A Conceptual Study on Leadership Style and Workforce Performance

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Abstract: **Purpose of this study is to identify the impact of leadership style on employee workforce performance. This article examines the relationship between leadership styles (transformational, transactional, autocratic, democratic, laissez-faire leadership and others) and employees' commitment .The findings of this study may contribute to positive social change by providing local organizations leaders with additional strategies for improving employee performance. Through an effective leadership the workforce performance plays a vital in employee commitment and tends to achieve a dramatic growth in the organization. This paper is submitted by studying form different journals with required knowledge.**

Keywords: **Leadership Styles, Workforce Performance, Transformational, Transactional, Autocratic, Democratic, Laissez-faire, Employee performance.**

I. INTRODUCTION

Leadership is the organization key weapon; with better leadership managers can achieve their corporate goal and efficiency, as well as the productivity of their employee

"Leadership is the mechanism by which a person influences a group of people to achieve shared objectives." Leaders no longer depend on their legitimate authority to compel people to do as they're told; instead, they engage in conversation with their subordinates or lift and broaden their subordinates' interests.

In order to achieve personal, group, and/or organizational success, leadership in all spheres must be effective. It is critical to recognize the importance of effective organizational leadership in this regard.

II. LEADERSHIP STYLES

ORGANIZATIONAL LEADERSHIP

Organizational leadership plays a crucial role in the evolution and development of a company. It can assist members of an organization and working teams in meeting challenges and working toward a worthy organizational goal .Organizational leadership is not a gift that some people possess while others do not. It's also not just about the boss issuing orders and then observing how well those orders are followed. Instead, an organization's leadership is defined as management's ability to obtain and protect company benefits by recognizing employees' needs and company objectives and bringing them together to work in a better environment to achieve common goals.

VISIONARY LEADERSHIP

According to Kotter, vision is a leader's ability to look into the future while aligning his or her team with that vision, and then inspiring them to achieve the desired goals in that future."Vision is a picture of the future with some implicit or explicit commentary on why people should strive to create that future" (Kotter, 1996)Although different people define "vision" in different ways, it is clear from their claims that vision is a leader's ability to predict and perceive the future in a precise and accurate manner, as well as define the route map for getting into that future successfully.

TRANSFORMATIONAL LEADERSHIP

When employees are motivated to meet the organization's high expectations, transformational leadership occurs. Employees who work for transformational leaders are more likely to find new ways to address organizational challenges .The most common definition of transformational leadership referred to a leader's behavior, influential traits, power, and situational variables that influence employee performance in a positive direction, such as motivating employees to work longer hours and enjoy their jobs .Transformational leaders help members not only cope with difficult goals, but also improve their problem-solving abilities. That is, transformational leaders use intellectual stimulation to encourage members to question the status quo and approaches, and to solicit their input or solutions in order to increase productivity and save resources.

TRANSACTIONAL LEADERSHIP

As a cost-benefit process between leaders and followers, the transactional approach is used .Transactional leadership occurs when a leader relies on the appropriateness of a follower's behavior or performance to punish or reward him. Contingent reward, management by exception, and management by exception are the three components of transactional leadership .This type of leadership, also known as managerial leadership, focuses on the social interactions or transactions that occur between leaders and

followers. It focuses on the role of supervision, organization, and group performance; transactional leadership is a leadership style in which the leader rewards and punishes followers for their compliance.

LAISSEZ FAIRE LEADERSHIP STYLE

A situation in which subordinates are left to their own devices to work is referred to as a laissez-faire style. Even though he makes himself available for consultation when necessary, the leader does not interfere in the activities of his subordinates .The leader delegated his decision-making authority to his subordinates, as well as all authority and control over their actions and accomplishments.

AUTOCRATIC LEADERSHIP

The autocratic leadership style does not instill a learning mindset, which is critical for motivating employees to be proactive. Opportunities may be missed and risks may be underestimated due to a lack of consultation with subordinates .Autocratic leaders make crucial decisions on their own, whereas democratic leaders seek consensus and consult with subordinates before making decisions.

