# The Impact of leadership on productivity

***Abstract*:**

***Leadership, being able to lead an organization effectively, and performing a variety of tasks are some of the most essential aspects of a company's success .It is the process of influencing the behavior of others to work willingly and enthusiastically for achieving the pre determined goals.*** This research provides a thorough examination of the effects of two opposing leadership philosophies, autocratic and democratic, on worker performance. In order to better understand how different approaches impact productivity in the modern period . A leader must develop a number of traits that will increase the productivity of the organisation in order to guarantee the smooth operation of the latter. Only when the leader leads with diligence can the organisation succeed. The leader's attributes are not same.

A leader has to in still many attributes in himself or herself that will increase the productivity of the organisation in order to ensure its smooth operation. A leader who leads with diligence is the only one who can make an organisation successful. Since different leaders adopt various leadership philosophies, a leader's characteristics vary from organisation to organisation. This indicates that an employee's leadership abilities are directly correlated with their job output. A leader's responsibility for the smooth operation of the team extends to ensuring the organization's peace and harmony. The effects of a leader's abilities on the workforce can be both favourable and bad. Most individuals concur that an employee's productivity is influenced by their leadership.

Most individuals concur that a leader has an impact on an employee's output. Additionally, democratic leadership is more adaptive to the dynamic nature of contemporary organizations than autocratic leadership. The organizational environment can be shaped by several types of leadership styles, including transactional, democratic, autocratic, and transformative. Positive morale and teamwork among employees are fostered by transparent communication, which is based on integrity and trust. A positive workplace culture is facilitated by leaders who are flexible in handling disputes. The capacity to recognize, control, and enhance interpersonal relationships is known as emotional intelligence. In this we have discussed democratic leadership is when choices are made with consideration for other people's opinions also the Importance of adaptive leadership. The opinions of those within the organisation are taken into account before making the choice.

**Keywords**: Leadership, Managerial control, Autocracy, Participative, Collaborative Leadership.

# INTRODUCTION:

In the ever-evolving landscape of modern organizations, leadership plays a central role in forming employee productivity and success in organizations. It is exercised in a particular situation at a a given point of time and under specific set of circumstances . The success of these organisations as a whole is intricately linked to the critical role that leadership plays in having a significant impact on staff productivity. The concept of leadership is multifaceted, with many aspects and implications for worker performance. An essential component of any organisation is leadership, which serves as the primary motivating, ordering, and supporting force that steers the group towards achieving the organization's objective. The investigation of two unique leadership philosophies—autocratic and democratic—is the focus of this research work. The goal is to investigate the complex dynamics of various leadership philosophies, offer a thorough grasp of how they are applied in contemporary businesses, and considerably influence the effectiveness and productivity of workers inside such businesses .Here many models , steps regarding decision making have been discussed

When a team adopts an autocratic leadership style, the leader assumes a centralised and hierarchical role, controlling the team and making all choices. This style places the leader at the centre of decision-making and gives them complete and total power over the team. Conversely, research indicates that a Democratic Leadership Style encourages teamwork and inclusive decision-making by granting staff members the opportunity or right to voice their viewpoints. The goal of this study is to unravel the intricate web of relationships between these two leadership philosophies and their direct and indirect effects on workers' capacity to produce outcomes in the variety of organisational contexts found in today's workforce.

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The primary objective of this intellectual voyage is to provide a deep and nuanced knowledge of the relationship between employees' productivity and efficiency and leadership styles. synthesising case studies from the actual world, observed data, and current research. Rather, we will conduct research, integrating written works by others, factual information, and authentic instances. to provide you with more than just lists and contrasts. Our goal is to provide some practical insight into the ways that modern organisations' leadership styles affect their employees' productivity.

combining observational data, case studies from the actual world, and already published literature. Instead, we're conducting research and integrating written works by others, factual information, and real-world instances. to provide for you beyond classifications and contrasts. Our aim is to give practical insights on the relationship between leadership styles and staff productivity in contemporary organisations. Autocratic leadership is a boss making all decisions alone. It can be efficient but workers may feel left out and this can lead to labor turnover. On the other hand, democratic leadership involves team input. This style boosts morale of employees, but decisions may take longer. In today's corporate world finding the right balance is very important for every organization as each style has pros and cons.

