

A Study on the Impact of Leadership Qualities and Responsibilities on Organizational Growth

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Abstract: *Leadership is the act of influencing someone or oneself to get the desired course of action. In the Organisation there are three levels of hierarchy i.e. top level, middle level, and lower level. It is the middle level that bridges the gap between the higher and the lower level. Hence the researcher here has tried to understand the e role of a leader impacting the effectiveness of the organisation and the challenges faced by the leader in this competitive environment*

Keywords: Ethics, Leader, Organisation, Competitive, Environment, Effectiveness

I. INTRODUCTION

Ethics is a philosophical term originating from the Greek word “ethos” meaning custom or character. It is the code of values and moral principles that guides individual or group behaviour concerning ‘what is right or wrong’. Ethical behaviour is both ‘legally and morally acceptable’ to the larger community (L. K. Trevino, 1986). Ethical behaviour is defined as behaviour that is morally accepted as “good” and “right” as opposed to “bad” or “wrong” in a given situation (Sims, 1992). Ethics is therefore open to interpretation. Leaders always know how to do the right thing. It may be difficult to define exactly what “right” is, but an ethical leader is not afraid to do what they truly believe to be right – even if it is unpopular, unprofitable, or inconvenient. A leader is a person living up to principles of conduct that are crucial to them. Leader needs to adhere to a more universal standard of moral behaviour. Leading ethically is believed to be a process of inquiry – asking questions about what is right and what is wrong setting the example for followers and others about the rightness or wrongness of particular actions. Leadership can be viewed in terms of healing and energizing powers of love, recognizing that leadership is a reciprocal relation with followers. A leader’s mission is to serve and support and his passion for leading comes from compassion

II. REVIEW OF LITERATURE:

To conclude the performance, the results of the task or program should be evaluated (Altin et al., 2018) the organization needs to implement strategies that are highly effective against competitors to meet contingencies. It is observed that leadership effectiveness has a major role to play in the success of an organization (Ioan, 2014). For any business to work efficiently and effectively, trust is an important factor that leads to providing information in an organization, open channel to communication, sharing technical knowledge, enabling organizational learning, and motivating information sharing. The basic principle that every organization should build is trust, the vital element for any organization to live in this form of human motivation. (Jyoti and Bhau, 2015) the author stated that vision, communication, and empowerment are three guiding factors required in leaders of flourishing business organizations in dynamic environments. (Kelly 2014)

2.1 OBJECTIVE OF THE STUDY

- To understand the role of an effective leader impacting the growth of the organization
- To explore the challenges faced by the leader in this competitive environment.

The Role of an Effective Leader Impacting the Growth of the Organization

The human brain is more comfortable thinking linearly, however, changes happen in complex systems, where a small incremental difference can lead to a disproportionate impact in another place — or what is known as “the butterfly

effect". However, if we see from an India perspective, technical and professional education is at a standstill. Traditional big industries from manufacturing to IT to banking to telecom are introducing automation and Artificial Intelligence to take away jobs that would traditionally be done by humans, but are prone to human error. RPA (Robotics Process Automation) is taking over tasks across industries. While reskilling is imperative, incumbent industries that are trying to compete with disruptors are under tremendous pressure to cut costs and hence are unable to take on the costs of reskilling. Leadership in the context of normative organizational ethics would be defined as "how individuals should or ought to behave in an organization". This includes speculations about criteria that define ethical decisions and personality characteristics. Leadership is a very crucial task and significant in providing direction that enables the organization to achieve its mission and vision. As leader is regarded as a key factor in the management of an organization's reputation in the external environment and in comparison with competitors

Focused: To lead a team to success, leaders must possess an extraordinary amount of focus. It's important to eliminate distractions from the work area and to hone in on the key issues at hand. The leaders must be able to retain clear minds and focus on the things that matter.

Passionate: Effective leaders are already passionate about what they do. The level of enthusiasm and commitment can inspire the team members and motivate them to do better work. Modeling the attitude can effectively lead the team toward a successful destination.

Assertive: Assertive leaders are firm and bold, unafraid to go after what they want. Such a level of certainty and confidence will serve the employees and themselves. As well as the leader can tackle the larger challenges and go after new goals.

Decisive: Leaders are often called on to make big decisions, so it's also important for the leader to be decisive. A decisive leader is never confused with an impulsive one. A decisive leader carefully weighs the potential effects of each option and chooses the opportunity that works best for his or her team. Decisive leaders are always ready to take on challenges.

Humane: Leaders are usually seen as active, expressive, and energetic. They are often very optimistic and open to change. Overall, they are generally quick and alert and tend to be uninhibited.

Focus on Team Building: For people to do their very best work, they need an organizational environment that supports them by making it safe to take risks, Business leaders today put a strong emphasis on teamwork. Leaders must create a friendly relationship that fosters team cohesiveness.

Leadership by Examples: A good leader always demonstrates the right behaviour that the employee should follow. If the leader demands a lot from their team, they should be willing to set higher standards for themselves. Aligning the words and actions will help the leader to build trust and make the team work more willingly by the set example.

Value awareness: Without empathy, you can't build trust. Without trust, you will never be able to get the best effort from your employees. So a key trait of today's leader is to "put oneself in the other person's shoes", feel the pain and give an appropriate solution of his expertise and experience.

