in the team the team leader get the approval of the ever team .and if any mistake was happened in the team the leader told them to not

ask for not to do it again and make a note of it .but he does not told to the members to what has to be done & how it is done and he does not creates any feasible environment to participate in the decision processes by taking the owner ship to that when there are differences in role expectations, he/she works with to resolve the differences. But he does not deligates the authority to them and does not monitors them. Team leader shows that each individual is responsible for defining their job and he didn't not do any his /her leadership power to help subordinates grow

As analyzing the things the team leader the most of the times following the AUTOCRATIC Leader ship style.

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