

A Study On the Impact of Leadership On the Productivity of Employees in The Organisation

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ABSTRACT

The study analyzes the role of leadership in improving employee productivity.: The six components that show the role of leadership in employee productivity include clarity of leadership functions, accuracy of competency-based employee placement, consistency of training programs, effectiveness of organizational strategy implementation, clarity of job description directions to employees, and a fair reward system based on contributions. Practitioner/Policy implication: This research has leadership implications for employee productivity. Leadership is very important in maintaining long-term business sustainability.

Keywords- leadership- competency- strategy- implication

1. Introduction

Employee productivity is something that is expected by the company to achieve business targets. The main component is needed a strategic competence in accordance with the company's business needs. The strategic competency management process requires a leadership role that ensures effectiveness, right on target, and efficiency. Effectiveness is ensuring that competencies can be used according to job requirements.

Right on target is the empowerment of competencies to achieve performance indicators. Efficient is the use of costs that are in accordance with the development of strategic competencies in the long term.

Objectives of the study:

1. To review the importance of leadership to improve productivity.
2. To study the workers views regarding Leadership.
3. To assess the pattern of Leadership.
4. To offer suggestions for improving Leadership condition.

Scope of the study:

It is hoped that the study provides a valuable information on vital aspects of personnel management, namely, Leadership pattern which has not been elicited so far by any researcher. The work force under study is comprised of males only. In fact, the work force of entire population is mainly comprised of males. Females are confined to ministerial staff and service groups. So far the production

and the maintenance units of are concerned, only males are employed in these units in general. Therefore, all the respondents of the study are males.

Collection of data:

Both primary and secondary data were collected for the study. The primary data were collected from the workers as well as supervisors in the study unit.

A fund of secondary data were mobilized from the records of company its annual reports and leading journals.

Methodology:

The researcher made use of the survey technique for getting the vital data. The survey was conducted with carefully constructed questionnaire for workers and Leadership. The sample design has been decided with reference to the personnel records. A sample of 125 workers and 25 Leadership are selected as sample for this study.

A pilot study was conducted which helped to finalise the interview schedules. The researcher visited the company several times and observed the working .At first, the researcher gathered information relating to the activities and its administrative set-up. Further, the researcher contacted the workers and made himself acquainted with their opinion on the working condition. The researcher, before commencing his research work, had a discussion with respondents.

Statistical tools for analysis

To arrive at major finding and conclusion of the study, relevant statistical techniques namely, scaling, ranking method, chi-square test, simple arithmetic mean, weighted arithmetic mean and percentage analysis were used.

A three point scale is employed to measure the attitude of the respondents towards the behaviors of the Leadership. The respondents were asked to state their attitude which may range from 'yes', 'no', 'Dont know'. The scores were obtained by assigning the following value to the respective responses namely, 3 points to 'yes', 1 point to 'no' and 2 points to don't know. The positive figure indicates the favorable attitude of employee towards the given statement and a negative figure manifests the unfavourable attitude towards the statement mentioned.

Ranking method is adopted to ascertain the most influential factor which necessitates Leadership and to find out the characteristics of leader. Five major factors were identified and scores were assigned as follows:

- I Rank - 5 Points
- II Rank - 4 Points
- III Rank - 3 Points
- IV Rank - 2 Points
- V Rank - 1 Points

Weighted arithmetic mean is calculated to find out the most influential factor

Review of literature

Raveendar.V(2023), Leadership is the ability to direct, coordinate, influence, and set a good example based on high trust. A leader will provide a lot of hope, inspiration, and strength in building organizational

achievements (Martelli et al., 2012). Leadership affects the behavior of others towards certain goals as an indicator of the success seen a leader. The implementation of leadership is very much determined by resources as a form of organizational support. This is what is needed by employees of the leadership function in bringing about organizational change. The company's business existence will be determined by employee productivity.

Saranvelguniya,T(2023) A leader must have the competence to provide direction to employees in generating creativity and job innovation. Leadership must be able to explain job targets that will have implications for performance. It must be realized that work culture will be able to increase employee productivity. Leaders must foster a collective culture in all employees in increasing work productivity. Collective cooperation between employees will help complete the work.

Thilakverma.Y(2022). The work process must be assisted by the adequacy of resources. All the supporting components of the work process that must be provided by the organization. Organizational commitment is needed to help leaders achieve job targets through competitive work teams. Spiritual concepts are needed in carrying out leadership functions to achieve job satisfaction and employee performance. The spiritualism side of leadership will create a new organizational culture according to business values. Spiritual leadership is very helpful in increasing employee productivity through cultural change. Leaders must apply the concept of empowering employees to achieve organizational performance. Employee empowerment is needed to maximize competence and knowledge in achieving the desired performance by the organization. This process requires support from the organization to produce new work patterns. This will greatly help in increasing employee productivity.

