

NEW TRENDS IN LEADERSHIP PRACTICES FOR THE EFFECTIVE ORGANISATIONAL SUCCESS



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ABSTRACT

Leadership refers to the process of guiding, directing and encouraging people to a common objective. It is the process of influencing the behavior of others in an organized activity. Leadership qualities are important in the sense it helps to induce subordinates to work with confidence. So, the new trends in leadership practices help the organization practices help the organization to work more effectively. This paper is an effort to explain the new trends in leadership for the preparation of current and future leaders. Leadership qualities are important in the sense it helps to induce subordinates to work with confidence. So, the new trends in leadership practices help the organization to work more effectively. This paper tries to explain the benefits in adopting new trends in leadership. Leadership styles are the mirror image of leader's behavior. It is the way in which a leader behaves to his subordinates. It is based on leader's philosophy, personality, experience and value system. The existing leadership practices should be changed according to the day-to-day competitive environment. The best leadership practices recommended are transparency, building solid relationship, creating a collaborating working environment, promotion of training and learning, disruption of norms as and when required and confidence in leading any employee. Effective management of human resources helps in sound employer employee relationship. New trends in leadership practices should be adopted in order to avoid work conflict. These new trends surely help in enhancing job satisfaction and thereby reduces labor turnover.

Keywords	Leadership, leadership qualities, leadership styles, leadership practices, new trends
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INTRODUCTION

Leadership is the most important weapon in the hands of an organization to accomplish its objectives and goals. It is the process of stimulating subordinates through guiding, directing, and motivating. A firm cannot succeed in its future without effective leadership as the implementation of tasks, and their achievements are impossible.

ESSENTIAL QUALITIES OF A LEADER

The main aim of leadership is to influence others. An efficient leader is said to possess the following qualities.

- 1. SELF CONFIDENCE:** A good leader should have confidence in himself. This helps in winning confidence from his team members. It enables motivating his fellow team member.
- 2. INTELLIGENCE:** He should possess intelligence in such a way that it helps in clearing the problems faced by his team.
- 3. COMMUNICATION:** He should possess good communication skills. He should have efficient reading, writing, and speaking skills since a leader has to communicate the instruction from management to his subordinates.
- 4. LISTENING SKILLS:** He should possess good listening skills. A leader should be a good listener. Then only he can solve the team's problem.
- 5. VISION & FORESIGHT:** It is important to have the quality of vision and foresight for a leader to foresee the future and respond to it.
- 6. ABILITY TO INSPIRE PEOPLE:** People give high value to the ability to inspire their emotions.

FUNCTIONS OF LEADERSHIP

- 1. FIXATION OF GOALS:** A leader should fix goals or targets for subordinates. He should stimulate the subordinates to do their work.
- 2. ORGANIZATION OF ACTIVITIES:** Activities should be assigned systematically for the achievement of organizational objectives. It will avoid work conflict
- 3. COORDINATION:** He should coordinate the work effectively done by the subordinates.
- 4. REPRESENTATIVE OF GROUP:** He should present new idea originated in group discussion; in the sense, he is the representator of the group
- 5. MOTIVATION:** Motivation means inspiring people to do work. He should motivate the subordinates, which will lead to their efficient performance.
- 6. CREATION OF EMPLOYEE MORALE:** He should facilitate interaction between his group members. Another matter is to maintain good human relations between the group members.
- 7. FACILITATING CHANGE:** A leader can convince facts to his subordinates. This will enable the subordinates to understand the need for change



LEADERSHIP STYLE

It refers to the manner in which a leader behaves within a group. It is the reflection of a leader's philosophy, personality, experience, and value system. The various classification of leadership style is as follows:

I) STYLE BASED ON AUTHORITY OR POWER RETAINED BY LEADER

i) AUTOCRATIC LEADERSHIP STYLE

In this type of leadership style, the leader only directs his subordinates without considering their opinion. Here the decisions are totally taken by the leader. Subordinates obey him only because of fear of punishment. An autocratic leader is classified into three:

- **Strict autocrat:** He only gives orders to subordinates to follow him due to fear of punishment and penalty. Due to this, they feel insecure in the job. They lack job satisfaction.
- **Benevolent Autocrat:** He uses a reward system to induce employees to do work. This will ultimately help in increasing the productivity and efficiency of employees.
- **Manipulative Autocrat:** He makes a feel in the employee's mind that they are taking part in decision making. Actually, he had decided discussing it with them

ii) PARTICIPATIVE OR DEMOCRATIC LEADER

The leader is liberal and has sympathy towards his group members. He permits group members to express their ideas and opinion. It is treated as the best leadership practices in the world

iii) FREE REIGN OR LAISSEZ-FAIRE LEADERSHIP

In this style, the leader does not guide or encourages the subordinates. He gives total freedom to perform their work

iv) PATERNALISTIC

Here the leader's relationship with his group is like a father's relationship with his family.