DEMOCRATIC LEADERSHIP

People are influenced by democratic leadership in ways that are consistent with democratic principles and processes like deliberation, equal participation, inclusion, and self-determination. Leaders of democracies actively encourage and stimulate group decisions and discussions .Democratic leaders are described as being influential, helpful, knowledgeable, good listeners, encouraging, guiding, respecting, and situation-focused .stated that democratic leadership focuses more on people and encourages more interaction within the group.

III. WORKFORCE PERFORMANCE

Companies and organizations use workforce performance management to evaluate their employees and work processes in order to improve productivity and profitability. This type of management philosophy can be found in almost every industry and job. The overall goal of implementing workforce performance management in many organizations is to improve the company's products and services.

EMPLOYEES COMMITMENT

Employee commitment is defined as the degree to which employees identify with their company and are willing to contribute to the achievement of the company's set goals and objectives. It could also refer to how much a person sees himself or herself as an employee of a company and how enthusiastic he or she is about fulfilling his or her job responsibilities.

TRANSFORMATIONAL LEADERSHIP AND EMPLOYEE PERFORMANCE

The transformational leadership style was preferred by employees over transactional leadership. Compared to other leadership styles, transformational leadership contributed more to organizational commitment, job and leader satisfaction. Transformational leadership was found to improve employees' levels of organizational commitment and job satisfaction in the organization. Employees who were led by transformational leaders expressed greater confidence in their abilities to complete their tasks Transformational leaders devote their entire effort to improving their followers' abilities, potentials, ethics, and trust. Transformational leaders communicate to their employees a powerful visualization that encourages, motivates, and inspires them to achieve unexpected goals and objectives. Leaders who have transformational abilities are straightforward, honest, and upright .They always set clear goals for themselves and communicate these goals to their employees, as well as sharing their vision with them .Transformational leadership thrives in environments where leaders and their employees are actively engaged in improving the organization.

TRANSACTIONAL LEADERSHIP AND EMPLOYEE PERFORMANCE

Transactional leadership was more effective than transformational leadership in increasing employees' affective commitment to change. Furthermore, transactional leadership has been shown to have a greater impact on employee performance and job commitment, implying that transactional leaders are more effective at persuading employees to perform well. Transactional leadership was also discovered to be a more effective influencing strategy than transformational leadership. Employee behavior has been reported to be positively influenced by transactional leadership.
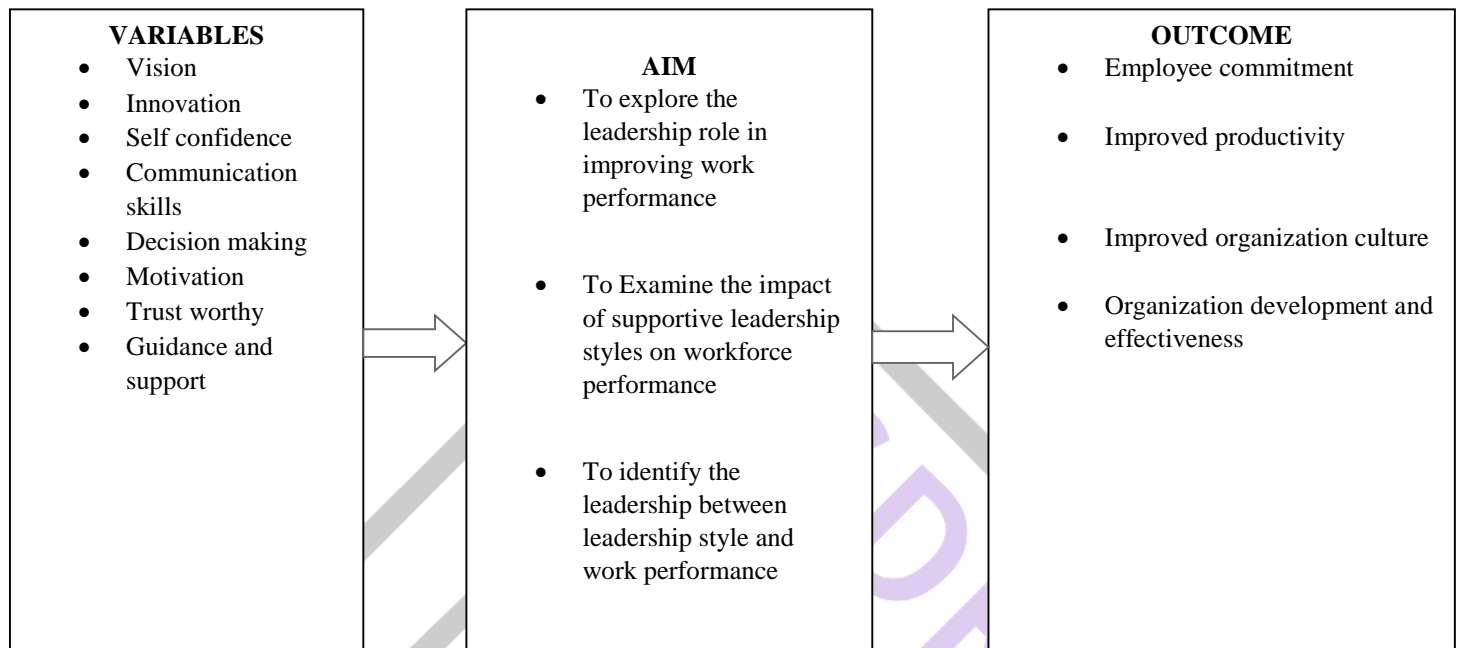
AUTOCRATIC LEADERSHIP AND EMPLOYEES PERFORMANCE