In short , examining different leadership philosophies, particularly authoritarian and democratic philosophies, is one way to improve our understanding of the complex relationship between productivity and leadership. This research adds to the growing body of knowledge about how organisations can best utilise their leadership approach to attain optimum productivity in a culture that values constant innovation and change by shedding light on the advantages, disadvantages, and potential dangers of different approaches.

**Scope of Study:**

1. Effect on staff morale and company culture.
2. Talk about the circumstances in which each approach might work better.
3. Analyse how they affect decision-making and communication.
4. The value of adaptable leadership and how, depending on the circumstance, leaders may need to transition between types.

# Objective of Study:

1.Examine the benefits and drawbacks of authoritarian versus democratic systems.
2. List the main distinctions between democratic and authoritarian leadership.
3. Examine the circumstances in which each approach might work better.
4. Examine the effects of both leadership philosophies on motivation and worker satisfaction.

# LITERATURE REVIEW:

Based on previous studies, we can see that these styles have different effects on output. The dynamic and multidimensional concept of leadership is essential to the development of any organisation. Numerous academics have investigated various leadership philosophies, each providing a distinct method of managing groups. This investigation will look at several leadership philosophies, their traits, and the effects they may have on the dynamics and output of a team.

**Transformational Leadership**: **James MacGregor Burns** introduced transformational leadership, emphasizing inspiration and motivation. Leaders adopting this style inspire and motivate their teams to reach new peaks, encourage innovation and positive change so effectiveness of output should be great. **Bernard Bass** further developed this concept, highlighting the significance of charisma and vision of organization in transformational leaders in modern organizations. Transformational leaders are constantly open to innovation where it may arise. They constantly look for opportunities to make things unique and always open to new ideas. Characteristics and features of transformational leadership such as

* + Inviting new technique
	+ Active Listening and learning
	+ Willingness to Accept Responsibility

As we know the steps for Human resource planning is also important were they are common too were firstly the recruitment , selection , hiring , training , induction , Orientation , Evaluation , Promotion and lay off . As many of the organization follow the same criteria for the management of human resources.

**Transactional Leadership**: In contrast, transactional leadership focuses on exchanges between leaders and followers, it relies on punishment and rewards to achieve optimal job performance. Rewards for good performance and corrective actions for poor performance are central. Achieves short term goals quickly, but creativity is limited since the goals and objectives are already set. Easy to learn and does not require more training. This style provides structure and clear expectations, but critics argue that it may stifle creativity and intrinsic motivation of employees. Characteristics of transactional leaderships styles such as

* + Focused on short-term goals
	+ Practicality
	+ Opposed to change

**Democratic Leadership Style**: Leaders foster teamwork and a diversity of viewpoints by involving their subordinates in the decision-making process. Head of the group, giving direction and oversight. Because of this, the group's leader determines who has the right to voice their ideas and opinions as well as who is allowed to participate in decision-making and cast votes. The term participative style is another name for this kind of leadership. The team's leader inspires innovation and original thinking in its members. Members have a sense of psychological safety when they are comfortable sharing their ideas and opinions.

 Psychological safety helps problem solving, increases collaboration in a group and can help prevent employee turnover. Characteristics of democratic leadership such as:

* Vast Variety of Concepts
* Strong teamwork
* High employee engagement
* Numerous creative opportunities

**Autocratic Leadership Style**: Autocratic leaders make decisions by their own and ensures quick actions, but sacrificing team morale and may motivation. In this leader has absolute control over team and decision-making. These leaders make decisions based on their own ideas of what is best. They make decisions without consulting their subordinates, even if their input would be useful. There are four characteristics of Autocratic Leadership as follows:

* The leader decides everything.
	+ Leader directs their team’s methods and processes
	+ Decisive
	+ Fast Decision-Making

There is no one-size-fits-all definition of effective leadership. According to earlier studies, we discovered that the study Well-versed leaders frequently blend approaches according to the demands of the moment. Understanding these diverse strategies will help us as future leaders negotiate the challenges of leading teams, fostering growth, and attaining success. The process of leading, teaching, directing activities, and inspiring others to achieve an organization's goal is referred to as leadership. Numerous leadership philosophies are founded on the idea that distinct behaviours coalesced to form various leadership idioms. Every style has a certain objective and objectives. Results indicate that the department's productivity is negatively impacted by the autocratic leadership style. We are aware that every leadership style has benefits and drawbacks and can be effectively applied depending on the circumstances in contemporary businesses.