II) STYLE BASED ON TASK VERSUS PEOPLE

i) TASK ORIENTED STYLE

Here the full importance is focused on the task. There is no value in human relations.

ii) PEOPLE ORIENTED STYLE

In this style, more attention is toward people. It is focused on subordinate willingness, interest, desire, etc.

III LIKERT'S FOUR STYLE

i) EXPLOITATIVE AUTHORITATIVE STYLE



In this style, the leader does not have belief in his subordinates and does not allow them to take part in decision making.

ii) BENEVOLENT AUTHORITATIVE STYLE

The leader uses rewards to encourage his subordinates to perform their work. Subordinates are permitted to take part in decision making only to a certain limit.

iii) PARTICIPATIVE AUTHORITATIVE STYLE

Here the leader permits subordinates to take part in decision making.

iv) CONSULTATIVE AUTHORITATIVE STYLE

In this style, the leader has a belief in subordinates to a certain extent. He discusses with them before making decisions.

REVIEW OF LITERATURE

1. Li-Ren Yang, Chung-Fah Huang, and Kun-Shan Wu, in their studies, indicate that an increase in leadership level influences team members' relationships.
2. In their studies, Amir Sadeghi and Zaidatol Akmaliah Lope Pihie explain that contingent reward has significant effects on leadership effectiveness.
3. In their studies, Rose Ngozi Amanchukwu, Gloria Jones Stanley, Nwachukwu Prince Ololube reviewed leadership theories, principles, and styles and their impact on educational management.

RESEARCH GAP

A review of the previous studies indicates that leadership practices are different for different firms. A common leadership style is not at all practical. This paper is an attempt to explain the new trends in leadership practices. Every firm should adopt the new trends for maintaining good relationships among employees.

METHODOLOGY

The data for the study is collected through secondary sources like books, journals, publications, etc.

ANALYSIS AND DISCUSSIONS

A leader must behave in such a way as to lead and promote his subordinates. Without thinking whom they are he should understand the feelings and interest of his subordinates. This will help subordinates to think that someone is viewing their work. As a result of this, they will be very cautious in their work. There arises the importance of leadership practices. The following are the best practices to become a capable leader.

1. BUILDING SOLID RELATIONSHIP

First of all, a leader should have a friendly relationship with his subordinates. He should take an interest in knowing their hobbies, family, attitude, and anything related to his life outside the working environment. This will help a leader in building a healthy relationship with his



subordinates. Finally, this relationship helps in gaining their trust, respect, and loyalty towards a leader.

2. CREATING A COLLABORATIVE WORKING ENVIRONMENT

A leader should encourage his subordinate to work together. Collaboration helps in learning new things within a group. When each subordinate contributes and helps each other in their work, it will contribute to the work towards mutual goals.

3. TRANSPARENCY

A leader should be open and honest in directing his subordinates. This will lead to gain trust and respect from them. He should maintain open communication with the subordinates and should consider their opinion and views. Open communication often helps in developing new ideas. If they feel more comfortable in their working environment, it will promote their creativity and innovation.

4. CONFIDENCE IN LEADING ANY EMPLOYEE

Sometimes a leader should lead younger professionals or senior professionals. Do not be tensed at that time. A leader is a person appointed to lead the team members. He has the authority to do it. Move ahead with confidence during those times.

5. PROMOTE TRAINING AND LEARNING

None is perfect. It is very important to provide training not only to subordinates but also to leaders. Training encourages professional development. It enables the accomplishment of the team's goals

6. DISRUPTION OF NORMS

Sometimes we want to take risks-avoiding existing norms. Make the subordinates capable of accepting challenges without considering the norms. Mistakes may occur. However, consider each mistake as an opportunity for the next step. This will promote innovation.

7. BEING COMPASSIONATE AND RESPECTFUL

One of the good qualities of a leader is being empathetic. He should understand the feelings of his subordinates. Give respect to their feelings, then only he gets respect. A leader who has the charge does not mean he can be disrespectful to his fellow subordinates. Misunderstanding between a leader and his team members leads to a work conflict.

8. ACCOMMODATION OF CHANGE

Life is full of uncertainty. Nobody knows what will happen. The team members capable of facing uncertainty. Give them full support as they wish. This will encourage a smooth relationship between a leader and his subordinates.

9. AVOIDING MICRO MANAGEMENT

Each employee has their duties. No men like micromanaged. Allow them to do their jobs.



CONCLUSION

Leadership not only means leading the team members but also considering the human values inside an organization. One of the challenges faced by an organization is the proper management of human resources. Effective management of human resources advocates a sound employer-employee relationship. A democratic leader is always better than an autocratic leader. He is a person who considers the feelings of his group members. Change is inevitable for every organization. Nowadays, there are so many changes in leadership practices. It is better to adopt these new trends for organizational success. By adopting the aforesaid new trends, a firm can increase employee efficiency and job satisfaction. Fully satisfied employees are the real wealth of every organization. So the firm should satisfy the expectations of every employee. The application of these new trends of leadership surely meets the expectations of employees.

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