Data Analysis

TABLE.1
AGE GROUP OF THE RESPONDENTS

Sl. No.	Age group	Number of respondents	Percentage of respondents
1.	Upto 30 years	51	40.8
2.	31 – 40 years	58	46.4
3.	41 and above	16	12.8
Total		125	100

Table;1 shows that the age group among the respondents makes it clear that the work force is comparatively young, as about 40.8% of the respondents fall below 30 years of age group, though the number of workers in the age group of 31-40 is 46.4%, which is comparatively a major part of the sample. Only 12.6% of the respondents belong to the old age group of 41 and above.

TABLE -2
EXPERIENCE OF THE RESPONDENTS

Sl. No.	Number of Years	Number of respondents	Percentage of respondents
1.	Upto 5 years	52	41.6
2.	6 – 10 years	49	39.2
3.	11 – 15 years	10	8.0
4.	16 – 20 years	6	4.8
5.	21 years and above	8	6.4
Total		125	100

About 41.6% of the workers are having the experience upto 5 years and about 39.2% of the respondents are having the experience of 6-10 years. Thus, it could be said that more than 80% of the employees have upto 10 years of services

TABLE-3
WORKERS OPINION ABOUT DIFFICULTIES IN THE ABSENCE OF LEADER

Sl. No.	Reason of problems	Number of respondents	Percentage of respondents	Rank
1.	Materials and equipments	14	29.16	II
2.	Maintenance	3	6.25	V
3.	Workers problems	18	37.5	I
4.	Adequate information	4	8.3	IV
5.	Technical problems	9	18.75	III
Total		48	100	

To assess the necessity of the leader in a specific situation, the respondents were asked three questions. These questions were intended to obtain the workers view regarding the intensity of importance of leader in the work group. The first question, having two parts, was posed to the respondents in order to explore whether there is any vacancy for leader was sought. All the respondents admitted that there is no vacancy. So there is no question of analysis in the latter part of the question, regarding reason for such vacancy. The above analysis makes it clear that itself considers that leadership is necessary for the accomplishment of the work.

TABLE-4 WORKERS INFLUENCE ON LEADER AMONG THE EXPERIENCE GROUP

Influence Experience	Satisfactory	Moderate	Dis-satisfactory	Total
Upto 5	37	13	2	58
6 – 10	24	19	6	49
11 – 15	6	3	1	10
16 – 20	5	0	1	6
21 and above	8	0	0	8
Total	80	35	10	125

Source: Primary Data

Degree of Freedom = 8 5% Significance

Calculated Value = 15.746 Table Value = 15.5

To test whether the designation group has any relation to the influence on Leadership the following hypothesis has been constructed. "There is no association between the designation of the worker and influence on Leadership". This chi-square test proved the fact that there exists no association between experience and influence on Leadership. Since the calculated value is higher than the table value, the researcher has to accept the null hypothesis at 5% level of significance.

It is inferred from the above analysis that the high designation group of workers are recognized by the leader. In other words, the high designation workers are having influence over the Leadership.

RECOMMENDATIONS:

Leadership means the job of overseeing the sub-ordinates at work. The maintaining the harmonious relationship between the leader and worker can hardly be exaggerated. In the area of the management and Leadership is concerned with the overseeing of the people into a work situation. Production could reach the optimum level if there is perfect co-operation, understanding and mutual faith between leader and workers. Thus a good supervisory management is essential for the success of any organization. This study is an attempt towards exploring various aspects of leadership. The conclusions have been drawn on the basis of the opinions received from the workers, Leadership and also from the executives of the company. From the analysis of personal backgrounds of the 125 workers belonging to various job categories, it is concluded that, work force of the company is comparatively young. The work force of the company is comprised of more literate persons with their educational standards varying from primary level to graduates. Regarding the experience of the respondents, it is observed that majority of the respondents in the company have upto 10 years of service. It is also significant that more than seventy five percent of the workers in the company were found to be technically trained.

Conclusion

The foregoing analysis clearly reveals the nature of leadership pattern in the company. It was found out the workers in the company are, by the large, satisfied with pattern of leadership prevailing in their organization. However, they have also not failed in pin-pointing the areas which requires further strength. It is strongly felt that the findings of this study will help to identify the strength and weak spots of pattern of Leader prevailing in the organization and to improve the same in future. The findings, in particular, will help the leaders to strengthen further in those areas where they are well appreciated and to remedy

the situation, where they have failed. It is also hoped that the findings will certainly help the others also to review and to modify, if necessary, the Leadership pattern of their area for better and harmonious relationship between Leaders and the workers which will certainly help increase the productivity of the organization.

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