# Methodology

The nature of primary data is descriptive data provides a straightforward feature. By surveys, observations, comparisons, google forms. The questionnaire aimed to know the impact on employee’s productivity among modern organizations. The secondar data collected from this various platform such as Indian Journals of Management, indeed, recent literatures and researches.

**Data Collection:**

Primary Data:

We have done a survey and overall, our perspective and these results show that leadership actually has an impact on an employee's productivity. In the survey, we asked some questions related to autocratic and democratic leadership styles which can impact on employee’s productivity in modern organization like

Do you believe that a leadership style directly influences employee’s productivity?

Would you say that a flexible leadership approach is essential for adapting to the dynamic nature of modern organizations?

Have you observed instances where a democratic leadership style led to better team collaboration?

Do you agree that a supportive leadership style contributes to higher job satisfaction among employees?

Do you believe that aligning leadership styles with organizational values positively impacts overall workplace culture?

Productivity

Autocratic Style

Secondary Data:

Democratic Style

In Indian journal of Management stated that the employee mindset depends on how best the well- being is handled. It is also clear that higher the well-being, the higher the life satisfaction. Autocratic leaders can achieve quick results and can make a focused working environment but lack employee relations. Democratic leaders have excellent problem-solving capability and team- working skill with great collaboration. Where there is a workers committee called INDUSTRIAL DISPUTE ACT 1947 . This act stated that “in case of any industrial establishment in which 100 or more workers are employed or have been employed on a day in the preceding 12 months the appropriate government by the general or special order require the employer to constitute in the prescribed manner a works committee consisting of representative of employers and workman’’ . While an autocratic leader is typically responsible, motivated, decisive. Only the leader makes decisions, the management may or may not provide feedback. This ensures faster decision making, especially in high stress situations that demand an immediate Autocratic leadership encourages one way communication and ensures information reaches the right audience. As the leader clearly defines goals, expectations of organization to employees. It helps them to understand and increase efficiency in work.

# Data Analysis and Interpretation:

**Where a democratic leadership style led to better team collaboration?**

**The autocratic and democratic styles influence the employees.**

We learned from this poll that the majority of respondents concur that a leader's actions affect their team members' output. Ninety-six percent of respondents agreed that these leadership philosophies have an impact on workers. And 9.4% of respondents claim that it influences "sometimes." These findings demonstrate that most employees are influenced, but the likelihood that people won't be influenced at work and in terms of productivity is extremely low.

According to the poll results, 84.4% of respondents agreed that a democratic approach promoted stronger teamwork. And 15.6% of respondents said "no" to it. People want to participate in suggesting and assisting in improved outcomes within the organization, and they want more assistance from their leaders. Furthermore, democratic leadership styles are better suited to the dynamic nature of contemporary organizations than are authoritarian ones. After collecting and analyzing the data, we were able to derive insightful conclusions. To validate results, statistical tools like percentage-based pie charts were used.

# Findings

Autocratic leadership is the leadership where the leader takes all the decisions of the company on his own. Here leader is responsible for the ups and downs of the company as he/she is the decision maker. In autocratic has no other person is included in this type of leadership style. The second opinion or no more opinion is considered while taking the decision. This may result in wrong decision.

And no one from the team has given a chance to speak in decision making process. Autocratic leaders are very solo and only he/she gives or tells to do work and they must have to do it.

This leader has the wrong belief that employees are useless and have no knowledge. Employees don’t have rights to give suggestions, feedback, review, opinions, and more to the leader and even if they say it the leader won’t listen to them. Because of leaders who make decisions only by him/her their subordinates become demotivated in their work, this also leads to labor turnover.