Autocratic leadership refers to leaders who make decisions without consulting team members, and it is typically used when a quick decision is required and team agreement is not required to achieve successful results. An autocratic leader selects people based on their own judgments and ideas, rarely taking into account the opinions of followers, and they have complete control over the group. The Effects of Autocratic Leadership Styles are Lack of a sense of responsibility, Lack of creativity, demotivating , passive aggressiveness. Drawback of the leadership style is Discourages group participation Morale is harmed, and resentment develops .Ignores or hinders subordinates' creative solutions and expertise. Benefit of the leadership style is Allows for quick decision-making especially in stress-filled situations ,Works well where strong, directive leadership is needed.

DEMOCRATIC LEADERSHIP AND EMPLOYEES PERFORMANCE

One of the most significant advantages of democratic leadership is that it facilitates the development of additional leaders capable of leading the organization and requiring active participation from all members of the team. Democratic leadership is known to promote innovation, teamwork, and creativity, with people working on projects with such leaders reporting improved performance, job satisfaction, and productivity. Benefits of democratic leadership style more ideas and creative solutions, Group member commitment ,High productivity drawback of democratic leadership style is Communication failures ,Poor decision-making by unskilled groups, Minority or individual opinions overridden

IV. FRAMEWORK

VARIABLES
- Vision
- Innovation
- Self confidence
- Communication skills
- Decision making
- Motivation
- Trust worthy
- Guidance and support

AIM
- To explore the leadership role in improving work performance
- To Examine the impact of supportive leadership styles on workforce performance
- To identify the leadership between leadership style and work performance

OUTCOME
- Employee commitment
- Improved productivity
- Improved organization culture
- Organization development and effectiveness

V. DISCUSSION AND CONCLUSION

Organizations require highly capable leaders to guide their employees through daily operations and achieve organizational objectives .Even if leadership style and behavior have a direct impact on employee engagement, it is critical that each leader understands their role in relation to employee engagement .Employees are the most valuable asset in any organization, and employee performance is heavily influenced by leadership style. Organizations with strong leadership capabilities will see even better results. As a result, serious thought should be given to elevating leadership to a higher priority.

VI. REFERENCES

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