Integrity: leaders need to show integrity, honest, fair, candid, and forthright, and treat everyone the same on the basis of equality,

Intelligence: leaders should have positive approach towards the employees with practical, logical, and to-the-point behaviour which boosts the morale of the employees. They tend to be low in sentimental attachments and comfortable with criticism. They are usually insensitive to hardship and overall, are very poised

Challenges faced by the Leader during organisational growth

It is reviewed by various authors that in today's global scenario, the workforce will need to re-skill about 10-15 times in their lifetime. So careers are going to be "emergent" rather than planned and more like a patchwork quilt than a traditional ladder. New skills are evolving all the time. And the openness to experiment and learning would be essential for any employee to grow. Leaders serve as role models for their followers and demonstrate the behavioural boundaries set within an organization. The appropriate and desired behaviour is enhanced through culture and socialization process of the newcomers. Employees learn values by observing their leaders in action. The more the leader "walks the talk", by translating internalized values into action, the higher level of trust and respect they earn from followers. When

leaders are prepared to make personal sacrifices for followers or the company in general for the sake of acting following their values, the employees are more willing to do the same.

Retaining the talent:

The first and the foremost challenge that organizations face today is that of attracting and retaining the right talent. Finding the right fit for the organization is testing and correspondingly challenging is the aspect of knowledge retention. Employees and employers have high expectations from each other which have made the process of recruitment and retention a grueling task. The impact on business communications, new generation of employees and their technology demands will influence job decisions, hiring and a new age of work life balance. How businesses address these demands will inevitably affect their competitive advantage and HR success. It's not just a technology trend anymore-it's a business trend.

Proficient Personnel :

Expertise needed to lead a startup is remarkably different from that of established organizations. Employing proficient personnel with complementary skills will help to harness the right skill and those who will stick to the organization for long. Leaders need to effectively retain the knowledgeable and competent work force since they are the ones who are the essence of core competency and productivity for the company. Thus, leaders have a perplexing task to retain the talented workforce in the wake of employee poaching activities and also the social media which is used by employees and employers for recruitment purposes.

Unified Approach:

Share identical vision and mission as that of the organization. This challenge of creating a cohesive approach to achieving organizational goals is an arduous task. Leaders need to weave their sentiments within the talent pool through effective communication. So that it becomes rousing enough for the workforce to have the same vision of the organization they belong to.

Managing Diversified Workforce:

Nowadays, the majority of the work is done in teams and therefore effective team management is quintessential for an organization to succeed. The challenge lies in consolidating all this diversity such as the cultural diversity in the team, varied age groups, and performance in the team into one unified element. Leaders need to gauge the individual expertise of the team members and coordinate with them so that they contribute willingly towards the organization's requirements.

Employee Engagement: -

Leaders should make certain that, employees are befittingly engaged within the organization so that a sentiment of companionship and esprit-de corps prevails. The leaders should strike a balance in maintaining professional and personal relationships with employees. This will foster the spirit of passion for work and a sense of belongingness for the organization.

Empowered Workforce:-

The employees can be empowered by involving them in decision-making and problem-solving processes in the organization. This would not only enthuse the workers but also prove to be a productive approach to enhance work efficiency. Leaders need to be aware of the fact that they will fail if they can't empower the workforce. For empowering the group leaders need to go beyond the tried and tested leadership styles. Empowerment too brings its own sets of demands. Empowering a workforce means that employees should be bestowed with liberty and independence at work. But when things go awry, leaders are expected to take responsibility for the overall state of affairs

Employee Involvement and Team Spirit: -

Leaders need to give individual recognition for the work done. Again, the irony lies that employees need to be given decent chances for growth, meet new challenges, and carve a niche for themselves. Leaders should coach and mentor them so that their potential can be maximized.

Change Management: -

Change is inevitable and unrelenting. Organizations can't do away with it. Changing and acclimatizing to the dynamic business environment helps in organizational sustainability and maintains the competitive edge. Leading change is a skill that demands leaders to take intrepid steps to anchor the changes in the corporate culture. This can be done by being open and honest in approach, getting feedback for the initiatives taken, and remaining committed to usher in the

change. This methodology builds an environment of trust and sureness within the workforce and thus facilitates the change process

Corporate Image:-

Managing the public image of the company is the toughest challenge lies with the leader. Businesses today demand that companies focus their attention not only on their own enterprise but also on the overall business environment. A leader needs to associate with and promote a web of business connections with other organizations and people. This practice would aid in a superior understanding of the current trends in business, competitive forces, and global market concerns. It's the leader who helps maintain the superior performance, growth, sustainability, and profitability of the organization.

III. CONCLUSION

In the present age of humanism, scientific progress has greatly improved human material well-being. The communications revolution made the world a 'global village'. But there has also been moral decay as evidenced by the great increase in broken homes, immorality, violence, and crime. Vivekananda's concept of the potential divinity of the soul prevents this degradation, divinizes human relationships, and makes life meaningful and worth living. He is thus, also known as the founder of 'spiritual humanism'. Leaders ought to be a crucial source of ethical guidance for employees and at times are responsible for the moral development of employees in an organization. Businesses today are undergoing a sea transformation in their functioning due to Globalization. It has become increasingly tortuous and tricky encompassing an excess of complex business issues in its fold, thus paving the way for new leadership challenges. These complex business issues manifest themselves in old and new, small and large businesses. These complications are driven by ambiguity and fast-track changes. Nonetheless, the sustainability of business in this dynamic business environment seeks exceptional leadership skills to manage the challenges ahead and transform them into a win-win situation.

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