We came to know that in this leadership style there is possibility of partiality by leaders in giving more importance to close workers. Partiality in employees like no promotion, less salary, no acceptance to holidays which are not having interpersonal relationship to leader. Leaders promote those who are closely related to him/her but not others.

Democratic leadership is the leadership where decisions are taken while considering the others vote for a topic. The decision is made after considering the views of the people in the organization.

In this style, which ever decisions are taken is by help of the employees. They discuss and then the leaders takes decisions. It has co-operative relations and leader beliefs in employees are good in this style.

Democratic leadership is good for the organization but sometimes it may result into the delay of decision making. This means more opinions about the topic will result in more confusion for the decision. Many ideas are being shared and cause some employees feel devalued if their idea is not taken. If the leader’s team has different ideas about a project, as a leader, tell them exactly what to do, or they might get stuck.

# Conclusion:

As per our research and analysis we came up with some implications that will help the leadership style to become effective and make productivity of employees.

The autocratic leaders should at least listen to their thoughts and suggestions so this will create a clearer and more stable vision of a leader and employees will also be motivated. As we know in the managerial decision making there are five models which are as follows:

1. Rational model
2. Non rational model
3. Satisfying model
4. Incremental model
5. Garbage can model

The leader should motivate his/her subordinates by giving them rewards and appreciations. Autocratic mostly came to that it can more useful and effective were employees are not that intelligent and experience to suggest or feedback.

This prevents labor turnover rate high and leads to effective work completion. And most importantly a leader should not do partiality, this will create equal opportunities in employees, and they feel motivated and valued, leading to improved morale. He/she should treat equally and effectively for better performance, overall teamwork is enhanced, collaboration and overall job satisfaction.

There should always two-way communication in leader and his/her subordinates will lead to share full information related to works. When leaders and team members talk a lot, it helps everyone understand each other better and work together more smoothly, and makes everyone happier and more productive.

Autocratic leadership is effective when employees lack confidence. During stressful situation, autocratic leadership can be more effective and faster. Research has shown that when senior executives engage in autocratic leadership then middle management will mimic these behaviors. Autocratic leader without informing the person doing the activities and assigns, offers facilities and guidance. Such leadership may take positive or negative measures. To get the desired outcome, the successful leader utilizes constructive strategies as praise, tact and diplomacy.

In democratic leadership, discussion must happen but only few qualified and high designated people must be included in the decision. So, the conclusion of the discussions can be come out precisely. A Leader should be aware that involving many team members in decision making is a time-consuming process, as it involves opinions and suggestions.

Democratic leadership cannot be used when quick decision is required urgently even if there is free flow of information. Keep checking how they are doing and tell them where to go next is a responsibility like giving a clear roadmap for the project.

Where the leader lives in group communication interacts with all employees takes their feedback, suggestions, sees the consequences and problems and then he/she makes a decision. It also decreases manager’s workload.

Difficulty managing conflict in many members would never discuss important product decisions without having different opinions. Leaders should manage conflicts and ensure that decisions are made fair and clearer.

Some employees may not have experience and knowledge to make the right decisions. So, the leader should look and guide them in decision making process. In this type of leadership has more employee’s productivity than the autocratic because there is group conversation and participation in decision making. It is only profitable when subordinates are well educated and highly designated.

# Suggestions:

Sometimes it is necessary to have a group discussion before taking any decision .Where the participation of the workers can be of four types informative , consultative , associative , administrative . But because of single decision maker it is quick and clear in decisions. Different thoughts of people can be understood. So, we think that autocratic type is normal for some organizations which doesn’t have well educated employees, but including other persons in decision making and getting their point is also necessary. This will result in the benefit of the organization and boost employees' morale.

Democratic has co-operative and collaborative discussions so that it helps making decision clearer and effective. We think that the democratic leadership style is very effective and adaptive style in modern organization. Leaders should use the styles as per the situation in the organization and motivate and appreciate the employees for their hard-work. Democratic is the type of leadership which every organization must inculcate.

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